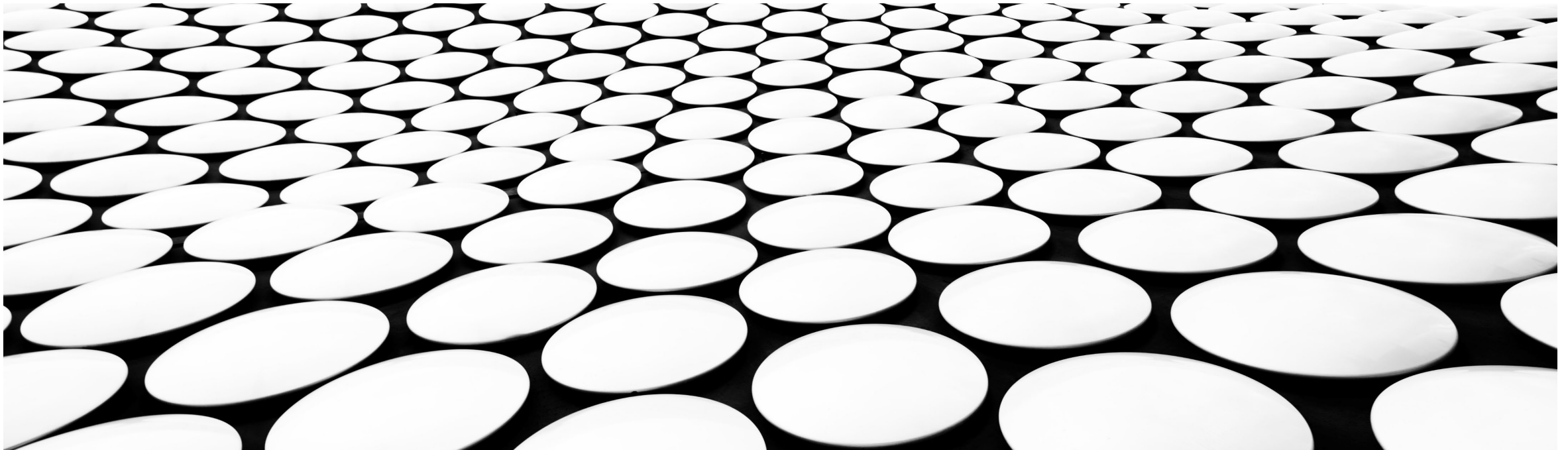


ARTIFICIAL INTELLIGENCE AND RELATED TECHNOLOGY

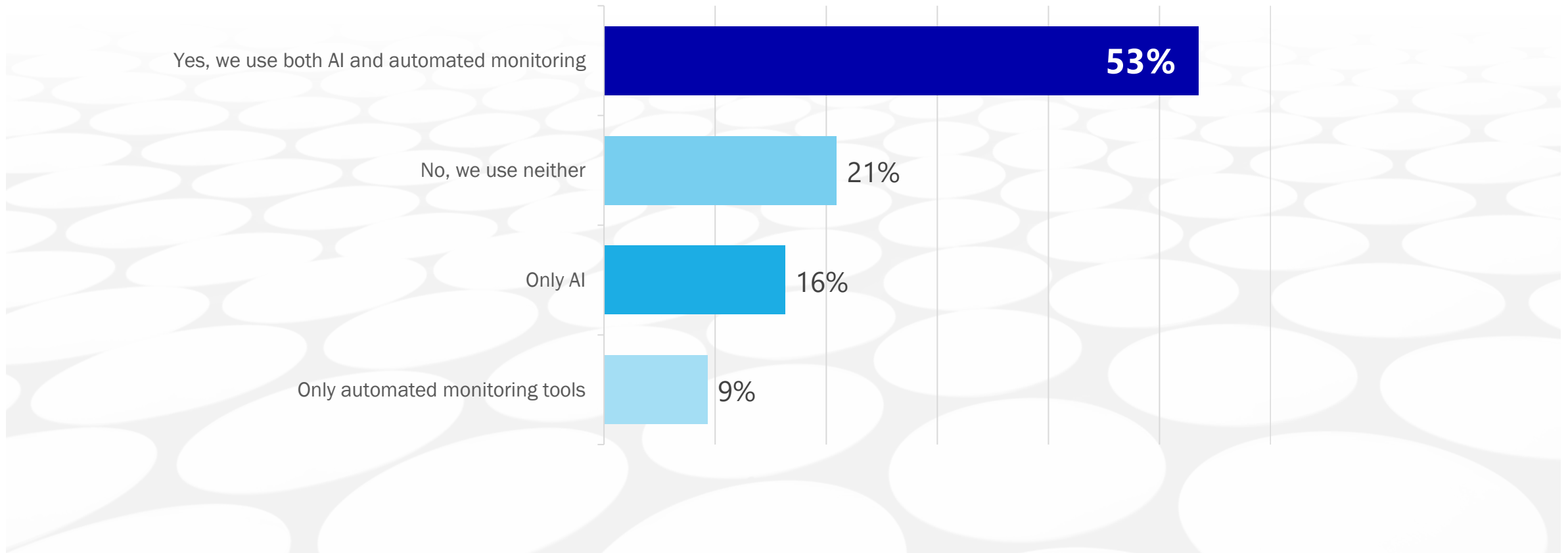
HR POLICY ASSOCIATION SURVEY RESULTS | JUNE 2023

