



Using Artificial Intelligence to Support Human Resources in Manufacturing

Four 90-minute Modules

In the rapidly evolving landscape of human resources, artificial intelligence (AI) is emerging as a transformative force. HR practitioners must be aware of how AI can enhance HR practices to stay competitive, improve efficiency, and create a more engaged and satisfied workforce. This 4-session program explores the significance of AI in HR. AI can increase efficiency and productivity of HR operations to improve candidate experience and provide data-driven insights into decision-making and personalize employee development.

Learning Objectives:

- Analyze job roles effectively using AI tools and explore how AI enhances recruitment processes, improving communication and candidate experience in talent acquisition.
- Identify best practices in onboarding and employee engagement, utilizing AI technologies to automate processes and foster a more engaging workplace environment.
- Examine the role of AI in supporting employee relations and learning & development initiatives, focusing on strategies to improve retention and training outcomes.
- Assess the importance of HR analytics and compliance, exploring how AI can enhance data-driven decision-making and ensure adherence to regulatory standards within HR functions.

Course Outlines:

Session 1:

Job Analysis and Job Descriptions

- What is job analysis?
- Facts and figures about job analysis, job descriptions, and recruitment
- Steps in job analysis
- Applying AI to job analysis and job descriptions

Recruiting and Talent Acquisition

- What is recruitment and talent acquisition?
- Using AI for talent acquisition
- Applying AI to communicating with job applicants

Workforce Planning

- What is workforce planning?
- How can AI support workforce planning?

Session 2:

Employee Onboarding

- What is onboarding?
- Facts and figures about onboarding
- Applying AI to automate onboarding
- What AI software can support onboarding?

Employee Engagement

- What is employee engagement?
- Facts and figures about employee engagement
- Using AI to support employee engagement

Performance Management

- What is performance management?
- Facts and figures about performance management
- Using AI to support performance management
- Software supporting AI for performance management

Compensation and Benefits

- How is compensation defined?

- What are the components of compensation?
- How are employee benefits defined?
- What are the components of employee benefits?
- Facts and figures about compensation and benefits
- Applying AI to compensation and benefits
- Software to support AI for compensation and benefits

Session 3:

Employee Relations

- What is meant by employee relations?
- Facts and figures about employee relations
- How can AI support employee relations?
- What software can support AI applications for employee relations?

Learning and Development

- What is learning and development/talent development?
- Facts and figures about learning and development
- How can AI support training?
- What software can support the application of AI to training?

Employee Retention

- What is employee retention?
- Facts and figures about employee retention
- Applying AI to reducing turnover
- Software to support the use of AI to improve retention

Session 4:

HR Analytics

- How is the term HR analytics defined?
- What are the components of HR analytics?
- What metrics are commonly used to measure HR-related processes?
- Applying AI to HR analytics
- Software to assist applications of AI to HR analytics

HR Compliance

- What is meant by HR compliance?
- What are key aspects of HR compliance?
- Facts and figures about HR compliance
- Applying AI to support HR compliance

- Software to assist applications of AI to HR compliance

Employee Assistance

- What is employee assistance?
- What are the components of employee assistance?
- Facts and figures about employee assistance
- Applying AI to support employee assistance
- Software to assist applications of AI to employee assistance