

Srečanje v Optius HR klubu

Trzin, 23.1.2025



Govora bo o...

- Ključne prednosti in slabosti uporabe AI
- Prikaz na praktičnih primerih Sap SuccessFactors.
- Kaj so možne druge alternative?
- Ali bo Ai nadomestil človeka v HR?



Ivan Papič

Predsednik Slovenske Kadrovske zveze in SAP Delivery Manager, Avtenta

Ključne prednosti uporabe AI v kadrovskih procesih

•Samodejna analiza kandidatov:

- AI lahko zmanjša čas selekcije za do **50 %** (vir: McKinsey 2023).
- Hitrejše in natančnejše pregledovanje življenjepisov.

•Boljše odločanje:

- Napovedovanje uspešnosti kandidatov z analizo podatkov.
- Študija: Podjetja z AI orodji izboljšajo kakovost zaposlitvenega procesa za **23 %**.

•Prihranek časa in stroškov:

- Digitalni pomočniki avtomatizirajo administrativne naloge.

•Izboljšana izkušnja zaposlenih:

- Personalizirana usposabljanja in spremljanje zadovoljstva zaposlenih.



Izzivi, ki jih prinaša uporaba AI

Vsebinska:

•Pristranskost algoritmov:

- Nepravilno zasnovani modeli lahko ustvarijo diskriminacijo.
- Primer: Amazon je moral ukiniti AI orodje zaradi pristranskosti glede spola.

•Pomanjkanje zaupanja:

- Kandidati v Sloveniji pogosto dvomijo o pravičnosti avtomatiziranih ocen.
- Raziskava 2023: 62 % Slovencev meni, da AI ne more nadomestiti človekove presoje.

•Etika in zakonodaja:

- GDPR in varstvo osebnih podatkov zahtevata dodatno skrb.

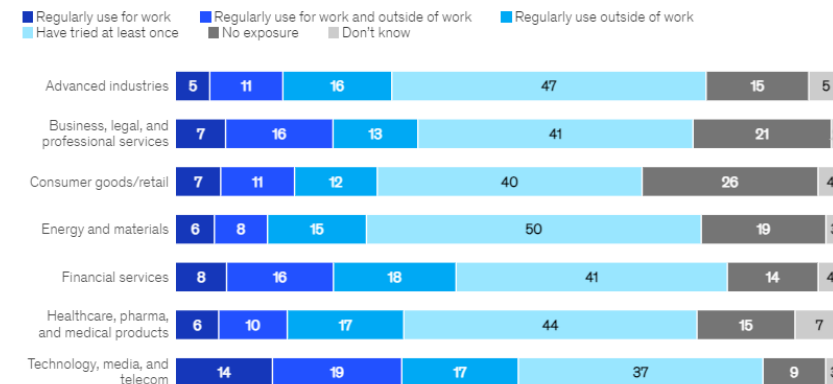
•Visoki začetni stroški:

- Implementacija naprednih sistemov zahteva naložbo.

Respondents across regions, industries, and seniority levels say they are already using generative AI tools.

Reported exposure to generative AI tools, % of respondents

Select demographic: By industry



Note: Figures may not sum to 100% because of rounding. In Asia-Pacific, n = 164; in Europe, n = 815; in North America, n = 392; in Greater China (includes Hong Kong and Taiwan), n = 337; and in developing markets (includes India, Latin America, and Middle East and North Africa), n = 276. For advanced industries (includes automotive and assembly, aerospace and defense, and advanced electronics), n = 96; for business, legal, and professional services, n = 215; for consumer goods and retail, n = 128; for energy and materials, n = 96; for financial services, n = 248; for healthcare, pharma, and medical products, n = 130; for technology, media, and telecom, n = 244. For C-suite respondents, n = 54; for senior managers, n = 437; and for middle managers, n = 339. For respondents born in 1964 or earlier, n = 143; for respondents born between 1965 and 1980, n = 268; and for respondents born between 1981 and 1995, n = 80. Age details were not available for all respondents. For respondents identifying as men, n = 1,025; for respondents identifying as women, n = 156. The survey sample also included respondents who identified as "nonbinary" or "other" but not a large enough number to be statistically meaningful.

Source: McKinsey Global Survey on AI, 1,684 participants at all levels of the organization, April 11–21, 2023

McKinsey & Company

Gen AI risks that organizations are working to mitigate,¹ % respondents



¹Question was asked only of respondents whose organizations have adopted AI in at least 1 function. Respondents who said "don't know/not applicable" are not shown. In 2023, n = 913; in 2024, n = 1,052.