43 Responses | Survey open June 1–8, 2023



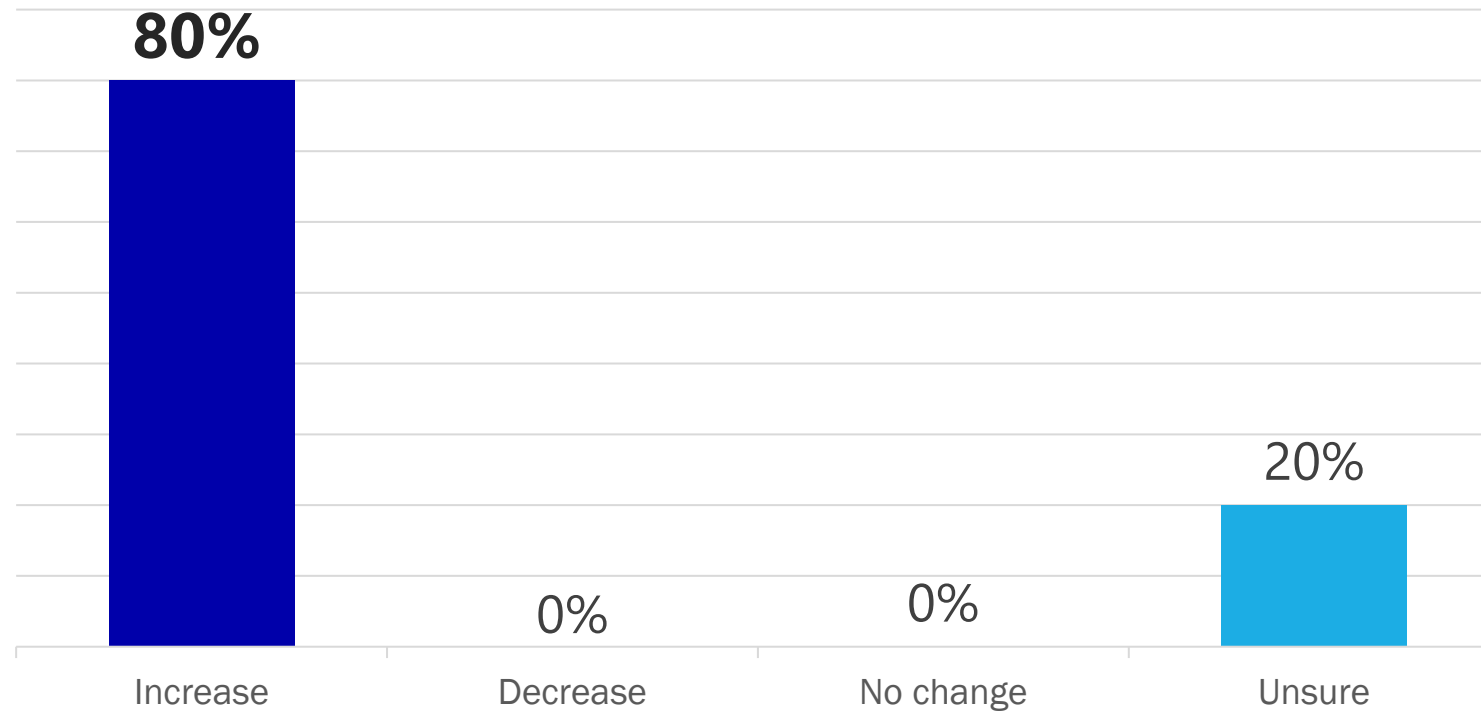
COMPANIES USE BOTH AI AND AUTOMATED MONITORING

Q: Does your company currently utilize AI and/or automated monitoring tools?



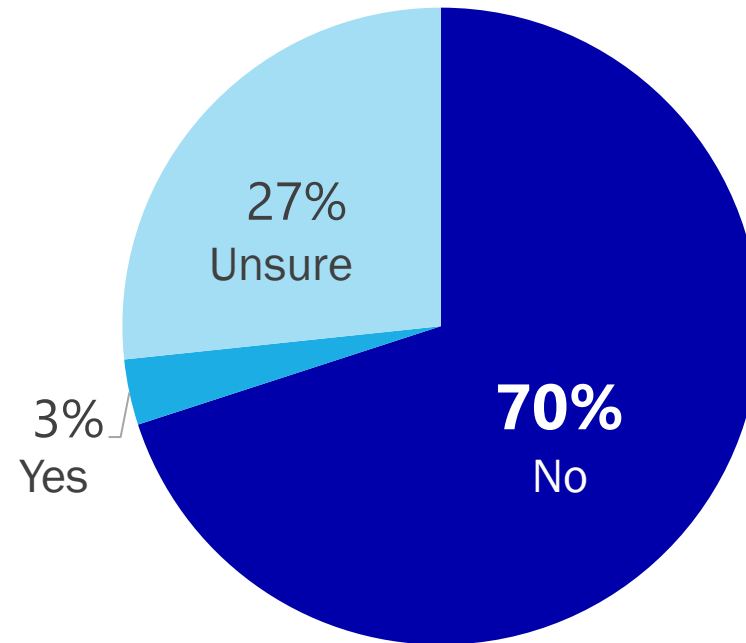
USE OF AI AND AUTOMATION TO INCREASE IN 2024

Q: Does your company plan to increase or decrease the use of AI and automation next year?



