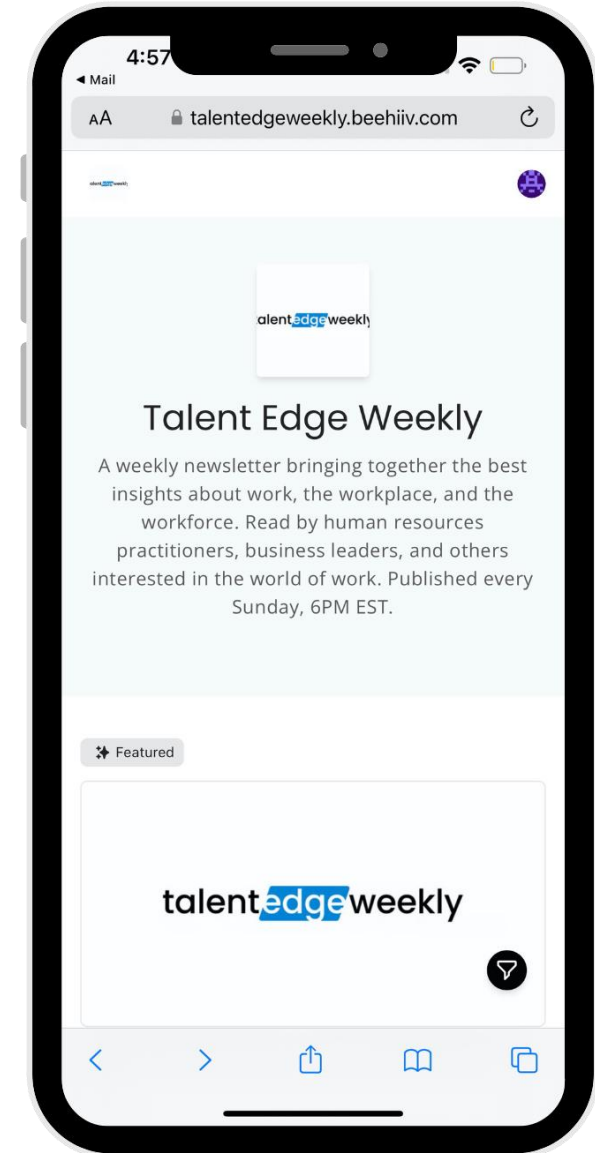


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# Artificial Intelligence and HR - Playlist

Source	Summary
<a href="#">Human-Centered Artificial Intelligence for Human Resources: A Toolkit for Human Resources Professionals</a>   <b>The World Economic Forum</b>	A 59-page toolkit that provides ideas to promote the responsible use of AI-based tools in HR. Includes <b>two editable checklists and questionnaires</b> to guide the evaluation and implementation of HR-based AI platforms. <b>1) Tool Assessment Checklist (pages 29-45)</b> focuses on the decision to adopt a specific AI-based HR tool, including questions to ask vendors and organizational stakeholders. <b>2) Planning Checklist (pages 46-54)</b> addresses how firms can plan to strategically use AI in HR and how HR can develop the capacity to support these efforts.
<a href="#">Where AI Can — and Can't — Help Talent Management</a>   <b>Harvard Business Review</b>	This new article summarizes how AI tools in talent management can provide organizations an advantage and where it presents risks and challenges for three TM areas: <b>1) employee attraction, 2) employee development, and 3) employee retention. The authors provide several risk mitigation strategies</b> to overcome common challenges, such as <b>a) Low Trust in AI-Driven Decisions, b) AI Bias and Ethical Implications, c) Erosion of Employee Privacy, and d) Potential for Legal Risk.</b>
<a href="#">When — and Why — You Should Explain How Your AI Works</a>   <b>Harvard Business Review</b>	Points out how <b>purchasers of AI platforms need to understand how AI works and derives its predictions and inferences—a process often described as “explainable AI.”</b> The article provides ideas on <b>1) what makes an AI explanation good and 2) how to determine when explainability is needed.</b>
<a href="#">Considerations and Recommendations for the Validation and Use of Ai-based Assessments for Employee Selection</a>   <b>Society for Industrial and Organizational Psychology (SIOP)</b>	<b>A 36-page document, presenting considerations and recommendations for the validation and use of AI-based assessments for employee selection.</b> The paper provides guidance, backed by scientific research, on how AI-based assessments can be used effectively and legally in employee selection contexts.
<a href="#">The Role of Generative AI and Large Language Models in HR</a>   <b>Josh Bersin</b>	Shares the various use cases for AI in HR, such as <b>1) content for job descriptions, competency guides, learning outlines, and onboarding and transition tools, 2) creating skills models, experience models, and candidate profiles for recruiting, and 3) analyzing and improving pay, salary benchmarks, and rewards.</b>

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