Source: McKinsey Global Survey on AI, 1,363 participants at all levels of the organization, Feb 22–Mar 5, 2024

McKinsey & Company



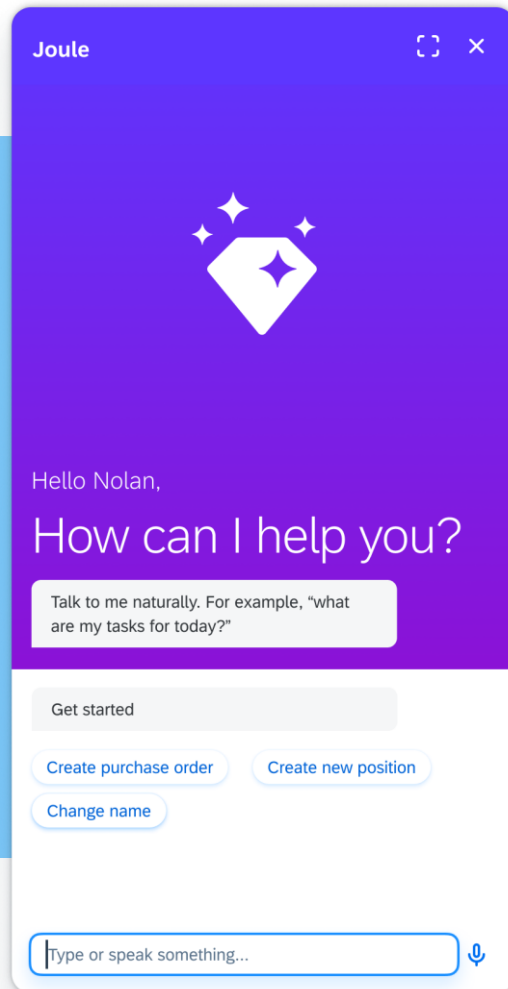
SAP SuccessFactors HCM is a truly global, AI-enabled suite of cloud HR solutions that gives you everything you need to fuel employee success and drive org agility at scale. Built on SAP's trusted innovation platform and powered by a single source of people and skills data, it provides the foundation and flexibility required to improve every people experience, decision, and process across your entire business.

Elevate every experience. Increase employee engagement and productivity by delivering individualized experiences designed for how, when, and where people work.

Create a future ready workforce. Boost performance and retention by finding, developing, and mobilizing the skills, attributes, and leaders needed for today and tomorrow.



Enable agile and compliant HR. Improve organizational agility by supporting all people in all locations across all ways of working with the flexibility to quickly expand and adapt.


Increase the strategic value of HR. Achieve more faster with less risk, complexity, and cost by adopting a cloud-first approach backed by technology, partnership, and community.






Primeri uporabe AI v SAP SuccessFactors

Enhancing Job Description Joule

 Home 

Search 

Tue, May 16 | 77°F 

Good morning, Nolan

To-Dos

**Expense Report Approval** 
Stephan Abmus
1 Day Ago
1,843.37.00 EUR
Travel to Shanghai
Approve Decline

**Time Off Request** 
Carmen Rannefeld
1 Day Ago
1 day
Jun 12, 2023
Approve Decline

**Job Posting** 
Henning Heitkoetter
1 Day Ago
42,000.00 EUR
Jun 1-15, 2023
Approve

Interests

Critical Skills 
Highly proficient employees
Analytics
 43
Machine Learning
 230
Natural Language Processing (NLP)
 431
Project Management
 645

Project Staffing Watchlist

Today

Project	Customer	Staffing	Status	
5000010050	Robert Brown Entertainment	29	In Progress	
5000010051	Entertainment Argentina	30 230	Canceled	
5000010052	Brazil Technologies	12 69	Delayed	
5000010053	Quimica Madrilenos	84	Completed	

Joule



Hello Nolan,
How can I guide you?

Talk to me naturally. For example, "View Location"

Get started with Joule 

View Hire Date View Pronouns
View Job Data View Location

Message Joule... 

Joule is powered by generative AI and all output should be reviewed before use. Please do not enter any sensitive personal data, and avoid entering any other personal data you do not wish to be processed.

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Enhancing Job Description Joule

SAP

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5000010052	Brazil Technologies	12 69	Delayed	33%
5000010053	Quimica Madrilenos	84	Completed	100%

Joule

Key Position Details

Position Name

Job Code

Job Title

Regular / Temporary

Company

Location

Department

Cost Center

Sustainability Supply Chain Consultant

010405

Sustainability Supply Chain Consultant

Regular

Best Run

San Francisco, CA

Product Engineering

25ef

You can change something else or send the position for approval. You can also say "cancel" to exit the flow at any time.

Send for approval

Position sent for approval!

Arya Smart is approving your request for Sustainability Supply Chain Consultant. View more in Org Chart.

Go to Org Chart

Type or speak something...

