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Future-Proof Your HR Strategy with AI

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WELCOME

Today's Presenters

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Learning Objectives

- Understand the Role of Artificial Intelligence in HR
- Automate HR Tasks Effectively
- Master Automation and Integration Strategies
- Utilize Reporting and Analytics for Better Decision-Making
- Enhance Workforce Management with Insights on Capabilities

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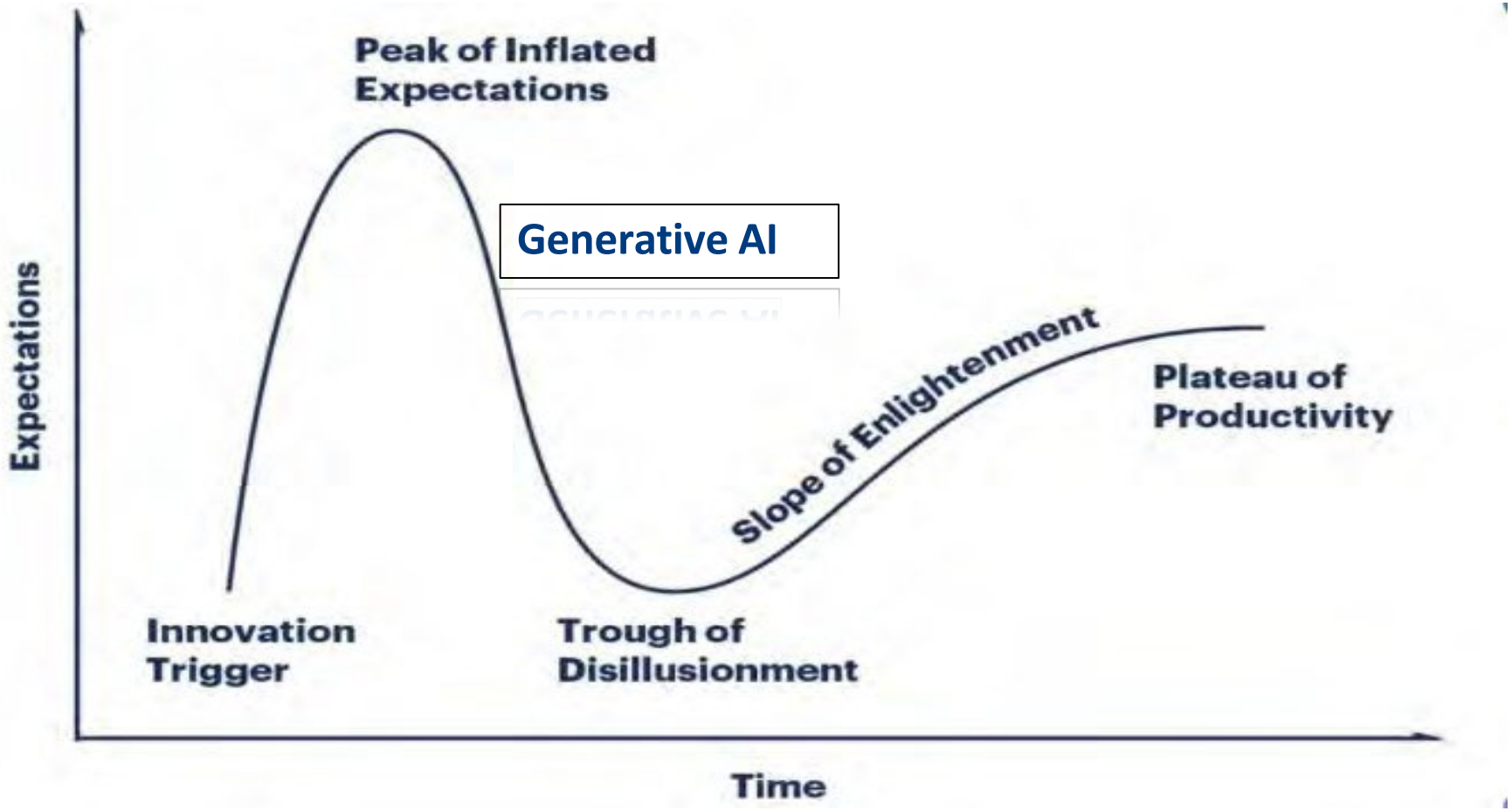
Gartner Hype Cycle

Gartner Hype Cycle provides a graphic representation of the maturity and adoption of technologies and applications, and how they are potentially relevant to solving real business problems and exploiting new opportunities



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Understand the Role of Artificial Intelligence in HR

- **Objective**:
  - Gain a clear understanding of how Artificial Intelligence (AI) can transform HR functions.
- **Outcome**:
  - Recognize AI applications in recruitment, learning and employee services
  - Understand ethical considerations and challenges associated with AI in HR.

