

Aligning AI Applications with HR and Organizational Strategy

Populate the cells below to identify goals, values, or competencies you plan to support through AI adoption in Human Resource Management. A thoughtful and structured AI integration approach encompasses a variety of practices that align with or support elements from each column below (column 2 to column 4 highlighted in blue).

Note - If all AI applications align with one or the other **Department Goals, Organizational Values/Priorities, and Competencies**, you will score 5.

Mark the following scores if your performance management practices align as follows:

3 = All three | 2 = Two out of the three | 1 = One out of the three | 0 = None

AI Adoption in HR	HR DEPARTMENT GOAL	PRIORITY OR VALUE	ORGANIZATIONAL COMPETENCY	0	1	2	3

SCORES AND OUTCOMES

- If you score 3 in 100% AI adoption in HR practices, you have successfully integrated AI into the HR system. Keep up the excellent work.
- If you score 3 in 90% AI adoption in HR practices, you are implementing the transformative technology well. You have got the fundamentals right and have a sturdy foundation for further integration. However, there is some scope for improvement and refinement.
- If you score 3 in 70 to <90% (less than 90%) AI adoption in HR practices, you are average in incorporating AI tools and applications in the HR processes. Although this should not be considered a complete failure of the integration program, it does require refinements. Your program may not be able to deliver desired outcomes and boost employee experience, and hence, more value needs to be added to it - be it training employees on AI usage or modifying integration goals.
- If you score 3 in 50 to <70% (less than 70%) AI adoption in HR practices, it calls for immediate attention. Chances are that the AI integration into HR processes is not delivering results as expected. Now is the time to review and reframe your integration process.
- If you score 3 in <50% (less than 50%) AI adoption in HR practices, consider this a wake-up call. Your plan to integrate AI into HR practices to streamline the business function does not resonate with the department and organization’s objectives and, hence, will not be feasible and scalable. It’s time to align the AI integration goals and organizational strategy.