

# The case for AI in HR:

## Earlier adopters reap rewards faster

### All functions, many uses

At least 50% of AI adopters use AI across *all* HR functions—including planning, recruiting, and training.

The top 3 uses:



**58%**  
Personalized learning experience



**57%**  
Optimized recruitment workflows



**57%**  
Skills inference



### A matter of time

45% more organizations that used AI in a business-as-usual mode for 2 or more years are top performers.



**32%**  
AI in regular use 2+ years

**22%**  
AI in regular use less than 2 years



### Costs: Higher, then lower

Organizations that used AI in a business-as-usual mode for 2 or more years see significant cost savings.

AI not adopted in HR

**\$418**

AI in regular use less than 2 years

**\$489**

AI in regular use 2+ years

**\$325**

**22%**  
lower total HR cost per employee



An evolving HR function becomes more automated and AI-driven than before.

[Learn more](#)

IBM Institute for Business Value

Source: IBV Performance Data and Benchmarking, 2021.

© Copyright IBM Corporation 2021. IBM, the IBM logo, and ibm.com are trademarks of International Business Machines Corp., registered in many jurisdictions worldwide. Other product and service names might be trademarks of IBM or other companies. A current list of IBM trademarks is available on the web at "Copyright and trademark information" at [www.ibm.com/legal/copytrade](http://www.ibm.com/legal/copytrade).

6KYEZQ1B-USEN-02

**IBM**