

# The Role of AI in HR for Global Organizations

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How AI in HR can transform your global operations, payroll, hiring, and talent retention.



**deel.**

# Introduction

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## **Does AI replace or benefit humans in HR?**

This guide explores how AI in HR can support your global organization by streamlining complex administrative processes and compliance, and boosting your operational efficiency and accuracy. We outline how implementing AI enhances—not replaces—the role of humans in HR.

# Contents

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4–5	<b>AI in HR</b>
6–11	<b>Integrating AI into your hiring process</b>
12–13	<b>AI in HR: Supporting—not replacing humans</b>



# AI in HR





# Supporting fast, effective, and compliant global workforce management

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<https://www.gartner.com/en/human-resources/topics/artificial-intelligence-in-hr>

Within today's global hiring landscape, HR teams must navigate a multitude of localized regulations, support international talent acquisition and retention, measure employee performance in an inclusive and equitable way, and more.

Worldwide, organizations are increasingly reliant upon AI and automation. The rate of AI adoption by HR departments is also rising: According to a 2024 study by Gartner<sup>1</sup>, 38% of HR leaders have explored or implemented AI solutions within their organization to enhance process efficiency.

In this guide, we explore how AI in HR can improve the accuracy and speed of processes, giving HR professionals more opportunities to carry out meaningful strategic work to support the growth of global organizations. We also address the concerns of leaders who fear that AI may disrupt authentic connections by reducing human interaction in the workplace.

## **Ready to understand the Role of AI in HR for global organizations? In this guide, you'll find:**

- An overview of the HR processes that AI can support
- Tips for revolutionizing your organization with AI in HR
- Guidance around compliance and security
- The limitations of AI in HR



# Integrating AI into your hiring process

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# Using AI in HR for recruiting global talent

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AI gives organizations convenient instant access to a vast mine of data, which HR teams can leverage to support their talent acquisition. Here's how:

## Reinvent research

With AI, HR professionals hiring domestic and international talent can get real-time responses to their burning questions. This simplifies your talent acquisition across borders and reduces your labor costs by saving your team significant time and resources researching regional differences, sourcing localized assets, and comparing conflicting information across multiple websites.

However, all machine learning systems aren't created equal. The legitimacy of sites where AI sources information, the verification of those answers, and the level of data privacy and security they provide for your organization varies.

Some AI solutions, like Deel, supply legally vetted, instant responses to your queries by drawing upon trusted external sources and your internal data. Your HR team can access instant, verified answers about global HR, payroll, immigration and visa requirements, compliance, onboarding, and more across 150+ countries. This supports your global growth and performance by making it faster and easier for HR to compliantly hire and manage international talent.

## Stay competitive and access the best talent within budget

Your HR team wants to attain the most highly skilled workers with the best cultural fit for your organization, within your budget. With AI in HR, it's simple to anticipate how much hiring for a particular Role in a specific location will cost you as an employer. This streamlines global talent acquisition for enterprise, mid-market businesses, and start-ups.

Remote working has grown the talent pool exponentially for companies, unlocking access to new markets and opportunities for growth.

However, these new markets pose challenges for HR teams and their hiring budgets due to vast disparities between countries and states in the cost of living, taxation, and mandatory benefits.

With AI, HR can interpret global salary trends, employer costs, and employees' take-home pay after deductions. AI in Human Resource management helps your organization select which locations to prioritize in your talent acquisition and ensures the compensation you offer candidates to remain competitive.

The following AI features allow HR to establish financial benchmarks to help you remain fair and competitive, support your salary negotiations, and secure the best talent across different regions at the right cost:

- Employer costs calculator: anticipate the cost of hiring across 150+ countries within a few clicks
- Salary insights tool: discover global market rates for many professions in real time
- Employee take-home pay calculator: work out each employee's net compensation after taxes and compulsory deductions

**When it comes to data protection and country coverage, not all AI providers are created equal. Stay compliant with a solution like Deel that offers the right level of security and global support.**

## Fast, scalable, and compliant onboarding of new hires with AI in HR

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Can AI strengthen, rather than weaken a new employee's sense of belonging within an organization? Can it reduce their time to productivity? Onboarding remote workers spread across multiple geographical regions and time zones presents unprecedented challenges for HR teams. AI can support fast, scalable, and compliant onboarding of new hires in the following ways:

### Localized onboarding documentation made simple

The first step in compliantly onboarding a new global worker is to sign all required paperwork. The legally mandated documentation and contracts vary between countries and states, which can involve significant time-consuming research and administration by HR professionals.



AI in HR streamlines location-specific bureaucracy and helps your organization maintain compliance with complex local legislation and global regulations. It gives your HR team on-demand access to the customizable and localized employment contracts, templates, assets, and other resources that they require. This makes onboarding diverse domestic and international talent faster and more efficient.

