



# ARTIFICIAL INTELLIGENCE IN HUMAN RESOURCES DEVELOPMENT UNLOCKING THE POTENTIAL



**Dr. Emandi Sankara Rao**

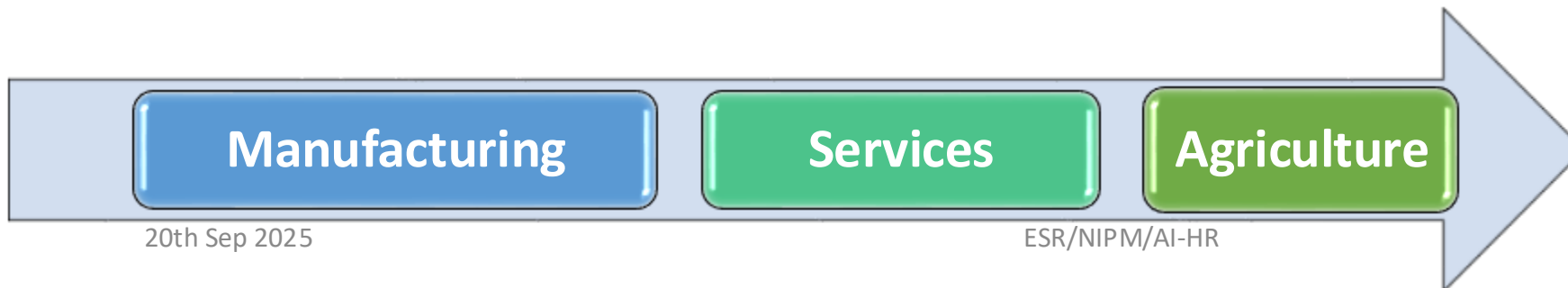
