

Artificial Intelligence: Post Covid-19 HR Competency skills

About me :



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Certified Trainer (HRDF)

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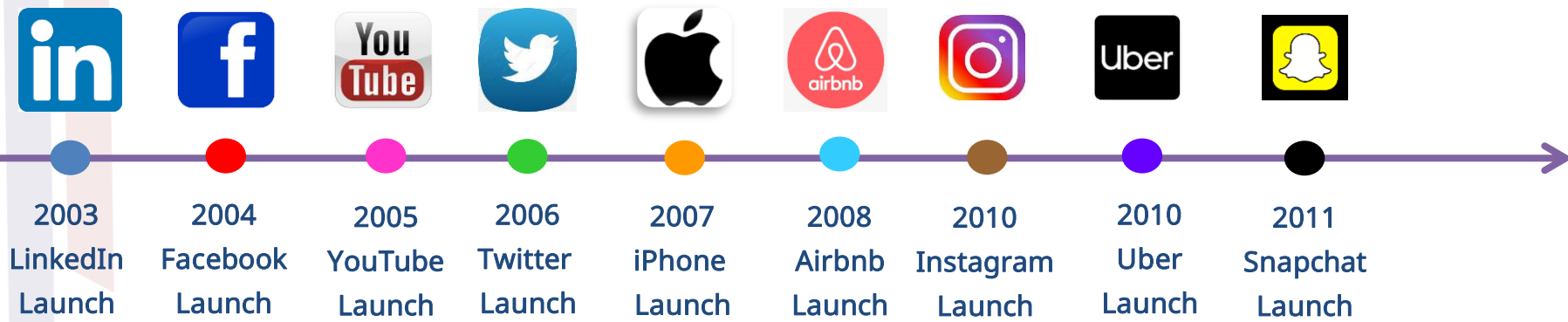
Certified Professional trainer (IPMA) – in progress

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Consumer technology is evolution fast



Digitization
Transformation

Machine
Learnin
g

Artificial
Intelligence

AI are now everywhere in our lives



Facebook

Use AI to help user personalized their focus and experience.



Google Maps

Prediction of routes.



Google Lens

Optical Character Recognition



Spotify

Recommend Personalize playlist



Uber

Demand prediction, demand-supply matching, optimal pickup points, Expected Time of Arrival for rides,



Gmail

Gmail Spam and Phishing detection

What is AI?



What is AI?

**The simulation of Human
Intelligence by machine**

People expectation change



CONSUMER TECHNOLOGY
EXPERIENCE

V.S



WORKING TECHNOLOGY
EXPERIENCE



OLD WAY

This is starting to **CHANGE**



NEW WAY

Yes!!! All digital transformation has been accelerated by COVID-19 worldwide



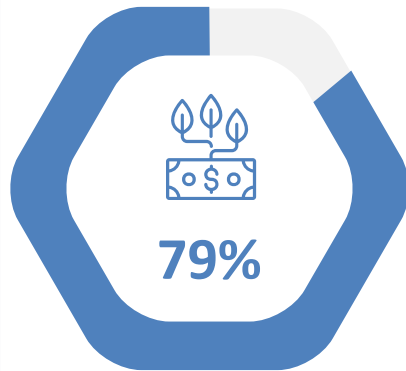
Is HR ready for AI?

Being Humane is Humane Being

Are HR Professional ready for AI?

