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Emergence of AI in HR

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PayrollOrg

Meet Joe Ranzau

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Bloomberg

The Rehabilitation of HR Is (Finally) Here

Forbes

Employers Should Consider Supporting HR Teams With AI Investment

Harvard Business Review

Where AI Can — and Can't — Help Talent Management

THE WALL STREET JOURNAL.

M.B.A. Students vs. ChatGPT: Who Comes Up With More Innovative Ideas?

We put humans and AI to the test. The results weren't even close.

CNBC WORKFORCE WIRE

How artificial intelligence is helping hire, promote and train workers

THE WALL STREET JOURNAL.

How AI Will Change the Workplace

The New York Times

The Technology Facebook and Google Didn't Dare Release

The Washington Post

IBM could replace 7,800 jobs with artificial intelligence, CEO says

INSIDER

10 ways artificial intelligence is changing the workplace, from writing performance reviews to making the 4-day workweek possible

88%

Of business leaders would be happier if AI and automation performed their admin tasks

75%

Of HR leaders will use AI in the next year

53%

Of CFOs expect investments in IT and digital transformation to increase

References:
(1) Empower The People: A Study on Productivity and Engagement in the Modern Workplace
(2) 2023 Paychex Study
(3) 2023 Grant Thornton CFO Survey: CFOs cultivate the flowers, eradicate the weeds

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AI is the ability of a computer to do tasks usually done by humans using statistical techniques

Conventional software is programmed to perform a task and create data

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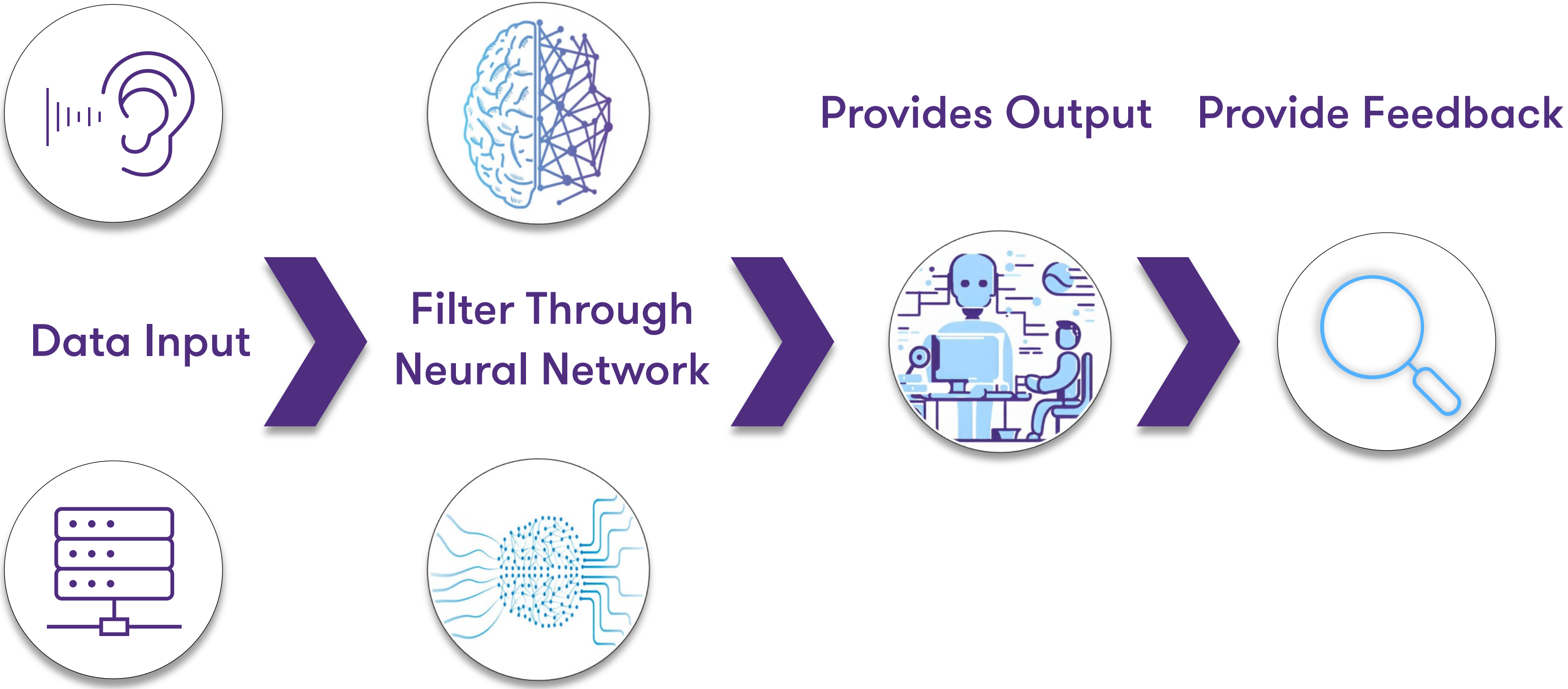
AI platforms are programmed to start with data and learn to perform the tasks