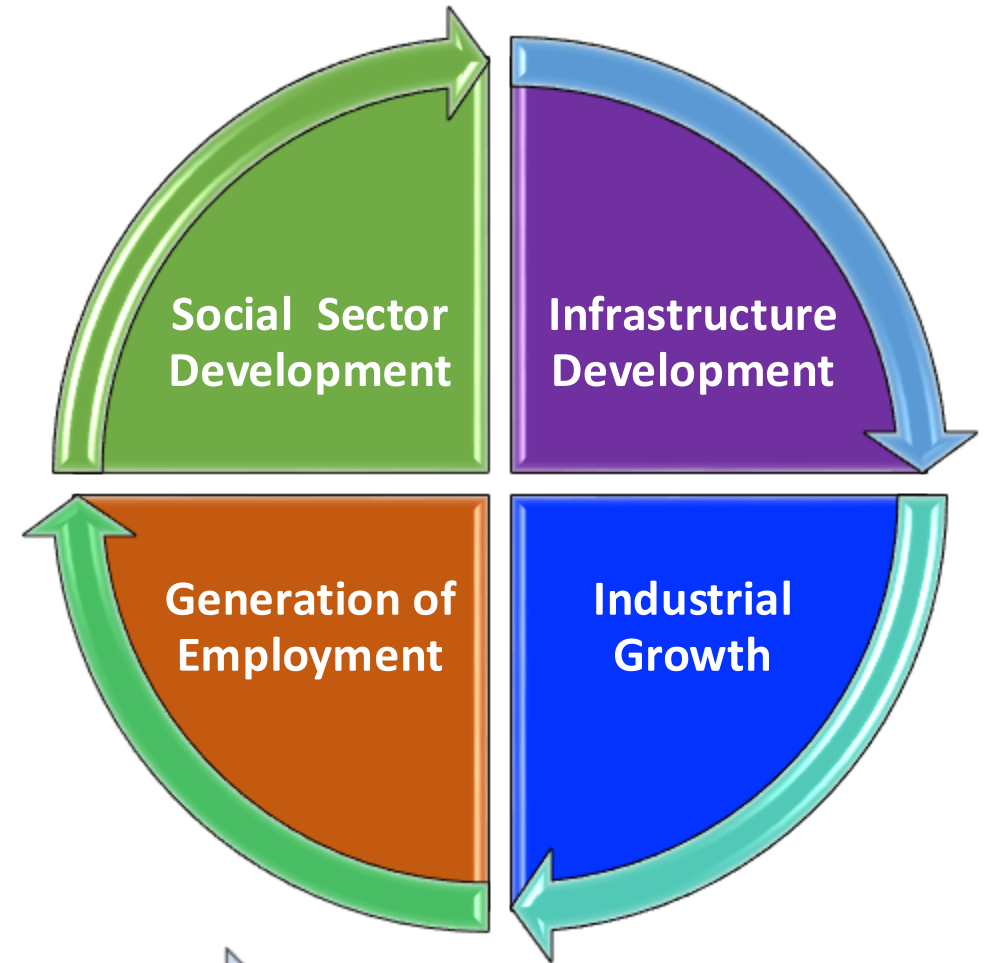
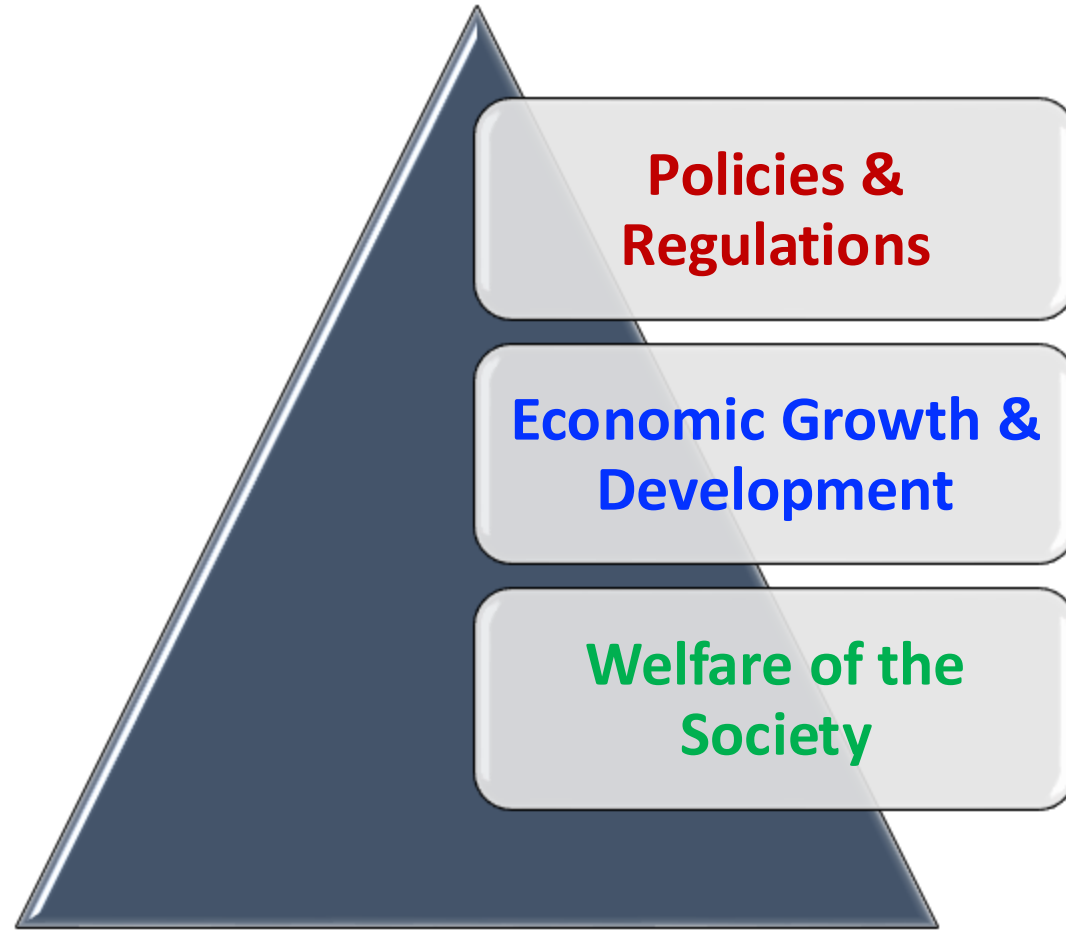
**Chairman, Vizag Profiles Pvt Ltd**