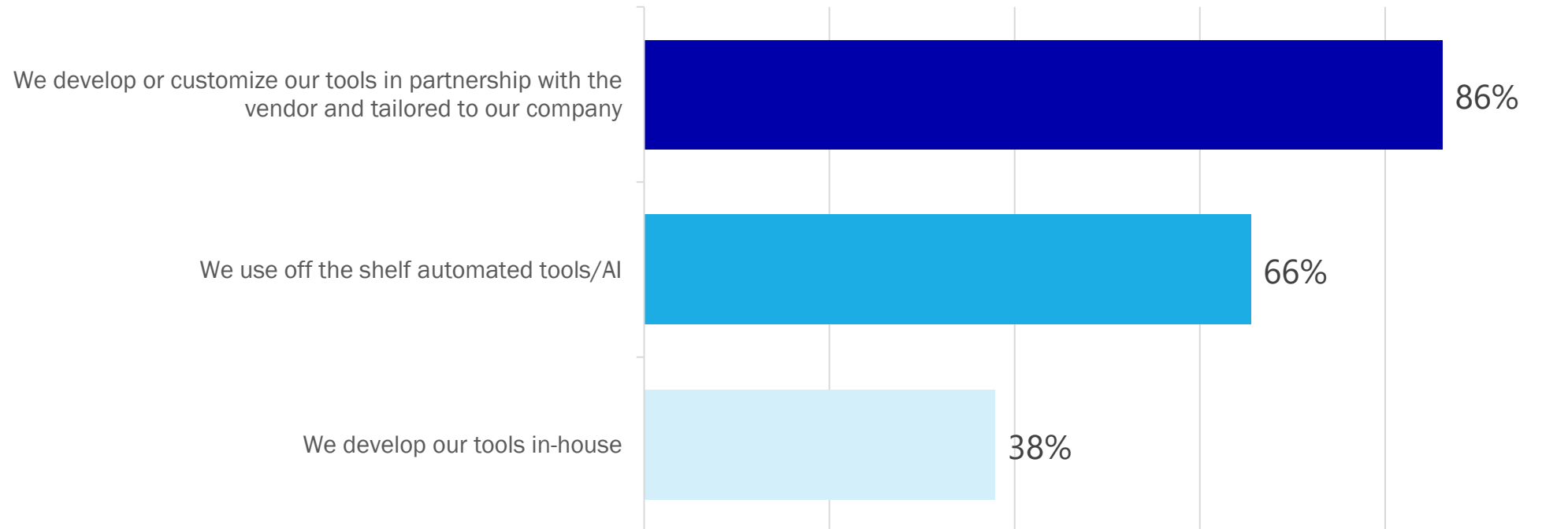
USE OF AI AND AUTOMATION TO INCREASE IN 2024

Q: Does your company anticipate freezing hiring for AI-impacted roles for a period of time, as several companies have reported recently in the news?



TOOLS ARE OFTEN CUSTOMIZED TO COMPANY NEEDS

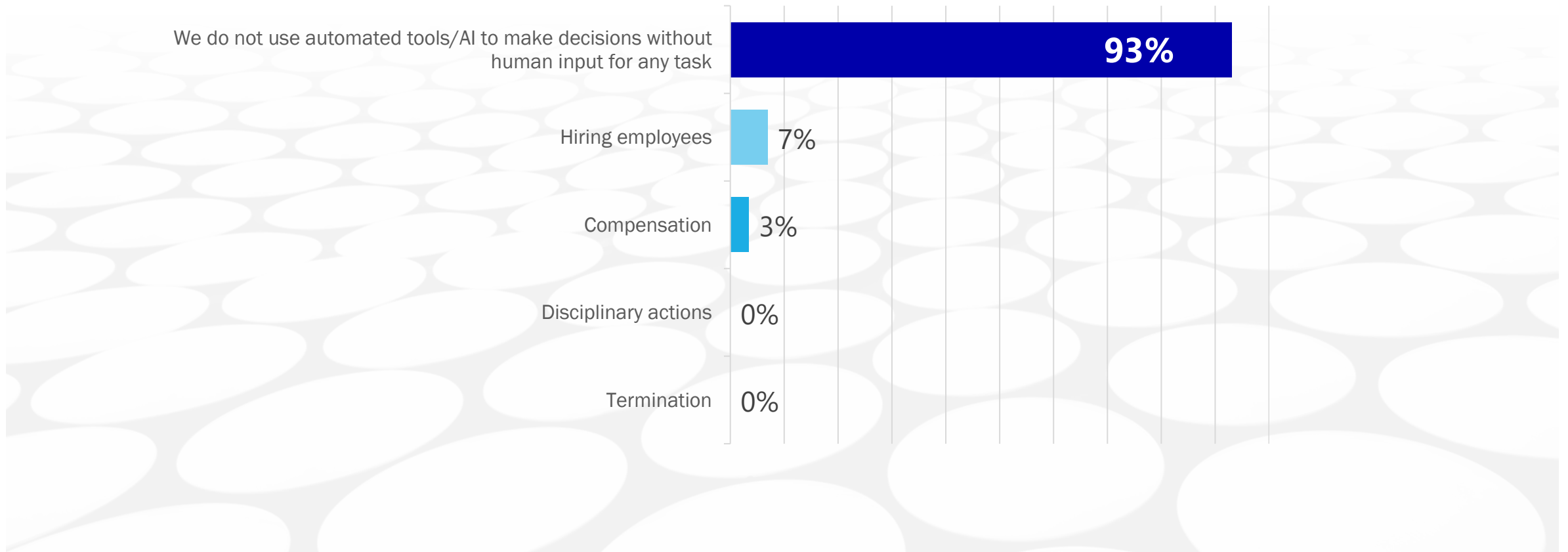
Q: How are your tools developed?



