



PB INSTITUTE OF RESEARCH AND TECHNOLOGY

P.O Box 21457-00100

Nairobi - Kenya

Mobile: +254 721 214 795

Email: info@pebblesinstitute.org

Transforming Human Resources With Generative AI: Applications, Policy & Ethics Training Course

Duration: 5 days

On-Site

01 Who Should Attend

- HR Managers and Directors
- Talent Acquisition and Recruitment Professionals
- Organizational Development Practitioners
- HR Policy and Compliance Officers
- People Analytics and Workforce Planning Specialists
- Learning & Development Managers
- Technology and Digital Transformation Leads in HR
- Ethics and Governance Professionals in the Public and Private Sector

02 About the Course

Generative AI is rapidly reshaping the future of human resources by automating tasks, enhancing recruitment strategies, and personalizing employee experiences. As HR professionals grapple with the opportunities and ethical considerations of using AI tools like ChatGPT, this training course delivers a deep dive into real-world applications, responsible deployment, and regulatory compliance. Participants will explore how generative AI can optimize decision-making, streamline communication, and power intelligent talent solutions while maintaining fairness, transparency, and accountability.



PB INSTITUTE OF RESEARCH AND TECHNOLOGY

P.O Box 21457-00100

Nairobi - Kenya

Mobile: +254 721 214 795

Email: info@pebblesinstitute.org

03 Workshop Objectives

- Understand the foundations of generative AI and its relevance in human resource functions
- Explore real-world HR applications of generative AI including recruitment, onboarding, and employee engagement
- Assess ethical concerns, biases, and legal implications associated with AI-powered HR systems
- Learn how to design and implement AI policies for HR compliance and accountability
- Develop frameworks for ethical governance of AI use in workforce management
- Examine the regulatory landscape including GDPR, DEIA, and emerging AI standards
- Identify opportunities for enhancing employee experience through AI-powered personalization
- Evaluate the impact of generative AI on HR job roles and skills of the future

04 Module Topics

Module 1: Introduction to Generative AI in HR

- What is generative AI and how it works
- Key trends driving AI adoption in human capital management
- Overview of current tools (ChatGPT, Bard, Claude, etc.) used in HR
- Use cases across the employee lifecycle
- Challenges and opportunities in HR transformation

Module 2: Generative AI in Talent Acquisition and Hiring

- AI-powered job descriptions and interview scripts
- Intelligent screening and resume parsing
- Chatbots for candidate communication
- Mitigating bias in AI-powered recruitment tools
- Case studies from AI-enhanced hiring processes



PB INSTITUTE OF RESEARCH AND TECHNOLOGY

P.O Box 21457-00100

Nairobi - Kenya

Mobile: +254 721 214 795

Email: info@pebblesinstitute.org

Module 3: AI-Driven Onboarding and Employee Engagement

- Automating onboarding workflows and FAQs
- Personalized welcome and training experiences
- Virtual assistants for employee support
- AI-generated surveys and feedback loops
- AI-generated surveys and feedback loops
- Monitoring sentiment and engagement metrics

Module 4: Policy, Governance, and AI Ethics in HR

- Developing internal AI policies and frameworks
- Principles of fairness, transparency, and accountability
- Guidelines from UNESCO, OECD, and ISO/IEC
- Organizational responsibilities and ethical leadership
- Risk mitigation strategies for HR AI deployment

Module 5: Legal Compliance and HR Regulations

- GDPR, EEOC, and emerging global AI laws
- Data protection, transparency, and explainability in hiring
- Consent and data rights for employees and candidates
- Navigating labor laws and automation implications
- Documentation and auditability of AI decision-making

Module 6: AI and Diversity, Equity, Inclusion, and Accessibility (DEIA)

- Identifying and mitigating algorithmic bias
- Promoting inclusive hiring with AI tools
- Designing accessible AI systems for HR
- Ethical considerations in cultural and gender contexts
- DEIA metrics and AI benchmarking

Module 7: Generative AI for Learning & Development



PB INSTITUTE OF RESEARCH AND TECHNOLOGY

P.O Box 21457-00100

Nairobi - Kenya

Mobile: +254 721 214 795

Email: info@pebblesinstitute.org

- ▶ AI-generated training content and simulations
- ▶ Personalized learning paths and skills forecasting
- ▶ Real-time coaching and virtual mentorship
- ▶ Competency models powered by AI
- ▶ Evaluating learning outcomes and ROI

Module 8: The Future of Work and HR Tech Strategy

- ▶ Skills and capabilities HR needs for AI integration
- ▶ Redesigning workflows and job roles
- ▶ Change management for AI adoption in HR
- ▶ Building cross-functional teams for AI governance
- ▶ Scaling innovation with responsible AI in HR