PDW proposal:

Artificial Intelligence and HR Research: Dialog between Academia and Practitioners

Chair: Wei Chi

Associate Professor,

Department of Leadership and Organization Management,

School of Economics and Management,

Director, Tsinghua University- Rice University Center for Human Capital and Sustainable Innovation\*

Tsinghua University, 100084

Phone number: 13466609560

Fax number: 10-6272021

[chiw@sem.tsinghua.edu.cn](mailto:chiw@sem.tsinghua.edu.cn)

Chair：Jing Zhou

Mary Gibbs Jones Professor of Management

Jesse H. Jones Graduate School of Business

Rice University

McNair Hall 232

713-348-5330

[jzhou@rice.edu](mailto:jzhou@rice.edu)

Presenter: Junfeng Wu

Assistant Professor

Organizations, Strategy and International Management

Jindal School of Management

University of Texas, Dallas

Presenter: Xiao Chen

Assistant Professor

Department of Business,

University of Prince Edward Island

McDougall Hall 413A,

550 University Ave, Charlottetown  
Prince Edward Island, Canada C1A 4P3

xiaochen@upei.ca

·         Goal of the workshop (i.e., learning objectives)

·         Content of the workshop

·         Intended participants and admission criteria for the participants

·         Time requirement of the workshop

**Goal of the workshop**

Artificial Intelligence (AI) is aims to solve cognitive problems that human intelligence is limited. In other words, AI tries to make machines “think like humans,” and perform tasks such as learning, problem-solving, reasoning, and language processing.

While a large number of industries and other disciplines have come to depend on AI with several suitable applications, Human Resource (HR) has been slow to adapt, as most of the activities in HR were felt to need human intervention. But then with robots and programs introduced to take over routine functions, many of the repetitive and monotonous HR functions also got mechanized.

Until recently, the primary benefits of HR technology were to handle repetitive tasks and to improve efficiency and drive cost-savings. With smarter technologies such as AI and machine learning become available, HR teams can solve critical business challenges, make significant performance improvements and even impact larger business outcomes and profitability. AI is strengthening HR’s transition from administrative to strategic.

Increased investment in smarter HR technologies has led to some interesting innovations in the AI ‒ HR space:

* AI in Recruiting and Hiring: AI has made candidate sourcing, screening, and matching easier for organizations. Not only does AI help improve recruiting efficiency, it also helps HR managers overcome possible human-bias in decision making.
* AI in Learning and Development: AI can enable individualized training, based on the integrating data of interests, previous track record and even the browsing history of the employee.
* AI in Performance Assessment: by monitoring real-time performance, large amounts of various data and metrics become available, which AI can handle and analyze and offer HR managers speedy, valuable and systematized results and insights.

As the HR technology continues to be transformed by AI, it is critical for the HR researchers and practitioners to understand the impact of AI on HR and embrace AI successfully. In this workshop, we invite some renowned HR researchers and industrial pioneers in discussing the frontier of AI technology in HR, and provide a platform to bridge the frontier research and practices.

**A brief introduction to the participating companies**

**Haiqing Jiang, CEO & Co-Founder, Hiretual**

Website: [www.hiretual.com](http://www.hiretual.com)

Hiretual is an AI-driven HR technology company and sourcing tool throughout the recruiting community. Sourcing across 30+ platforms and 700M professional profiles with Hiretual's AI sourcing assistant, the company enables recruiters to source and engage the most relevant people with the right skill, making recruiting smarter, faster, and scalable. The company achieved 500% annual growth in 2018 and generated over $10M ARR for the year. Founded in 2015, Hiretual is headquartered in Mountain View, California, United States.

**Anthony Tan, Co-Founder, Grab**

Website: [www.grab.com](http://www.grab.com)

Grab Holdings Inc., formerly known as MyTeksi and GrabTaxi, Grab is a Singapore-based technology company offering ride-hailing transport services, food delivery and payment solutions. The company was originally founded in Malaysia and later moved its headquarters to Singapore. It now operates in the Southeast Asian countries of Singapore, Malaysia, Indonesia, Philippines, Vietnam, Thailand, Myanmar, and Cambodia. It is the region's first "decacorn" (a startup valued at over $10 billion.)

**Content of the workshop**

* Academic presenters will present their research projects on “DiDi Platform” (20min)
* Practitioners will introduce their company, business innovation and HR, and their view of potential applications and research on AI and HR (20 min, 10 min each company)
* Panel discussion: interaction between researchers and practitioners (35min)
  + What is the future of HR in the AI era?
  + What kinds of insights do practitioners expect to learn from academic research on this topic?
  + What kind of research opportunities can practitioners offer to academic researchers?

**Intended participants and admission criteria for the participants**

Intended participants are junior and senior researchers who are interested in interacting with practitioners on the proposed topic, and seek for research ideas and opportunities in this field. Some knowledge or professional experiences on HR functions are necessary for engaging in the meaningful dialog and discussion with the presenters who are entrepreneurs of AI and HR start-up companies.

**Time requirement of the workshop**

The required time is 1 hour and 15 min.