NOTE: Respondents could select more than one choice; totals may not equal 100%

TOOLS ARE USED IN TANDEM WITH HUMAN INPUT

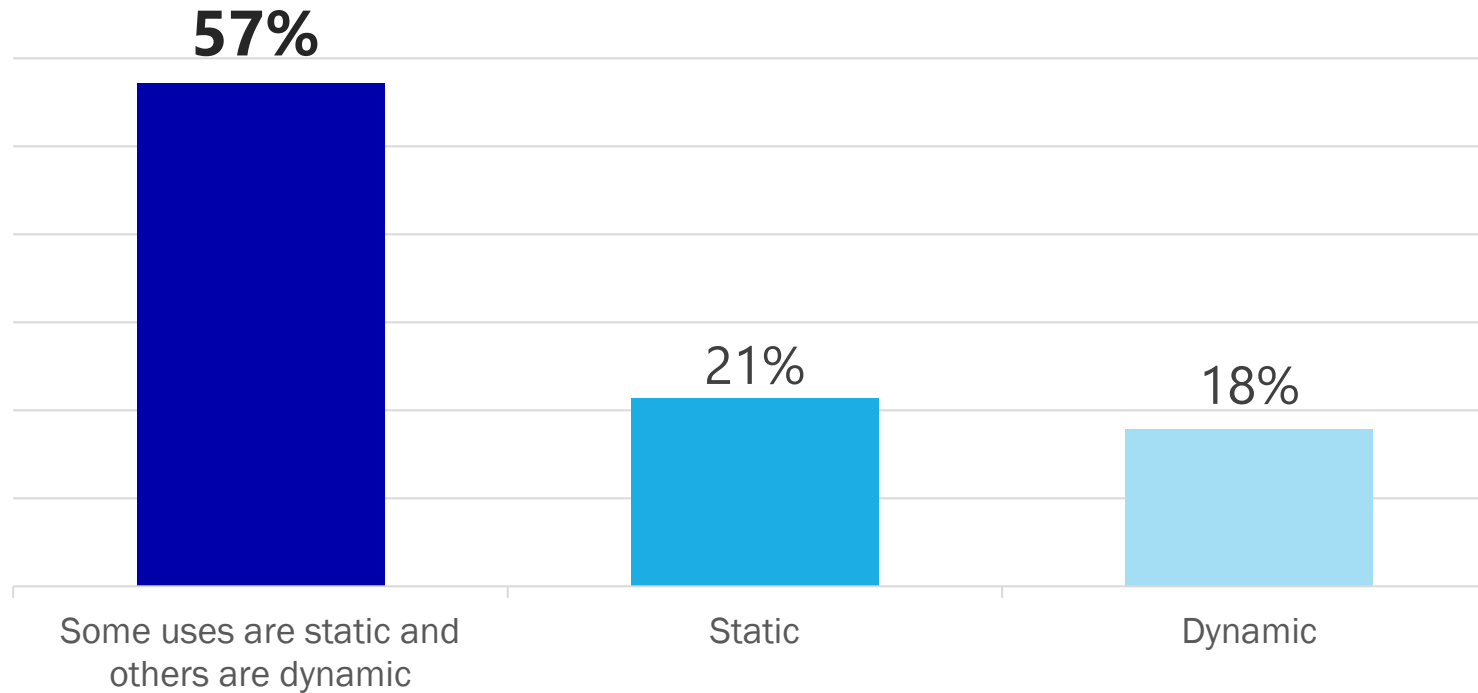
Q: Does your company use automated tools/AI to make decisions without human input for any of the below?



USE OF AI TOOLS

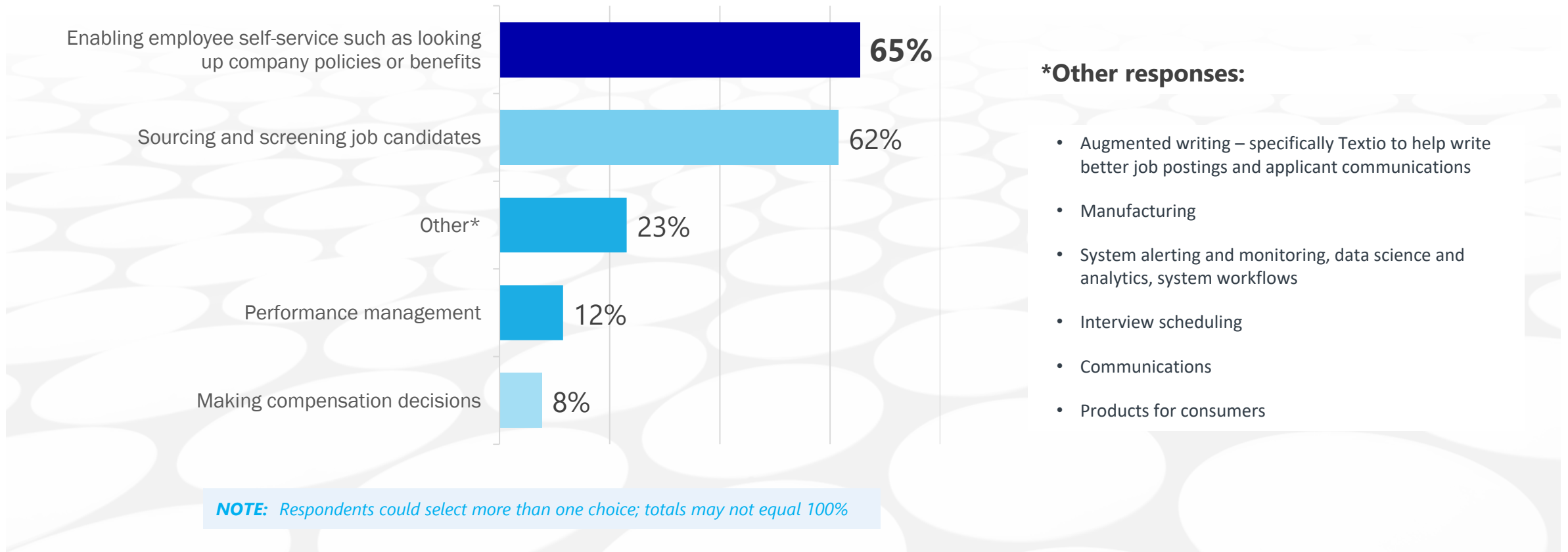
AI TOOLS USE BOTH DYNAMIC AND STATIC ALGORITHMS

