

# Learning AI

AI in HR session 1

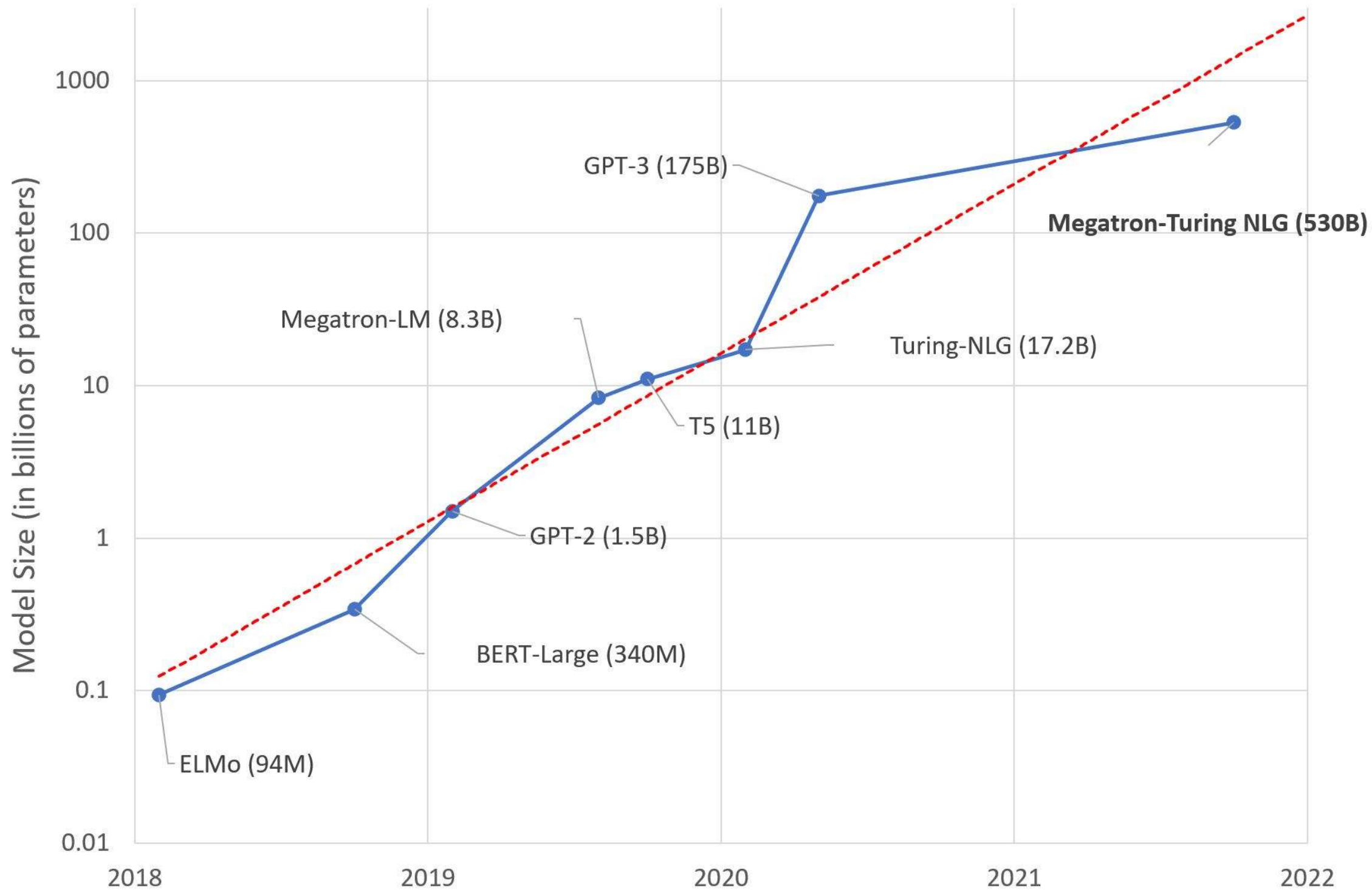
DareDisrupt with NOCA  
August 29th 2023


**DareDisrupt**



# Understanding Generative AI and a new technological era







Statistical models trained to predict the next most likely word in a sequence based on preceding ones