**Former Chairman & MD IFCI Group, Min. of Finance, Govt of India, New Delhi**

**Former Chairman Board of Governors - MDI Gurgaon & MDI Mushidabad and ILD (Skill Development Institute) Jaipur**

**Director : Delhi International Airport Ltd, GMR Group Airports & Power Ltd, Visakha Pharma City Ltd, Coastal Corp Ltd, Patel Engg Ltd**

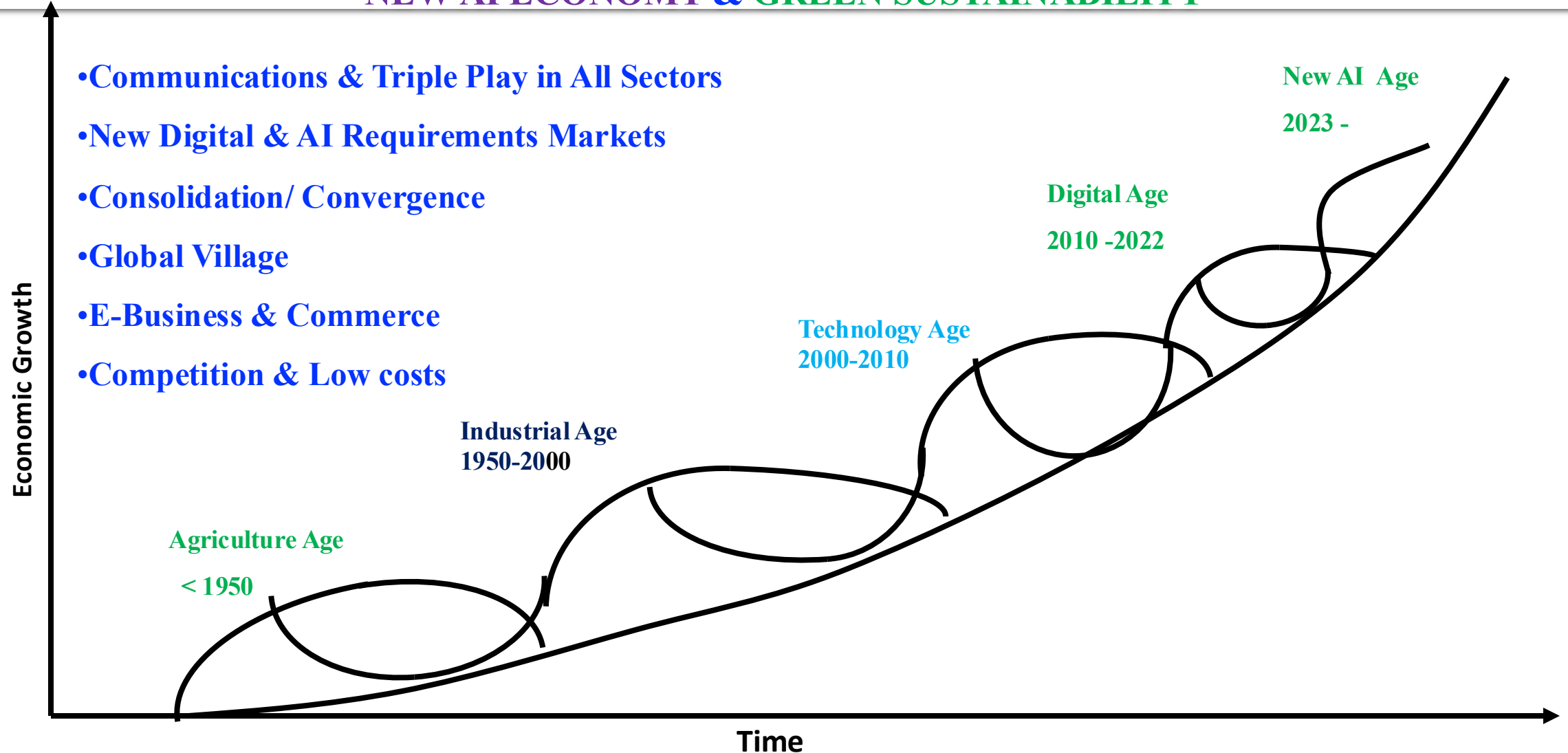
# BHARAT – THE LEADING & EMERGING ECONOMY



**GDP**  
**\$ 4.19Tn**

# INDIAN INDUSTRY & INFRASTRUCTURE MARCHING TOWARDS DIGITAL TRANSFORMATION AGE AND

## NEW AI ECONOMY & GREEN SUSTAINABILITY



# LEADERS ON DIGITAL INDIA



**Shri Narendra Modi**  
*Hon'ble Prime Minister of India*

*“Digital India is an enterprise for India’s transformation on a scale that is perhaps unmatched in human history.”*



