Accelerating AI Adoption in Human Resources (HR)

Facilitating the large-scale adoption of AI in HR with AI Quality

AI in HR has a trust gap

Companies are actively exploring Machine Learning (ML) and predictive analytics in the hope of recruiting the best talent from a diverse range of backgrounds; upskilling and reskilling their workforce, and retaining high-potential employees. Within a field where unconscious human biases have long created disparities in access to employment opportunities, recruiters and business managers are aware of AI's potential to improve their ability to manage workforces in an equitable and just manner.

Despite AI's high potential for improving HR operations, there are also concerns about its possible misuse, particularly in hiring. Indeed, various stakeholders are worried that AI-powered systems may generate additional discriminatory barriers to employment and social mobility because of their perceived opacity and susceptibility to unfair bias.

One key reason for this trust gap is the lack of AI Quality metrics that would demonstrate to all relevant stakeholders that deployed AI/ML solutions are transparent, fair and reliable. TruEra can help address the AI Quality challenge in human resources, empowering business leaders in their workforce decisions.

Key Benefits
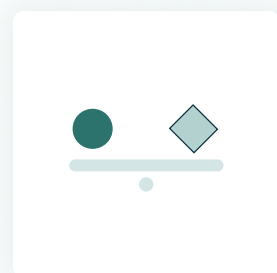
Fairness assurance
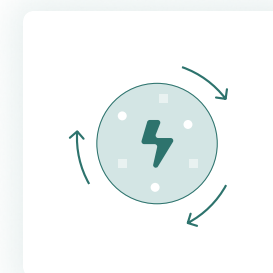Ensure that models treat different populations fairly, even by custom subgroups.
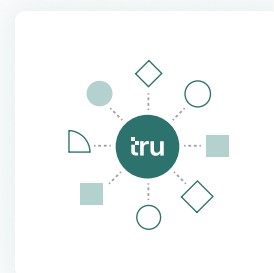
Greater buy-in
Stakeholders can easily understand model function and impact.
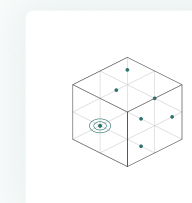
Robust governance
Easily comply with regulatory expectations and internal standards.

Faster deployment
Improve model quality, faster. Shorten validation timelines.

Barriers to AI/ ML adoption in HR

Explainability
How does the resume parsing solution handle inconsistent communication (e.g., writing style variation, word choice, etc.)? Why does this candidate see this posting?
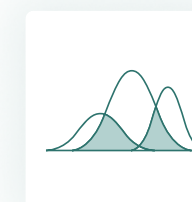
Data Bias
Was the training data set representative of the diversity of the candidate population? Will the job matching solution perform equally well across demographics?
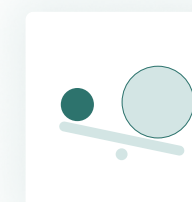
Fairness
Are female applicants less likely to get an interview? What is driving the disparity between gender groups? How can it be rectified?

Stability
How did the attrition prediction model react to Covid 19? Which factors drove changes? Is the model still fit for use?

TruEra AI Quality Management Overview

TruEra fills a critical gap in your AI stack, testing, explaining, and reporting on model quality throughout the lifecycle. TruEra's AI Quality Management solutions explain, debug, and monitor machine learning models, leading to higher quality and trustworthiness, as well as faster deployment. Backed by years of pioneering research, TruEra provides value across the model lifecycle, works with a wide variety of model development platforms, and embeds easily into your existing AI ecosystem.

TruEra Diagnostics

Experience fast, accurate, and scalable AI Model Quality and Explainability that improves quality and builds trust, helping models deliver sustained ROI.

- **Best-in class explainability**
  that is more accurate and performant, based on years of research

- **Deep model testing and evaluation**
  for assessing AI model quality, including errors, bias, stability, reliability, and conceptual soundness

- **Universal approach**
  that scales across model development platforms, use cases, and ML model types

TruEra Monitoring

Easily track and troubleshoot machine learning model performance. With unique analytics, TruEra Monitoring goes beyond basic observability solutions by enabling faster root cause analysis and action.

- **The broadest, deepest view**
  into model data quality, fairness, consequential feature drift, observed and estimated accuracy, and global and segment model performance drift

- **Fast, precise root cause debugging**
  that saves data scientist time and effort

- **Easy deployment and scaling**
  across hundreds of models in production

Example areas where human resources need AI Quality and Explainability

Skills-assessment-based job matching

- Explain how specific game scores are associated with particular skills and personality traits

- Help a candidate understand why a specific score led to a rejection

- Assess and improve fairness during model development

- Provide relevant documentation for regulatory audit of the model's performance

- Provide information on how a candidate could improve their scores and thus their future chances of getting an offer for a specific role

Compensation management

- Help business executives assess if the model is enhancing workplace D&I objectives

- Explain which features are driving model decisions to investigate potential bias

- Assess and improve fairness during model development

- Provide relevant documentation for regulatory audit of the model's performance

- Monitor the effectiveness, stability, fairness of the model over time

truera

www.truera.com

hello@truera.com

2000 Broadway #330, Redwood City, CA 94063

Tel (650) 815-4005