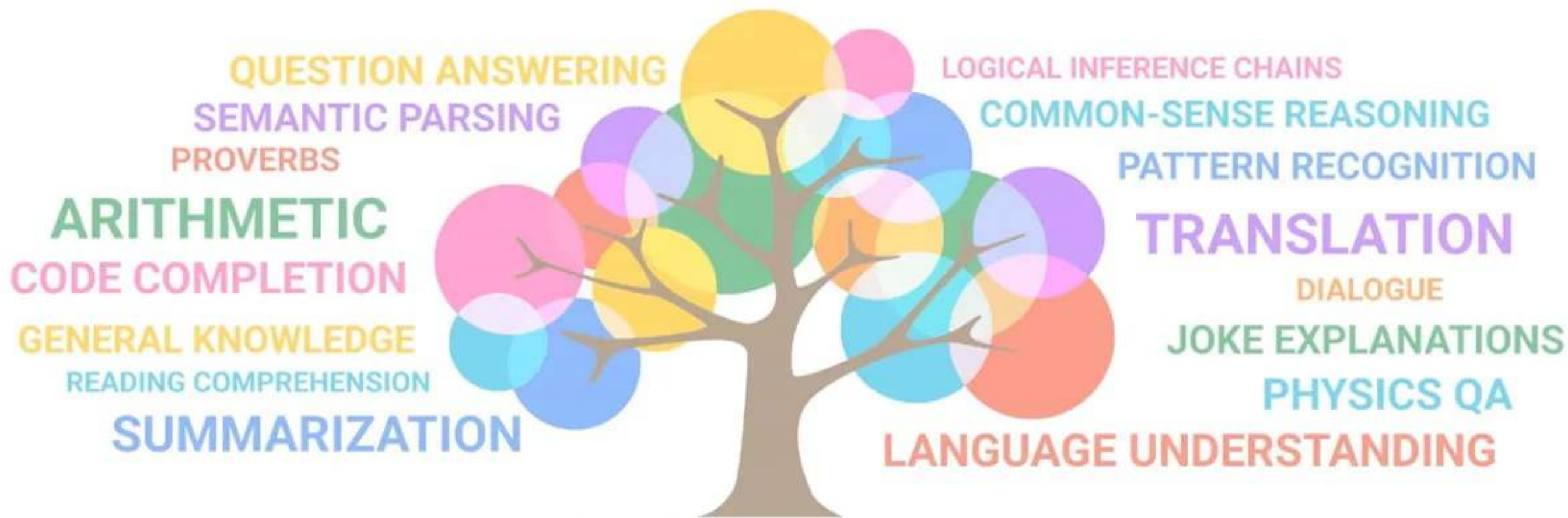
QUESTION ANSWERING

ARITHMETIC



LANGUAGE UNDERSTANDING

**8 billion parameters**



540 billion parameters

**Version 1**  
**March '22**



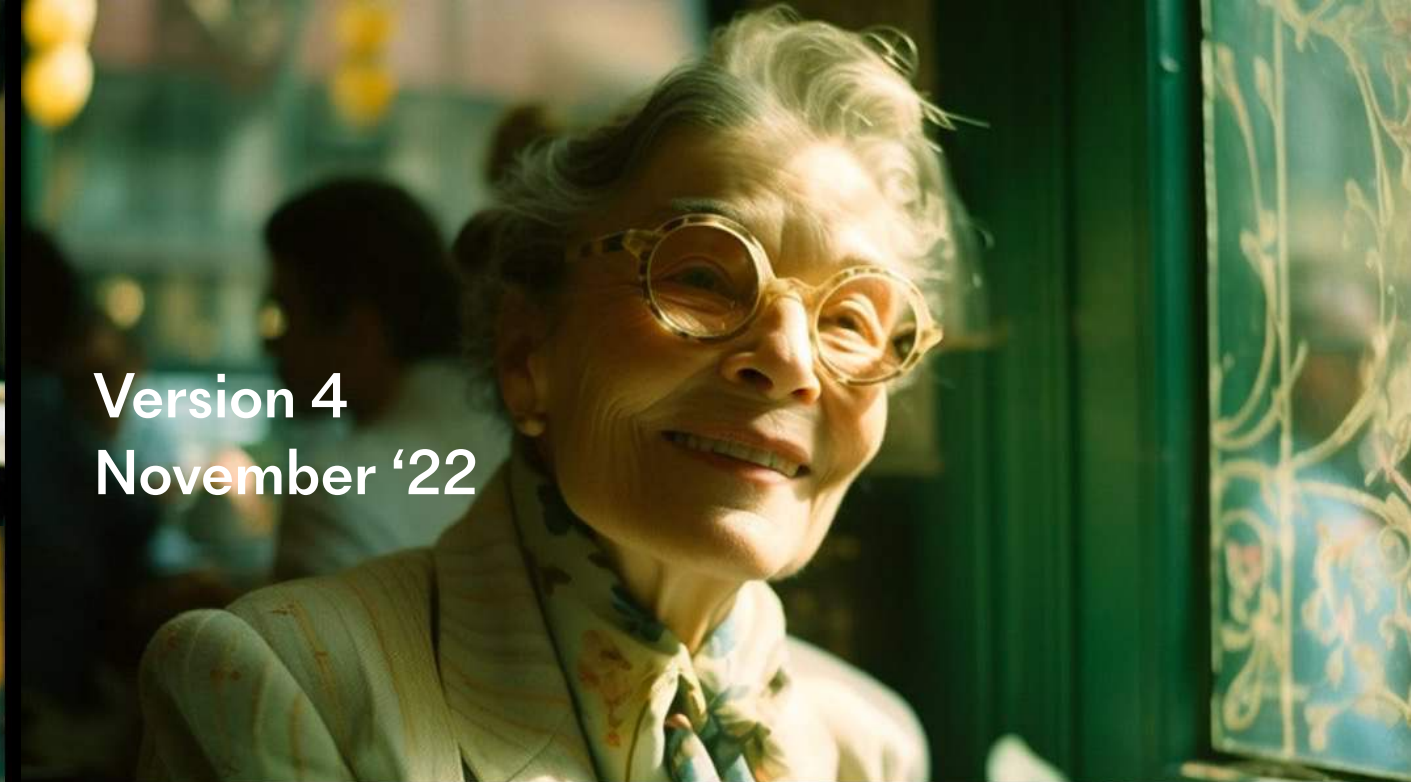
**Version 2**  
**April '22**



**Version 3**  
**July '22**



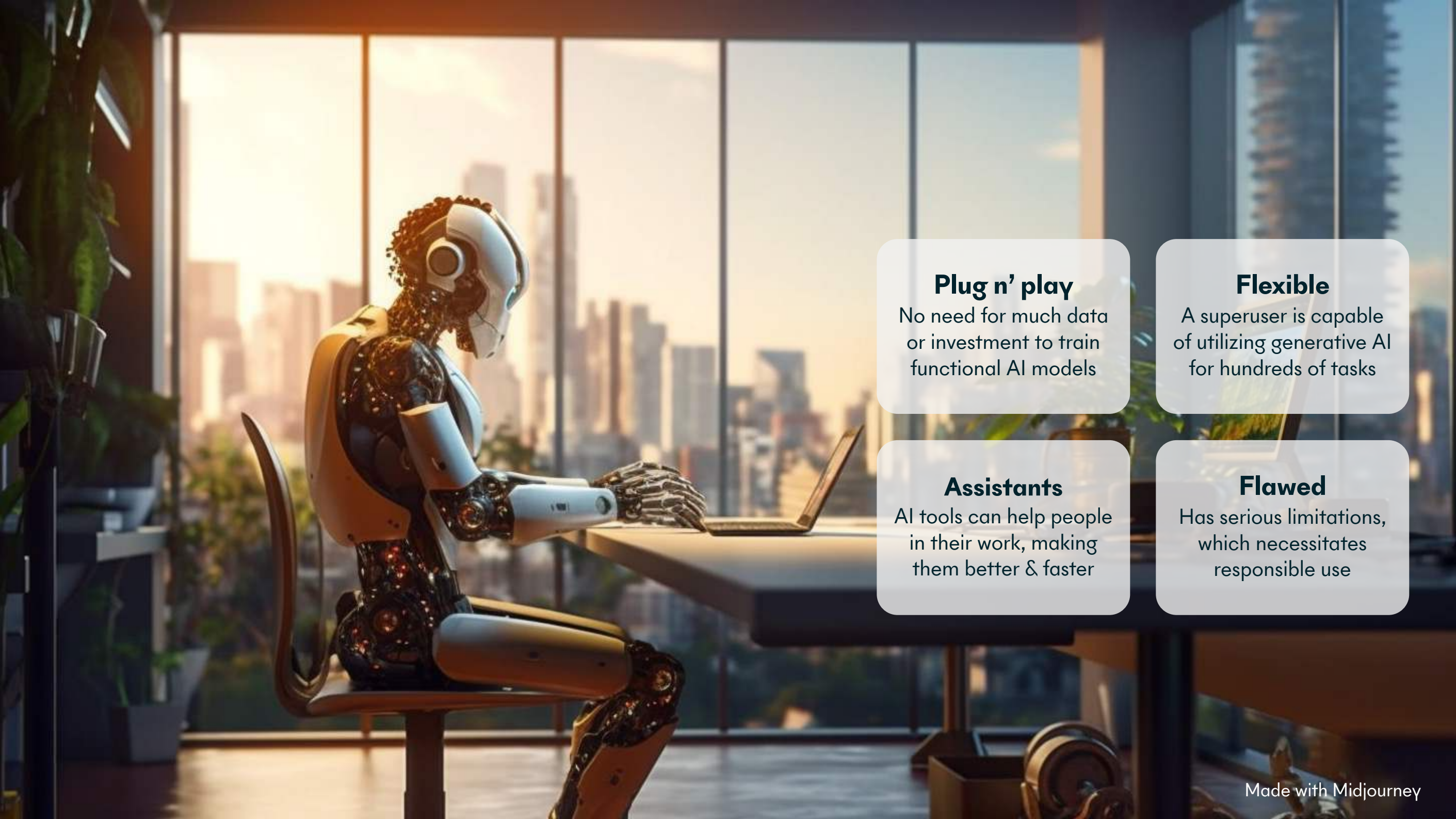
**Version 4**  
**November '22**



**Version 5**  
**March '23**







### **Plug n' play**

No need for much data or investment to train functional AI models

### **Flexible**

A superuser is capable of utilizing generative AI for hundreds of tasks

### **Assistants**

AI tools can help people in their work, making them better & faster

### **Flawed**

Has serious limitations, which necessitates responsible use

# Experimental Evidence on the Productivity Effects of Generative Artificial Intelligence

Shakked Noy      Whitney Zhang  
MIT                      MIT

March 2, 2023  
Working Paper (not peer reviewed)

## Abstract

We examine the productivity effects of a generative artificial intelligence technology—the assistive chatbot ChatGPT—in the context of mid-level professional writing tasks. In a preregistered online experiment, we assign occupation-specific, incentivized writing tasks to 444 college-educated professionals, and randomly expose half of them to ChatGPT. Our results show that ChatGPT substantially raises average productivity: time taken decreases by 0.8 SDs and output quality rises by 0.4 SDs. Inequality between workers decreases, as ChatGPT compresses the productivity distribution by benefiting low-ability workers more. ChatGPT mostly substitutes for worker effort rather than complementing worker skills, and restructures tasks towards idea-generation and editing and away from rough-drafting. Exposure to ChatGPT increases job satisfaction and self-efficacy and heightens both concern and excitement about automation technologies.