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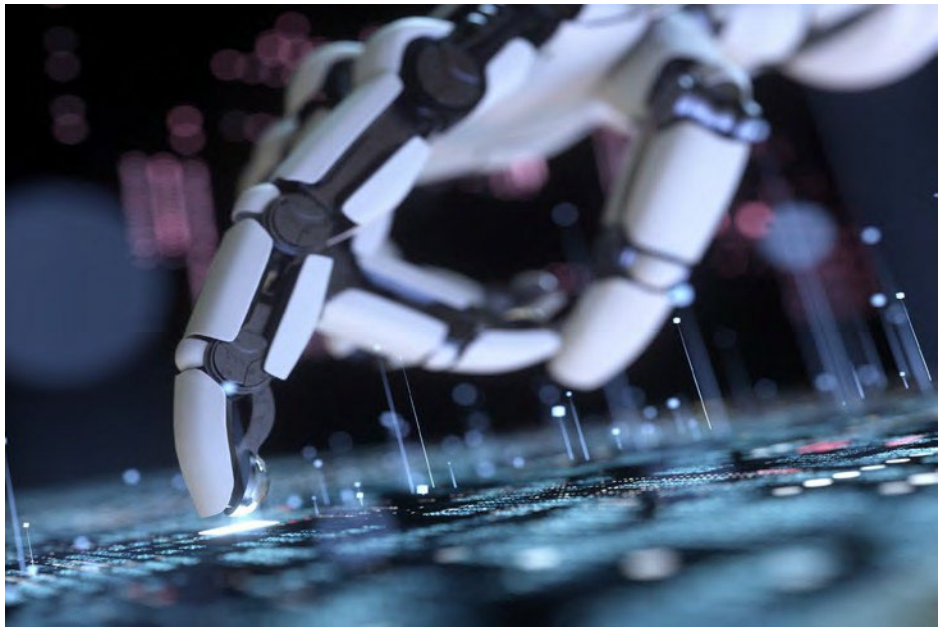

Learn How to Automate HR Tasks Effectively

- **Objective**:
  - Explore various automation tools and techniques to improve HR efficiency.
- **Outcome**:
  - Identify key HR tasks that can be automated.
  - Understand the benefits of automation and AI in reducing manual workloads and increasing accuracy.

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Workday & Generative AI

AI model fueled by more than 625 billion processed transactions

Workday recently announced new generative AI capabilities that will help increase productivity, grow and retain talent, streamline business processes, and drive better decision-making.

Generate Job Descriptions in Minutes Versus Hours

- Workday users create 30 million job descriptions per year
- Average time spent of one to two hours per job description
- Enable hiring managers and recruiters to generate job descriptions in minutes versus hours
- By leveraging information already stored in Workday as the single source of truth for people data – such as the skills needed for the role and job location details – users can create precisely targeted job descriptions to help find the best candidates

Creating Employee Growth Plans to Foster and Retain Talent

- Enable managers to quickly create a summary of employees' strengths and areas of growth
- Pulling from Workday's rich database of insight such as performance reviews, employee feedback, contribution goals, skills, and more
- Workday is uniquely suited to support this use case as an organization's single source of truth for people data

Create Personalized Knowledge Management Articles With Ease

- Creating content to keep employees informed about company policies and updates can be time consuming and frustrating
- Enable content creators to draft articles that are highly personalized and tailored to their audience – such as talking points for managers about a new company bonus policy, or key takeaways from company videos
- These new capabilities can help the author improve the tone or length of the article, iterate on particular sections, or even translate the article to different languages to support a global workforce

