

# Optimize costs and help employees thrive in Human Resources

## Key Processes Before AI

### Employee engagement

Relying on limited employee feedback to craft engagement strategies can lead to a well-intentioned programs that fail to resonate and drive performance.

### Recruitment

Can be slow and cumbersome, with a high risk of overlooking top talent due to the limitations of manual resume screening and candidate tracking.

### Compensation & benefits

Managing compensation and benefits without data-driven insights can lead to challenges to maintain fairness and competitiveness in the job market.

### Learning & development

Generic training programs may lead to low engagement and misalignment with organization goals across regions and functions.

### Talent management

Inconsistent performance reviews and career progression strategies often hinder ability to plan for and nurture the organization's future leaders.

## Using AI

### Improve organizational health metrics - Extend

Foster a more connected and motivated workforce that aligns with the organization's vision.

### Implement self-service policy questions and updates - Extend

Help employees find answers and automatically update policies based on the questions asked

### Resolving employee issues - Buy

Collaborate on resolution and documentation.

### Implement awards and recognition - Extend

Enable employees to recognize their peers

### Streamline your recruiting process - Start

### Candidate search - Extend

Quickly produce high-quality content for the recruiting process.

### Analyze hiring practices - Extend

Track and collaborate on hiring requirements.

### Streamline benefits and compensation - Buy Streamline benefits and compensation - Extend

Give administrators benchmarking insights to help HR stay competitive.

### Update a policy document - Buy

Execute change management programs for updated policies

### Automate benefits query management - Extend

Create an agent to answer employee benefits questions.

### Improve onboarding and development processes - Buy Improve onboarding and development processes - Extend

Improve onboarding plans and resources.

### Deliver insights to managers - Extend

Identify key metrics and best practices for managers to follow.

### Manage internal job transitions - Extend

Organize and produce content for job transitions

