





UN AIMS United Nations Augmented Intelligent Mobility System

		Team Details		
Team Name	Java the Hutt			5 TUT
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Nationality	Indian			Ten.
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"A holistic and equitable mobility system aimed at career success"









United Nations Augmented Intelligent Mobility System (AIMS)

Overview



UNICEF

Mission

UNICEF is mandated by the United Nations General Assembly to advocate for the protection of children's rights, to help meet their basic needs and to expand their opportunities to reach their full potential

Vision

A future where all children are healthy, families thrive, communities prosper and the cycle of poverty is broken.

Values

UNICEF is non-partisan and its cooperation is free of bias and discrimination. Prioritise children and countries with the greatest need to deliver life saving service efficiently.



















United Nations Augmented Intelligent Mobility System (AIMS)

Overview



UNDP

Mission

The United Nations Development Programme (UNDP) is the UN's global development network, advocating for change and connecting countries to knowledge, experience and resources to help people build a better life.

Vision

A future where poverty is eradicated in all its forms and dimensions, structural transformations are accelerated and the world is resilient to shocks and crisis.

Values

UNDP actively monitors development indices across the world and strives to equitably propel development through sustainable innovation





















"Nothing we do is more important than hiring and developing people. At the end of the day, we bet on *people*, not on strategies"

Lawrence Bossidy (Ex-COO General Electric)



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Overview



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Overview



The need of the hour



- A Mobility system that is:
- **Empathetic of employee growth**
- **Cost Effective to organisation**
- Functionally and Geographically integrated



Expensive

Organisational Hassle

Logistics Hassle

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Overview



Hardship Distribution

65.8%

of the employees who have worked in locations classified as H or A have worked **only** in such locations

57.1%

of the employees who have worked in locations classified as D or E have worked **only** in such hardship locations













Framework



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Framework





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Framework





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² Employed a 7-Point Lickert Scale to subjectively allocate a positive score to a textual rating













Framework















unicef Mobility & Success













unicef Mobility & Success











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unicef Mobility & Success



Importance of Mobility induced Breadth vs Organisational Depth?

Conclusion 1		Conclusion 2		
Type of test	Means— Two Samples	Type of test	Means— Two Sample	
P-value(s)	(1.94E-03, 4.89E-02)	P-value(s)	5.00E-02	
Conclusion	H1	Conclusion	H1	

INSIGHT

It is observed that the Average performance rating *increases* with number of unique posts prior up-to a *critical* optimal number of unique posts (5-6) in both organisations.

- 1) H1: UNICEF employees with exactly 5 unique posts have the highest performance increase
- 2) H1: UNDP employees with exactly 5-6 unique posts have the highest performance increase









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Importance of Mobility induced Breadth vs Organisational Depth ?

Hardship Location and Success ?

INSIGHT

On average, successful transitioners were found to have spent *more* **'hard' time** (i.e) in hardship locations compared to those who saturated/still at the base rank of the transition











Gender & Mobility









Gender & Mobility

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Gender & Mobility

Mobility & HQ

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Mobility and Headquarters (HQ)

	Conclusion 2
Type of test	Means— Two samples
P-value(s)	4.46E-01
Conclusion	HO
	INSIGHTS
1) H0: There is a hardship time resu	no conclusive evidence that Its in a drop in HQ selection rate

Early-career Hardship Score

2) HO: Low early hardship time does not significantly increase HQ selection rate (<1%)

nsights

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The most relevant insights from the current state of internal mobility in UNICEF and UNDP

What role does gender play in mobility? There is *no selection bias*. Hence the issue must be with the fit to location - *perception mismatch*

Why does this gender skew manifest? Women are **apprehensive** to apply to their **first** hard location. Onwards, gender ratio is maintained

HQ selection rate and mobility are de-coupled. Depth of roles are preferred over breadth

Intelligent

Approach internal candidates with relevant opportunities: Recommend the right roles to employees using an Al tool that is driven by the success metrics and empathetic to the employee's discrete needs

Mobility

Enable the employee to get the most out of the mobility program by recommending the right role, mapping the right resources and monitoring progress effectively

unicef UN AIMS Machine Learning

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nits	Training Cost Function	Test Accuracy
	2.99E+04	74.70%
	2.46E+04	79.64%
	2.46E+04	79.70%

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UN AIVS

Future Prospects

- 1) Integrating the UN **AIMS** solution UN wide across organs
- 2) Specific focus on decreasing the number of nonrotational positions
- 3) Leveraging personal goals through an active feedback mechanism
- 4) Initiating a buddy program

"More than ever before in human history, we share a common destiny. We can master it only if we face it together. And that, my friends, is why we have the United Nations"

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Late Kofi Annan 7th Secretary General UN

Thank you

