

€ TRAINING

Automating Talent Management and
Acquisition





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Introduction:

This training program provides an in-depth exploration of how AI is transforming HR functions, particularly in talent management and acquisition. Through it, participants will learn how to leverage AI technologies to automate the hiring process, enhance candidate engagement, and improve overall talent management.

Program Objectives:

By the end of this program, participants will be able to:

- Understand the role of AI in automating HR processes, including recruitment and talent acquisition.
- Apply AI tools to enhance the candidate sourcing and screening process.
- Leverage AI to improve employee performance management and career development.
- Use AI to personalize employee experiences and increase retention.
- Implement AI strategies to streamline HR operations and reduce bias in decision-making.

Target Audience:

- HR Managers and Specialists.
- Talent Acquisition Professionals.
- HR Data Analysts.
- AI and Technology Officers in HR.
- Business Leaders overseeing HR transformation.

Program Outline:

Unit 1:

Introduction to AI in HR Automation:

- Overview of AI's impact on HR functions and processes.
- Key benefits of automating talent management with AI.
- How AI enhances decision-making in talent acquisition and management.

- Current AI tools and platforms used in HR.

Unit 2:

AI in Recruitment and Candidate Screening:

- Using AI for sourcing and screening candidates.
- Automating resume screening and shortlisting with AI-driven tools.
- Reducing bias in recruitment through AI algorithms.
- Enhancing candidate engagement with AI chatbots and virtual assistants.
- Integrating AI with applicant tracking systems ATS for seamless recruitment.

Unit 3:

AI for Employee Performance Management:

- AI-powered tools for monitoring and evaluating employee performance.
- Predictive analytics for identifying high-performing employees.
- Personalizing employee career development using AI insights.
- AI in setting performance metrics and KPIs.
- Feedback methods and performance tracking using AI platforms.

Unit 4:

AI in Talent Retention and Development:

- AI applications for personalized learning and development programs.
- Using AI to predict employee turnover and improve retention strategies.
- AI-driven personalized career pathing for employee growth.
- Leveraging AI to enhance employee engagement and satisfaction.
- Strategies for integrating AI in HR for continuous improvement.

Unit 5:

Ethical Considerations and Future Trends in AI for HR:



- Addressing ethical concerns in using AI for HR decision-making.
- Ensuring fairness and transparency in AI algorithms.
- Legal considerations in the adoption of AI in HR data privacy, compliance.
- The future of AI in human resources: trends and emerging technologies.
- Long-term strategies for scaling AI in HR operations.