

AI for HR: How to Focus on People Not Paperwork

written by Lauri Moon | September 8, 2026



Finding skilled workers. Managing onboarding. Keeping employees engaged. Tracking training. Staying compliant with ever-changing regulations. For many small and mid-sized manufacturers, these responsibilities fall on a single HR professional, office manager, or business leader already juggling multiple priorities.

At the same time, workforce challenges continue to grow. Open positions take longer to fill, employee expectations are changing, and organizations are expected to do more with fewer resources. That's where artificial intelligence (AI) can help; not by replacing HR professionals, but by making them more effective. You don't need to be a technology expert to use AI effectively. The most successful HR teams are learning how to use AI as a tool not as a replacement for human judgment, experience, or employee relationships.

Here are four ways AI is helping manufacturers address real-world HR challenges:

1. Recruit Qualified Employees Faster

Writing job descriptions, screening resumes, and communicating with candidates can consume hours each week. AI tools can help streamline these processes, allowing HR teams to focus more on building relationships with candidates and less on administrative tasks. AI can also help improve communication throughout the hiring process, creating a better candidate experience.

2. Create a Stronger Onboarding Experience

A consistent onboarding process helps new employees become productive faster and feel more connected to the organization. AI can assist with onboarding workflows, answer common questions, and provide resources to new hires, helping teams deliver a better experience while reducing administrative burden.

3. Improve Employee Development and Retention

Retaining skilled employees is just as important as finding them. AI can help identify skill gaps, recommend personalized learning opportunities, and support employee development initiatives that keep workers engaged and prepared for future roles.

4. Make Better Workforce Decisions

From workforce planning to compliance monitoring, AI can analyze data and uncover trends that may otherwise go unnoticed. These insights can help leaders make more informed decisions about staffing, training, performance, and organizational growth.

The most successful organizations aren't using AI to replace the human side of HR.

They're using it to eliminate repetitive tasks, improve decision-making, and create more time for meaningful employee interactions.

Whether you're an HR professional, office manager, supervisor, or business owner responsible for workforce issues, understanding how to apply AI effectively is becoming a competitive advantage. IMC's four-part webinar series, **Using Artificial Intelligence to Support Human Resources**, provides practical, real-world strategies for using AI in recruiting, onboarding, employee engagement, workforce development, analytics, and compliance which helps manufacturers build stronger, future-ready teams.

Interested in how IMC can support all of your HR needs, visit [Elevating HR Practices for Manufacturing Success | IMC](#).