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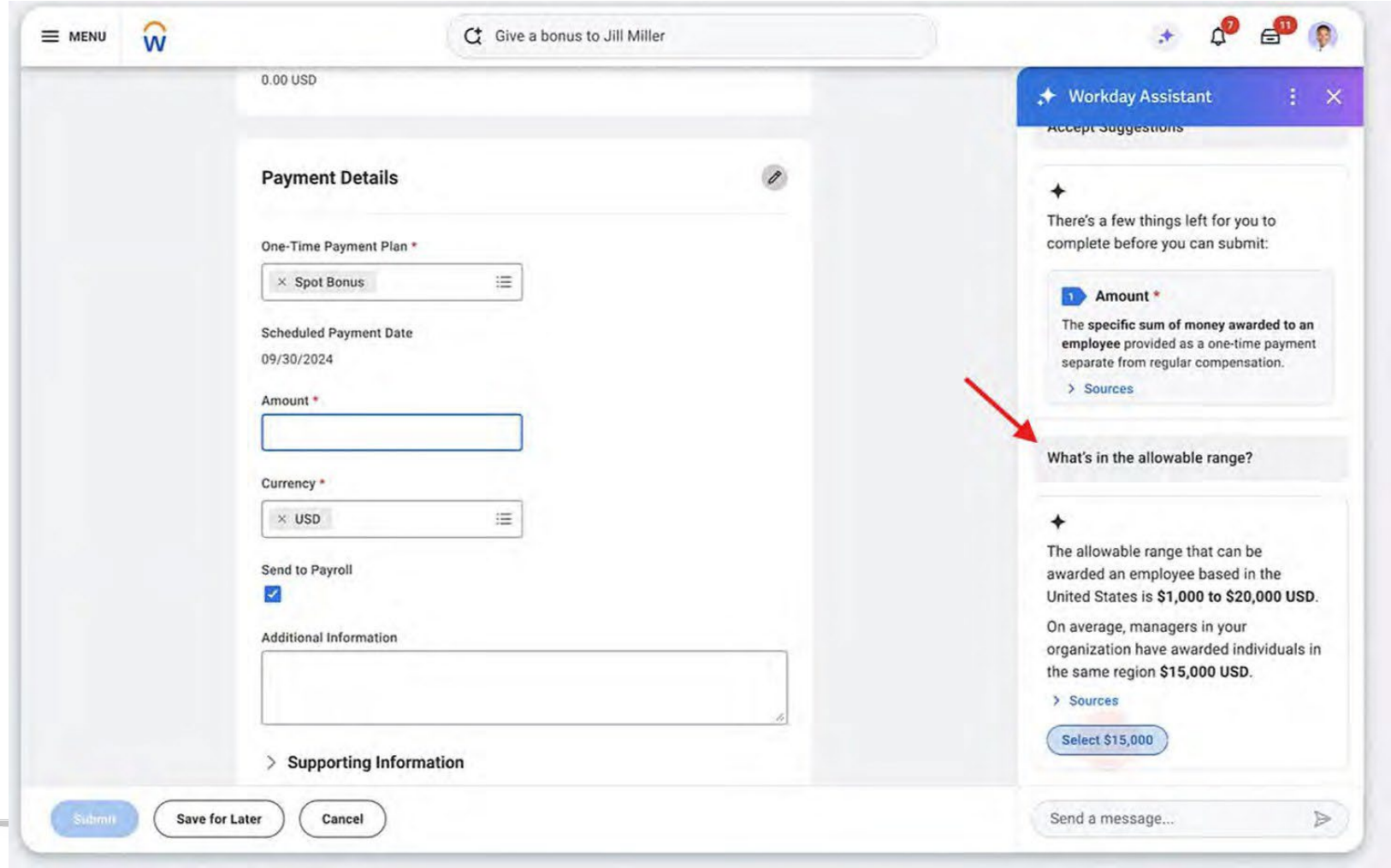
Workday Assistant

- Now Powered by Generative AI
  - This smart, natural language assistant anticipates your needs, personalizes your experience, and automates complex tasks—making work more intuitive and efficient.



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Master Automation and Integration Strategies

Objective:

- Develop strategies to integrate automation into existing HR systems seamlessly.
- Leverage Workday and RPA (Robotic Process Engineering) Software.

Outcome:

- Learn best practices for automating repetitive tasks like payroll processing, attendance tracking, and benefits administration.
- Discuss integration techniques to ensure smooth workflow transitions between automated processes and human oversight.
- Streamline IT and HR Operations.

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Workday and RPA + UiPath blueprism

- **What is RPA?**
  - Robotic process automation (RPA) is a software technology that makes it easy to build, deploy, and manage software robots that emulate human actions interacting with digital systems and software.
  - Just like people, software robots can do things like understand what's on a screen, complete the right keystrokes, navigate systems, identify and extract data, and perform a wide range of defined actions.
- **Benefits**:
  - Robotic process automation streamlines workflows, which makes organizations more profitable, flexible, and responsive.
  - Increases employee satisfaction, engagement, and productivity by removing mundane tasks from their workdays.

