

Questionnaire For Leaders: How well you have integrated AI into HR

This questionnaire is to help you understand on how impactful your decision to adopt AI in HR has been. Integrating AI into HR necessitates a thoughtful and structured approach. Answer the questions below to assess your initiatives regarding the adoption of AI in HR and your preferences as a leader.

1. Do you think AI applications and tools have added value to your existing talent pool and streamlined HR processes?

1.1 Have you recently integrated AI applications or tools into your HR processes? If yes, for which processes do you use AI programs?

1.2 How did you assess the success of your AI initiatives? What HR processes were evaluated?

1.3 What were some of the key benefits of introducing AI in HR? Choose one or more from the below-mentioned options:

Employee Engagement	
Employee Retention	
Employee Performance	
DE&I	
Other (please describe)	

1.4 How did you communicate the integration process to your team?

Learning from the above exercise: The above feedback questionnaire helps assess the success of AI-related initiatives in the workplace. It can help leaders understand the values AI can add to their HR processes or has been able to add to the current HR practices.

2. Consider an HR process where running a pilot project for AI integration was not found to be scalable and feasible.

2.1 How did you assess the impact of AI programs and applications in the HR process?

2.2 What were the reasons the initiative did not deliver the desired impact? (lack of communication or training, incorrect or incomplete data, etc.)?

2.3 Which HR process was it? (hiring, onboarding, performance evaluations, succession planning, etc.)

Learning from the above exercise: This is significant because we assess the feasibility and scalability of an initiative based on how much value it adds to a particular department or process. If a particular AI application or tool does not work for your organization, it should be assessed beforehand to make necessary changes to make the most of this transformative technology.