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Emergence of AI in HR

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fei
eastern wisconsin

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

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

Of HR leaders will use AI in the next year

Of CFOs expect investments in IT and digital transformation to increase

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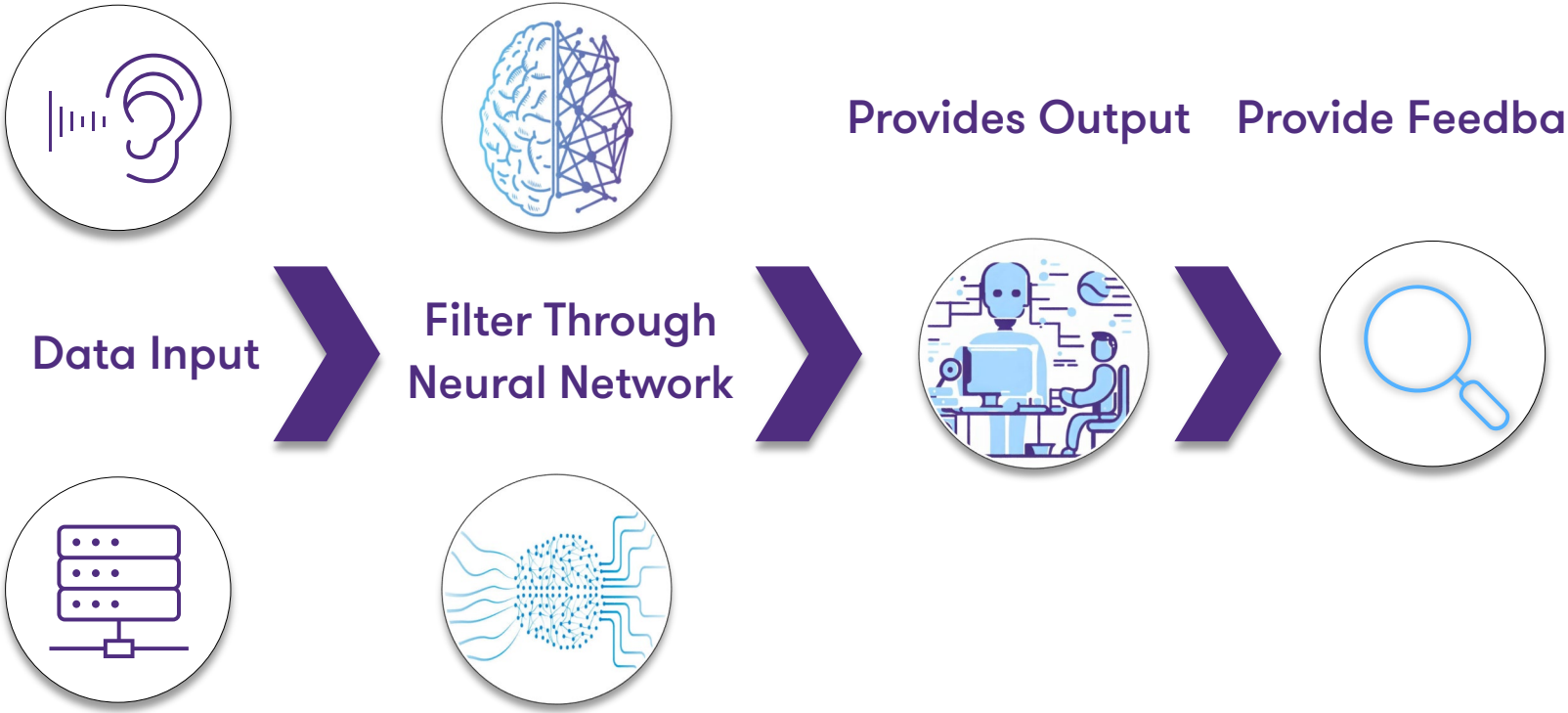
AI is the ability of a computer to do tasks usually done by humans using statistical techniques

Conventional software is programmed to perform a task and create data
AI platforms are programmed to start with data and learn to perform the tasks

