

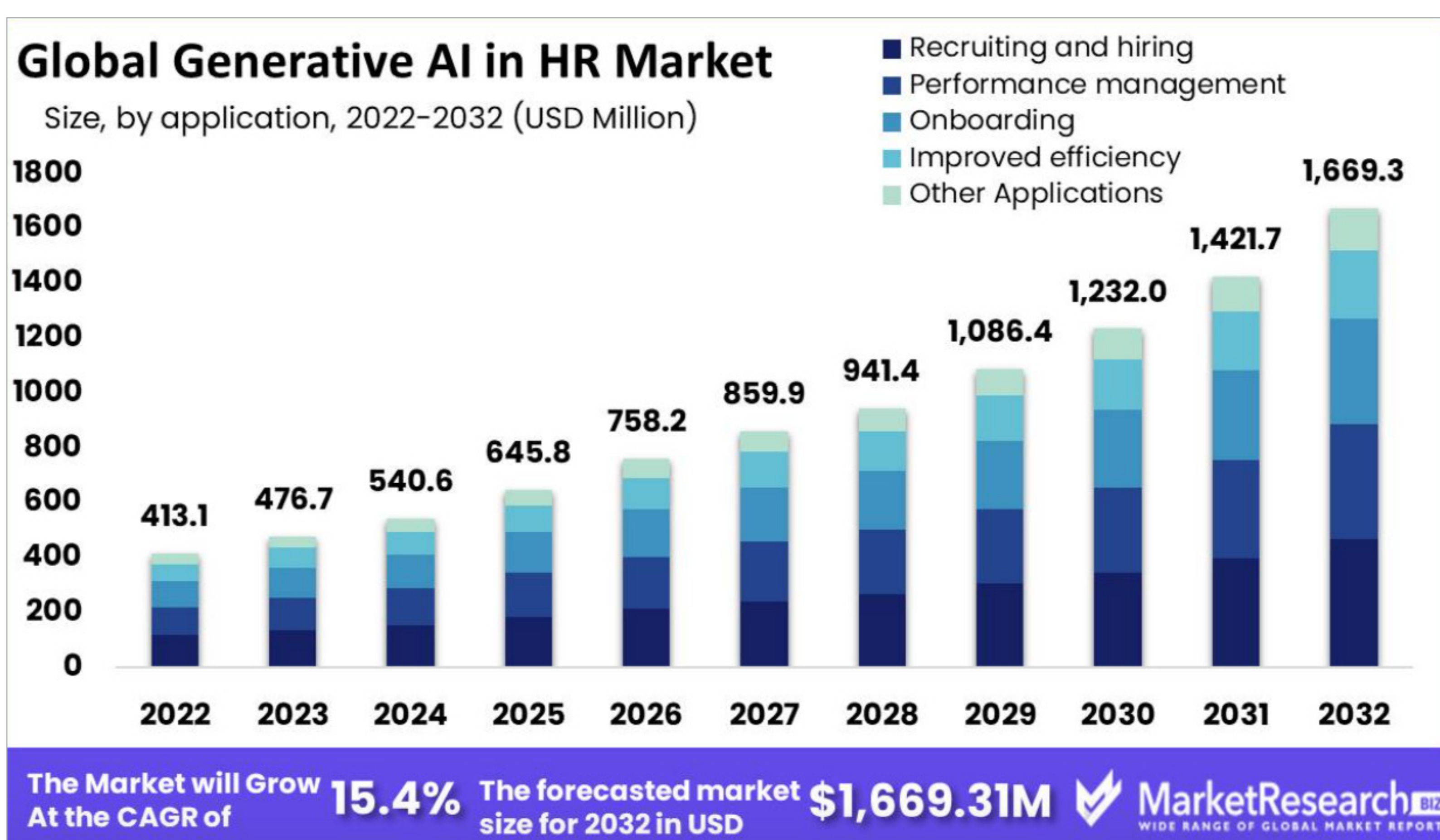
# GENERATIVE AI AND ITS IMPACT FOR HR

Generative AI, powered by methodologies like deep learning and neural networks, is revolutionizing work across various business domains. Through its ability to analyze intricate data patterns, Generative AI creates authentic images, text, music, and videos. Its rapid advancement is anticipated to reshape numerous processes and functions, including those within Human Resources (HR).

## Understanding HR Functions

HR is an integral function that deals with the onboarding, performance management and handling recruitment. Competitive labour market, workforce stress, need to reskill and gaining data insights are the constant challenge for HR teams. Around 87% of employees believe that they are operating at full potential, so there is dire need to simplify work and reduce the manual efforts for administrative tasks.

Generative AI here comes as a saviour to reduce the burden that HR team struggling with.



