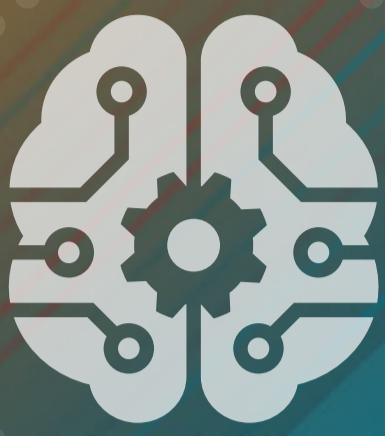


AI at Work

Artificial Gains Made Real

A decade ago, enterprises were slow to perceive the value of mobile and social technologies and discouraged their use in the workplace. Today history is on the verge of repeating itself, only this time with artificial intelligence (AI). AI enables machines and their software to sense, comprehend, act, and learn.

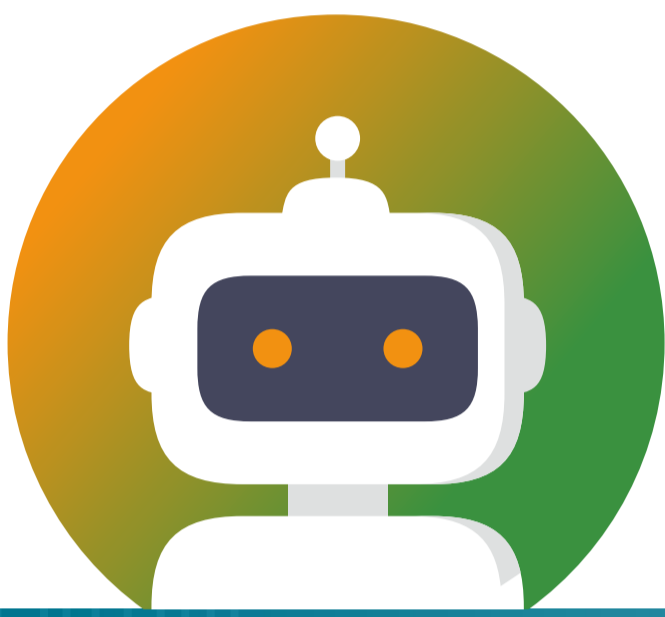


A recent study of 1,320 US HR leaders and employees* reveals that 70% of employees use AI in their personal lives—for entertainment, ridesharing, personal finance, and personal relationships—yet only 24% use AI at work. Also, while 93% of people would take direction from a robot, only 6% of HR leaders are actively deploying AI.

EMPLOYEES ARE READY

People are ready to embrace AI at work and understand that the benefits go far beyond automating manual processes. The study's top-level findings tell us:

- Employees and HR leaders see the potential of AI
- Organizations are not doing enough to prepare the workforce for AI
- Not embracing AI now will result in job loss, irrelevance, and loss of competitive advantage



93% OF PEOPLE TRUST a robot's directions, yet only

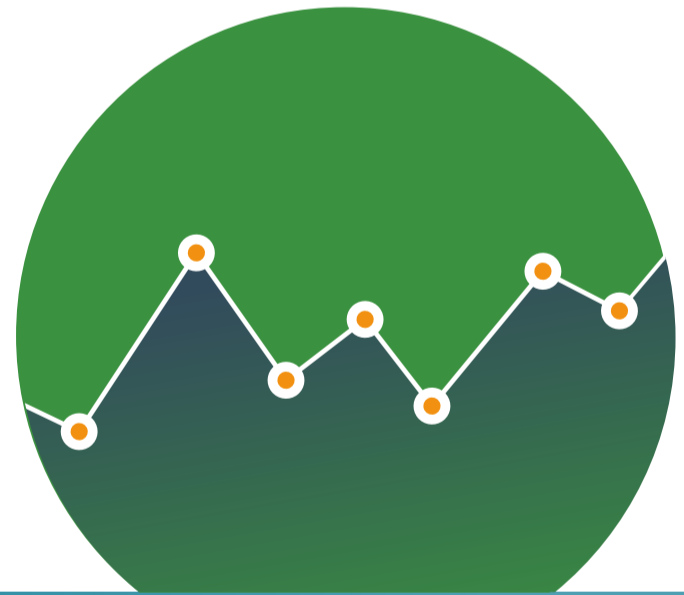
6% of HR leaders **CURRENTLY DEPLOY AI.**

HR AS AGENTS OF CHANGE

HR leaders have an opportunity to get ahead of the curve and be the agents of change in the next wave of IT consumerization. Near-term applications for HR include the following:

- **Recruiting**—AI can empower recruiters with best-fit candidate matching to make the best data-driven decisions. Chatbots have proven an effective tool for new-channel sourcing and disseminating information.
- **Learning**—Millennials in particular value an employer's investment in their career. Automated learning recommendations can be tailored and presented to employees at appropriate times, based on an employee's career path.
- **HR Helpdesk**—The volume and variety of queries and interactions make this a no-brainer for AI. Chatbots make it possible for humans to interact with software in a more human way.

Oracle's flight risk prediction feature draws on **140+** DATA POINTS to formulate conclusions.



DATA POINTERS

You're only as good as your data. Harnessing your full data potential will lead to better analysis and faster decision making in both the near- and long-term.

- Meet with IT to create a solid data management strategy, before applying data science to come up with meaningful insights and recommendations.
- Automate your rote tasks—think application filtering, onboarding, and benefits queries—to position HR for bigger things such as career development and workforce planning.
- Consider enlisting a cloud software partner experienced in AI and other emerging technologies. Oracle cut its teeth on data and can ensure data security.



BRIDGING THE GAP between AI expectations and reality should be among **HR'S HIGHEST PRIORITIES.**

LEARN MORE ABOUT LEADING THE CHANGE



VISIT oracle.com/goto/today-hr

* "AI at Work" was conducted by Oracle and research firm Future Workplace in April 2018. The study targeted HR leaders and employees who work across different sectors and in organizations of different sizes.