Made In Our Image



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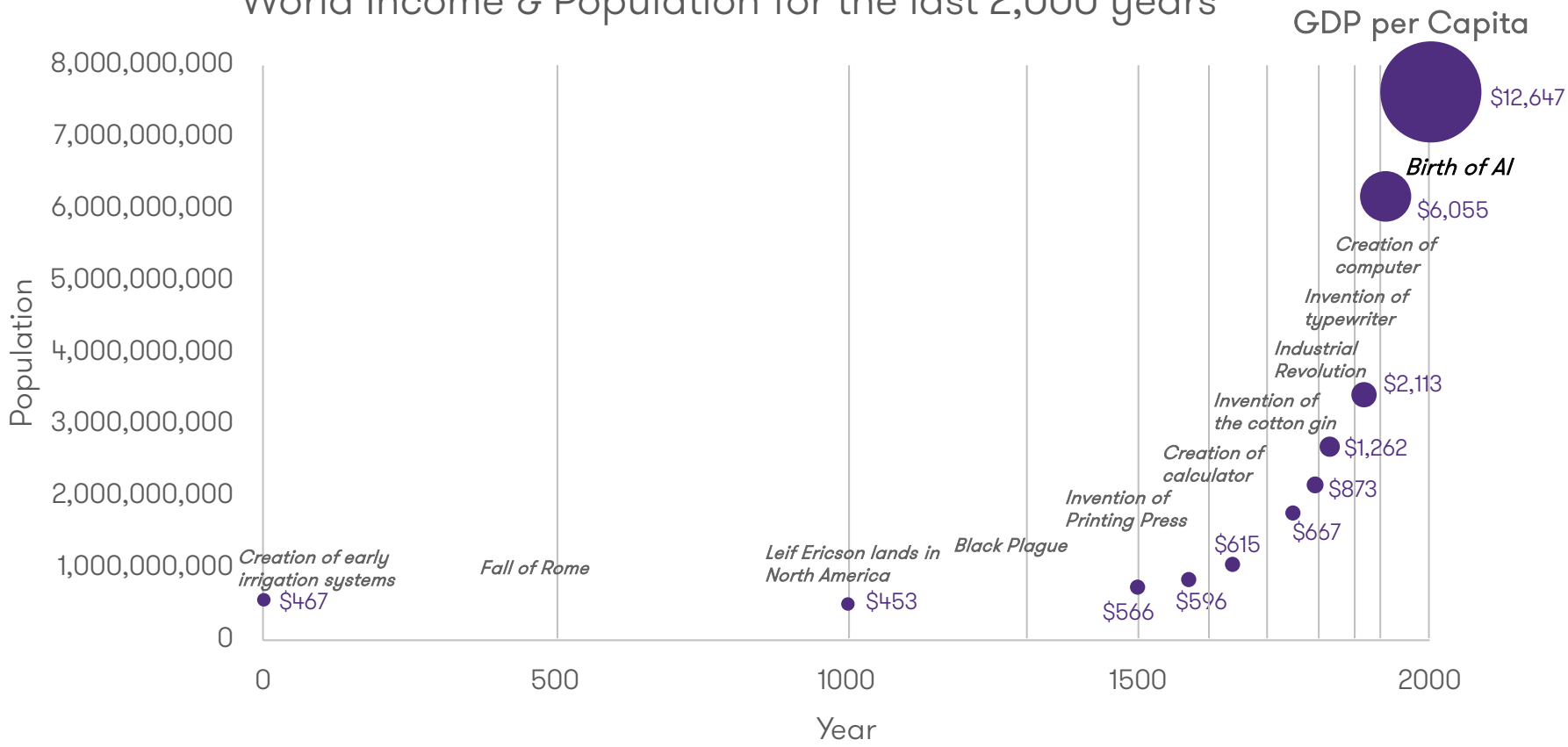
World Income & Population for the last 2,000 years