Made In Our Image



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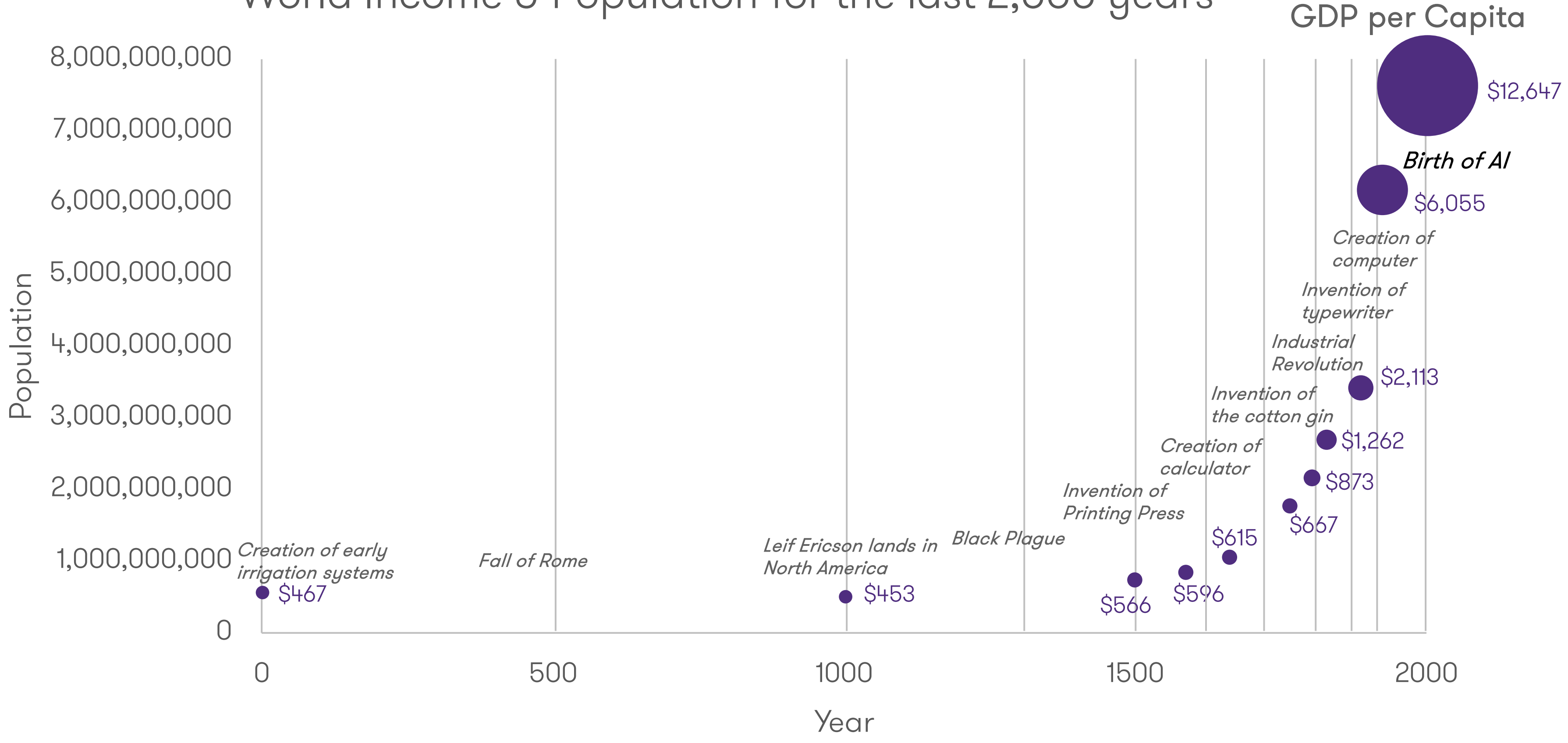
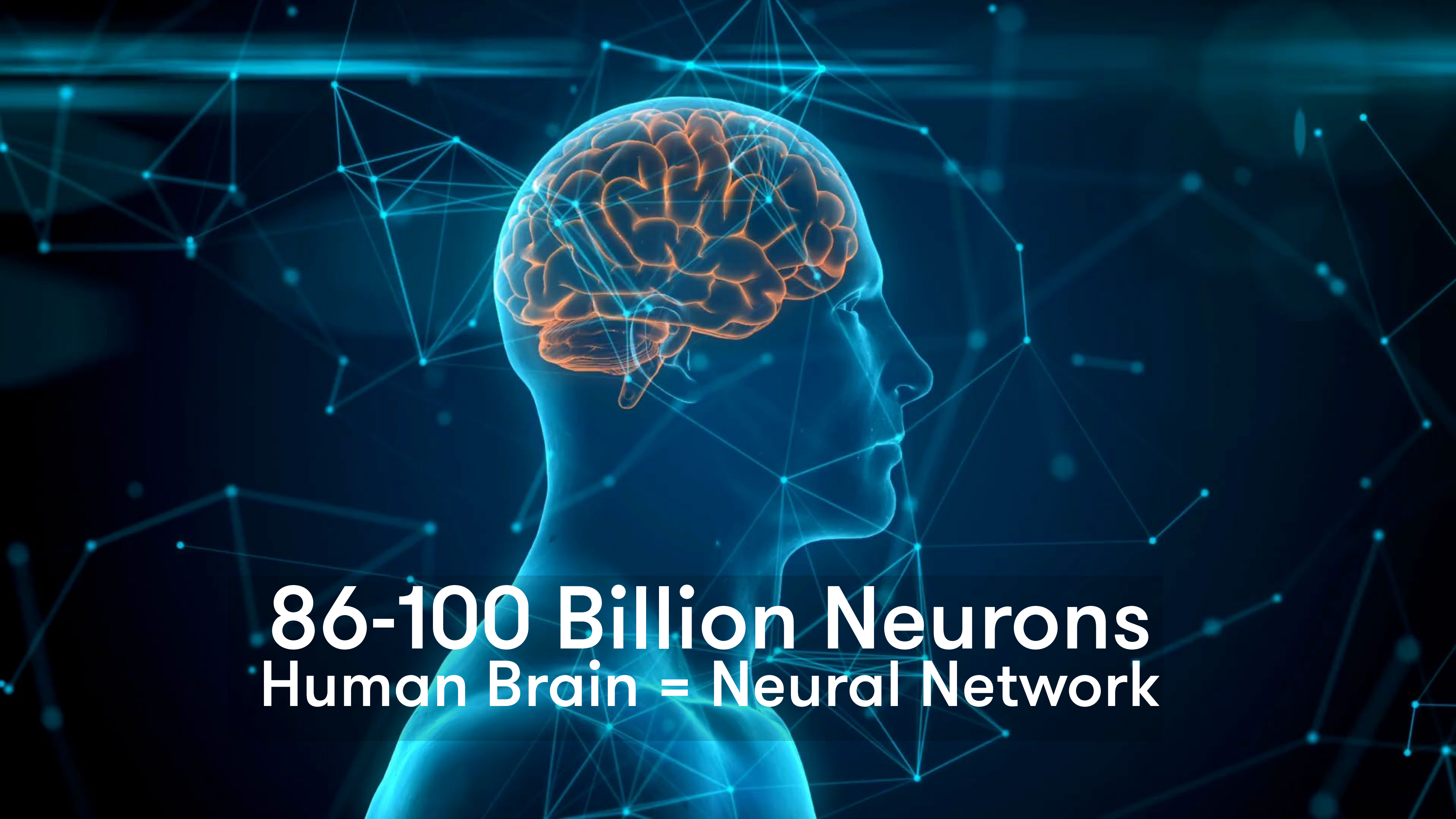
World Income & Population for the last 2,000 years



References:
(1) Last 2,000 years of growth in world income and population (VisualizingEconomics)
(2) World GDP Per Capita 1960-2023 (macrotrends)



86-100 Billion Neurons

Human Brain = Neural Network


540B Parameters
Google Palm AI = Milky Way Galaxy


170 Trillion Parameters
GPT-4 AI = Multiple Galaxies


Competitive Advantage
Operational Efficiency
Talent Retention
Economic Uncertainty

