

AI Agents for HR Professionals

Research-backed guide to real ROI



Approve claim request



Claim employee benefit



Clarify discrepancy

Onboarding process



Enroll in health benefits



Resolve salary discrepancy



Track pending tasks



Setup payroll details



Correct attendance records

The HR Crisis

75%

Overwhelmed Managers

HR leaders report managers are overwhelmed with workload

25%

Admin Time

HR professionals spend over a quarter of their week on administrative tasks

50%

Repetitive Questions

HR teams spend up to half their time answering the same questions

HR professionals describe their workday as a "revolving door" of discontented staff and repetitive inquiries. You're understaffed, overworked, and stuck in reactive mode while strategic initiatives collect dust.

What Is an AI Agent in HR?

An AI agent is a purpose-built, task-driven automation that uses generative AI and system integrations to handle HR requests like a digital teammate.

Think of them as Digital HR Assistants that sit across your tools and processes: available 24/7, scalable across locations, and always consistent.

AI agents actively:

- Trigger actions like scheduling and document routing
- Coordinate across tools like Workday, Greenhouse, Slack
- Learn and adapt to handle more complexity
- Free your team from repetitive tasks



6 High-Impact Use Cases



Employee Self-Service

Conversational HR assistants answering questions
24/7



Recruitment Operations

Automated scheduling and candidate
communication



Onboarding & Offboarding

Coordinated workflows across departments



Payroll Administration

Error detection and compliance insights



Performance Management

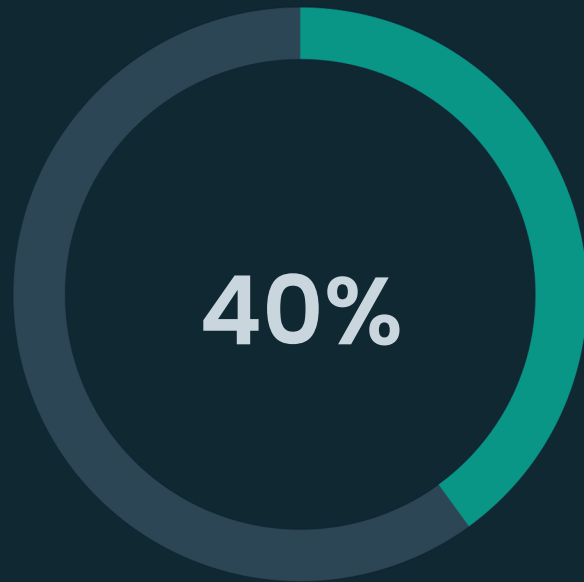
Review coordination and feedback synthesis



Talent Analytics

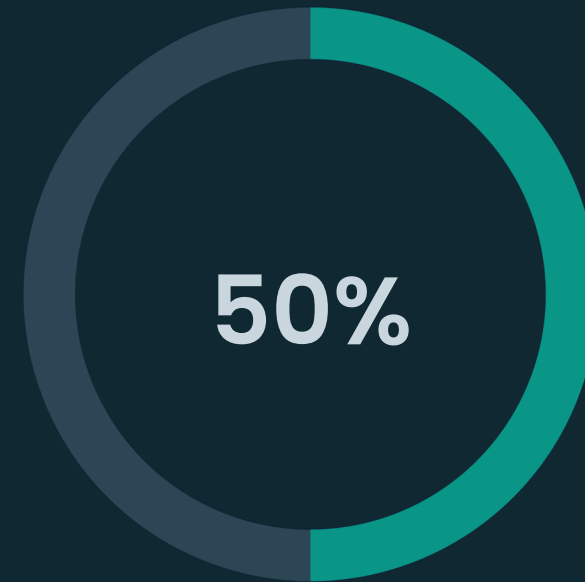
Retention intelligence and predictive insights

Employee Self-Service: The #1 ROI Driver



Cost Savings

Companies save up to 40% on HR costs using automation and generative AI



Time Spent

HR teams spend half their time answering repetitive questions

What AI agents do:

- Answer questions 24/7 about policies, benefits, PTO balances, payroll dates
- Guide employees through HR workflows
- Retrieve personalized information from HRIS and benefits portals
- Create, track, and route cases when human intervention is needed

Recruitment & Hiring Operations

The Problem

35% of respondents cite interview scheduling as taking the most time. HR professionals report the first interview takes 2-3 weeks to schedule.

