

THE IMPACT OF ARTIFICIAL INTELLIGENCE ON THE HUMAN RESOURCE

“Harnessing AI to Transform Talent Management, Workforce Planning, and HR Strategy”

Schedule

Date	Venue	Fees (Face-to-Face)
04 - 05 Mar 2026	Kuala Lumpur, Malaysia	USD 1995 per delegate

Introduction

Artificial Intelligence (AI) is reshaping the future of work—and nowhere is this more evident than in Human Resource Management. From intelligent talent acquisition systems to predictive workforce analytics and AI-powered learning platforms, HR leaders must understand both the opportunities and ethical challenges of AI integration.

This 2-day course provides HR professionals, business leaders, and IT managers with the insights and tools to align AI technologies with human capital strategy. It explores how AI enhances HR operations, while also addressing governance, bias mitigation, and the human side of automation.

Objectives

By the end of this course, participants will be able to:

- Understand how AI is transforming the HR function and talent lifecycle
- Identify key AI tools and platforms in recruitment, learning, engagement, and analytics
- Evaluate the risks of algorithmic bias and data privacy in HR applications
- Develop strategies for ethical, transparent, and human-centered AI adoption
- Collaborate with IT and data teams to shape future-ready HR systems

Why Attend

- Stay ahead of AI-driven changes in workforce strategy and HR delivery
- Learn how to integrate AI tools to boost HR efficiency and decision-making
- Minimize risk by understanding legal and ethical implications of AI use in HR
- Position your organization as a progressive, tech-enabled employer
- Build the skills to lead digital HR transformation with confidence

Target Audience

This program is designed for:

- HR professionals and business partners
- Talent acquisition and L&D specialists
- Workforce planning and analytics teams
- CHROs, HR Directors, and Heads of Transformation
- IT and digital leaders supporting HR systems

Individual Benefits

Key competencies that will be developed include:

- Digital fluency in emerging HR technologies
- Strategic thinking around the use of automation and analytics
- AI ethics and risk awareness in people management
- Collaboration between HR, IT, and data functions
- Enhanced decision-making through predictive insights

Organizational Benefits

Upon completing the training course, participants will demonstrate:

- More effective and data-driven HR processes
- Faster and smarter talent decisions using AI tools
- Reduced administrative burden through intelligent automation
- Increased employee personalization and engagement through tech
- Improved compliance with AI governance and workforce data policies

Instructional Methodology

The course follows a blended learning approach combining theory with practice:

- Strategy Briefings - HR disruption trends and AI opportunities
- Case Studies - Global companies using AI across the HR value chain
- Workshops - Mapping your AI adoption journey in HR
- Peer Exchange - HR and IT dialogue on future readiness
- Tools - Evaluation checklists, governance templates, and AI impact maps

Course Outline

Training Hours: 7:30 AM - 3:30 PM Daily Format: 3-4 Learning Modules | Coffee breaks: 09:30 & 11:15 | Lunch Buffet: 01:00 - 02:00

Day 1: Understanding AI's Role in HR

- Module 1: AI and the Future of Work (07:30 - 09:30) • Defining AI, machine learning, and automation in HR context • How AI is disrupting workforce strategy and HR delivery • Balancing efficiency with the human touch
- Module 2: AI in Talent Acquisition and Onboarding (09:45 - 11:15) • AI-powered job matching, screening, and video interviewing • Reducing bias—or reinforcing it? • Chatbots and virtual onboarding assistants
- Module 3: Learning, Performance, and Engagement (11:30 - 01:00) • Adaptive learning platforms and skills development • AI-based performance review systems • Predicting engagement and attrition
- Module 4: Workshop - AI Readiness Assessment for HR (02:00 - 03:30) • Group discussion and tool-based self-assessment

Day 2: Responsible AI Adoption and Strategy Development

- Module 5: HR Analytics and Predictive Intelligence (07:30 - 09:30) • Turning HR data into insights • Predictive models for attrition, succession, and workforce needs • Visualization and dashboard tools
- Module 6: Ethics, Privacy, and Governance in AI (09:45 - 11:15) • Legal implications of AI in HR decisions • Addressing algorithmic bias and fairness • Data privacy, security, and informed consent
- Module 7: Designing Your HR AI Strategy (11:30 - 01:00) • AI adoption frameworks and governance models • Integration with existing HRIS and ERP systems • Aligning AI with organizational culture and trust
- Module 8: Final Simulation - Presenting an HR Tech Transformation Plan (02:00 - 03:30) • Group activity: Designing and pitching an AI-enabled HR solution

Certification

Participants will receive a Certificate of Completion in The Impact of Artificial Intelligence on the Human Resource, validating their understanding of AI trends and their ability to responsibly implement AI to enhance HR performance and workforce outcomes.

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