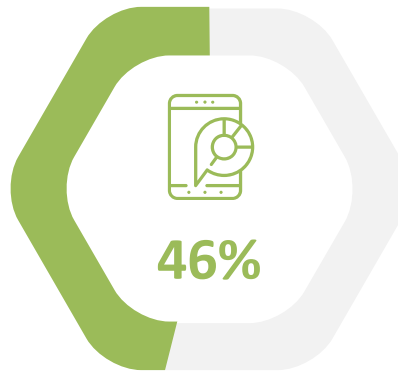
What's the states of AI in HR

Awareness



VS

Future

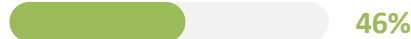


VS

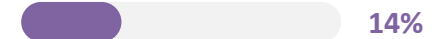
Competency



Agree that Chatbot would be the main interface for employee to get answer



AI adoption rate Only will hike by 2023



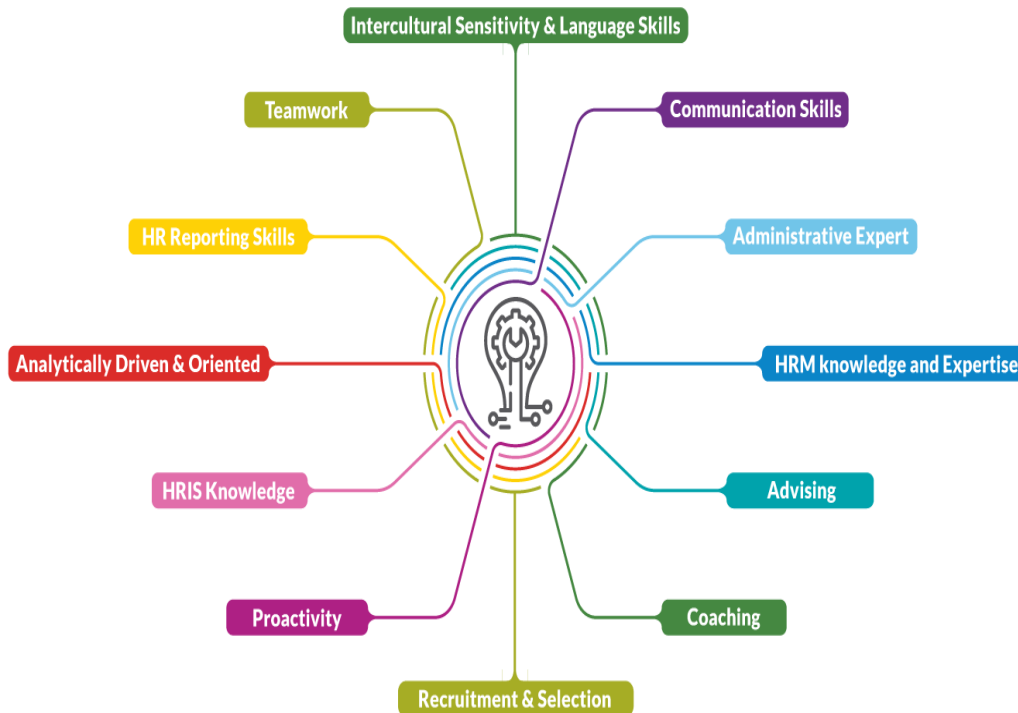
Skill Competence to use AI tools

Source: HR.com (2018)

What is the future skill that HR need?

The 12 HR Skills Every **HR Generalist Needs**

- Intergrade existing HR skill with AI tools
- Data analytic with AI tools



A hand holding a magnifying glass over a chatbot icon on a screen. The chatbot icon is a white, rounded robot head with a small antenna and two eyes. To the right of the icon, a blue speech bubble contains the text "What can I help you with?".

Chatbot

The AI tools that disrupting Human resource management

How Can HR use AI tools to transform?

WRITE YOUR SUBTITLE HERE



Recruitment

Learning & Development



Employee
Experience

People Analytics



Recruitment



Intelligent screening software

Auto CV screening



Recruiter chatbots

Interview Scheduling
Collect basis information
Provide answer to candidate queries, 7/24, any language



Digitized interviews

Interview by Bot.
Turning human behavior, expression, voice into data and analyze by algorithm



Onboarding Bots

Chatbot
Engage new hire on basic document submission, company policy, benefit
Trigger hiring manager to prepare computer and other necessary tools.

Employee Experience



***No Delay- Real
time responses***



***Sentimental
Analysis***



***Transparency in
the Workplace***



Personalized

Learning and Development



ADVANCED
ANALYTICS: TRAINING
NEEDS AND COST



GAMIFICATION



NATURAL LANGUAGE
PROCESSING



PERSONALIZING THE
LEARNING
EXPERIENCE



POST TRAINING
VIRTUAL MENTORING

People Analytics



SENTIMENT
ANALYSIS



WORKPLACE ISSUE
UNDERSTANDING



TALENT
UNDERSTANDING



IBM artificial intelligence can predict with 95% accuracy which workers are about to quit their jobs

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How Can HR use AI tools to transform?

WRITE YOUR SUBTITLE HERE



Recruitment

Learning & Development



Employee Experience


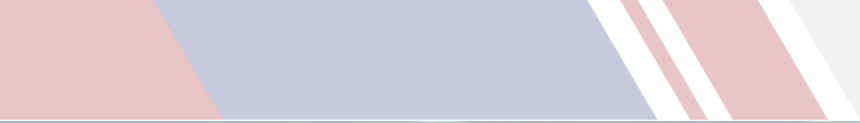
People Analytics



What is the one problem we need to solve NOW?

- Communication of updated Policy related to post MCO
- Facing high volume of employee enquiry.
- Upskill employee due to expedite in AI adoption.

Do we have enough resources and time to
do that?



**Are you ready to create your
own bot?**

10 Steps to follow to start



Start Learn today before the it turning from
advantage to requirement

**“YOU DON’T HAVE TO BE GREAT TO START,
BUT YOU HAVE TO START TO BE GREAT.”
–ZIG ZIGLAR**



Q & A



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