The Impact

- Recruiters save 2-10 hours weekly with scheduling software
- Automated scheduling reduces time-to-hire by 30%



Schedule Interviews

Coordinate calendars across candidates, hiring managers, and interviewers



Screen Resumes

Create candidate shortlists against job requirements



Update Candidates

Real-time status updates and feedback collection

Onboarding & Offboarding Excellence

40%

Top Challenge

HR professionals say onboarding is one of their top 3 challenges

10

Hours Per Hire

Staff time across three departments to onboard a single employee

80%

Time Reduction

Companies reduce onboarding time from a week to 1-2 days with automation

14

Hours Saved

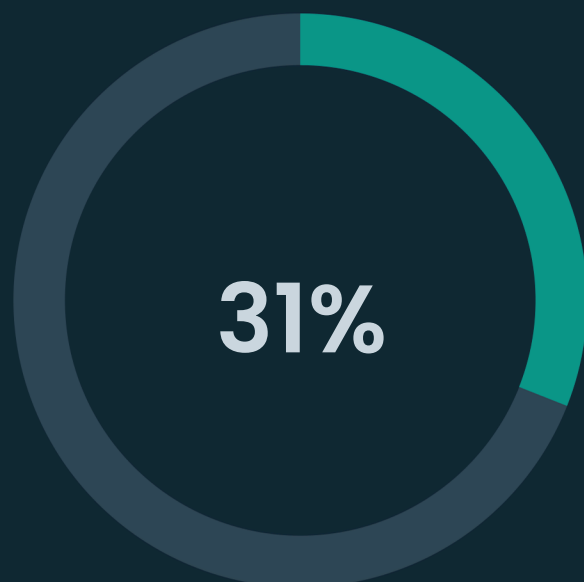
HR professionals free up 14 hours per week delegating onboarding tasks to AI

When recruits have a bad onboarding experience, they are **twice as likely** to search for another job. AI agents coordinate offer approvals, chase document signatures, and create personalized 30-60-90 day plans.

Payroll & Performance Management

Payroll Administration

Nearly half of workers are affected by payroll errors. 53% of companies have incurred payroll penalties for non-compliance in the last five years.



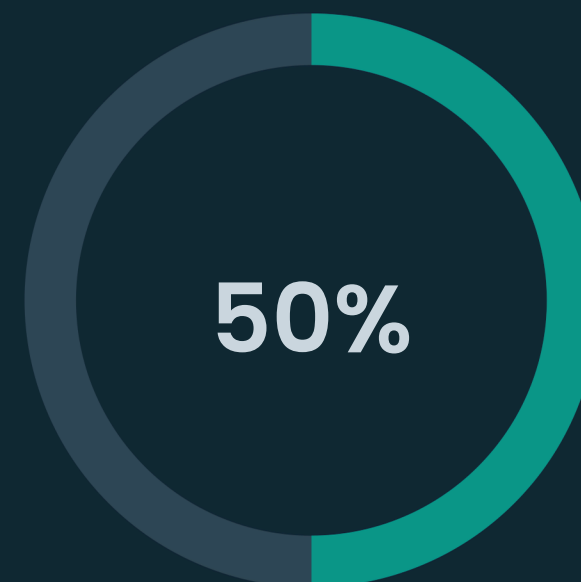
Fewer Errors

Businesses using payroll software see 31% fewer errors

AI agents: Flag errors before processing, track compliance across jurisdictions, answer employee payroll questions instantly.

Performance Management

60% of managers are unhappy with current performance systems. 90% of HR leaders admit reviews fail to accurately reflect contributions.



Workload Reduction

AI-powered performance tracking reduces HR workload by 50%

AI agents: Chase overdue submissions, synthesize multi-source feedback, generate development plans with actionable recommendations.

Talent Analytics & Retention Intelligence

Employee Retention

Retention

Analyze

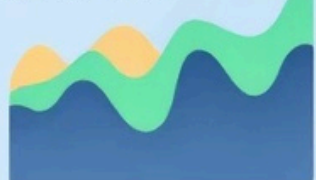
Pulse

Forecast

Trends

Alerts

Employee Turnover Rate

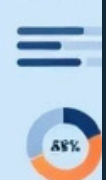
\$29.94 / 150%

Analytics Education Learning

Employee Rate

\$4,725 / 100.5%

Employee

\$257

55%

Team

Employee Satisfaction

167.7%

150%



Employee Engagement

\$546 %

45%



The Crisis

51% of employees are actively looking for different employment. 29% are actively job hunting right now.

