

Artificial Intelligence in HR

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Artificial intelligence is closing the gap between humans and machines. More often than not humans and machines are working together to achieve great goals. However, there is room for improvement, and top executives want it yesterday. A recent survey conducted by Price Waterhouse Cooper found that 72% of executives believe AI will offer sizeable business advantages soon. In another survey conducted by IBM, 66% of CEOs believe AI can drive significant benefits in HR. Some are already exploring those opportunities. Uber, for instance, completed the world's first cargo delivery using a truck controlled by AI! Below are some the ways AI is adding value to HR.

Tracking and assessment

Most machine learning applications are used for applicant tracking and assessment, as there is a great number of companies that deal with an enormous amount of job applications daily. HR management personnel work with the latest HR tools to track a candidate's journey through the interview process.

A great solution for calculating if a candidate fits the position is called Peoplise. It uses digital screening and online interviews to help hiring managers decide on the potential hire. Of course, although the use of HR software eliminates the possibility of human error, the technology still needs to be supervised by the hiring managers.

Employee Turnover Detection

This is probably the most difficult challenge, and one of the most important missions of the HR department. Employee turnover detection is achieved with the use of advanced pattern recognition technology which surveys a list of relevant variables.

These variables are countless, and it would take ages for an HR professional to analyze all of the data. The AI conveniently connects the dots between these variables much more quickly than a human would, so the professionals now have time to address other, important employee concerns.

Data-based Decision Making and Enhanced Behavior Tracking

As stated by Ben Waber, we will see an increase in IoT wearables within the office. This kind of technology is already considered standard practice in large enterprises. Companies use Bluetooth headphones, smart ID badges, and sensor technology to collect valuable data regarding their employees. If you run a medium-sized company, maybe it would be a smart choice to make a bulk order, consult Yak Portal or another 2b2 search engine to get ahead in the game of workplace wearables.

Smart badges collect relevant information such as dialogues between employees, networks in the company, where people spend their time, interactions, etc. One thing that is an issue is privacy. Nevertheless, companies such as Atmel introduce state of the art machine learning HR apps for Android phones. According to Weber, they offer a kind of behaviour tracking that can let the management know whether the marketing department communicates regularly with the HR department, and so on.

Individual Skills Management and Performance Development

Machine learning has displayed great power when it comes to honing the individual skills of employees and improving their performance. Of course, the area still needs some improvement, but already it gives HR professionals more time to focus on other things while the program gives providers the necessary actionable analytics.

This kind of technology still needs improvement, because it cannot scale well. When used in large organisations, it has difficulty with processing huge amount of data and making sense of all the variables. Workday is an example of a company that uses machine learning to give employees personalized training recommendations.

The future of work is here. New technology enables HR professional to measure things like effectiveness, efficiency, and employee experience by analyzing hiring decisions, personal development, and overall team climate. Although some HR departments utilize AI in their decision-making processes, the technology still needs to be developed to the full extent.

For now, small to medium enterprises can enjoy data-based insights that will drive their company forward and provide them with valuable information about how their employees and teams should behave at work. The technologies, however, still cannot scale well and be applied in large corporations. However, utilizing these apps will help the manufacturers go forward, but will also help you understand your employees better and focus on new challenges.

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