

Recruitment SMART

Stepping into the Future

of HR & Talent Analytics with Artificial Intelligence

We are in the midst of witnessing the information revolution for the last two decades. This has been a result of the boom in digital transformation, data-driven technologies, and how data can lead to strategic shifts and informed decision-making. The revolution is fueled by data and innovation which has given birth to the distinguished technology- Artificial Intelligence.



It is becoming more and more crucial for firms to comprehend the function of analytics and AI in HR given the constantly shifting business dynamics and strategies for employee retention and motivation. HR analytics enhances employee performance and increases their usefulness to businesses. Every domain is being disrupted by the way we are using data today. Additionally, incorporating analytics and AI gives big, small, and industry-leading businesses an advantage when developing a strategic plan for recruiting, evaluating, managing, and retaining their personnel.

Reimagining human resource management strategy by integrating data analytics can help you transform your key HR processes like recruitment, onboarding, employee engagement, and retention.

According to IBM research, the use of AI integration will rise from 40% to 80% over the next three years. Artificial intelligence-powered data analytics will be used to improve different facets of human resource management in the upcoming years. Not only that, these technologies will also be the foundation of the workplace of the future.



HR executives and organizational leaders are certain that combining artificial intelligence with HR analytics and HR services like administration and onboarding will transform the overall experience of both employees and HR executives.

Upgrade Your HR Processes with Analytics & AI

Everyone working in the thick of HR and Recruitment knows that the war to hire the best talent is real. A minute delay in engaging with a potential candidate can increase the cost and time to hire significantly. To win the battle of finding and employing the best talent, HR teams need to be equipped with modern, data-driven, automated systems, that can help in accelerating strategic decisions.

To improve organizational competence and boost efficiency, investing in HR analytics will revolutionize the tools and information systems used to manage employee career development, performance compliance, and hiring. Learn more about the function of HR analytics in your company.

Lets understand the role of AI and Analytics in HR

Enable Action on Data-Backed Insights

Real change in HR via analytics and AI can be witnessed after departments learn how to make strategic decisions based on the insights of their talent intelligence platforms. AI and analytics can provide HR managers with data-backed insights, but it's crucial that they take the necessary actions in time to provide the employee experience that their organisation demands.

Employee potential and other parameters can be predicted using workforce data. The employee experience, performance, and retention can then be improved by HR executives and specific team leads. This necessitates a certain degree of personalization in interactions with employees, which means HR teams must attend to the particular worries of the employees along with their goals and requirements.

Internal Mobility and Retention of Employees

One of the difficult tasks for a human resources team is talent management, which is crucial for an organisation. Every employee's ability to execute is increased by maintaining employee engagement and retaining talented individuals. By using HR analytics, the human resource team will be better able to comprehend the insights and performance graphs of specific employees and make prognostic judgements that will improve future outcomes.

Further on, with the help of these solutions, businesses are able to capitalize on their employees' internal mobility as a competitive advantage. Employees also get to explore new growth prospects and strengthen their commitment to the company's objectives and top priorities. We can now clearly see the need for an internal mobility solution, therefore let's explore its advantages for both the company and its staff.

Focus on the Diversity & Inclusion Index

With the use of talent analytics, HR departments may improve diversity, equity, and inclusion by taking a more strategic approach. The first step in this process is data collection on racial, gender, age, sexual orientation, and other factors. The data is then used to identify opportunities to create a more diverse workforce, such as strategic hiring to fill representational gaps and employee resource groups to ensure needs are met.

Natural language processing (NLP) and predictive analytics are two examples of advanced analytics applications for DEI. NLP is used to identify biased language in company messaging, and predictive analytics is used to forecast future diversity levels based on hiring and attrition. All of this enables you to modify workforce planning as required.

Getting Ready for AI & Analytics in HR with Data

Data is necessary for any AI system to function. Not just any data, but data that is relevant to the issue you are trying to solve, clean, and ready for analysis.

Fundamentally, you'll have more knowledge to drive action the more you monitor and track data.

There are primarily two categories of data:



Systems of record: You can learn about people from this data. Consider data available from human resource management systems, talent management systems, learning management systems, and so on.

Employee-generated data: This data is gathered directly from employees via feedback forms and quarterly/yearly reviews.

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Adopting HR Analytics Infused with AI- How to go about it?

The future of HR analytics and HR operations has been disrupted and revolutionized by artificial intelligence, but in order to properly deploy AI, enterprises will need to balance out these cognitive computing capabilities and developments with total transparency. The high-achieving and healthy workplaces of tomorrow can be effectively built by HR teams by assuring a high degree of integrity while utilizing AI and analytics.

SniperAI Talent Analytics by Recruitment Smart assists businesses in optimizing their talent strategies by providing actionable insights, trends, and data in the form of bespoke dashboards and reports that prompt required actions in the hiring process. These dashboards and reports work as catalysts in lowering costs, accelerating hiring decisions, and achieving the diversity goals of organizations.

SniperAI Talent Analytics provides access to advanced deep analytics to create proactive talent pipelines, information about channel effectiveness, recruiter productivity, diversity, and bias neutralization. The solution optimizes your hiring lifecycle by 60% and recruiter effort by 35%.

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