

KI trifft HR — Aus Daten werden Impulse für Führung und Zusammenarbeit

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Agenda

- ★ Introduction
- 👤 Current challenges in HR systems
- 📋 HR Transformation at Microsoft
- 👤 Let's get hands-on!
- 🧠 Q&A and Discussion



Current HR challenges

Current challenges in Enterprise HR



Data silos



No automated recommendations



Unstructured data



Difficulty in connecting employee experience data



Lack of real-time insights



Limited personalization

Understand and analyze current organizational performance and data

Surveys

Org wide Surveys

- Quarterly Engagement
- Culture, Diversity, Inclusion, Belonging

Employee Lifecycle Surveys

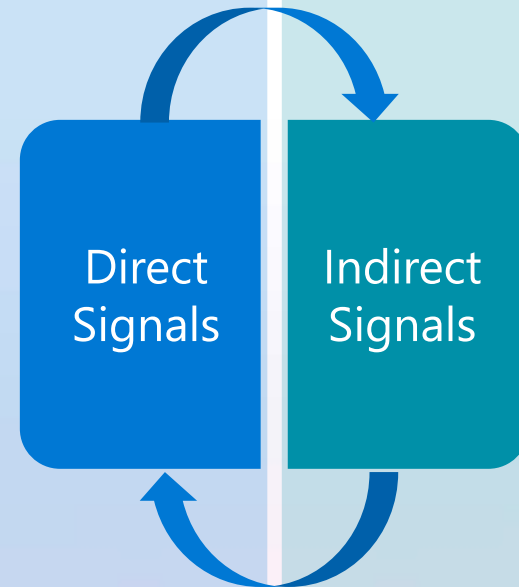
- Onboarding
- Lightweight pulse/polling tools
- Exit

Development Surveys

- 360s
- Manager effectiveness

Core System Data

- Top performers, patterns correlated with success
- R&D most innovative product development team
- Building management system
- HR Core data (Holiday, Sick leave...)



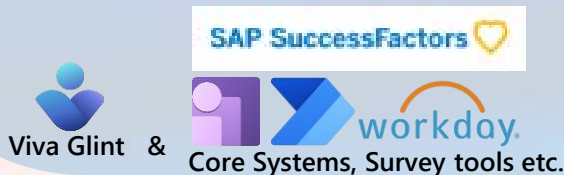
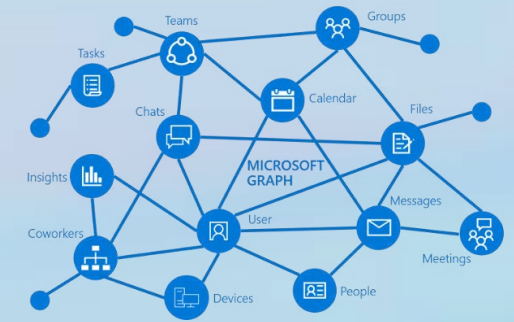
Correlation is the key

Behavioral Data

- After hours work
- Meeting frequency
- Collaboration hours
- Manager 1:1 time
- Hours with customers versus internal
- Working at the office

