

Applications of Artificial Intelligence in Human Resources Training Course

15 – 19 November 2027
Amsterdam

AGILE LEADERS
Training Center

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Ref: 36102_262571 **Date:** 15 – 19 November 2027 **Location:** Amsterdam **Fees:** 5700 Euro

Overview

Applications of Artificial Intelligence in Human Resources Training Course is a 1-week applied course for human resources directors, talent acquisition managers, people analytics specialists and organizational development leaders who leave with an AI HR Implementation and Governance Blueprint. The course addresses the challenge of deploying automated talent workflows and predictive analytics while maintaining algorithmic fairness, regulatory data protection compliance and human accountability across the workforce lifecycle. Practical case analysis guides participants through talent modeling and risk controls. Agile Leaders Training Center delivers the Applications of Artificial Intelligence in Human Resources Training Course.

Who Should Attend

- Human resources leaders responsible for organizational talent strategy and technology adoption
- Talent acquisition managers responsible for recruitment systems and candidate screening pipelines
- People analytics professionals responsible for workforce reporting and predictive talent modeling
- Compensation and performance managers responsible for objective evaluation and appraisal architecture
- HR compliance officers responsible for employee data privacy and workplace regulatory adherence

The course assumes participants already oversee standard employment processes and organizational talent workflows, and it leaves out technical machine learning engineering and programming code development.

Departments and Industries

The course serves departments and industries where automated decision systems and predictive analytics optimize workforce administration.

- Human resources, talent acquisition and people analytics departments
- Commercial banking, insurance and financial services institutions
- Healthcare networks, hospital systems and clinical service providers
- Retail conglomerates, supply chain networks and consumer goods distributors
- Information technology, digital services and telecommunications companies
- Engineering, construction and industrial manufacturing corporations

Learning Objectives

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

- Analyze automated workforce workflows using established artificial intelligence management standards
- Apply structured prompt engineering and predictive modeling to recruitment pipelines
- Evaluate algorithmic bias and disparate impact in talent selection systems
- Build robust employee personal data safeguards aligned with statutory compliance rules
- Diagnose retention risks and employee sentiment trends using predictive analytics
- Prioritize ethical oversight controls and audit gates for automated appraisals

Course Agenda

Day 1: AI Foundations and HR Use-Case Architecture

- ISO/IEC 42001:2023 Plan-Do-Check-Act Framework for People Operations
- Workforce Planning Heatmaps and Automated Demand Forecasting
- Predictive Attrition Modeling and Early Flight-Risk Diagnostic Matrices
- Core Capability Gap Analysis for Human Capital Transformation
- Generative Text Workflows for Optimized Position Descriptions and Competencies

Day 2: Talent Acquisition and Algorithmic Screening Controls

- Automated Resume Screening Workflows and Candidate Matching Architecture
- Prompt Engineering Protocols for Structured Job Advertising and Sourcing
- Algorithmic Bias Auditing Frameworks for Recruitment Selection Tools
- Adverse Impact Ratio Calculations and Disparate Impact Review Gates
- Automated Candidate Engagement Chatbots and Structured Interview Guides

Day 3: People Analytics, Sentiment and Performance Evaluation

- Employee Sentiment Analysis Architecture and Pulse Survey Processing
- Automated Performance Appraisal Validation and Goal Calibration Matrices
- Personalized Learning Path Recommendations for Competency Development
- Succession Planning Dashboards and High-Potential Identification Rubrics
- Human-in-the-Loop Override Protocols for Automated Assessment Decisions

Day 4: Data Governance, Employee Privacy and Vendor Risk

- Employee Data Protection Controls and Lawful Processing Documentation
- Sensitive Biometric and Health Record Governance Protocols in HR Systems
- Automated Profiling Disclosure Notices and Employee Consent Workflows
- Five-Year Digital Employment Record Retention and Audit Protocols
- Third-Party HR Software Vendor Due Diligence and Compliance Checklists

Day 5: Applied Practice and Capstone Execution

- Exercise: Auditing Algorithmic Resume Screening for Disparate Impact
- Exercise: Designing an Employee Data Protection and Consent Protocol
- Exercise: Building a Predictive Attrition Diagnostic and Retention Plan
- Exercise: Stress-Testing an Automated Performance Review Override Gate
- Capstone: Presenting an AI HR Implementation and Governance Blueprint

Practical Exercises

The course includes suggested activities that connect analytical methods with practical human capital administration.

- Suggested activity: evaluate resume screening algorithms to detect demographic bias and disparate selection ratios
- Suggested activity: construct an employee data privacy audit workflow covering sensitive health information
- Suggested activity: develop a predictive attrition model using engagement survey indicators and operational factors
- Suggested activity: formulate a transparent human-in-the-loop escalation procedure for automated performance appraisals

FAQs

Who is Applications of Artificial Intelligence in Human Resources training suited to, and what does it assume?

It suits human resource executives, talent acquisition leaders, and people analytics practitioners. It assumes operational familiarity with standard recruitment, appraisal, and employee data management practices while excluding computer coding and software programming.

How does this course differ from general human resource digital transformation training?

Applications of Artificial Intelligence in Human Resources Training Course concentrates specifically on automated algorithmic evaluation, predictive modeling, bias auditing, and governance controls rather than broad enterprise software migration and general change management.

How do human resource teams manage algorithmic bias in automated candidate selection?

Human resource teams evaluate selection ratios using adverse impact calculations, review training data for demographic skews, establish human-in-the-loop review gates, and audit scoring rubrics against international AI management standards.

What data protection safeguards must govern automated employee evaluation systems?

Organizations must establish lawful processing grounds, implement minimization principles, secure sensitive biometric or health records, maintain statutory digital records, and ensure employees receive disclosure regarding automated profiling and assessment mechanisms.

How does predictive analytics enhance workforce retention and talent development?

Predictive analytics identifies turnover patterns by analyzing engagement markers, compensation benchmarks, and operational workload trends, enabling human resource teams to deploy proactive retention interventions and targeted skill development programs.

Conclusion

Participants take back a functional AI HR Implementation and Governance Blueprint that guides the responsible deployment of predictive tools. This concrete work product establishes measurable validation standards, bias auditing procedures, and data protection controls across all employee operations. Human resources teams use it to elevate talent decisions while ensuring organizational accountability.