

# Course : AI challenges and opportunities for human resources

**Impact on businesses and organizations**

**Seminar - 1d - 7h00 - Ref. IRH**

**Price : 940 € E.T.**

 3,8 / 5

With AI, HR has to face up to new challenges and anticipate its impact on professions, company organization and the evolution of skills required in a context of accelerated automation. This training course provides a concrete way of looking at AI as a lever for HR missions.

## Teaching objectives

**At the end of the training, the participant will be able to:**

- Understand the benefits and challenges of using AI in a company's HR strategy
- Support the implementation of AI-based solutions and tools within its HR department.
- Identify real-life applications of AI in HR
- Mastering the impact of AI on the organization of the HR department and jobs and skills

## Intended audience

HR managers (recruitment, careers, mobility, training, etc.), transformation project managers, change management.

## Prerequisites

No special knowledge required.

## Practical details

### Demonstration

This training course is based on practical illustrations using real-life company applications and feedback from the trainer.

### Teaching methods

Theoretical input alternates with practical illustrations and case studies.

## PARTICIPANTS

HR managers (recruitment, careers, mobility, training, etc.), transformation project managers, change management.

## PREREQUISITES

No special knowledge required.

## TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

## ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more. Participants also complete a placement test before and after the course to measure the skills they've developed.

## Course schedule

### 1 The global functioning of AI and the data that can be exploited in HR

- Understand how AI works globally.
- Identify the strategic and operational impacts of AI on the company.
- Identify the specifics and functioning of an AI-based project.
- Demystify machine learning algorithms: supervised and unsupervised algorithms, neural networks.
- Identify internal and external data sources (payroll, DSN, DOETH, declarative data, GEPP/GPEC, etc.).
- Master the regulatory risks associated with HR data management (RGPD, discrimination...).
- Leverage data with AI tools to extract useful information.

### 2 Optimizing recruitment and skills management with AI

- Identify the risks of algorithmic governance and the role of AI in managing human factors.
- Using AI to better analyze labor market trends.
- Integrate AI into candidate sourcing and selection.
- Map skills and predict their evolution thanks to AI.
- Improve the predictability of job and career management (GEPP/GPEC).
- Adjusting skills development actions thanks to AI.
- Leveraging AI in risk prevention and quality of life at work.

### 3 Facilitate and automate personnel administration

- Automating administrative tasks with RPA (robotic process automation).
- Simplify HRIS management with an integrated search engine.
- Simplify administrative exchanges with employees (chatbot, automated document production).
- Optimize time and activity management (TAM) using AI.

### 4 AI, an enriching factor for HR professions

- Driving the transformation of HR professions under the impetus of AI.
- Consider AI as an evaluation and decision-making tool.
- Take into account ethical and [[green IT]] dimensions in AI projects.
- Rely on Explainable AI (XAI) to guarantee ethical and non-discriminatory treatment of data.

## Dates and locations

### REMOTE CLASS

2026 : 17 Mar., 23 June, 6 Oct., 8 Dec.

### PARIS LA DÉFENSE

2026 : 16 June, 29 Sep., 1 Dec.

## TEACHING AIDS AND TECHNICAL RESOURCES

- The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
- At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
- A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

## TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

## ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at [psh-accueil@orsys.fr](mailto:psh-accueil@orsys.fr) to review your request and its feasibility.