

AI-POWERED HUMAN RESOURCES STRATEGY



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TRAINING CENTER



Introduction

Organizations increasingly rely on artificial intelligence to strengthen how they manage people, and this shift places new demands on HR professionals. This AI-Powered Human Resources Strategy Training Course from Gentex Training Center equips participants with practical knowledge to integrate AI tools into workforce planning, recruitment, and employee engagement. Furthermore, the course explores how machine learning, predictive analytics, and automation reshape traditional HR functions. Participants gain hands-on exposure to leading platforms and frameworks used across modern HR departments. As a result, they leave equipped to design data-driven HR strategies that align with broader business goals, while addressing ethical considerations and change-management challenges that accompany AI adoption within human resources.

AI-Powered Human Resources Strategy Course Objectives

- Explain how artificial intelligence transforms core human resources functions
- Apply predictive analytics to workforce planning and talent forecasting
- Use AI-driven recruitment tools to streamline candidate sourcing and screening
- Build competency frameworks supported by machine learning insights
- Evaluate HR technology platforms such as Workday and SAP SuccessFactors
- Design employee engagement strategies using sentiment analysis and NLP tools
- Develop attrition prediction models to reduce voluntary turnover
- Integrate AI chatbots into HR service delivery and employee support
- Address ethical, privacy, and bias considerations in AI-powered HR systems
- Create an AI adoption roadmap aligned with organizational strategy



Course Methodology

This course combines interactive lectures, live software demonstrations, and case studies drawn from global organizations. Furthermore, participants work through practical exercises using HR analytics dashboards and AI-based recruitment simulations. Group discussions encourage peer learning, while structured workshops allow attendees to build sample HR scorecards and workforce planning models. As a result, learners gain both theoretical grounding and applied skills they can immediately transfer to their organizations.

Who Should Take This Course

- HR managers and directors seeking to modernize departmental practices
- Talent acquisition specialists and recruitment coordinators
- HR business partners supporting strategic workforce planning
- People analytics and HRIS professionals
- Organizational development and change-management practitioners
- Senior executives overseeing digital transformation of HR functions

AI-Powered Human Resources Strategy Course Outlines

Day 1: Foundations of AI in Human Resources

- Overview of artificial intelligence concepts relevant to HR
- Key differences between automation, machine learning, and AI
- Current adoption trends across global HR departments
- Ethical frameworks guiding responsible AI use

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- Data privacy considerations under GDPR and local regulations
- Building an AI readiness assessment for HR teams
- Case study: successful AI transformation in HR

Day 2: AI-Driven Talent Acquisition

- Applicant tracking systems and AI-enhanced sourcing tools
- Resume screening algorithms and bias mitigation techniques
- Chatbot-assisted candidate engagement strategies
- Predictive analytics for candidate success and retention
- Structured interview design supported by AI insights
- Measuring recruitment efficiency with AI-generated metrics
- Workshop: configuring an AI-based screening simulation

Day 3: Workforce Planning and People Analytics

- Predictive workforce planning models and demand forecasting
- Skills-gap analysis using machine learning tools
- Attrition prediction models and early-warning indicators
- Building HR dashboards with key performance indicators
- Scenario planning for organizational restructuring
- Integrating HRIS platforms such as Workday and SAP SuccessFactors
- Practical exercise: designing a workforce analytics report

Day 4: AI in Employee Experience and Engagement

- Sentiment analysis for measuring employee satisfaction
- Personalization of learning and development pathways



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- AI-powered performance management systems
- Natural language processing for HR chatbot support
- Employee experience platforms and feedback automation
- Addressing bias in performance evaluation algorithms
- Case study: AI-enhanced employee engagement program

Day 5: Building an AI-Powered HR Strategy

- Aligning AI initiatives with organizational strategy
- Creating a balanced scorecard for HR technology investment
- Change-management strategies for AI adoption
- Governance frameworks for responsible AI use in HR
- Building an implementation roadmap and timeline
- Measuring return on investment for HR AI projects
- Final workshop: presenting an AI-powered HR strategy plan

Conclusion

By successfully completing the AI-Powered Human Resources Strategy Training Course, participants will have acquired practical knowledge of AI tools, predictive analytics, and automation techniques that reshape modern HR functions. Furthermore, they will understand how to design data-driven workforce strategies, mitigate bias in AI-powered systems, and align technology investments with organizational goals. As a result, participants leave with the confidence to lead AI adoption initiatives. Gentex Training Center remains committed to equipping HR professionals with the skills needed to thrive in a rapidly evolving digital workplace.





FAQs

Q1 What is the "AI-Powered Human Resources Strategy" course about?

This course explains how artificial intelligence transforms human resources functions, including recruitment, workforce planning, and employee engagement. Participants learn to apply predictive analytics, machine learning, and automation tools to build data-driven HR strategies that support broader organizational objectives.

Q2 What are the key benefits of the "AI-Powered Human Resources Strategy" course?

Participants gain the ability to streamline recruitment processes, reduce employee turnover through predictive modeling, and design engagement strategies backed by data. Furthermore, they learn to align AI investments with business goals, improving overall HR efficiency and decision-making quality.

Q3 What skills will I gain from the "AI-Powered Human Resources Strategy" course?

Participants develop skills in predictive workforce analytics, AI-driven recruitment, employee engagement analysis, and HR technology strategy design. These four core competencies prepare professionals to lead AI adoption confidently within their human resources departments.



Q4 What tools, methods, or standards are covered in the "AI-Powered Human Resources Strategy" course?

The course covers platforms such as Workday and SAP SuccessFactors, applicant tracking systems, sentiment analysis tools, and machine learning models for attrition prediction. Additionally, participants explore natural language processing applications and HR scorecard frameworks.

Q5 How is the "AI-Powered Human Resources Strategy" course applied in real-world practice?

Graduates apply AI tools to screen candidates, forecast workforce needs, and personalize employee experiences within their organizations. Furthermore, they use governance frameworks to manage AI risks responsibly while building measurable, data-driven HR strategies aligned with business priorities.