

AI & World of Work

人工智能時代下的人力資源策略

MEDIUM : English COURSE CODE : AIWW

What is Artificial Intelligence (AI) and why has it now become a significant feature in our daily lives? AI will imminently change the world as we know it, and the consequential changes, as well as their impacts, will have multifarious dimensions.

One notable impact of AI will be on Human Resources (HR) management. The evidence so far is that many organisations have not developed AI strategies involving their HR functions, in a mistaken belief that the impact of AI is not urgent, and can therefore be dealt with in the future. But, given the immediacy of the situation, now is the time for remedial action to be taken by all organisations.

This training seminar will provide the necessary catalyst for change enabling many HR organisational functions to take strategic advantage of what AI has to offer. The training program is particularly relevant for HR directors and those responsible for organisational design, productivity as well as workforce planning.

Course Outline

- 1. What is artificial intelligence and what is its impact going to be?**
 - Historical development
 - The different types of AI
 - AI Today, what it can do – deep learning, self-teaching computers
- 2. Human resources – on the front line for a change**
 - The massive impact of employment numbers
 - The need for HR strategy now
 - Use of an HR strategic schema
- 3. How artificial intelligence and process redesign will impact on organisational structures and reducing headcount – right-sizing your organisation**
 - Practical alternatives
 - How to calculate exactly how many people you need – Right Sizing
- 4. Aligning HR processes with AI – productivity measurement and performance appraisal**
 - How to measure and automate performance data
 - Aligning performance appraisal for future needs
- 5. Automating Training Needs Analysis and training evaluation**
 - What to do with performance training?
- 6. Digital footprints and how they can be used to upgrade recruitment and succession planning – the end of testing?**
 - Existing recruitment processes – upgraded
 - What your digital footprint reveals – this could be the end of testing
 - Your digital footprint and personality profiling
 - What exists now and what's coming
- 7. The automation of pay and bonus systems to provide a transparent reward system – the shift from paying for knowledge to paying for results**
 - Worked example