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.

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.

Source: IBM Performance Data and Benchmarking, 2021.

We surveyed 1,000 HR managers globally and discovered that the ROI of AI doesn’t come overnight. The time to adopt is now.

Learn more