**Sundar Pichai**  
*CEO, Google*

*“We’ve learned that that when we solve for a place like India, we solve for everyone around the world.”*  
**#Digital Unlocked”**



**Satya Nadella**  
*CEO, Microsoft*

*“Everything that’s happening in marketing is digitised. Everything that’s happening in finance is digitised. So Pretty much every function in every industry, has a huge element that’s driven by information technology. Its no longer discreet.”*



**Nandan Nilekani**  
*Co-founder of Infosys &  
First Chairman of UIDAI*

*“The new trifecta of a bank account, digital identity and smartphone for everyone will drive economic change.”*



# NAYA BHARAT OUTLOOK - THE VISION OF \$ 5 TRILLION ECONOMY

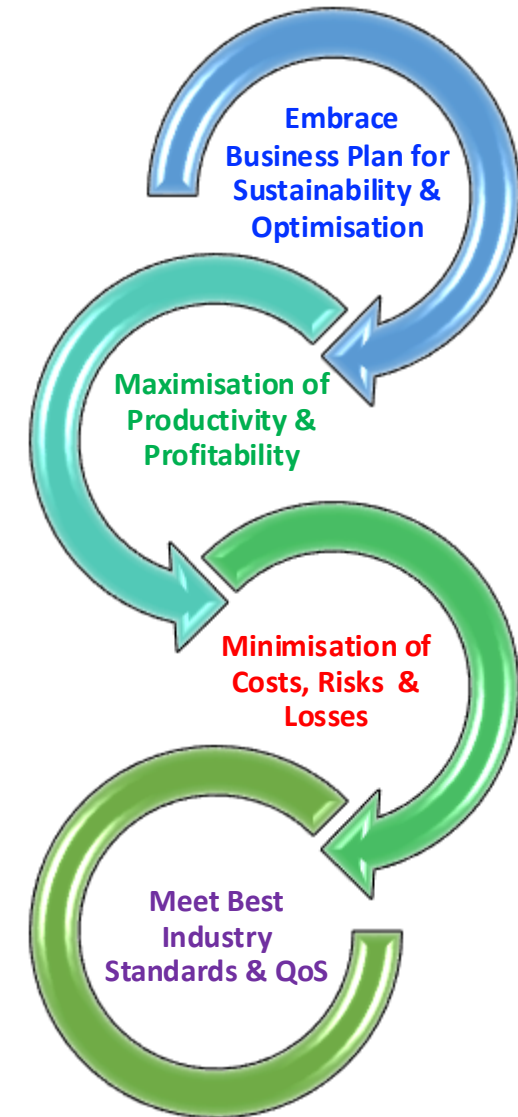
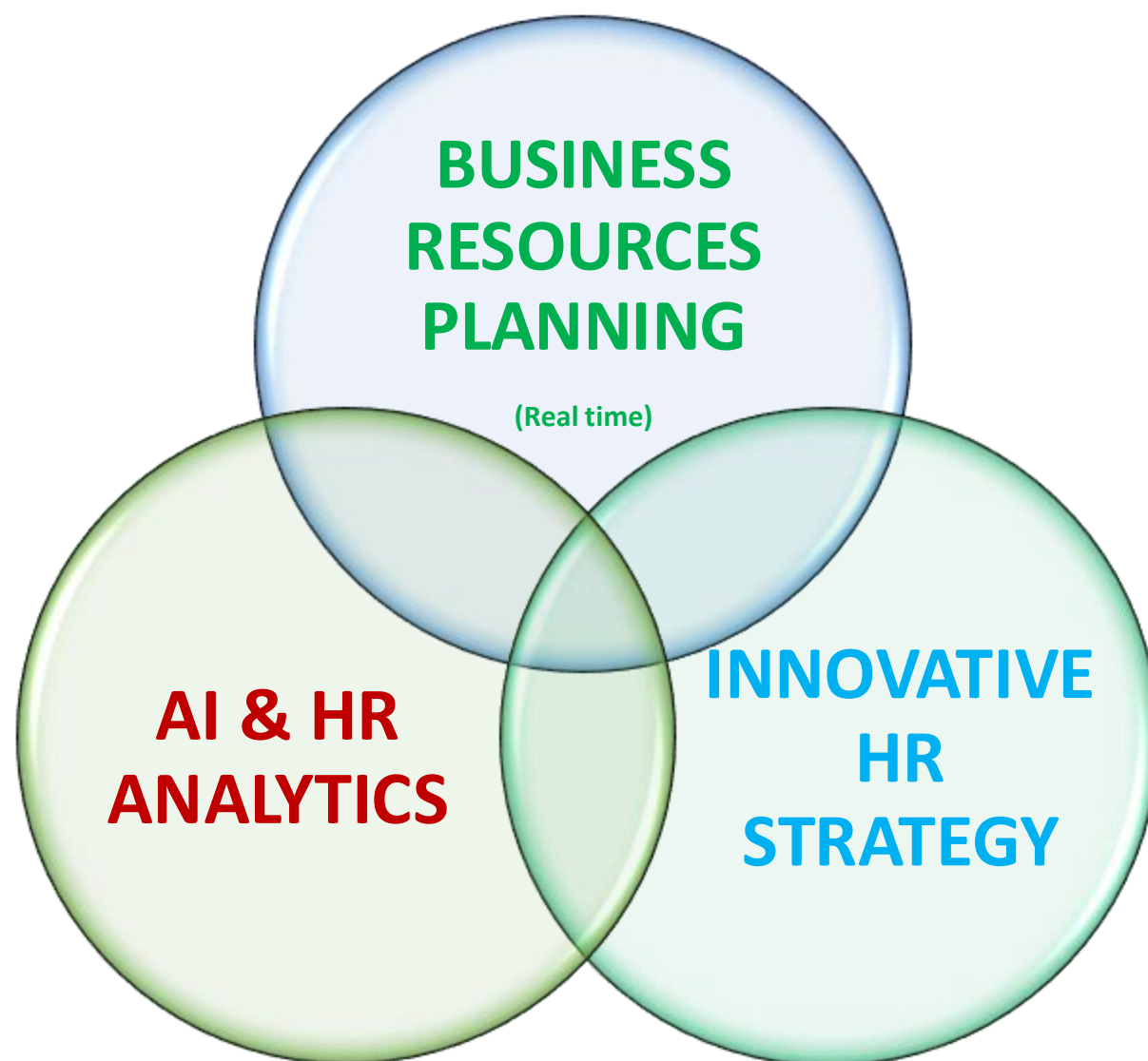


