

# Implementing AI and Automation in HR: Streamlining Processes and Enhancing Efficiency

A Presentation Delivered


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THE SEDAT HR CONFERENCE – KUMASI

by

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# Opening Quote

“For us as HR leaders, AI will change every process we touch. The way we source, assess, hire, train, develop, pay, and move people is all being informed by AI.”

- Josh Bersin  
Global Industry Analyst, Principal & founder, Deloitte



# What is Artificial Intelligence (AI)?

Artificial intelligence is the simulation of human intelligence processes by machines, especially computer systems.



# What is Automation?



- ❑ The technique of making an apparatus, a process, or a system operate automatically.
- ❑ HR automation is the process of enhancing the efficiency of the HR department by freeing employees from tedious manual tasks, and allowing them to focus on complex tasks like decision making and strategizing.



# So, how can we apply AI in HR?

Implementing AI and automation in HR can indeed streamline processes and enhance efficiency in several ways as shown in the subsequent slides.



# Workforce Planning

- ❑ **Budgeting:** AI can analyze past data and forecast or make predictions for budgeting purposes.
- ❑ **Data Analytics:** AI can analyze HR data to identify trends, patterns, and areas for improvement in workforce management.
- ❑ **Predictive Analytics:** AI can help identify turnover risks and patterns, allowing HR to take proactive measures to retain valuable employees.



# Recruiting

- ❑ **Resume Screening:** AI algorithms can quickly scan and evaluate resumes, matching qualifications to job requirements. This speeds up the initial screening process.
- ❑ **Recruitment Process:** AI-driven tools can source candidates, schedule interviews, and even conduct initial interviews, reducing the workload of HR staff.
- ❑ **Onboarding:** Automation can handle administrative tasks during onboarding, such as form filling, document submission, and training scheduling.





❑ **Employee Engagement:** AI can analyze employee feedback and survey data to provide insights into employee satisfaction and areas that need improvement.



❑ **Chatbots and Virtual Assistants:** AI-driven chatbots can handle routine employee queries and HR-related questions, offering instant support and freeing up HR staff for more complex tasks.





❑ **Performance Management:** Automated systems can help in tracking employee performance and providing timely feedback, improving performance management processes.



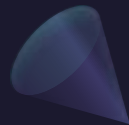
❑ **Talent Development:** AI can recommend personalized learning and development paths for employees based on their skills and career goals.



❑ **Succession Planning:** Automation can help identify potential candidates for leadership roles within the organization.



- ❑ **Compliance and Regulations:** Automation can help in tracking compliance with HR-related regulations, reducing the risk of errors.
- ❑ **Cost Reduction:** By automating routine tasks, HR departments can reduce operational costs and allocate resources to more strategic functions.



# In the nutshell...

## HR Automation

Improved efficiency



Actionable insights



Reduced errors



Improved communication & collaboration



Reduced paper - based processing costs



Positive experience for job candidates & employees



# Will AI Replace Humans at the Workplace?

- ❑ While AI has the potential to automate specific tasks and jobs, it is likely to replace humans in some areas.
- ❑ AI is best suited for handling repetitive, data-driven tasks and making data-driven decisions.
- ❑ However, human skills such as creativity, critical thinking, emotional intelligence, and complex problem-solving are not easily replicated by AI.
- ❑ The future of AI is more likely to involve collaboration between humans and machines, where AI augments human capabilities and enables humans to focus on higher-level tasks that require human ingenuity and expertise.
- ❑ It is essential to view AI as a tool that can enhance productivity and facilitate new possibilities rather than as a complete substitute for human involvement.



# Way Forward?

## ☐ Upskilling

- Supercharge your career with skills in Artificial Intelligence related courses/programs.
- Gain the skills and knowledge to transform your career and unleash your full potential

## ☐ Focus on Strategic matters and leave the routine matters for the AI to handle



## Closing Quote

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Artificial intelligence is not a substitute for human intelligence; it is a tool to amplify human creativity and ingenuity.

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Thank you