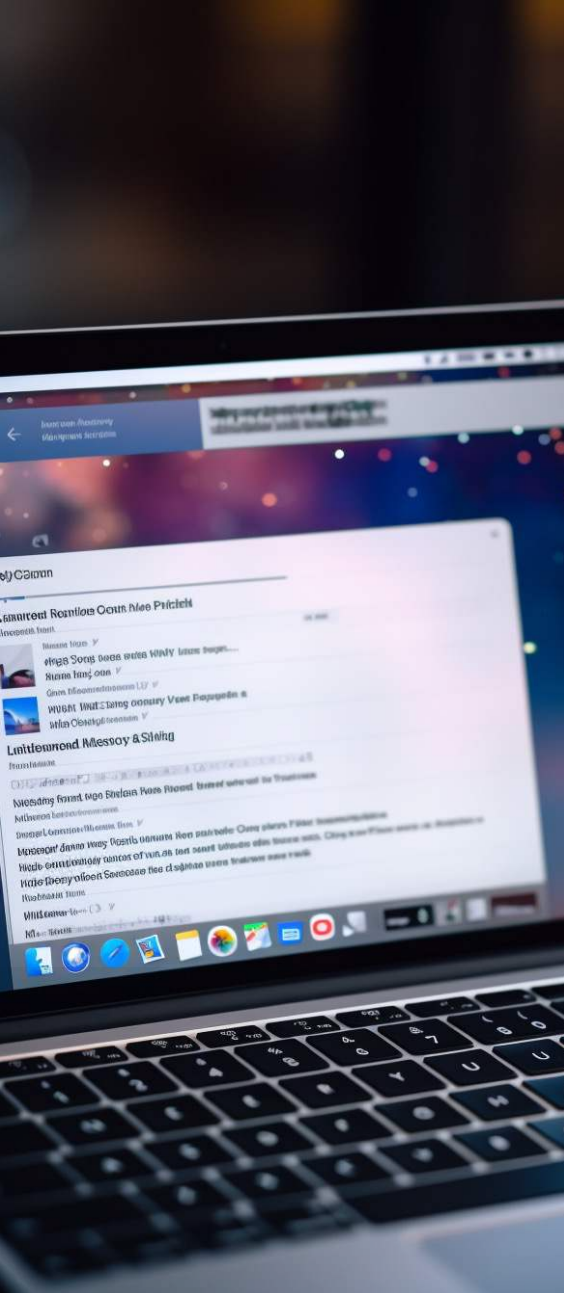
ADVENTURES IN AUTOMATION —

# IBM plans to replace 7,800 jobs with AI over time, pauses hiring certain positions

IBM CEO Arvind Krishna says he could see 30% of back-office functions replaced by AI over 5 years.

BENJ EDWARDS - 5/2/2023, 5:48 PM

The image shows the IBM logo, consisting of eight horizontal stripes, rendered in white. The logo is centered in a dark blue, futuristic environment that appears to be a data center or server room. The background is filled with glowing blue light and patterns, suggesting a high-tech, digital landscape. The overall aesthetic is clean and modern, with a strong emphasis on the blue color palette.



**Content writing**  
AI drafts emails, SoMe, internal memos etc.



**Strategy and planning**  
AI aids strategic thinking, analysis and planning



**Text summarizer**  
AI summarizes written text to give main points



**Data insights**  
AI analyses data to find key insights of interest



**Teamwork assistant**  
AI aids learning, team values & collaboration



Din Situation ▾

Vi tilbyder ▾

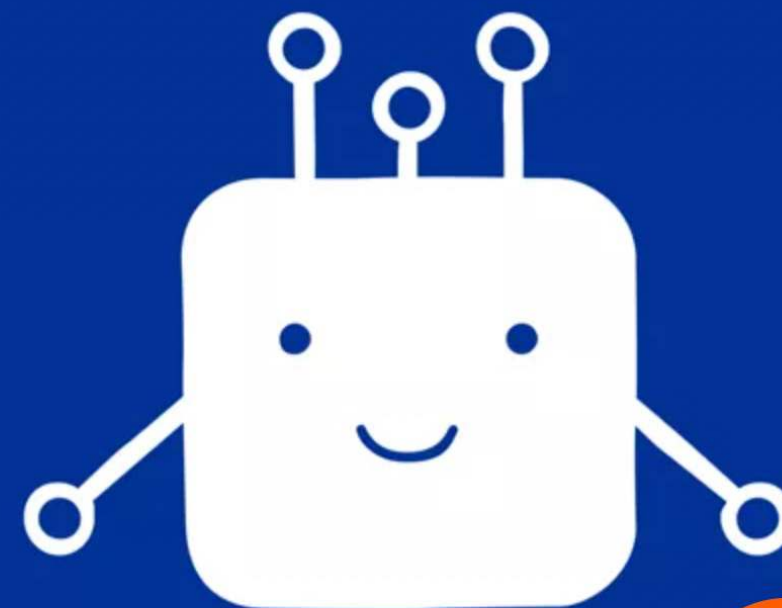
Medlemskab ▾

Lønsikring ▾

Log på Tast Selv

Bliv medlem

# FÅ HJÆLP TIL DIN JOBSØGNING MED FTFa'S JOBMAKKER



## MØD JOBMAKKER

Nu kan du bruge kunstig intelligens til at skrive et udkast til din ansøgning på nul komma fem

Chat med  
vores  
chatbot



## The new technological era

What happens to the recruitment process when everyone can use AI assistant writers to get past the first (couple of) selection round(s)?



## **Flawed**

Has serious limitations,  
which necessitates  
responsible use



FAKE IMAGE




FAKE IMAGE

Lavet med Midjourney




PM Skriv et haiku digt om mænd.

