

INTRODUCTION TO ARTIFICIAL INTELLIGENCE (AI) IN HUMAN RESOURCE MANAGEMENT (HRM)



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Introduction

Artificial intelligence is transforming how organizations manage talent, streamline processes, and make workforce decisions. This Introduction to Artificial Intelligence (AI) in Human Resource Management (HRM) Training Course introduces HR professionals to AI tools and applications reshaping recruitment, performance management, and employee engagement. Furthermore, it explores machine learning basics, predictive analytics, and automation relevant to HR functions. As a result, participants learn to evaluate and apply AI solutions responsibly within their organizations. In addition, the course covers ethical considerations, bias mitigation, and data privacy in AI-driven HR systems. Participants leave equipped to integrate AI thoughtfully into modern HR practice.

Introduction to Artificial Intelligence (AI) in Human Resource Management (HRM) Course Objectives

- Understand core AI and machine learning concepts relevant to HR
- Apply AI-powered tools for recruitment and candidate screening
- Use predictive analytics to forecast turnover and workforce trends
- Identify AI applications in performance management systems
- Recognize and mitigate algorithmic bias in HR decision-making
- Apply natural language processing (NLP) tools for employee sentiment analysis
- Evaluate AI-driven chatbots for employee self-service
- Understand data privacy and ethical standards in AI-HR integration
- Assess AI vendor solutions using evaluation frameworks
- Build a roadmap for responsible AI adoption in HR



Course Methodology

This training course combines lectures, live tool demonstrations, and hands-on exercises. Furthermore, participants explore real AI-HR platforms and analyze case studies of successful implementation. In addition, group discussions examine ethical challenges and bias mitigation strategies. Practical workshops guide participants through evaluating AI vendor solutions. As a result, participants leave with applied knowledge of AI adoption in HR practice.

Who Should Take This Course

- Human resources managers and directors
- Talent acquisition and recruitment specialists
- HR technology and systems professionals
- People analytics teams
- HR business partners exploring digital transformation
- Organizational development professionals
- Anyone responsible for HR technology decisions

Introduction to Artificial Intelligence (AI) in Human Resource Management (HRM) Course Outlines

Day 1: Foundations of AI in HR

- Introduction to AI and machine learning concepts
- Overview of AI applications across HR functions
- Understanding data types used in AI-HR systems
- Key benefits and limitations of AI in HR

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- Reviewing current AI-HR market trends
- Identifying use cases within your organization
- Group discussion on AI adoption readiness

Day 2: AI in Recruitment and Talent Acquisition

- Using AI-powered candidate screening tools
- Applying resume parsing and matching algorithms
- Automating interview scheduling with AI
- Reducing bias in AI-driven recruitment
- Evaluating AI recruitment platforms
- Case study: AI-enhanced hiring process
- Workshop: reviewing an AI screening tool

Day 3: Predictive Analytics and Workforce Planning

- Applying predictive analytics to turnover forecasting
- Using AI for workforce demand modeling
- Identifying flight-risk employees through data patterns
- Building HR dashboards with predictive insights
- Interpreting AI-generated workforce reports
- Case study: predictive analytics in action
- Group exercise: analyzing sample HR data

Day 4: AI in Performance and Employee Engagement

- AI applications in performance management systems
- Using NLP tools for employee sentiment analysis



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- Evaluating AI-driven chatbots for HR self-service
- Personalizing learning recommendations with AI
- Monitoring engagement trends through AI tools
- Role-play: chatbot evaluation exercise
- Case study: AI-enhanced engagement strategy

Day 5: Ethics, Bias, and Responsible AI Adoption

- Understanding data privacy standards in AI-HR systems
- Identifying and mitigating algorithmic bias
- Applying ethical frameworks for AI decision-making
- Evaluating AI vendors using assessment criteria
- Building a responsible AI adoption roadmap
- Addressing employee concerns about AI use
- Course review and action planning

Conclusion

By successfully completing the Introduction to Artificial Intelligence (AI) in Human Resource Management (HRM) Training Course, participants will have acquired practical knowledge of AI applications across recruitment, analytics, and engagement. Furthermore, they will understand how to evaluate AI tools responsibly while addressing bias and data privacy concerns. As a result, participants gain the confidence to guide AI adoption within their organizations. Gentex Training Center remains committed to preparing HR professionals for the evolving digital workplace.





FAQs

Q1 What is the "Introduction to Artificial Intelligence (AI) in Human Resource Management (HRM)" course about?

This course teaches HR professionals how AI tools apply to recruitment, analytics, and engagement. It covers machine learning basics, predictive analytics, and ethical considerations, helping participants adopt AI responsibly within HR functions.

Q2 What are the key benefits of the "Introduction to Artificial Intelligence (AI) in Human Resource Management (HRM)" course?

Participants gain practical AI evaluation skills, improved workforce forecasting abilities, and stronger awareness of ethical risks. Additionally, they learn to streamline HR processes using AI tools while maintaining fairness and data privacy standards.

Q3 What skills will I gain from the "Introduction to Artificial Intelligence (AI) in Human Resource Management (HRM)" course?

Participants gain AI tool evaluation, predictive analytics, bias mitigation, and responsible AI adoption skills. These core competencies help HR professionals integrate AI solutions effectively while managing ethical and operational risks.



Q4 What tools, methods, or standards are covered in the "Introduction to Artificial Intelligence (AI) in Human Resource Management (HRM)" course?

The course covers natural language processing (NLP) tools, predictive analytics models, AI-driven chatbots, resume parsing algorithms, and vendor evaluation frameworks. These technologies give participants practical exposure to real AI-HR applications.

Q5 How is the "Introduction to Artificial Intelligence (AI) in Human Resource Management (HRM)" course applied in real-world practice?

Participants apply concepts through live tool demonstrations, HR data analysis exercises, and chatbot evaluation workshops. As a result, they leave equipped to assess and implement AI solutions within their own HR functions.