# AI in HR

## Artificial Intelligence Revolutionising Human Resources

- ❖ **Artificial Intelligence (AI)** that mimic human intelligence to perform tasks, significantly enhancing capabilities and contributions
- ❖ **The Transformation:** AI is revolutionizing HR by streamlining operations, enhancing decision-making, and improving both employee and candidate experiences across all sectors
- ❖ **Cross-Industry Relevance:** From manufacturing floor to financial trading desks, AI-driven HR solutions are becoming indispensable for maintaining competitive advantage in today's rapidly evolving business landscape.

# AI – HUMAN RESOURCES ECO-SYSTEM FOR BUSINESS DEVELOPMENT



# SECTOR-SPECIFIC USE CASES



## Technology Sector

- AI-driven skill gap analysis for fast-paced innovation
- Automated onboarding for remote teams



## Manufacturing Sector

- Predictive workforce planning aligned with production cycles
- AI-enabled safety training modules



## Financial Sector

- Compliance-focused AI training
- Behavioral analytics for fraud prevention and ethics



## Services Sector

- AI-powered scheduling and workforce optimization
- Real-time feedback systems for customer-facing roles

## Technology Sector:

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## Financial Sector:

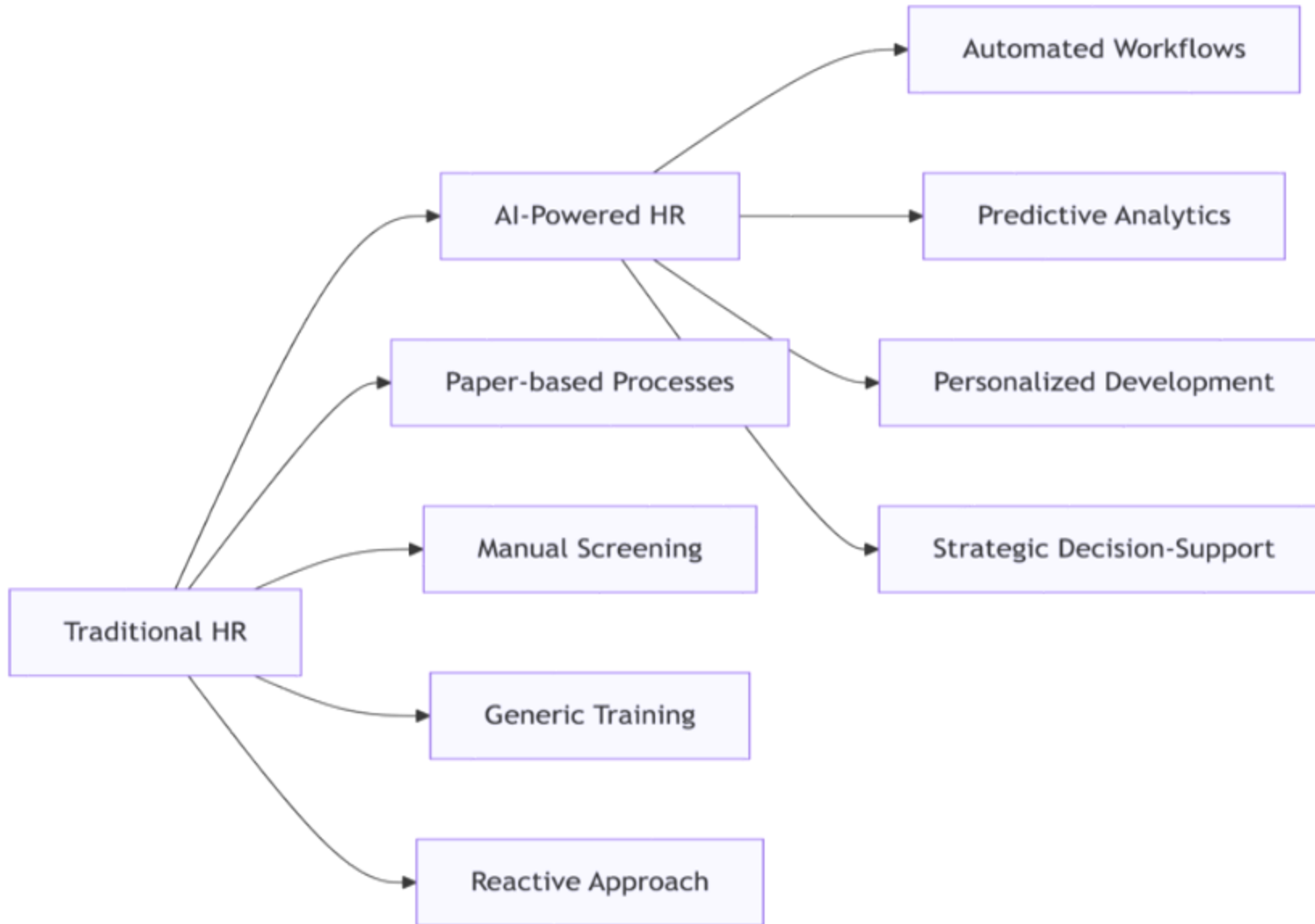
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## Services Sector:

- AI-powered scheduling and workforce optimization
- Real-time feedback systems for customer-facing roles



# AI Administrative Function to Strategic Partner



- **Data-Driven Insights:** AI systems aggregate and analyze workforce data, providing HR with insights into productivity, collaboration patterns, and areas for improvement.
- **Strategic Focus:** By automating routine tasks, HR professionals can focus on strategic initiatives that drive business value across sectors.
- **Adaptive Learning:** AI continuously improves HR processes through machine learning algorithms that refine their operations based on new data patterns.
- **Cross-Industry Integration:** AI in HR adapts to sector-specific needs, whether it's managing technical talent in technology, production teams in manufacturing, financial professionals, or customer-facing staff in services.