Q: Is the AI that you use a static algorithm (designed to replicate human-like decision-making when applied to data) or a dynamic algorithm (that will self-learn and change while deployed in a live environment)?



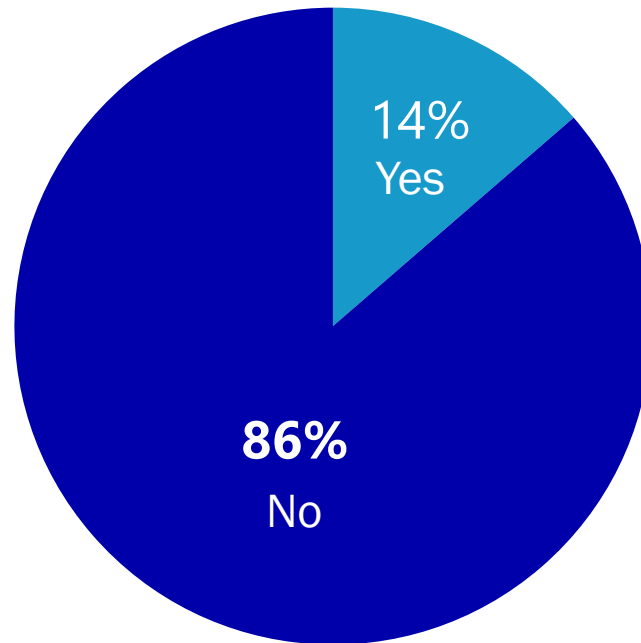
AI TOOLS USED FOR JOB CANDIDATES AND EMPLOYEE SELF-SERVICE

Q: Select all areas where your company utilizes AI tools:



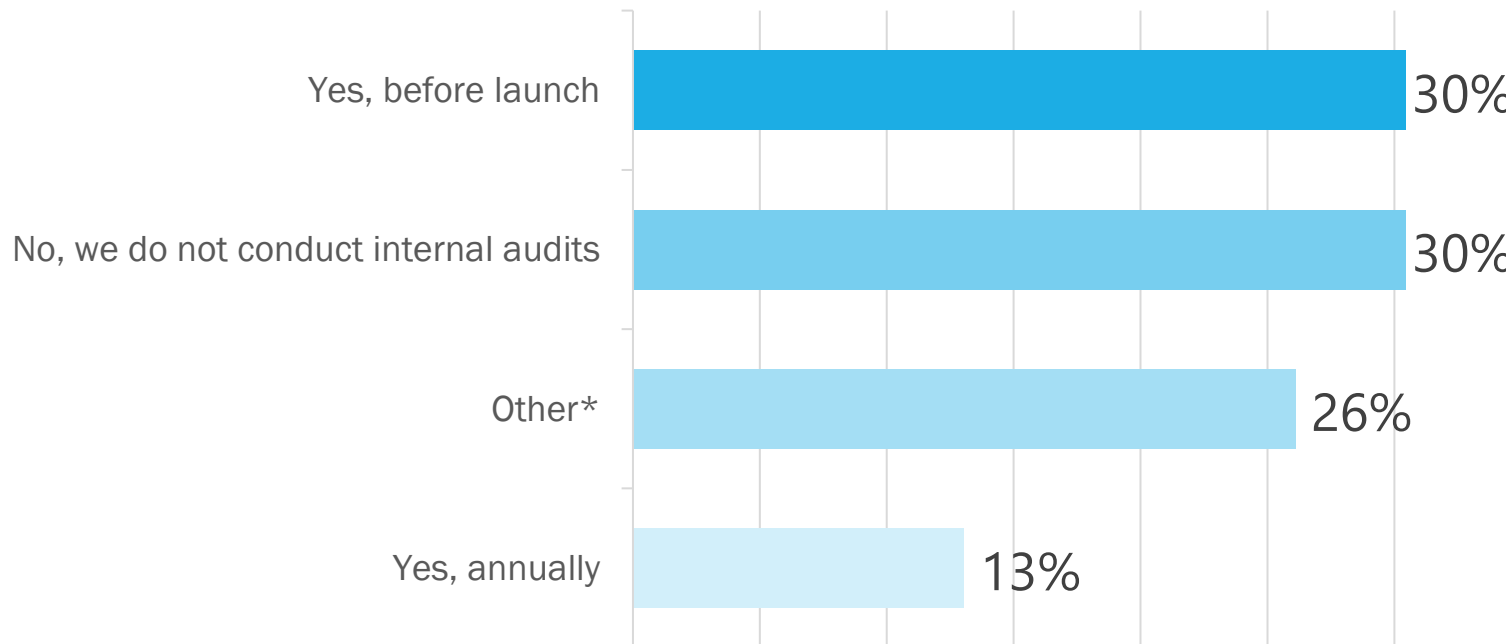
COLLECTED DATA GENERALLY NOT SHARED WITH EMPLOYEES

Q: Is collected data shared with employees?