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

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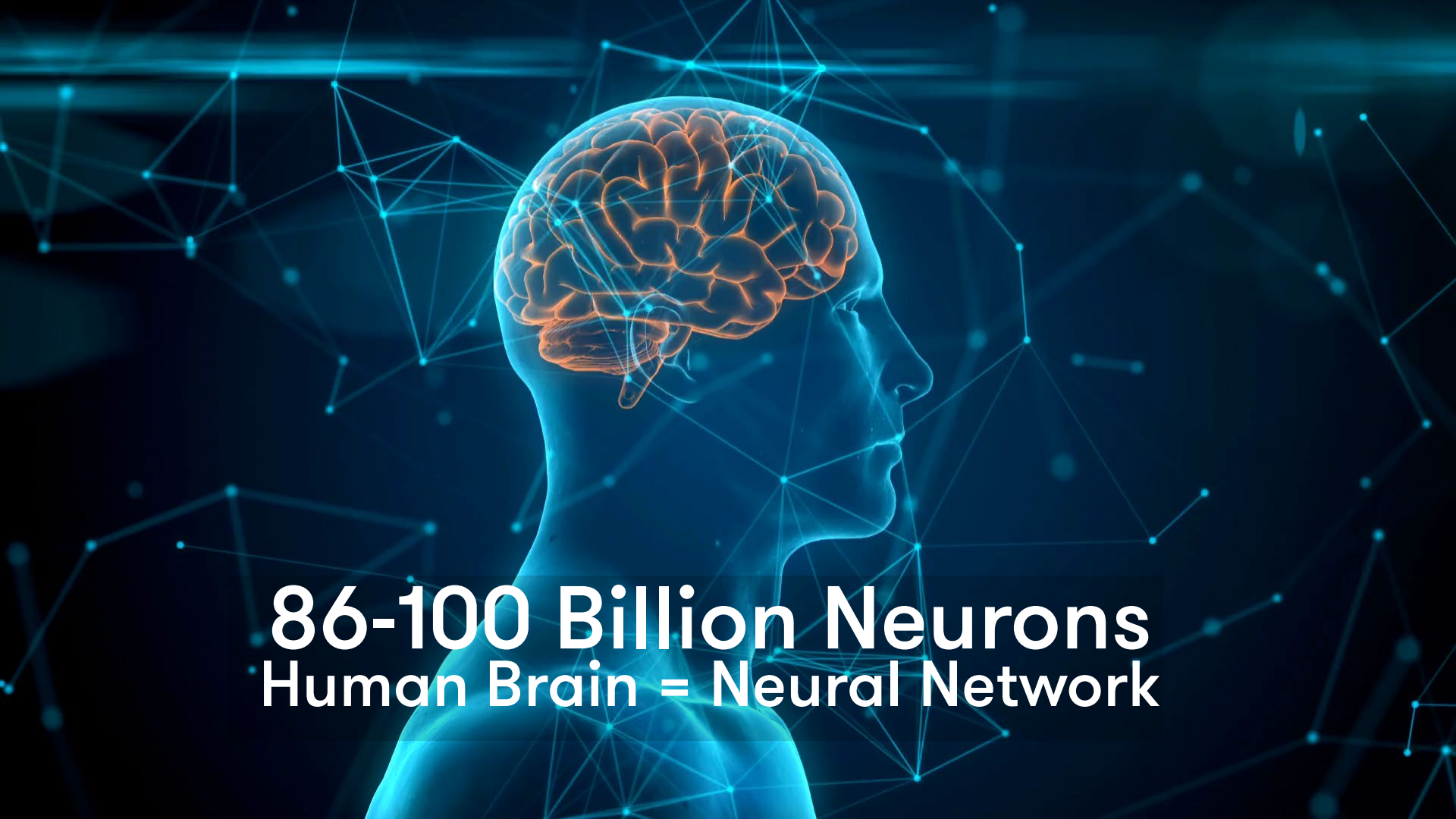
86-100 Billion Neurons
Human Brain = Neural Network