# AI in Talent Acquisition & Recruitment And Metrics

- **Resume Screening:** AI algorithms can quickly scan through thousands of resumes to identify the most suitable candidates based on skills, experience, and other relevant criteria, significantly reducing time spent on this task.
- **Candidate Sourcing:** AI tools proactively search for candidates across various platforms, even identifying passive candidates who aren't actively job hunting but may be perfect fits for positions.
- **Predictive Hiring:** By analyzing historical data, AI can predict which candidates are most likely to succeed in specific roles and cultural environments, particularly valuable in technical and specialized manufacturing positions.
- **Bias Reduction:** Advanced AI systems can help mitigate unconscious human biases in hiring, supporting diversity and inclusion efforts across all sectors .

Sector	Time-to-Hire Reduction	Quality of Hire Improvement	Cost Per Hire Reduction
Technology	45%	35%	50%
Manufacturing	35%	28%	40%
Financial Services	40%	32%	45%
Services	30%	25%	35%

# AI in Performance Management

## Transforming How Performance is Measured and Enhanced

- **Predictive Analytics:** AI tools analyze performance data to identify trends, predict future performance issues, and suggest areas for improvement, helping managers proactively address potential challenges.
- **Feedback and Engagement Analysis:** AI-powered sentiment analysis can evaluate employee feedback from surveys, emails, and other communication channels to gauge engagement and morale, providing insights into the overall workplace climate .
- **Real-Time Feedback Systems:** Continuous performance monitoring replaces traditional annual reviews, enabling timely interventions and support—particularly valuable for project-based work in technology and services sectors.
- **Personalized Development Plans:** AI generates customized development recommendations based on performance patterns, career aspirations, and organizational needs.

# AI in Employee Retention & Engagement

## Predicting and Preventing Turnover Before It Happens

- **Turnover Prediction:** By analyzing patterns and factors that contribute to employee turnover, AI can predict which employees are at risk of leaving and provide insights on how to improve their satisfaction and retention [1](#).
- **Retention Strategies:** Based on AI analysis, HR can develop targeted retention programs and strategies to address specific issues affecting employee satisfaction and engagement .
- **Personalized Employee Experiences:** AI can personalize employee experiences in areas such as learning and development, benefits selection, and even daily workplace interactions, increasing employee satisfaction and engagement .
- **Wellness Monitoring:** AI applications offer personalized health and wellness recommendations, mental health support, and monitor stress levels, contributing to overall employee well-being .



# BENEFITS FOR MANAGERS & PROFESSIONAL



# Ethical Considerations in AI-Driven HR

## Ensuring Responsible and Fair Implementation

- **Bias Mitigation:** AI in HR brings challenges, such as potential biases in AI algorithms. There's a growing focus on developing transparent, fair AI systems that support diversity and inclusion efforts .
- **Data Privacy:** Ensuring the privacy and security of employee data is paramount. AI applications in HR must comply with data protection regulations and ethical standards .
- **Transparency and Explainability:** HR professionals must ensure that AI decisions can be explained and understood, particularly in regulated sectors like financial services.
- **Human Oversight:** Maintaining appropriate human review of AI recommendations to ensure contextual understanding and ethical considerations.
- **Compliance Requirements:** Sector-specific regulations, especially in financial services require careful implementation of AI HR solutions that meet regulatory standards.

# Conclusion & Way Forward

## Unlocking Human Potential Through Artificial Intelligence

- **Strategic Imperative:** AI in HR is not just about automation; it's about enabling a more strategic, data-driven approach to managing people and enhancing the employee experience .
- **Sector-Specific Value:** The implementation and focus of AI in HR should be tailored to industry-specific needs, challenges, and opportunities.
- **Human-AI Collaboration:** The most successful organizations will be those that effectively combine human expertise with AI capabilities, leveraging the strengths of both.
- **Continuous Evolution:** As AI technologies evolve, their potential to transform HR practices continues to expand, offering opportunities for innovation and improvement across all aspects of human resources management [1](#).
- **Competitive Advantage:** Organizations that effectively implement AI in HR will outperform their competitors in attracting, developing, and retaining talent across all sectors.



**Thank You**

**For Your Kind Listening & Interaction  
Best Wishes**

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**Former Chairman Board of Governors - MDI Gurgaon & MDI Mushidabad and ILD Jaipur**

**Former MD & CEO IFCI Limited & Chairman Stock Holding Corporation of India, Min of Finance, New Delhi**

**Director – Delhi International Airport Ltd, GMR Airports Infra Ltd, GMR Power Ltd, Visakha Pharma City Ltd, Coastal Corp Ltd, Vizag Profiles Ltd**