AI TOOLS AUDITED INFREQUENTLY, IF AT ALL

Q: Does your company conduct internal audits of AI tools to assess disparate impact? If yes, how often?

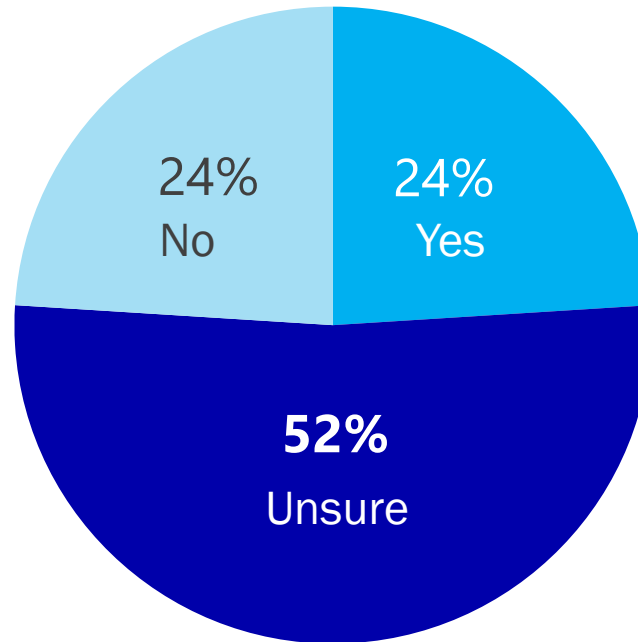


***Other responses:**

- The frequency of internal audits depends at least in part on the use case.
- We do not use bots or AI tools in any areas related to the hiring or management of employees that could cause disparate impact
- Yes, based on IT audit controls and based on organizational needs
- We do so prior to launch of products; but would like to clarify that while use of AI for resume review, for example, our recruiters still review all candidates that applied
- Not currently using for selection
- Unsure

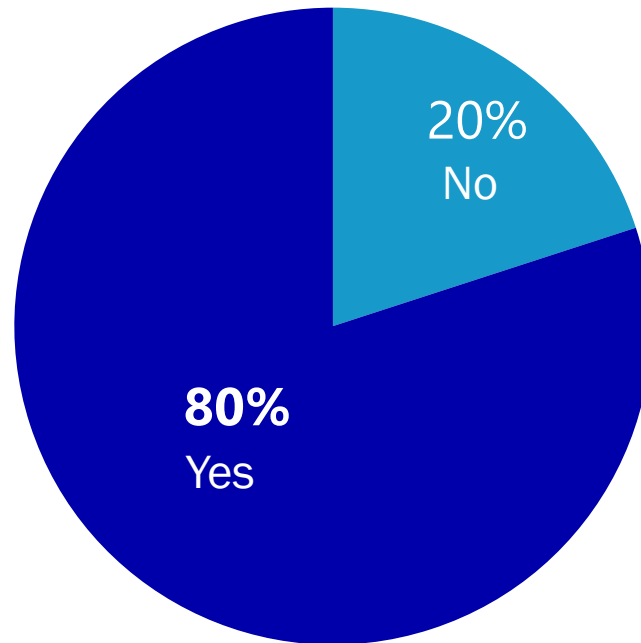
EMPLOYERS UNSURE WHETHER TOOLS SHOULD BE AUDITED

Q: Do you believe that employers should undertake AI third party audits?