According to Gartner, 76% of HR leaders believe that if their organization does not adopt solutions, such as generative AI, in the next 12 to 24 months, they will be lagging in organizational success compared to those that do.

## Generative AI Opportunities for HR

### 1 Job Description

Generative AI can analyze skills profiles, employment histories, and other external sources to generate job descriptions tailored to company standards and required competencies, thereby establishing realistic job requirements.

### 2 Employee Onboarding

Generative AI-powered chatbots serve as virtual assistants, guiding new hires through the onboarding journey & address common queries like company policies, culture, and benefits, as well as offer personalized recommendations for training and development.

### 3 Performance Management

Generative AI analyze vast datasets, including performance metrics, employee feedback, and developmental needs, to generate actionable insights and recommendations.

### 4 Learning and Development

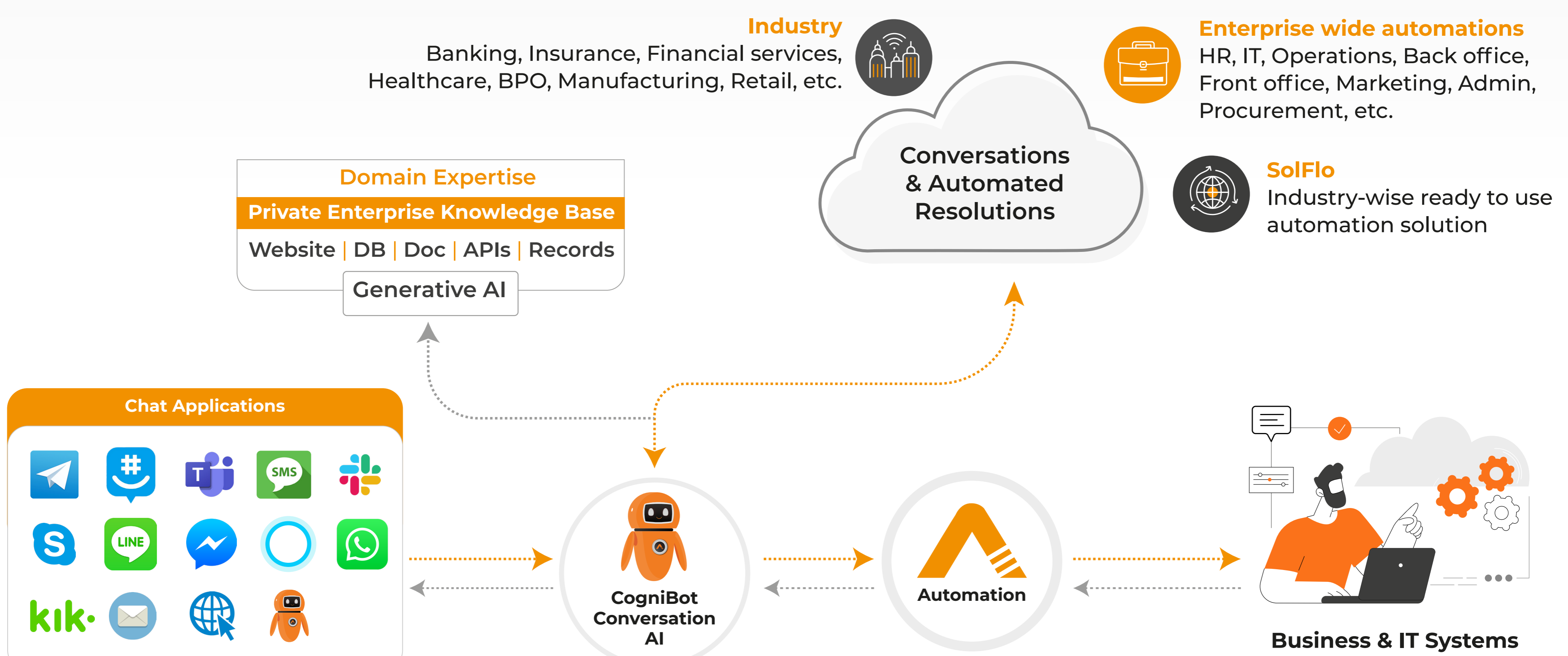
Generative AI can create personalized content, enable adaptive learning, facilitating interactive dialogue, and offering predictive insights.

### 5 Self Service & Knowledge Management

### Self Service & Knowledge Management

Generative AI can create and curate knowledge base articles, FAQs, and instructional materials using AI algorithms. By accumulating data from multiple sources including various topics, from IT troubleshooting to HR policies, ensuring employees can access accurate and up-to-date information.

## AutomationEdge Generative AI and Automation Integration



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