



HR Strategy and Training

# Artificial Intelligence in Human Resources

## Course Introduction

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Artificial Intelligence (AI) has been transforming different sectors and industries for decades. More so, AI has been improving and impacting the Human Resource (HR) sector specifically in the recruitment processes and automation of administrative jobs. AI expands recruiting with semantic search, personal analytics, real-time monitoring of performance and using tools to assist in real-time interviews.

This training course is designed to provide participants with the concept of AI and how it is transforming the Human Resource process and management.

### Artificial Intelligence in Human Resources

This course will focus on key concepts such as HR challenges, use cases in the human resources world: predicting employee attrition, mapping collaboration, and creating training recommendations, and implementing AI tools within HR. Participants will explore ways of designing models to perform other common HR tasks, such as predicting future performance, screening candidates, and even tracking morale.

## Target Audience

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- Business and technology leaders
- Business Unit Managers
- Business Development Consultants
- General Managers / Regional Managers
- Senior and mid-level leaders
- individual leaders of all levels in the organization
- Art Director
- Marketing Consultants
- Marketing Development Manager

# Learning Objectives

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- Gain a comprehensive understanding of what AI is, the HR challenges, and how AI is used to meet these challenges.
- Identify AI use cases in the human resources sector.
- Learn the impact of AI on HR and augmentation on individuals and the organization.
- Effectively create training plan and recommendations for employee development.
- Predict future performance, screen candidates and automate administrative tasks.

# Course Outline

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## • Day 01

### What is AI and why does it matter to HR?

- Introduction to HR
- HR Challenges
- What is Artificial Intelligence?
- AI and HR: Applying AI in Human Resources Management
- Common Application of AI in HR
- Candidate Sourcing
- Sentiment Analysis
- Predictive Modeling
- Service Provision

## • Day 02

### The Impact of AI on HR

- Automation of tedious, time-consuming tasks
- Augmentation of human capabilities
- Amplification of human functions.
- Shaping the Future of Work with AI and Augmentation
- The Impact of AI and Augmentation on Individuals and the Organisation
- Implementing AI tools within HR

## • Day 03

## **Use Cases of AI in HR**

- Predicting Employee Attrition
- Employee Attrition
- Classification with Deep Learning
- Data for Employee Attrition
- Pre-processing Attrition Data
- Building an Attrition Model with Keras
- Predicting Attrition with Keras

### **• Day 04**

## **Mapping Collaboration**

- Organizational design
- Network analysis
- Data for network analysis
- Preparing Network Data
- Creating and Visualizing Networks

### **• Day 05**

## **Creating Training Plans and Recommendations**

- Employee Development
- User item recommendations
- Ratings data for recommendations
- Building a Keras rating model
- Recommending Courses with Keras

## **Other HR Use Cases**

- Predicting Employee Performance
- Recruitment and Onboarding
- Automated Candidate Screening
- Internal Mobility and Employee Retention
- Automation of Administrative Tasks
- Employee Virtual Assistant

# Confirmed Sessions

| FROM          | TO             | DURATION | FEES       | LOCATION                |
|---------------|----------------|----------|------------|-------------------------|
| April 7, 2025 | April 11, 2025 | 5 days   | 4950.00 \$ | England - London        |
| April 7, 2025 | April 11, 2025 | 5 days   | 4950.00 \$ | Netherlands - Amsterdam |
| July 7, 2025  | July 11, 2025  | 5 days   | 4250.00 \$ | UAE - Dubai             |
| Oct. 6, 2025  | Oct. 10, 2025  | 5 days   | 4250.00 \$ | UAE - Abu Dhabi         |