 Stærk som et egetræ,  
Mænd viser vej i stormen,  
Stille i modgang.



PM Skriv et haiku digt om kvinder

 Kvinder som flodens strøm,  
Kraftfulde, skønne, og stærke,  
Livets søde drøm.



 Regenerate response

Send a message...



Monday, 29 May 2023



# The Brussels Times

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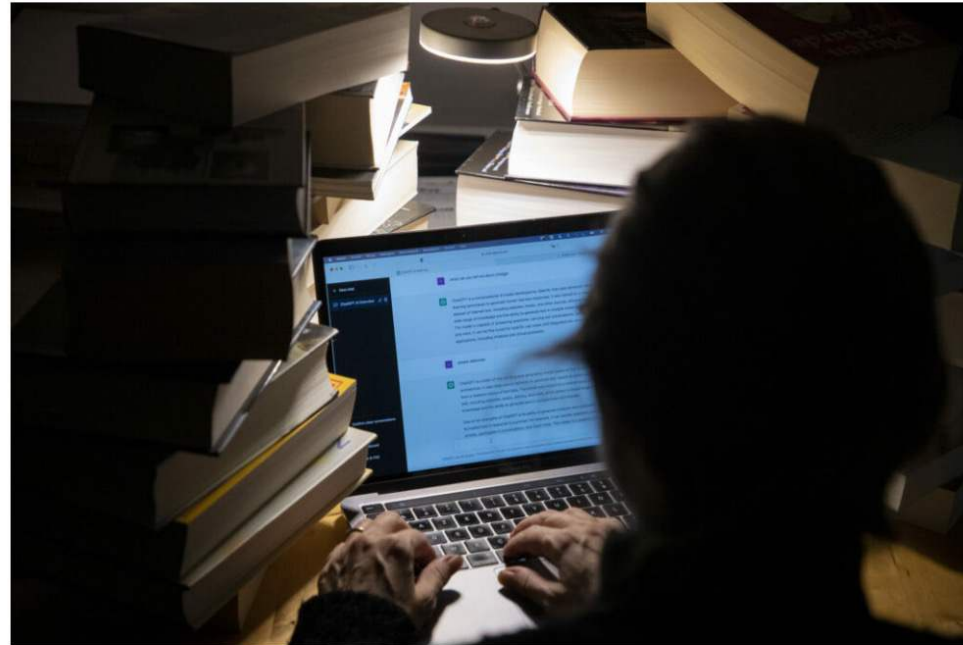
JOBS



## Belgian man dies by suicide following exchanges with chatbot

Tuesday, 28 March 2023

By **Lauren Walker**



The ChatGPT artificial intelligence software generates human-like conversation. Credit: Belga/ Nicolas Maeterlinck