AI Prediction Power

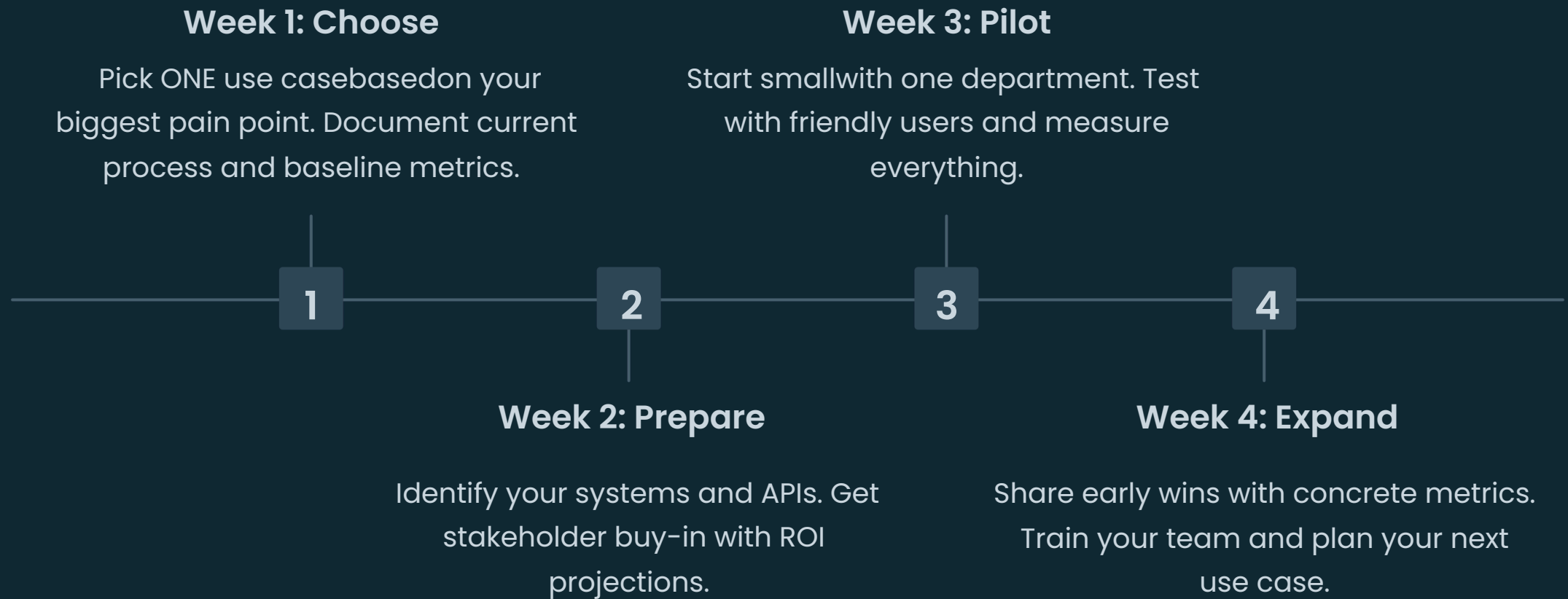
AI systems forecast employee departures with 95% accuracy and anticipate turnover with 87% accuracy.

Retention Impact

AI-powered internal mobility tools reduce attrition by 35%. 70% of organizations will use AI to predict turnover by 2025.

AI agents analyze patterns in engagement scores, performance data, and behaviors to predict flight risk. They identify systemic issues, recommend targeted interventions, and surface high-potential employees ready for new challenges.

Your First 30 Days with AI Agents



Target Results



20%

3 Months

Time savings in your chosen use case



30%

6 Months

Potential time savings with full implementation

The research is clear. The ROI is proven. The time is now. AI agents won't replace HR professionals but HR professionals who master AI agents will dramatically outperform those who don't.

Build your first AI agent today

Build your agentic workforce that connects to your enterprise tools and data and delivers human-quality work.

[Try now](#)

[Attend live build-along workshop](#)