Network Data

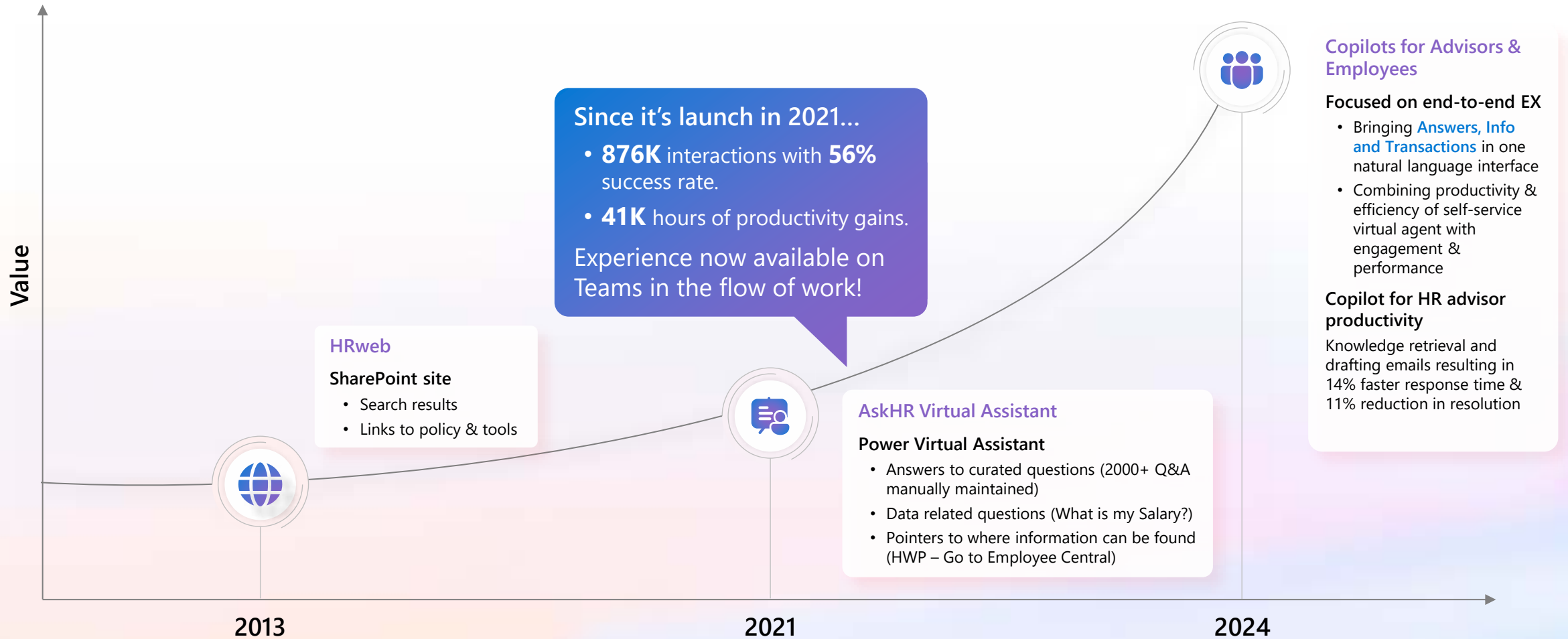
- Community Engagement (top conversations, trends)
- Network size (e.g growth during onboarding)
- Strong ties score





**What we've done at
Microsoft...**

Experience layer evolution



Our approach to AI-enabled HR digital employee experiences

AI-powered HR: A dual mission





Internal focus: HR and Microsoft

Be the most thriving, digitally-enabled, and diverse company on the planet, helping people achieve more

External focus: Microsoft and industry

Empower every person and organization on the planet to achieve more

AI in HR Principles

-  Responsible AI
-  Break the silos
-  Embrace technology
-  Employees at the center

