

# Navigating the AI Revolution in HR

Exploring the Transformative Impact of AI on Human Resources

*Content prepared with the help of AI assistant.*

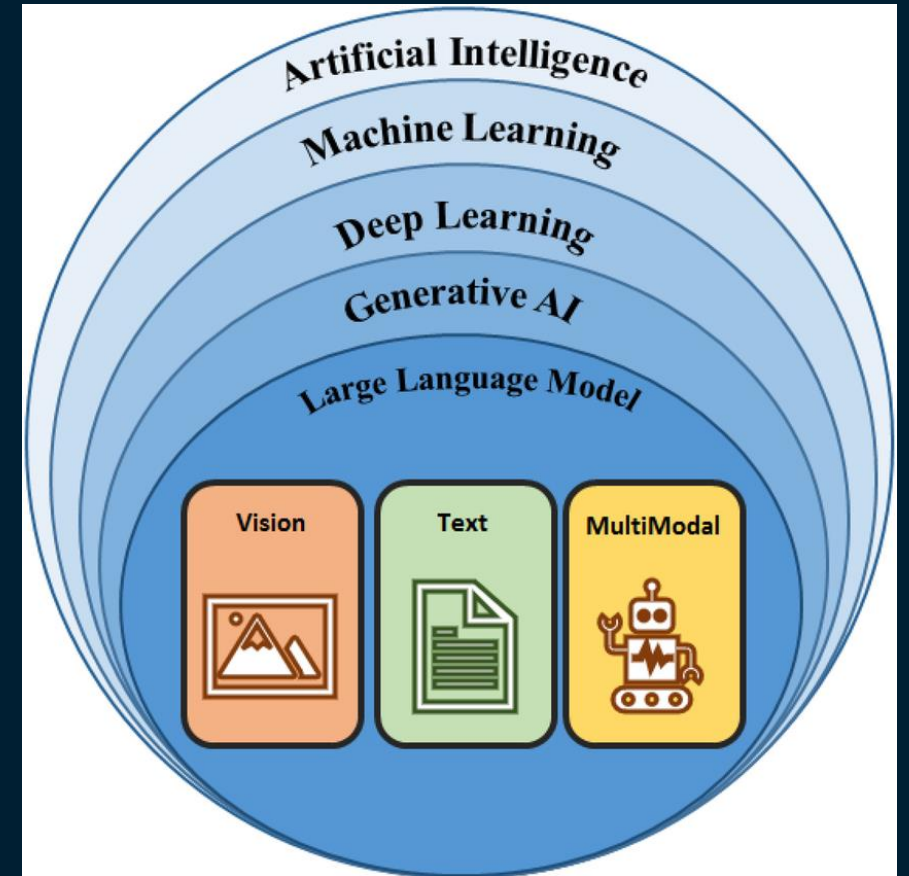
# Today's Topics

- What are LLMs?
- Leveraging AI for key strategies in HR
- Power & limitations of AI in recruiting and talent acquisition
- Responsible integration of AI in daily HR workflows
- Enhancing productivity without replacing humans
- Staying informed