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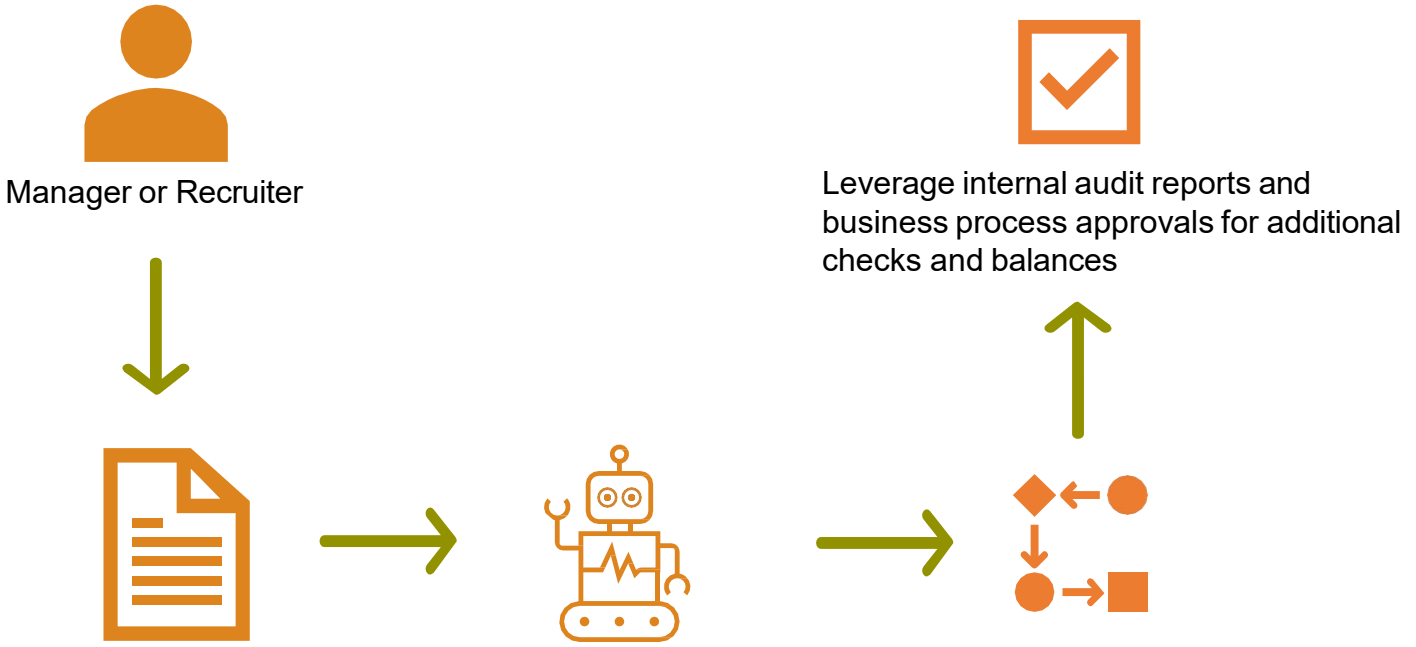
Leverage Workday and RPA to fully automate the hiring of contingent workers



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Additional RPA Use Cases

Automated Reporting and Analytics

Automate the retrieval of specific reports through the SOAP-based Reports as a Service (RaaS).

Streamlined HR Processes

Automate routine HR processes such as employee onboarding, offboarding, or data updates.

Payroll Processing Automation

Automate payroll processes, ensuring accurate and timely payroll calculations, tax withholdings, and direct deposit updates.

Decrease Time to Test

Automate QA and the execution of test scripts when changing business process definitions for core HCM business processes (Create Position, Hire, Change Job and Termination).

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Utilize Reporting and Analytics for Better Decision-Making

Objective:

- Harness the power of data analytics to inform HR decisions.

Outcome:

- Discover how to collect and analyze HR data effectively.
- Learn to interpret analytics reports to identify trends, predict future workforce needs, and make data-driven decisions.

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Enhance Workforce Management with Insights on Capabilities

Objective:

- Improve workforce planning and management by leveraging insights into employee capabilities.

Outcome:

- Learn to use AI and analytics to gain insights into employee strengths and areas for development.
- Create tailored development plans and training programs to maximize employee potential and align with organizational goals.
- Utilizing Workday HCM

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Thank you for attending

Additional Questions?

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