I. INTRODUCTION:
Virtual Reality (VR) is an immersive multimedia or computer-simulated environment that mimics physical presence in the real world or imagined worlds. VR also lets the user interact with that world. Virtual reality artificially creates sensory experiences, which can include sight, hearing, touch, and smell. These technologies take traditional media beyond conventional screens and use photographic images, video or computer generated graphics (sometimes provided as a 360-degree view within your field of vision) as a new communication and interaction medium that can be used across your company from marketing and sales to field services, training and data visualization.

II. MEANING:
VR is the use of technology to create a simulated environment within a 360-degree video experience. This could be a battlefield in a video game, or exploring nature as if you were there. It’s a unique experience that no other technology can offer, which is why when it first emerged it was nearly impossible to get your hands on.

Example- VR differs from other experiences such as 3D films in that it’s fully immersive. It gives you the illusion, both mentally and physically, that you’re somewhere else, whether that be standing on top of a mountain, walking along a sidewalk in New York City - or conducting a performance review. To create this illusion, VR worlds are highly detailed, large in scale, and move as you move, showing you different aspects of ‘reality’ as you change direction.

III. VR USAGE WITH CORPORATES:
Whether you are a brand marketer, director of operations, run a line of business or head of HR, there are many ways you can deploy this technology to generate substantial revenue, increase productivity or improve safety. The total market size for VR/AR is estimated to reach $108B to $215B by 2021. The predictions vary wildly, but regardless of which you believe, this nascent technology is going to be a huge industry. Imagine leaving a note hanging in mid-air at a construction site to flag an inconsistency against the blueprints or using AR to give hands on.

Example: By employing Virtual Reality in safety training you can offer, which is why when it first emerged it was nearly impossible to get your hands on.

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1. VR for on boarding new workforces:
VR gives prospects a real look inside the office instead of reading a description or hearing about it over the phone. They can see around the office, understand the layout and workspace, and even get a feel for employee’s interactions and potential workflow. Offering a feature like this in the hiring process can increase a candidate’s interest in a position and the company overall. It also adds a new layer of personalization because it enables companies to be more accommodating to potential hires’ busy schedules. HR is finding creative ways to incorporate virtual reality into on boarding too. There are a handful of common strategies, and some work better than others. HR is fast becoming more tech-savvy and HR professionals are now keeping an eye out for new technologies that improve productivity and streamline complex processes. Depending on how it’s used, VR has the capacity to tick both these boxes. VR has the potential to make a big impact

2. VR for Staffing and Talent Engagement (Hiring):
Using virtual reality candidates can be interviewed and get a realistic preview through a tour the company, all from the toasty comfort of their home. It can also be used by recruiters who've recruiting for a highly technical engineering role, in which they need to assess the candidate’s abilities properly. In order to accomplish this, they could use Virtual Reality technology to allow them to remotely assess the candidate’s set of skills and check whether they are up to the standards they need. Virtual reality can be used in many different areas of the field, but seems to be most valuable to the employee recruitment and on boarding processes. Many companies have begun using VR for recruiting. For one thing, it reduces costs by removing the need to pay for travel when a potential employee wants to visit the office. VR is essentially a 3D computer-created world that allows you to experience and interact with things that aren’t really there. Investing in a state-of-the-art recruitment process could be an essential talent acquisition strategy for big companies in competitive industries. In HR, it’s important to keep things fresh.

Hiring: Hiring top notch employees is the most important job function
of HR. It’s the most important job function in any company. Businesses thrive on having the best employees. And if you can’t convince the best employees to work for you, you are at a strategic disadvantage. We live in a current climate where unemployment is relatively low. And traditional hiring approaches are being upended. Just over a decade ago, most MBA graduates wanted to work at the big name consulting and finance firms. But the world has changed. Technology and society has made companies like Google, Amazon, and tech startups much more appealing to top graduates. According to Fortune, Millennials want a flexible workplace, interesting career development buoyed by non-traditional learning environments, and a workplace that cares about social causes and a sense of purpose.

3. Use VR for Employee Induction:
The basic facts around VR and new employee training are clear: VR is cost-effective, scale-able, and independent of geographic location. Using VR is a great way to both convey information and get new employees excited for their job. And it’s particularly well-suited for high stress or dangerous jobs.

Induction: People in the human resources department are often overworked, and orientation and onboarding of new employees don’t make it any easier. Using a virtual reality setup, they can let new hires experience being welcomed by the CEO, meet fellow colleagues and get acquainted with the particulars of the organization. It can also be a perfect way to get an employee who’s going to work remotely, connect with the organization.

4. VR for Continual Employee Education and Communication:
Let’s be honest — e-mail is an overused and less-than-ideal way to communicate with employees. It’s efficient and simple, but it also gets lost amid a sea of other emails. And it’s not dynamic or memorable. Video is better. But still, watching a video on your computer is passive, and you can get easily distracted as the video plays. VR is immersive, interactive, and memorable. It transports you into a world where your attention is 100% on the VR videos or images you’re seeing in your headset. It can also be really fun! So for either ongoing employee communication or one-off events.

5. VR exclusively for Training and Development:
Training in the customer service department entails teaching existing and new employees the skills and knowledge required to increase, retain and understand customer happiness. The training given generally includes how to in greeting customers, body language, listening, dealing with discontented customers, managing an appropriate tone of voice.

V. CHALLENGES:
Virtual reality technology is here and is constantly evolving. The real challenge is changing those who want to stick to rather traditional parts of the organization. Whether you’re a global player or a start up in Silicon Valley, you’re going to need to keep up with the constant changes occurring in the digital world. We can’t wait to see what the future holds for us, human resources and the business world! Over the years, business environments have faced many fine-tuning processes in view of buttressing a company’s cultural values while also promoting efficient productivity. With COVID-19 impact on every aspects of business corporation, it will have maximum influence on introducing virtual workplaces as a measure to maintain qualitative productivity allows the recruitment and retention of top talents irrespective of their geographic locations, balance work-life among employees, and promote cost-efficient means to expand or increase office workforce.

VI. CONCLUSION:
A lot of business operation techniques have face developments in recent times, with more proposals on tons of business relieves offered by more growing technologies. For instance, emails and audio-conferencing alone have become obsolete and inefficient in promoting the level of productivity needed in a virtual workplace. COVID-19 will reboot the world into virtual reality and after the crisis, work from home models are likely to continue and business travel is likely to be curtailed as virtual meetings have proved to be just as effective. Hence, Human Resources touches on a lot of different facets of the employee experience: hiring, training, and communication. (to name but three!) And Virtual Reality offers HR employees a new and exciting way to improve all those areas.

REFERENCES: