

AI APPLICATIONS IN HR



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TRAINING CENTER



Introduction

AI Applications in HR Training Course prepares HR professionals to harness artificial intelligence for smarter, faster, and more strategic people decisions. Organizations increasingly rely on AI-powered tools to streamline recruitment, predict attrition, and personalize employee experiences. This course guides participants through practical AI applications across the HR lifecycle, from talent acquisition to workforce analytics. Furthermore, it addresses the ethical and governance considerations that come with using AI in people decisions. Participants will learn to evaluate AI tools, interpret predictive analytics, and integrate automation into everyday HR processes. As a result, they will leave equipped to lead responsible, technology-driven HR functions that deliver measurable business impact.

AI Applications in HR Course Objectives

- Apply machine learning concepts to HR data and workforce trends
- Use AI-powered applicant tracking systems to streamline recruitment
- Build predictive models for employee attrition and retention
- Apply natural language processing tools to resume screening
- Design chatbot-driven employee self-service solutions
- Use people analytics dashboards to support HR decision-making
- Evaluate AI vendor tools using structured assessment criteria
- Apply ethical AI principles to reduce bias in HR processes
- Integrate generative AI tools into HR content and communication
- Measure the return on investment of AI-driven HR initiatives

Course Methodology

- Interactive lectures on AI concepts and HR applications

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- Case study analysis of AI adoption in HR functions
- Hands-on demonstrations of AI-powered HR platforms
- Group exercises on building predictive analytics models
- Practical workshops on evaluating AI vendor solutions
- Discussions on ethical AI governance frameworks
- Continuous Q&A to reinforce technical concepts

Who Should Take This Course

- HR managers and HR business partners
- Talent acquisition and recruitment professionals
- People analytics and workforce planning specialists
- HR technology and systems administrators
- Organizational development practitioners
- Senior HR leaders overseeing digital transformation

AI Applications in HR Course Outlines

Day 1: Foundations of AI in HR

- Overview of artificial intelligence concepts for HR
- Differences between machine learning and generative AI
- Key AI applications across the HR lifecycle
- Benefits and risks of AI adoption in HR
- Overview of applicant tracking systems and HR platforms
- Building organizational readiness for AI adoption
- Case study: HR functions transformed by AI





Day 2: AI in Talent Acquisition

- Using AI-powered applicant tracking systems
- Applying natural language processing to resume screening
- Automating candidate sourcing and matching
- Reducing time-to-hire with AI scheduling tools
- Improving candidate experience through automation
- Evaluating bias risks in AI recruitment tools
- Workshop: configuring an AI recruitment workflow

Day 3: People Analytics and Predictive Modeling

- Building predictive models for employee attrition
- Using people analytics dashboards for decision-making
- Applying workforce forecasting with AI tools
- Interpreting sentiment analysis from employee feedback
- Identifying flight-risk indicators through data patterns
- Structuring HR data for accurate AI modeling
- Practical exercise: building an attrition prediction model

Day 4: AI-Driven Employee Experience

- Designing chatbot-driven employee self-service solutions
- Using generative AI tools for HR content creation
- Personalizing learning and development with AI
- Automating routine HR administrative tasks
- Applying AI to performance feedback and coaching

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- Enhancing internal communication through AI tools
- Case discussion: implementing an HR chatbot

Day 5: AI Governance and Strategic Implementation

- Applying ethical AI principles to reduce bias
- Evaluating AI vendor tools using assessment criteria
- Building data privacy safeguards for AI systems
- Measuring return on investment of AI initiatives
- Establishing AI governance policies for HR
- Building a roadmap for scaling AI adoption
- Final workshop: presenting an AI implementation plan

Conclusion

By successfully completing AI Applications in HR, participants will have acquired practical skills in AI-powered recruitment, predictive people analytics, employee experience automation, and AI governance. They will gain the ability to evaluate and implement AI tools responsibly across the HR function. This Training Course, delivered by Gentex Training Center, prepares participants to lead technology-driven HR strategies that improve efficiency and support data-informed decision-making.

FAQs

Q1 What is the "AI Applications in HR" course about?



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This course teaches participants how to apply artificial intelligence tools across the HR lifecycle, including recruitment, analytics, and employee experience. It provides practical frameworks for adopting AI responsibly while improving efficiency and decision-making in HR functions.

Q2 What are the key benefits of the "AI Applications in HR" course?

Participants gain the ability to streamline recruitment, predict attrition, and personalize employee experiences using AI. These benefits help organizations reduce hiring time, improve retention, and make HR decisions based on accurate, data-driven insights.

Q3 What skills will I gain from the "AI Applications in HR" course?

Participants will gain skills in AI-powered recruitment, predictive people analytics, employee experience automation, and AI governance. These four core skills enable HR professionals to lead responsible, technology-driven people strategies.

Q4 What tools, methods, or standards are covered in the "AI Applications in HR" course?

The course covers applicant tracking systems, natural language processing, predictive analytics dashboards, generative AI tools, and ethical AI governance frameworks. These tools give participants practical methods for applying AI across core HR functions.





Q5 How is the "AI Applications in HR" course applied in real-world practice?

Participants apply AI tools to real HR scenarios, building attrition prediction models, recruitment workflows, and employee self-service chatbots. These practices help organizations integrate AI responsibly while improving efficiency across the HR function.