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What are some best practices for HR technology selection?

Selecting an appropriate HR technology better aligns operations with strategic initiatives, but it isn't a silver bullet. Before undertaking a new HR technology selection, we recommend evaluating your existing technology considering functionality, costs, usage and organizational readiness. This approach identifies gaps related to technology factors as well as non-technology factors like internal policies and processes, data, communication or training. Clearly defined criteria for what success with the new

system and vendor will look like is crucial for a successful transformation.

How is AI being leveraged to enhance HR technology functionality?

HR technology tools offer AI enhancements including natural language processing, which means you may be able to type or speak to the software to develop reports or perform tasks. Real-world examples of AI in HR tech include resume ranking or screening, interview scheduling, performing online interviews, defining training programs, recommending feedback for employee management and more. Before investing, we advise clients to ask questions about how the AI was developed and is being leveraged within a tool. If a vendor can't explain their AI functionality and the data it uses to make decisions, it is a red flag.

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