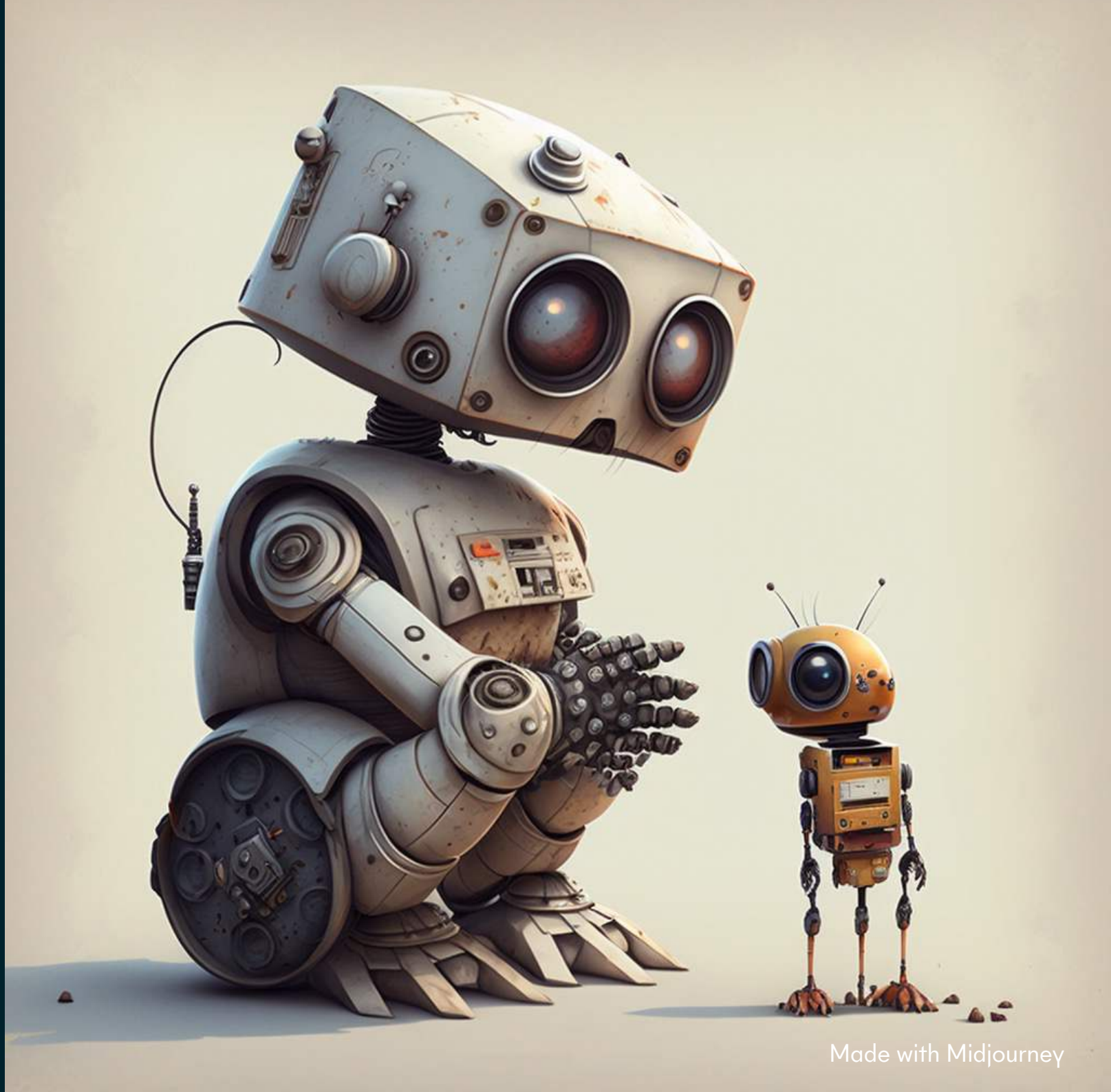
## The new technological era

What if we should no longer hire mainly for subject matter expertise, but focus also on character and critical thinking?

# Live demo: ChatGPT capabilities for HR



# Getting started, leadership challenges and ethics & compliance

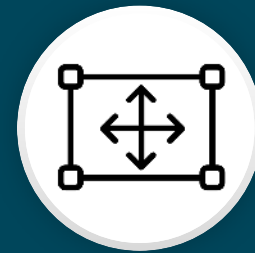




**#1  
Inspiration**



**#2  
Learning**



**#3  
Integration**



**#4  
Transformation**

# Introducing ChatGPT Enterprise

Get enterprise-grade security & privacy and the most powerful version of ChatGPT yet.

[Contact sales](#)[Learn more](#)

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August 28, 2023

**Authors**  
[OpenAI](#) ↓

# Guidelines for responsible ChatGPT usage

- Human last mile: use ChatGPT as an assistant, but always follow up on facts, stories, references etc. before using its outputs
- Beware of using ChatGPT for areas where you are not an expert
- Beware of using ChatGPT for tasks to do with gender, race, age or other stereotypes (e.g. writing job postings)
- Beware of following ChatGPT advice uncritically – use its advice to prompt your own reflection, not blind faith





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A.I. TURNS THIS SINGLE  
BULLET POINT INTO A  
LONG EMAIL I CAN  
PRETEND I WROTE.



A.I. MAKES A SINGLE  
BULLET POINT OUT OF  
THIS LONG EMAIL I CAN  
PRETEND I READ.



TOM  
FISH  
BURNE

© marketoonist.com

## The new technological era

How might HR help manage incentives for using AI tools for work – avoiding “let’s use AI to make everyone busier and then fire some people”?

What objectives should generative AI help your organization achieve? – learning, team building, work satisfaction, creativity, less burnout, etc.

QR code – to sign up for our 4-series newsletter with bonus materials, prompt guides, links to further reading and more



Rounding off



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