### **Standardized onboarding workflows**

AI-powered, standardized workflows reduce your Human Resources professionals' workload by automating manual onboarding processes for globally distributed teams across 150+ countries. They support an equitable experience across all regions by giving all new hires access to the resources and training they need to succeed. As required, you can customize and segment the workflows by team, level of seniority, location, and more.....

### **Real-time responses for new hires**

It can be tough for HR teams to stay on top of recent hires' endless questions, particularly when international team members operate across multiple time zones. Your response time can impact new employees' induction and onboarding experiences and their productivity in their Roles. AI in HR helps you deliver an equitable, friction-free global employee experience during onboarding and beyond.

Your Human Resources personnel work in shifts, but AI is always on. By integrating with team communication programs such as Slack, AI can provide accurate, validated answers and insights instantly on your HR team's behalf.

With on-demand, multilingual support for workers, AI can break down the language barriers which obstruct employees' sense of belonging and damage their performance your global organization.

## **Reducing bias with AI in human resource management**

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AI tech unifies data, which HR teams can use to evidence their strategic decisions and remove bias from their processes. However, sensitive information must be stored and processed in strict compliance with the

data security regulations of every country that your organization hires and conducts business in.

## **Equitable evaluations for every employee**

Performance reviews based on team leaders' subjective perceptions of employees and their contributions are ineffective and inconsistent. By assimilating data-driven insights into individuals' contributions and progress for HR teams, AI removes human bias from performance evaluations. This can be used to guide equitable decision-making and support Diversity, Equity, and Inclusion (DEI) within your organization.

With AI in HR, teams can generate instant reports to present and evaluate their workforce's data in an accessible format. This powers an objective approach to performance reviews and promotions, helping HR identify successes and areas for improvement to support each employee's professional development and bolster their career trajectory. This, in turn, increases worker satisfaction, boosting retention and reducing costly turnover.

“HR technology helps you build and sustain trust with your team members by showing them you have accurate data about their work engagement with you, have their history of progression and performance, and understand and apply the compliance requirements for them based on their employment status and country.”

**Casey Bailey**

Head of People at Deel

## **A comprehensive view of your organization with AI in HR**

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AI for HR makes assimilating and interpreting your comprehensive people and organizational data straightforward. A highly secure and strictly compliant AI solution with full access control can provide instantaneous, 360° visibility over your global operations and processes. You can generate reports and infographics to make your data accessible and actionable.



## How to apply your insights

These accessible, data-driven insights help HR professionals evaluate progress and performance across all departments, and take action to optimize investment and strategically shape your approaches to talent acquisition, headcount allocation, resource distribution, employee incentivization, and more.

# Increase human connections by reducing your manual workload with AI in HR

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AI in HR can significantly reduce professionals' manual workload. This gives your HR team the time back to focus on the aspects of their Role that require human interaction and emotional intelligence. This includes direct communication with workers and strategic decision-making.

## Which manual tasks AI can streamline

Siloed systems make HR tasks such as payroll and benefit distribution across multiple countries and currencies time-consuming and inefficient. Automating repetitive administrative tasks with a system that unifies global payroll and benefits data streamlines fragmented processes and reduces the frequency of time-consuming human errors.

AI also reduces HR's manual workload by powering fast and accurate responses to queries and instant access to the resources and documentation your global organization needs.

“Those who are open to embracing AI and exploring its capabilities to facilitate talent operations are more likely to succeed. Talent managers have long been pondering over how to optimize their operations and save valuable time. By leveraging AI, they can achieve these goals and scale their operations more efficiently.”

**Tianna Johnson**

Head of Talent Acquisition at Render



# AI in HR: Supporting—not replacing humans

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# Consider implementing AI for your HR team for support with:

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- Inefficient processes
- Inaccuracies in data
- Time spent on repetitive administrative tasks
- Slow speeds and results
- Removal of human bias
- Employee training and recognition
- Compliance
- Cost savings

AI isn't replacing humans in Human Resources. Instead, it's improving the accuracy and efficiency of processes and enabling HR professionals to focus on the interpersonal and strategic aspects of their Role.

AI supports the fast, effective, and compliant management of your global workforce by helping your HR team navigate complex regional disparities in requirements and legislation. This includes access to up-to-date and verified insights, and localized, compliant, and customizable templates and responses.

AI in HR empowers organizations to deliver a compliant, cohesive, and equitable experience for all employees, from talent acquisition through onboarding, performance management, and evaluation, and beyond. AI assimilates both external and internal data, which HR teams can implement to guide effective, data-driven decision-making that reduces the impact of human bias.