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

AI Added

Predictive analytics

Natural language Processing

Intelligent chatbots

Image generations

Most HR Applications

First Generation

AI Built In

Machine learning

Predictive analytics with external data

Advanced candidate matching

Content recommendations

Workday, LinkedIn, SAP

Second Generation

Built On AI

Large language models

Neural networks

Multiple external data

Advanced models

Foundation built on data

Gloat, Eightfold AI, SeekOut

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

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Years of payroll automation

Of employees begin new job search after 2 incorrect paychecks

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

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~ Talent Management

~ Total Rewards

~ Learning & Development

~ Employee Wellness

~ Payroll

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

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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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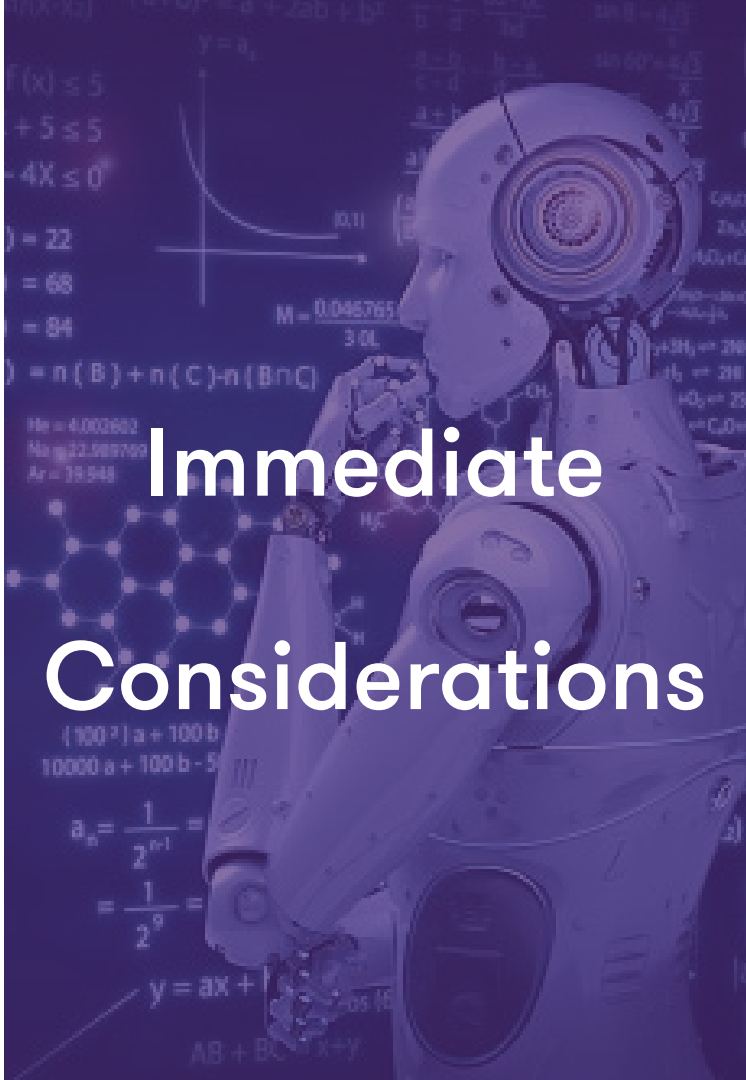
External Data Quality

Your Proprietary Data

AI Employment Decisions

Privacy Regulations



Immediate Considerations

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Don't Fear it,
Wield it

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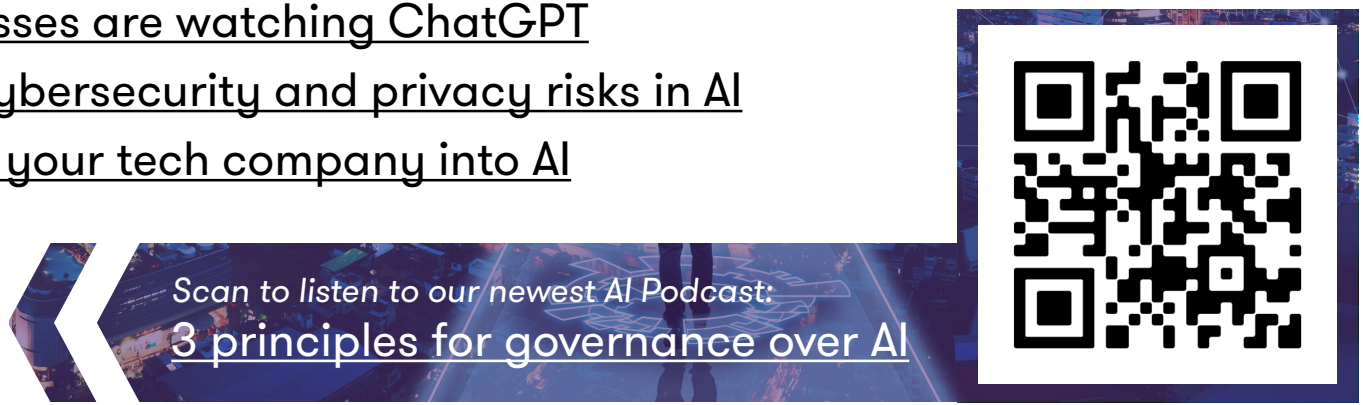
GT Thought Leadership on AI

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



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