Enhancing Job Description and Interview Question Generator

Streamlining the hiring process for recruiters and hiring managers

Job Description Generator

Quickly create and enhance job descriptions directly in the SAP SuccessFactors recruiting module

Enhance Job Description Using AI

Job Summary

☐ Current ☒ Generated

The UX Designer is responsible for the user experience of our digital products. This includes researching user needs, designing wireframes and prototypes, and conducting usability testing. The ideal candidate will have a strong understanding of user-centered design principles and be able to translate those principles into beautiful and functional designs.

Requirements

☐ Current ☒ Generated

- Bachelor's degree in design, human-computer interaction, or a related field
- 3+ years of experience in UX design
- Strong understanding of user-centered design principles
- Excellent communication and collaboration skills
- Ability to work independently and as part of a team
- Proficiency in Adobe Photoshop, Illustrator, and Sketch
- Experience with user research and usability testing

Responsibilities

☐ Current ☒ Generated

- Conduct user research and analysis to understand user needs and pain points
- Design wireframes, mockups, and prototypes to test and iterate on user experiences
- Work with engineers to implement user interface designs
- Collaborate with product managers to define product requirements
- Conduct usability testing and gather feedback from users
- Stay up-to-date on the latest trends in UX design

Benefits

☐ Current ☒ Generated

- Competitive salary and benefits package
- Opportunity to work on cutting-edge products
- Collaborative and supportive work environment
- Chance to make a real impact on the lives of users

Accept Discard

SuccessFactors Bot Chat About

Prepare for your interview with **Dinesh Sanyal** for the **Sustainability Supply Chain Consultant** position. The interview starts in 60 minutes.

Applicant Information

Dinesh Sanyal (He/Him)

Applied Position: **Sustainability Supply Chain Consultant**

Generate Interview Questions Using AI **View Applicant Profile**

Generating interview questions. Please wait...

Suggested Interview Questions

Here are some questions for your interview with **Dinesh Sanyal** for the position of **Sustainability Supply Chain Consultant**

- Please explain your most challenging implementation project and how you were able to overcome the challenge?
- Tell me about a time you were working on a complex project and had to explain it to a customer in a simple way? How did you do it?
- How do you manage to balance the customer's needs and the company's goals?
- What is your expert level in machine learning and which tools have you been using so far?

This content was generated by AI using the Job Description and may not always be accurate. We recommend that you verify the AI generated information.

Interview Question Generator

Interview questions are proactively sent to recruiters and hiring managers

avtenta.

Recommended Skills



Home ▾

New skill recommendations available

Update your Growth Portfolio!

Growth Portfolio

Mi., 22. Mai | 37°F ☁

Good morning, Jada

To-Dos

View Recommended Skills

just now

Review and add recommended skills

[Review](#)

Complete your Profile

85% complete 12 mins ago

Complete your Employee Profile

[Confirm](#)

Schedule Product Review Meeting

Schedule review meeting for for Evaluation Test Run Program

Due today

[Open Calendar](#)

Learning Assignments

Complete Online Course:
Customer Experience Excellence

Due in 1 week

[Confirm](#)

Insights



Activities

Jada Baker
just now
You have been added to a Sharepoint

Jada Baker
1 hour ago
Activity: Explore Onboarding Guide

Jada Baker
2 hours ago
Activity: Provide Details for Compliance Forms

Awards


Congratulations! You received a...
1 week ago
Michael Adams


Congratulations! You received a...
2 months ago
Elena Petrova

Congratulations! You received a...
3 months ago
Richard Wilson

avtenta.

Recommended Skills - Learning


 Growth Portfolio ▾

 **Jada Baker** ▾
Store Manager

Add

Team Portfolio


Business Strategy
Skill

 Recommended based on your activities in Microsoft Teams

Add

Skip


Data Analysis and Reporting
Skill

 Recommended based on your activities in SAP SuccessFactors

Add

Skip

Sustainable Retail Practices
Skill


 Recommended based on your activities in SAP SuccessFactors

Add

Skip

Great Job!
We do have more recommendations if you are interested

[Show More Recommendations](#)

**That's all for now.**
Want to explore more opportunities matching your skills?
[Go to Opportunity Marketplace](#)

Cross-Functional Collaboration
Skill

4/5

Current: 4 - Advanced

[Edit Proficiency](#)

Retail Management
Skill

3/5

Current: 3 - Intermediate

[Edit Proficiency](#)

Market Research
Skill

2/5

Current: 2 - Beginner

[Edit Proficiency](#)

Customer Service
Skill

4/5

Current: 4 - Advanced

[Edit Proficiency](#)

Team Leadership
Skill

2/5

Current: 2 - Beginner

[Edit Proficiency](#)

Becoming A Skill Expert
Aspiration

People Leader New
Aspiration

Becoming A High Potential
Aspiration

Performance & Goals

Flow of work experiences and AI

Generative AI for Performance Goals

Build meaningful and aspiring performance goals using AI

- ✓ Dramatically speed up goal creation
- ✓ Reduce time spent on ideation and content drafting
- ✓ Personalize content to individual users

The interface is divided into two main sections. On the left is the 'People Selector' for 'Cookie Delight', which lists users under 'Manager' and 'Direct Reports'. On the right is the 'My Performance Goal Plan' dashboard for 'Geoff Hill' (HR Manager Demo), covering the period 'Jan 1, 2023 - Dec 31, 2025' in the 'Goal Setting Phase'.