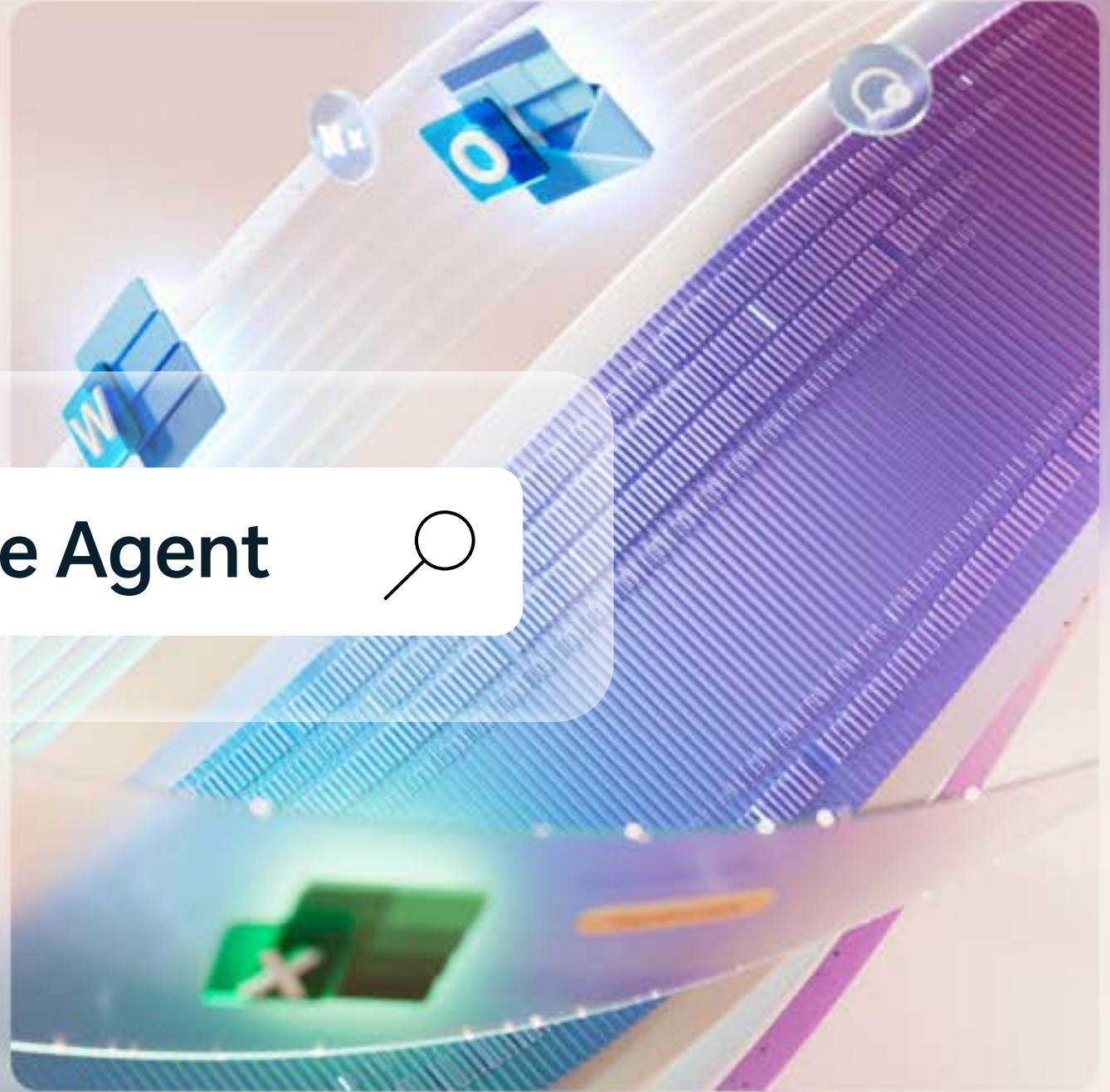
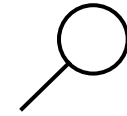
Microsoft's Responsible AI Principles

- 1 Fairness
- 2 Reliability and safety
- 3 Privacy and security
- 4 Inclusiveness
- 5 Transparency
- 6 Accountability

Enabling a global delivery model at Microsoft



Employee Self-Service Agent





Microsoft 365 Copilot

Employee Self-Service Agent

Simplify IT and HR-related tasks with Microsoft 365 Copilot

Retrieve

Retrieve information from authoritative sources and deliver personalized responses based on employee context

Take Action

Take action on essential HR and IT tasks-in line without navigating multiple tools and workspaces

Customize

Customize with pre-configured, OOB templates, workflows, and connectors to 3P systems all in one place



Microsoft 365 Copilot



How will **you**
disrupt **HR**
next?

