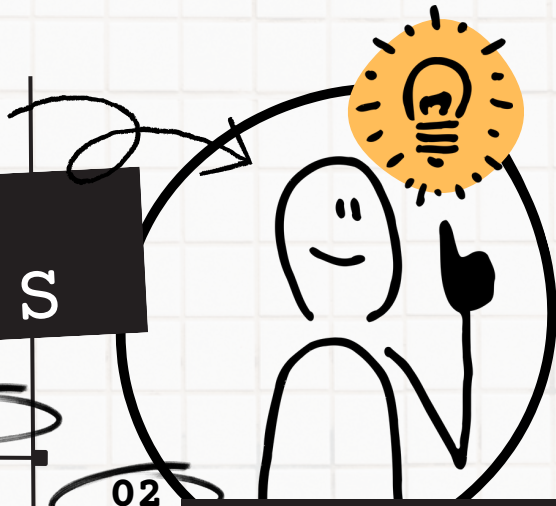# Applied AI

HUMAN RESOURCES

07.17

01 WHY AI?

- Streamlining recruitment processes
- Enhancing employee engagement
- Predictive analytics for workforce planning
- Automating administrative HR tasks
- Personalizing learning and development

02 INDUSTRY

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

03 STRATEGIC TRENDS

- AI-driven talent sourcing
- Chatbots for HR inquiries
- Machine learning 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

04 WHY CHANGE?

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

06 ENABLING TECHNOLOGIES

- 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

05 LEADING COMPANIES

- 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)

07 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

08 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

09 ECOSYSTEM REQUIREMENTS

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

10 NEW RISKS

- 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

11 MISUSE

- 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

12 DILEMMAS

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

13 ORG. 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

14 STEP BY STEP AI

- Identify AI applications in HR processes
- Implement AI tools for recruitment, engagement, analytics
- Train HR team in AI, data management, and ethics
- Integrate AI in employee experience and development
- Evaluate AI effectiveness and employee feedback

15 BEST PRACTICES

- 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

16 AI MODELS

- Predictive models for drug efficacy
- Machine learning in patient data analysis
- AI algorithms for molecular modeling
- Data analytics for pharmacoeconomic studies
- Neural networks for pattern recognition in drug design

17 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

18 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)

19 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

20 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

21 RECOMMENDED READING

- "Future of Work": Robots, AI impact (West).
- "HR Disrupted": New HR approaches (Adams).
- "AI for HR": AI in workforce (Eubanks).
- "Big Data-Driven Business": Data in business (Glass, Callahan).
- "Humans as a Service": Gig economy insights (Prassl).

22 TED TALKS

- "The workforce crisis of 2030: solving it now" Rainer Strack
- "The way we think about work is broken" Barry Schwartz
- "What makes us feel good about our work?" Dan Ariely
- "The happy secret to better work" Shawn Achor
- "The best hire might not have the perfect resume" RHartley

23 ONLINE RESOURCES

- SHRM: HR news and certifications.
- HR Dive: HR trends analysis.
- Workforce: HR management articles.
- HR Magazine: HR best practices.
- Talent Management: Acquisition/retention strategies.

24 NEXT STEPS

- Engage with AI technology.
- Identify opportunities for AI application.
- Invest in AI education and training.
- Please contact us at hello@nextpaper.me for further exploration or inspiration through a talk, workshop or case study. We'd love to help!

Applied AI — HUMAN RESOURCES