



Unique Employee Benefits:
What Does Your Workforce
Really Want?

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May 2024 HCM Excellence (APAC & Middle East)

Harnessing AI: Transforming Workforce Productivity And HR Management

HOW TECH SOLUTIONS DRIVE HR EFFICIENCY

Posted on 05-28-2024, Read Time: 6 Min

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Highlights

- ✓ AI and deep learning streamline HR tasks like payroll, leave tracking, and performance evaluations, easing administrative burdens and freeing HR managers for strategic initiatives and employee interactions.
- ✓ AI-driven analytics provide HR managers with valuable insights derived from large datasets, enabling them to make informed decisions quickly.
- ✓ AI revolutionizes candidate evaluation by assessing not just qualifications, but also potential cultural fit and future performance through predictive analytics.



Human resources (HR) is undoubtedly the most substantial resource for businesses across any industry or vertical. While there is an increased dependency on various technologies and their advanced forms, the quality and quantity of tech-based delivery effectively leverage all touchpoints of the employee lifecycle. As for the services, the direct enablers herein are employees, with customers being the indirect enablers.

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Hence, if your employees are satisfied, it is bound to have implications on the customers' perspective. A skilled, competent, committed and delivery-oriented attitude of internal stakeholders is directly proportional to the level of satisfaction of the external stakeholders. Technology, meanwhile, is an ever-evolving phenomenon, disrupting all aspects of business operations across industries. While it has already transformed a few industries, there are many, like agriculture, etc., that still follow conventional modus operandi, or at the most, technology-embedded business operations.

For an agri-tech company, it is essential to work towards ensuring adequate infrastructure with futuristic solutions that are set on a foundation of strategic vision and assurance of better services. The key, however, is always the most essential resource for any business, the human resources, and it is absolutely crucial that their experience is enhanced by leveraging the most advanced technologies like generative AI or gen artificial intelligence.

The HR operation is designed to manage the complete employee lifecycle and has, over time, evolved from following conventional norms of management to offering as well as leveraging technology-based solutions. This brings more accuracy and minimizes human errors. Today, with the help of technology one can easily manage thousands of employees centrally. AI-based technology can be utilized to enhance the user interface and appropriate reactions well within the required time.

In view of this, almost all the core and critical HR operations that are being conventionally managed via various Enterprise Resource Planning (ERP) systems further get enhanced on delivery quality, quantity and required timelines. Deep Learning and Blockchain are used by HR managers. Thus, the proportion of HR managers vis-à-vis employee numbers gets more optimized. It is quite intriguing when we say 'AI,' and there is hardly anything that is artificial in the HR landscape. This tech is based on typical historical analytics of an organization governing various touch points of employee life cycle management and uses historical data and real-time data for quality business operations.

Talent acquisition and Talent Management (TATM) is one such arena where AI helps in acute data mining of required CVs as per skill set, and decreases search time and increases screening of relevant skilled CVs. AI tools create value in incumbent assessment via various tests through the process of evaluation. This way complicated, time-consuming tasks can be easily managed, and it is a great situation for employees as well as employers.


Technology can also aid in the life cycle management of employees and ease HR Operations. AI-based solutions like geofencing, time office systems, learning management systems (LMS), rewards programs, employee relations (ER), industrial relations (IR), and employee management systems (EMS) enable the easy management of all facets of the employee lifecycle. Performance management system (PMS) is another solution where AI can be leveraged to create a well-balanced performance-based culture. This will ultimately help in the creation of a talent pool in the organization and building capability for future business growth of the organization. Candidates can be contacted as and when needed, ensuring a speedier selection process.

Skill upgradation of employees is one arena that is of prime importance and considered a core job of HRs. LMS uses AI tools for skill set development and training. This leads to employees developing a competitive advantage over their industry peers. It also increases employee engagement for a long tenure, which results in lowering the rate of attrition, and moreover, leads to better employee satisfaction.

AI also enhances the overall working and efficiency of the organization. Real-time employee data enables better delivery with an acute delivery system that is developed. This data is based on the performances of the employees in various capacities to plan and adjust the envisaged mission pace. Risk mitigation, compliance management, time management, large data churn, and organization analytics enable organizational development (OD) interventions and set a stage for talent pool creation and capability building for an organization endeavoring current missions and future vision of the organization. This enhances the LMS and boosts higher levels of engagement and employee retention.

Together, these solutions can enable optimal management of employees and also lead to an efficient HR system for employees. This means that there are better growth opportunities in the organization as the employees are now motivated to give their best. AI has led the way for it as the future belongs to it, and we will find more and more solutions in times to come.

AUTHOR BIO

 Image showing Manish Mandan of Sohanlal Commodity Management, wearing a navy blue shirt, side-parted black hair, looking towards the camera.

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