

Course No. 2054

Artificial Intelligence in Human Resources Training Course

**HR ANALYTICS, DIGITAL HR, TECHNOLOGY & AI
HUMAN RESOURCES & TALENT MANAGEMENT**

DURATION

5 Days

DELIVERY

Classroom



Course Overview

The Artificial Intelligence in Human Resources Training Course provides HR professionals and organizational leaders with a practical understanding of how artificial intelligence can transform human resources processes, workforce management, and employee experience. The programme focuses on applying AI technologies to improve efficiency, support better decisions, automate routine activities, and strengthen strategic HR capabilities.

Participants will explore practical AI applications across the employee lifecycle, including recruitment and talent acquisition, workforce planning, employee engagement, learning and development, performance management, compensation, retention, HR service delivery, and workforce analytics. The course examines how AI can support HR professionals while maintaining appropriate human oversight and decision-making.

The programme also addresses generative artificial intelligence, intelligent automation, predictive analytics, natural language technologies, and AI-enabled HR platforms. Participants will learn how to identify suitable use cases, assess expected value, evaluate implementation requirements, and integrate AI solutions into existing HR processes.

Particular attention is given to responsible AI adoption in HR, including data privacy, confidentiality, security, transparency, fairness, bias management, governance, and ethical considerations. Through practical exercises and case studies, participants will develop an actionable approach to identifying, evaluating, implementing, and governing AI applications within human resources.

Objectives

- By the end of the course, participants will be able to:
- Analyze the role and potential of artificial intelligence in modern HR management.
- Identify practical AI applications across the employee lifecycle.
- Evaluate HR processes suitable for AI automation and augmentation.
- Assess AI use cases based on business value, feasibility, and risk.
- Apply AI tools to support recruitment and talent acquisition activities.
- Use AI to strengthen workforce planning and employee analytics.

- Evaluate AI applications in learning, development, and performance management.
- Apply generative AI to selected HR communication and content processes.
- Analyze workforce data using AI-supported analytical approaches.
- Identify opportunities to improve employee experience through AI.
- Evaluate AI-enabled HR platforms and technology solutions.
- Assess data, integration, security, and implementation requirements.
- Identify risks related to bias, privacy, transparency, and responsible AI.
- Develop appropriate governance principles for AI use in HR.
- Establish measures for evaluating the effectiveness and value of AI initiatives.
- Develop an integrated roadmap for responsible AI adoption in human resources.

Who Should Attend

This course is designed for HR directors, HR managers, HR business partners, HR transformation leaders, HR technology specialists, HR analysts, talent management professionals, recruitment managers, and HR operations professionals interested in applying artificial intelligence to HR.

It is also suitable for organizational development leaders, workforce planning specialists, learning and development managers, performance management professionals, data and analytics specialists, digital transformation leaders, and senior decision-makers involved in HR technology and innovation.

The programme is particularly relevant to organizations exploring AI-enabled HR transformation across government entities, banks, financial institutions, oil and gas companies, technology organizations, healthcare providers, manufacturing companies, telecommunications organizations, and large corporations.

Learning Outcomes

- Upon completion of the course, participants will be able to:
- Explain the fundamentals and major applications of AI in human resources.
- Identify AI opportunities across recruitment, development, performance, and retention.
- Assess HR processes for automation and intelligent augmentation.

- Evaluate AI use cases according to organizational priorities and expected value.
- Apply AI-supported approaches to recruitment and candidate assessment.
- Use AI to support workforce planning and talent management.
- Analyze employee data using AI-enabled analytical techniques.
- Apply generative AI to selected HR tasks and workflows.
- Design AI-supported approaches to employee engagement and experience.
- Evaluate AI-enabled HR technology solutions and platforms.
- Define data and system requirements for AI implementation.
- Identify potential risks associated with AI-supported HR decisions.
- Apply principles of responsible and ethical AI use in HR.
- Establish governance and human oversight mechanisms for HR AI applications.
- Define performance indicators for measuring AI implementation outcomes.
- Develop a practical and responsible AI adoption roadmap for HR.

Course Outline

DAY 01

Artificial Intelligence Fundamentals and the Future of HR

- Introduction to artificial intelligence and its evolution
- AI capabilities relevant to human resources
- AI, automation, machine learning, and generative AI
- Strategic opportunities for AI-enabled HR
- AI across the employee lifecycle
- Identifying suitable HR processes for AI
- Human judgment and AI-supported decision-making
- AI readiness and organizational capability
- AI use case identification and prioritization

PRACTICAL APPLICATION

Identifying and prioritizing AI opportunities across key HR functions

DAY 02

AI for Recruitment, Talent and Workforce Planning

- AI in talent acquisition and recruitment
- Intelligent candidate sourcing and screening
- AI-supported job descriptions and recruitment content
- Candidate matching and assessment
- Workforce demand forecasting
- Skills and competency analytics
- Talent identification and internal mobility
- AI-supported succession planning
- Retention and turnover risk analysis

PRACTICAL APPLICATION

Designing an AI-supported recruitment and workforce planning process

DAY 03

AI for Employee Experience, Learning, Performance and HR Services

- AI applications in employee engagement
- Intelligent employee support and HR service delivery
- AI-powered learning and development
- Personalized learning recommendations
- Performance management and AI-supported insights
- Career development and skills recommendations
- Generative AI for HR communication and content
- Employee self-service and intelligent HR assistants
- Improving HR productivity through intelligent automation

PRACTICAL APPLICATION

Designing an AI-enabled employee experience and HR service model

DAY 04

AI Data, Governance, Ethics and Risk Management

- HR data requirements for artificial intelligence
- Data quality and preparation
- AI analytics and predictive workforce insights
- Privacy and confidentiality of employee data
- Cybersecurity and access controls
- Algorithmic bias and fairness
- Transparency and explainability
- Human oversight and accountability
- AI governance frameworks and responsible AI

PRACTICAL APPLICATION

Developing an AI governance and risk framework for HR

DAY 05

AI Strategy, Implementation and Value Realization

- Developing an AI strategy for human resources
- AI use case evaluation and business cases
- Technology selection and implementation considerations
- AI integration with HR systems
- Change management and workforce adoption
- AI capability development and employee skills
- Measuring AI performance and business value
- AI governance and continuous monitoring
- Emerging AI trends in human resources
- Final Integrated Workshop: Developing a comprehensive AI in HR roadmap covering use cases, business value, technology requirements, implementation priorities, governance, responsible AI, change management, performance measurement, and continuous improvement



Register or Request More Information

Course page: <https://quest-training.com/courses/artificial-intelligence-in-human-resources-training-course>

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