Supplemental	First Generation	Second Generation
AI Added	**AI Built In**	**Built On AI**
Predictive analytics Natural language Processing Intelligent chatbots Image generations	Machine learning Predictive analytics with external data Advanced candidate matching Content recommendations	Large language models Neural networks Multiple external data Advanced models Foundation built on data
Most HR Applications	**Workday, LinkedIn, SAP**	**Gloat, Eightfold AI, SeekOut**

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References:
The Next Generation of HR Software Has Arrived, Finally. (JoshBersin.com)

Key AI Challenges

- Bias & ethical concerns
- People, processes, data & controls not prepared
- Complicated AI integration
- Lack of context & reasoning
- Lack of trust & understanding
- Measuring ROI

70+

Years of payroll automation

49%

Of employees begin new job search after **2** incorrect paychecks

91%

Of Gen Z say technology would influence job choice

References:
(1) The History of Payroll (proliant.com)
(2) Just two payroll errors can cause 49% of employees to start job hunting | HR Dive
(3) Gen Z: The future has arrived | Dell USA

~ Talent Management

~ Total Rewards

~ Learning & Development

~ Employee Wellness

~ Payroll

LLM Chatbots

State and local tax compliance

Employment Contract Creation

Labor savings and fraud analysis

Engagement

Where can we take this in HR?

Targeted Approach

Operating Model

Data Management

Education

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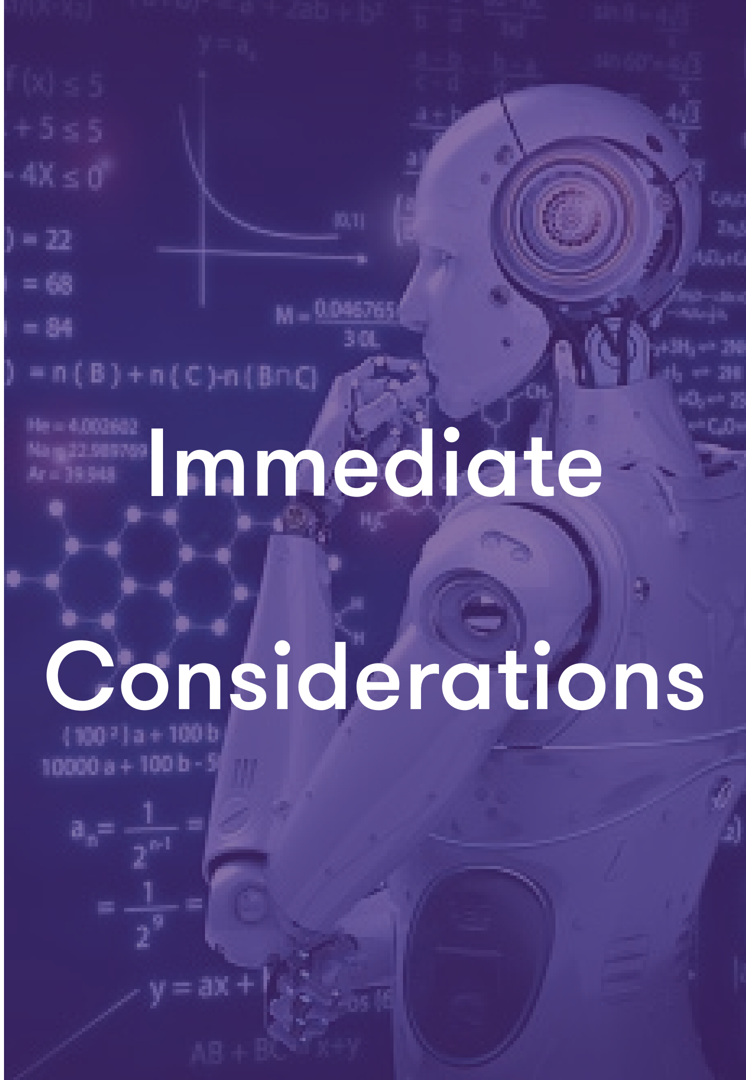
Immediate Considerations

External Data Quality

Your Proprietary Data

AI Employment Decisions

Privacy Regulations



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Don't Fear it, Wield it

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GT Thought Leadership on AI

A few curated articles for you:

- How AI invites new industry use cases
- AI has risks along the path to trust
- Why businesses are watching ChatGPT
- Anticipate cybersecurity and privacy risks in AI
- How to plug your tech company into AI

Scan to listen to our newest AI Podcast:

3 principles for governance over AI

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