# Large Language Models (LLM)

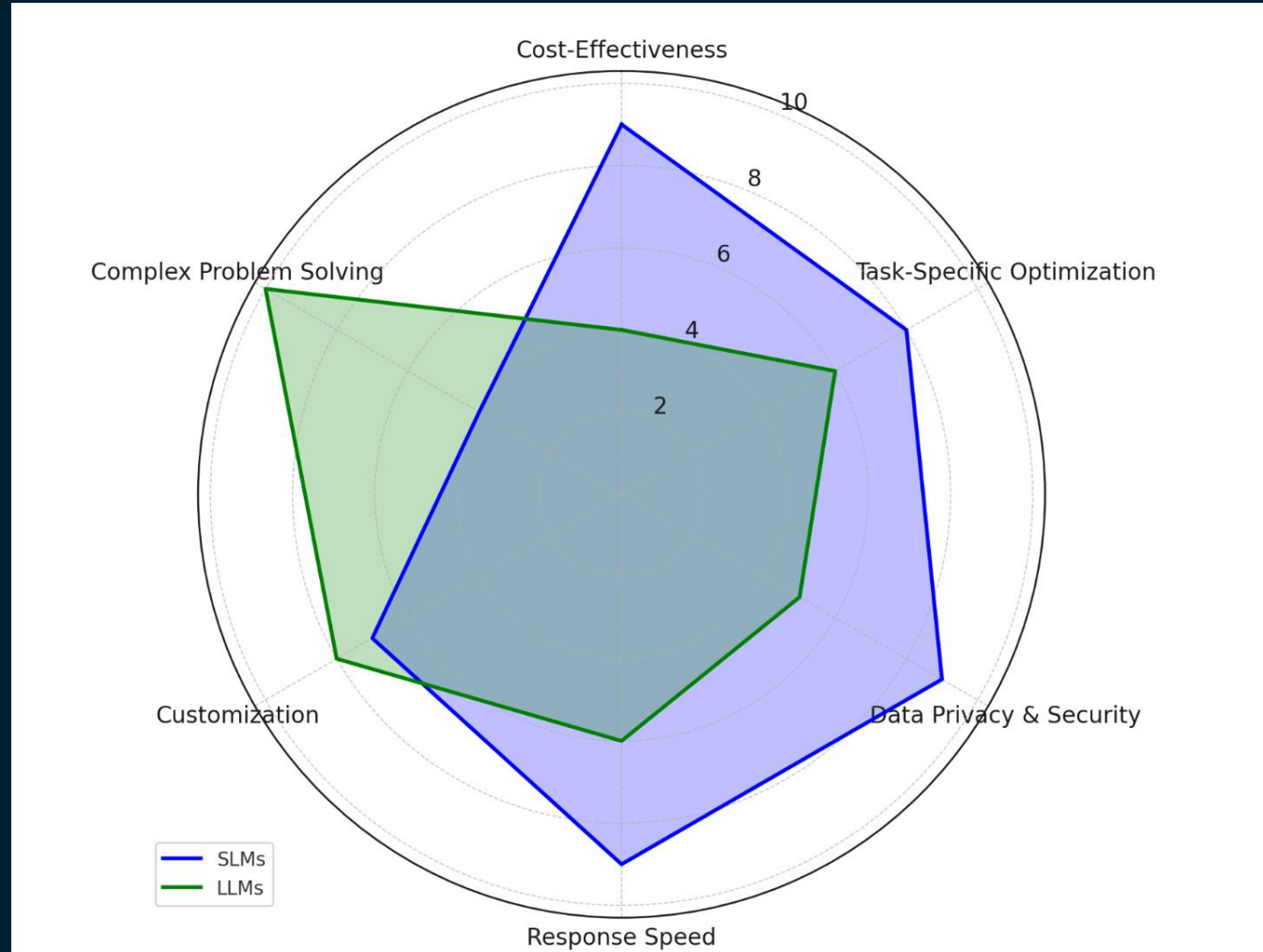
A **large language model (LLM)** is a deep learning algorithm that can perform a variety of natural language processing (NLP) tasks. Large language models use transformer models and are trained using massive datasets — hence, large. This enables them to recognize, translate, predict, or generate text or other content.

- *Automating responses to common queries*
- *Assisting in drafting job descriptions, screening, performance reviews, and HR policies*
- *Analyzing large volumes of HR data for insights and predictions*
- *Supporting learning and development initiatives with personalized content recommendations*

