

AI IN 12 MINUTES FOR HUMAN RESOURCES



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MOTIVATION - WHY AI?

Streamlining recruitment processes

Enhancing employee engagement

Predictive analytics for workforce planning

Automating administrative HR tasks

Personalizing learning and development



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2/24 INDUSTRY

Recruitment and Talent Acquisition
Employee Engagement and Retention
Training and Development
Workforce Analytics
Compensation and Benefits Management



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STRATEGIC TRENDS

AI-driven talent sourcing

Chatbots for HR inquiries

ML in employee performance analysis

AI in diversity and inclusion initiatives

Predictive analytics in turnover risk

Digital assistants for HR tasks

AI in employee wellness programs

Data-driven workforce planning

Automation in payroll and benefits administration

AI for employee feedback and sentiment analysis



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WHY CHANGE?

Efficient recruitment processes
Enhanced employee experience
Data-driven HR decisions
Optimized talent management
Adaptability to changing workforce needs



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LEADING THE CHANGE

LinkedIn (AI in talent acquisition)

Workday (AI in HR analytics and software)

IBM Watson Talent (AI-driven HR solutions)

SAP SuccessFactors (Integrating AI in HR processes)

ADP (AI for payroll and compliance)



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DIGITAL TRANSFORMATION

AI algorithms for resume screening
Natural Language Processing in employee surveys
Machine learning for talent retention strategies
AI-driven employee training programs
Chatbots for HR service delivery
Predictive modeling in workforce planning
AI in compensation and benefits optimization
Automation in time and attendance tracking
AI for organizational network analysis
Digital HR platforms with AI capabilities

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AI DISRUPTION

Automated and unbiased hiring processes

AI for personalized employee development

Predictive insights in employee turnover

AI in enhancing employee engagement

Real-time HR analytics and reporting

AI-driven strategies in workforce diversity

Enhanced employee wellness with AI insights

AI in agile workforce management

AI-powered internal talent mobility

Efficiency in HR administrative tasks

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GREAT EXAMPLES OF AI

AI-powered recruiting tools by LinkedIn
IBM Watson's AI in talent management
Workday's machine learning in HR analytics
Gloat's AI for internal talent marketplace
SAP SuccessFactors' AI in employee experience
Zoho People's AI for HR operations
Pymetrics' AI-driven talent matching
ADP's AI in payroll and compliance
Mya Systems' AI recruiter assistant
AI-driven employee feedback tools like Culture Amp

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ECOSYSTEM REQUIREMENTS

Robust digital infrastructure for AI applications
Collaboration between AI experts and HR teams
Ethical considerations in AI use for HR
Training in AI and data analytics for HR teams
Data privacy and security measures in HR systems



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AI SUSTAINABILITY

AI-driven efficient HR processes reducing resource use
Sustainable talent management strategies
Reduced carbon footprint with digital HR solutions
AI in promoting workplace wellness and sustainability
Data-driven approaches to green HR practices



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NEW RISKS - ETHICAL, LEGAL, SOCIAL



Bias in AI-driven recruitment and assessments
Data privacy concerns in employee monitoring
Over-reliance on AI in HR decisions
Ethical challenges in AI applications
Cybersecurity vulnerabilities in HR systems

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AI MISUSE EXAMPLES

Misinterpretation of AI analytics in HR

Unauthorized use of employee data

AI biases affecting diversity and inclusion

Over-automation leading to depersonalized HR services

Misuse of AI in employee surveillance



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THREE AI DILEMMAS

Balancing AI efficiency with human touch in HR?
Ensuring fairness and transparency in AI-driven HR?
Navigating privacy concerns in AI employee monitoring?



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ORGANIZATIONAL REQUIREMENTS



Strategic integration of AI in HR functions
Investment in AI technologies and training
Ethical frameworks for AI use in HR
Collaborative approach to AI-driven HR solutions
Regular review and adaptation of AI tools

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STEP BY STEP APPLICATION

Identify AI applications in HR processes

Implement AI tools for recruitment, engagement, and analytics

Train HR team in AI, data management, and ethics

Integrate AI in employee experience and development

Continuously evaluate AI effectiveness and employee feedback

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BEST PRACTICES

Prioritize ethical AI use in HR

Maintain transparency in AI-driven HR processes

Focus on enhancing employee experience with AI

Foster innovation in AI HR solutions

Adapt AI strategies to diverse workforce needs

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AI TOOLS & MODELS

Predictive analytics for talent management
AI algorithms for employee engagement
Machine learning in HR data analysis
Data analytics for workforce planning
Neural networks for HR process automation

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18/24 USEFUL DIGITAL TWINS

Digital twins of HR operations for strategy testing

Virtual models of employee engagement patterns

AI simulations for HR policy impact

Digital replicas of organizational structures

Virtual reality setups for HR training and development

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19/24 COOL NORWEGIAN CASES

Talentech: Talent management and development.

Motimate: Employee engagement and learning.

EqualEyes: Workplace diversity and inclusion.

Simplifai: AI-driven HR process automation.

Debify: Employee financial wellness.

CatalystOne: HR software solutions.



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GLOBAL LEADERS

United States (Innovative HR technologies and practices)

United Kingdom (Advanced HR analytics and AI applications)

Germany (Efficient HR management systems)

Canada (Inclusive and AI-driven HR practices)

Sweden (Progressive HR strategies and employee wellness)

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FUTURE JOBS

AI HR data analysts

Employee experience specialists with AI expertise

HR technology consultants

Ethical AI advisors in HR

Talent acquisition specialists using AI

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THE FUTURE OF AI

AI revolutionizing talent acquisition and management

AI in creating inclusive and diverse workplaces

Advanced AI in employee wellness and engagement

AI-driven agile HR strategies

Integration of AI in all HR facets

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RECOMMENDED READING

"The Future of Work: Robots, AI, and Automation" by Darrell M. West

"HR Disrupted: It's Time for Something Different" by Lucy Adams

"Artificial Intelligence for HR: Use AI to Support and Develop a Successful Workforce" by Ben Eubanks

"The Big Data-Driven Business" by Russell Glass and Sean Callahan

"Humans as a Service: The Promise and Perils of Work in the Gig Economy" by Jeremias Prassl

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GOOD TED TALKS



"The workforce crisis of 2030 – and how to start solving it now" by Rainer Strack

"The way we think about work is broken" by Barry Schwartz

"What makes us feel good about our work?" by Dan Ariely

"The happy secret to better work" by Shawn Achor

"Why the best hire might not have the perfect resume" by Regina Hartley

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**WHAT WOULD
YOU ADD?
*LET ME KNOW!***



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