People Selector:

- Manager:** Geoff Hill (HR Manager Demo)
- Direct Reports:** Mya Cooper (Sales Advisor Demo), Ava Parker (Sales Advisor Demo), Jada Baker (Retail Sales Associate), Leo Foster (Sales Advisor Demo), Lily Cooper (Sales Advisor Demo), Max Turner (Sales Advisor Demo), Mia Bennett (Sales Advisor Demo), Sam Butler (Sales Advisor Demo).

My Performance Goal Plan:

- Goals Summary:** 4 Goals total. Status: 0 Not Started, 3 On Track, 0 Behind, 1 Completed.
- Introduction:** Overview of the goal plan.
- My Active Goals:**
 - Improve Customer Satisfaction through Innovation and Evangelism:** Personal • Due Date: Dec 31, 2023. Completion: 70%. Status: On Track.
 - Develop and document business continuity plans:** Personal • Due Date: Dec 31, 2023. Completion: 60%. Status: On Track.
 - Increase revenue for our product area 15% by end of 2023:** Personal • Due Date: Dec 31, 2023. Completion: 90%. Status: On Track.
 - Achieve a rate of 90% for customer contract renewals:** Personal • Due Date: Aug 31, 2023. Completion: 100%. Status: Completed.
- Archived Goals:** You have no goals under this category.

Development Goals

Flow of work experiences and AI

Generative AI for Development Goals

Build meaningful and aspiring development goals using AI

- ✓ Dramatically speed up goal creation
- ✓ Reduce time spent on ideation and content drafting
- ✓ Personalize content to individual users.



The screenshot displays the SAP Goals application interface. On the left, the 'People Selector' sidebar features a search bar and a list of users under the 'Direct Reports' section, including Ava Johnson, Noah Wilson (Sales Advisor Demo), and Smith Jacob. The main panel is titled 'Development Goal' and shows an 'Individual Development Plan' for the period 'Jan 2, 2023 - Dec 31, 2023'. It includes an 'Introduction' section with a text box explaining that the plan should reflect actions to leverage strengths and improve based on feedback. Below this is a large illustration of a blue tent on a rocky shore with mountains in the background. The text 'No goals yet' is prominently displayed, followed by the instruction 'Take a moment to create your first goal.' and a 'Create Now' button. The top navigation bar includes the SAP logo, a 'Goals' dropdown, a search bar, and various notification and utility icons.

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Conversational AI Joule

SAP

Home

Search

Tue, May 16 | 77°F

Good morning, Nolan

To-Dos

✈️

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Type or speak something...

Kaj pravi ChatGPT: “HRM AI rešitve s slovensko lokalizacijo”

Med rešitvami za upravljanje s človeškimi viri (HRM), ki uporabljajo umetno inteligenco (AI), imata **Oracle HCM Cloud** in **SAP SuccessFactors** lokalizacijo za slovenski trg.

Oracle HCM Cloud: Oracle ima v Sloveniji prisotnost in ponuja rešitve, prilagojene lokalnim potrebam. Njihove rešitve vključujejo podporo za slovenski jezik ter prilagoditve, skladne z lokalno zakonodajo in poslovnimi praksami.

SAP SuccessFactors: SAP je prav tako prisoten v Sloveniji in ponuja lokalizirane rešitve za HRM, prilagojene slovenskemu trgu. Njihove rešitve vključujejo podporo za slovenski jezik ter prilagoditve, skladne z lokalnimi predpisi in praksami.

Pri izbiri HRM rešitve je pomembno upoštevati lokalizacijo, saj zagotavlja skladnost s slovensko zakonodajo, jezikovno podporo in prilagoditev lokalnim poslovnim praksam.

Moments that Matter to Me™

I feel **secure** in my
pay & benefits

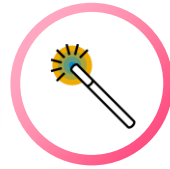
I get the
guidance I need
to improve my
skills.

I am **struggling to**
manage an
underperformer.

I was **passed over**
for a promotion.

I can easily
collaborate with my
team.

I am able to **find**
answers quickly.



My work is being done
in a **silo**.

I get ongoing
feedback that
helps me **grow** and
succeed.

I feel a sense of
belonging.

I don't know **what**
is expected of me.

I am **recognized**
and feel
appreciated.

I can **learn**
through different
experiences.

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