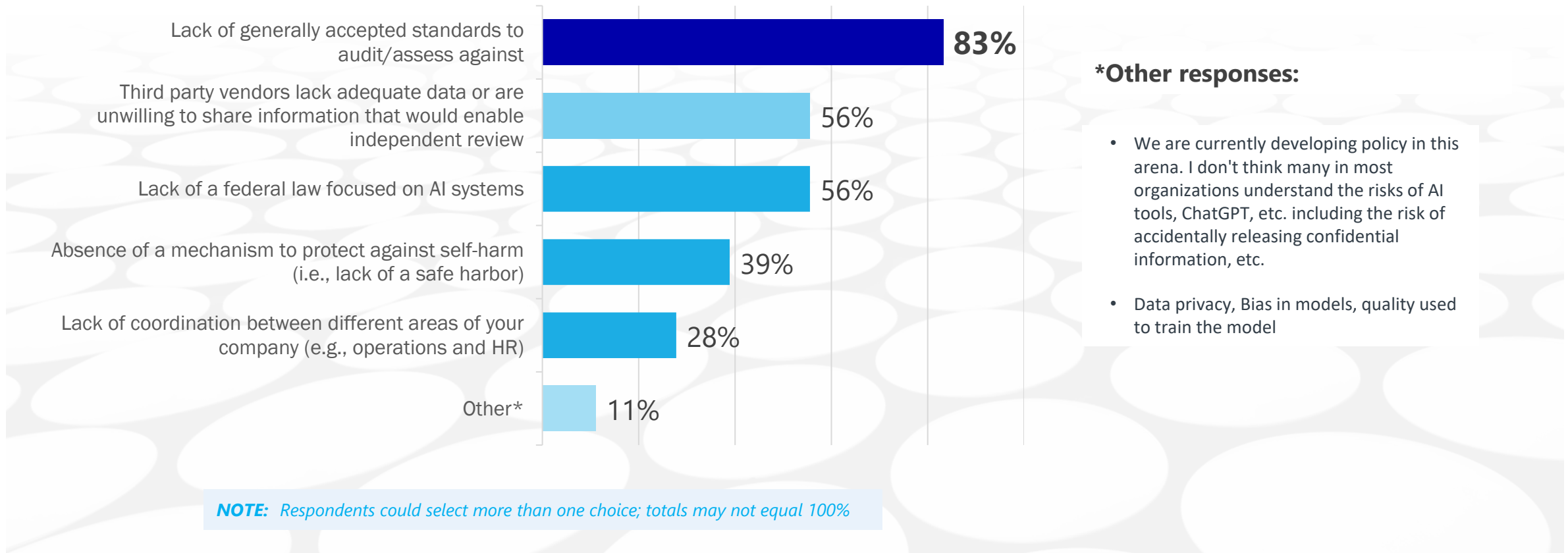
ENSURING ACCOUNTABILITY FOR AI TOOL USE FACES OBSTACLES

Q: Do you believe that ensuring accountability for the use of AI (for vendors, programmers, companies, individuals) faces obstacles currently?



LACK OF STANDARDS IS LARGEST ACCOUNTABILITY OBSTACLE

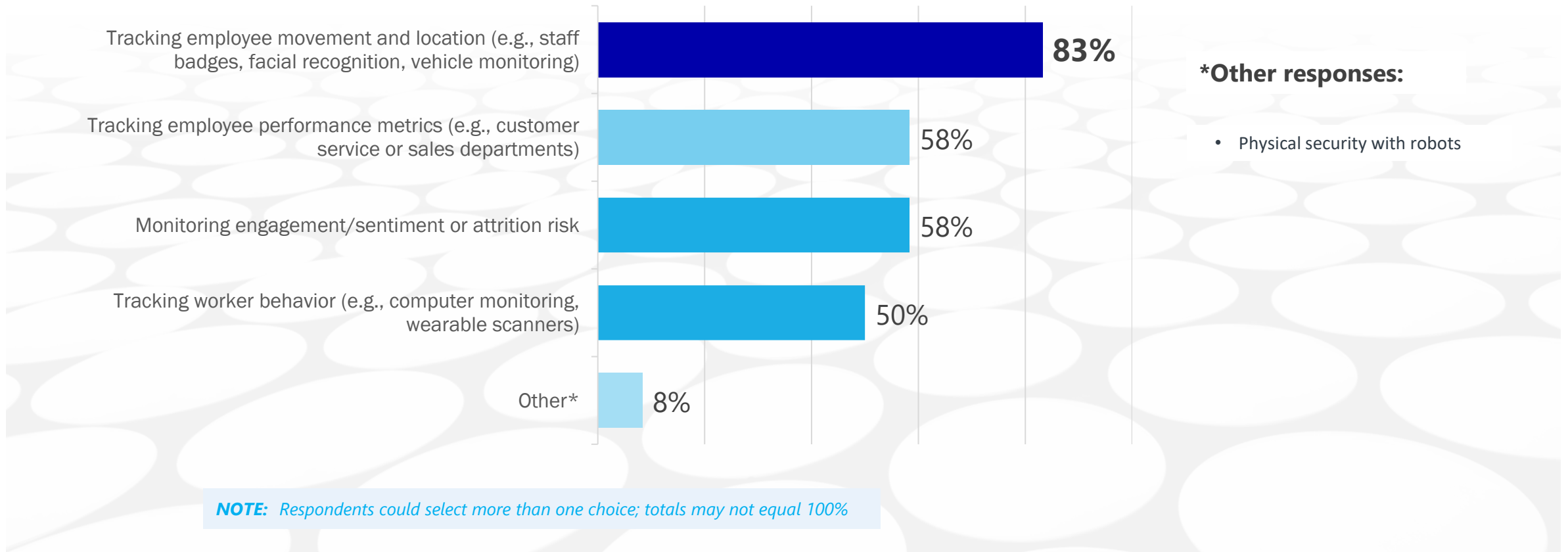
Q: What are the obstacles currently facing ensuring accountability for the use of AI?