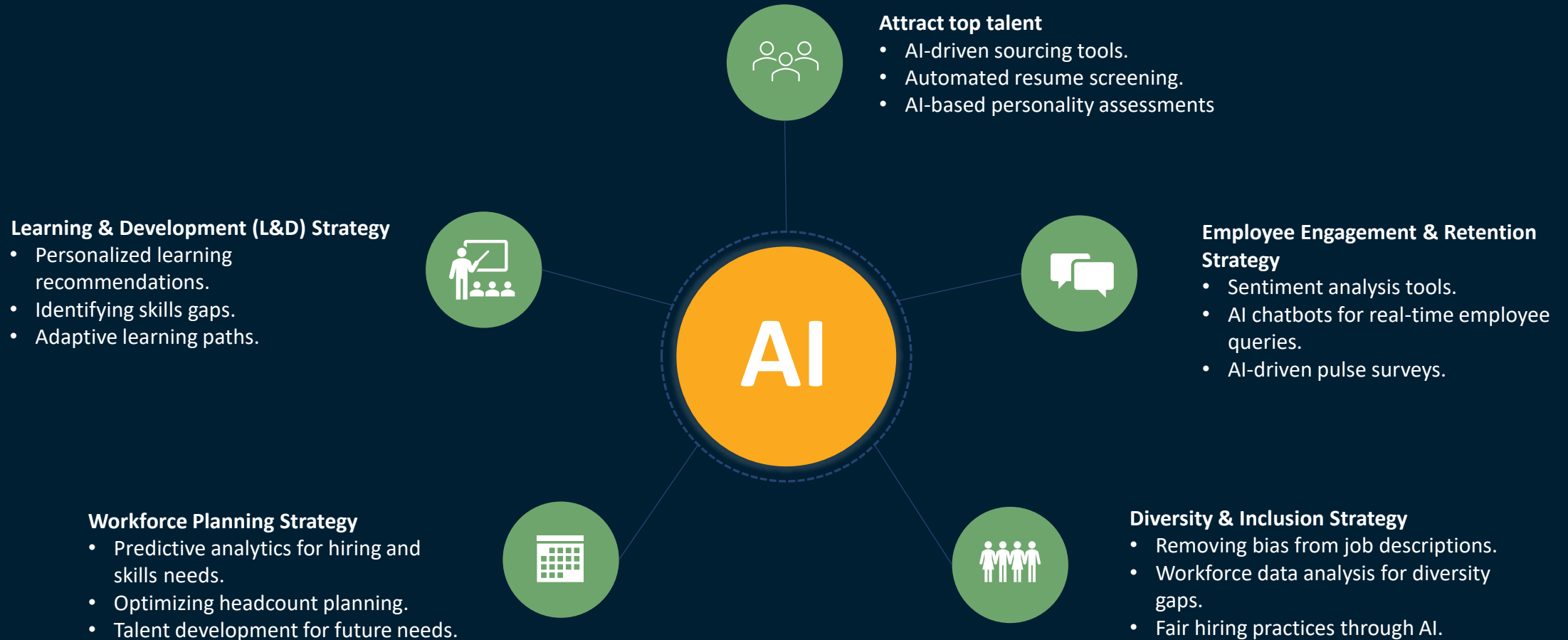


# LLMs vs SLMs

How do they compare?



# Leveraging AI to Support Key HR Strategies



# Power of AI in Recruiting: Benefits, Limitations, and Mitigation Strategies

AI Power in Recruiting	Limitations	Mitigation Strategies
<b>Automating initial candidate screening</b>	Reliance on historical data may unintentionally perpetuate biases.	Regularly audit AI models to identify and correct bias. Incorporate diverse data sources for training models.
<b>Identifying potential talent from diverse sources</b>	Lack of human intuition and judgment in nuanced hiring decisions.	Ensure human oversight in critical hiring phases to balance AI insights with human experience.
<b>Enhancing bias-free candidate selection</b>	Over-reliance on AI tools may lead to missed opportunities for creative or unconventional talent.	Combine AI-driven analysis with human review to capture unconventional candidates.
<b>Saving time and resources through automation</b>	Struggle with tasks that involve unpredictable or unstructured environments.	Utilize AI for repetitive tasks but maintain human decision-making for final selections.

# Responsible Integration of AI in Daily HR Workflows

## *Strategies for Safe and Ethical AI Adoption*

- **Key Considerations:**
  - Ensuring transparency: HR teams should clearly communicate when and how AI is used.
  - Data privacy and security: Protecting employee and candidate data is paramount.
  - Ethical AI: Implement systems to mitigate biases and audit AI performance regularly.
- **Best Practices:**
  - Pilot AI tools in non-critical areas first before broader implementation.
  - Maintain a human-in-the-loop approach to ensure final decisions are made by people.

# Enhancing Productivity without Replacing Human Roles

## *AI as a Partner, Not as a Replacement*

- AI's Role in Enhancing Human Productivity
  - Automating repetitive tasks, such as payroll and benefits management.
  - Offering data-driven insights to support strategic decision-making.
  - Streamlining internal processes, freeing up HR professionals for more meaningful human interactions.
- Balancing Technology with the Human Touch
  - Emphasize employee experience and empathy in HR practices.
  - Use AI to assist, not replace, in relationship-building and employee engagement.



# Staying Informed

## *Keeping Pace with AI Evolution*

- Ways to Stay Updated
  - Follow industry trends through reputable HR and AI journals, blogs, and communities.
  - Attend AI-focused HR conferences and webinars.
  - Collaborate with technology vendors to explore cutting-edge HR solutions.
- Evaluating AI Relevance to HR
  - Assess new technologies with a critical eye—ask how they align with your HR goals and company culture.
  - Prioritize AI tools that enhance efficiency without compromising the human-centric values of HR.



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**Thank You!**