USE OF AUTOMATED MONITORING TOOLS

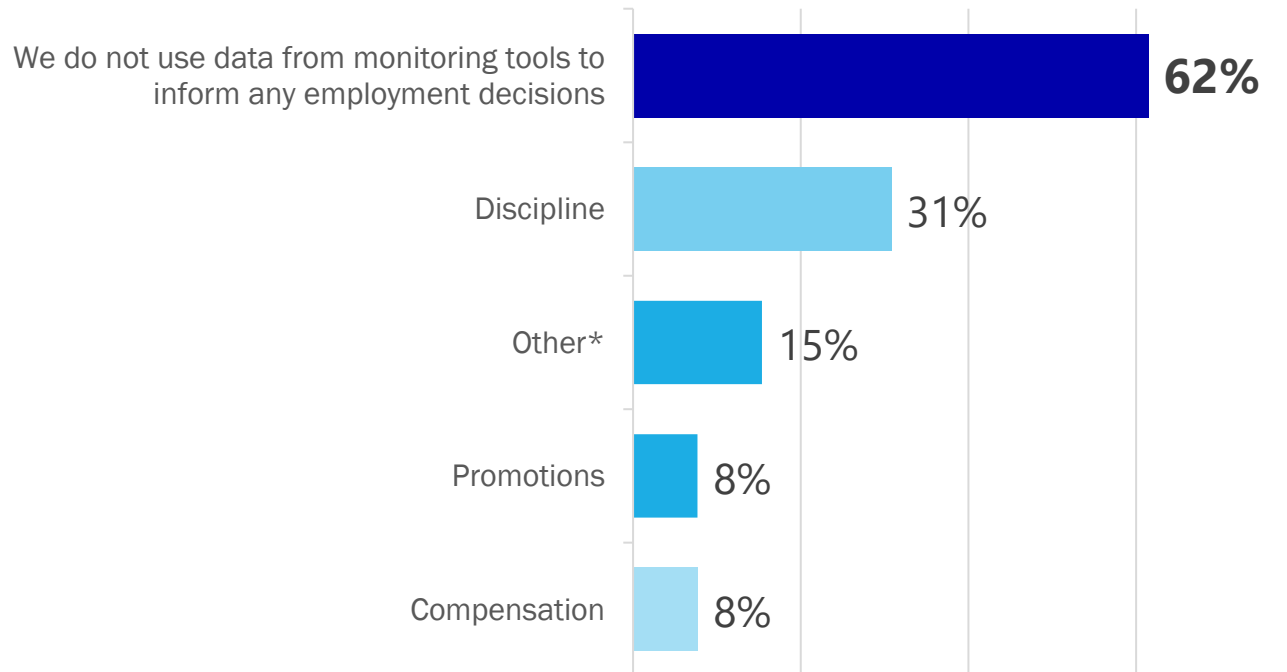
AUTOMATED MONITORING TOOLS USED TO TRACK EMPLOYEE LOCATION

Q: Select all areas where your company utilizes automated monitoring tools:



USE OF AUTOMATED MONITORING DATA IN EMPLOYMENT DECISIONS

Q: Does your company use data from monitoring tools to inform employment decisions? If so, which ones?



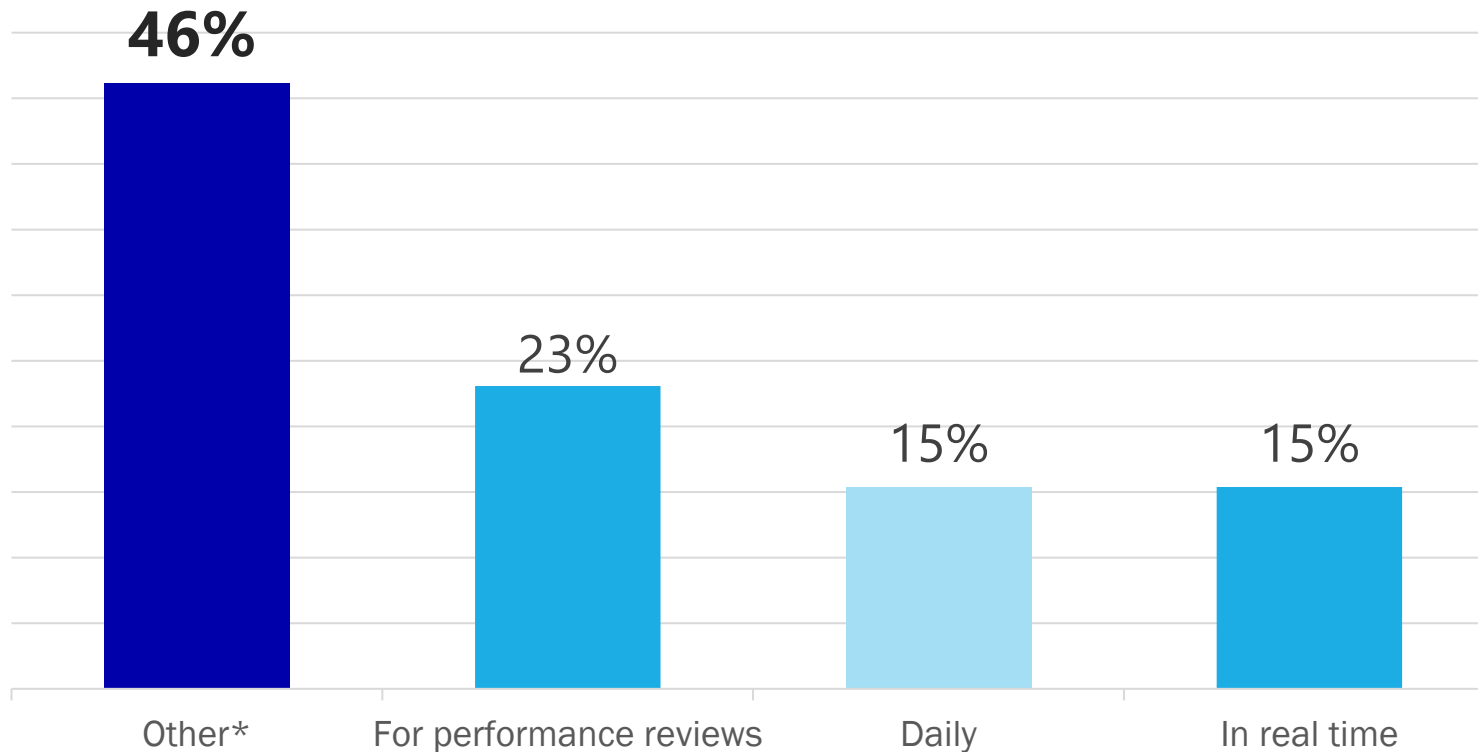
***Other responses:**

- Depends on the application
- General performance

NOTE: Respondents could select more than one choice; totals may not equal 100%

USE OF AI AND AUTOMATION TO INCREASE IN 2024

Q: How often does your company pull information to monitor and manage workers?



***Other responses:**

- Depends on the application
- Varies based application; daily with time, weekly with workforce staffing, monthly with key metrics.
- Weekly
- Depends on purpose
- Depends on the system
- Varies based on information - metrics for performance reviews; computer utilization daily; we also use space monitoring to understand office utilization