AI Glossary

ALGORITHM

Definition: A set of rules or instructions designed to perform specific tasks or solve problems.

In HR: Algorithms are used to automate tasks like résumé screening, candidate ranking, and predicting employee success.

Example: A résumé screening algorithm ranks applicants based on keywords, skills, and experience levels, helping recruiters focus on top candidates more quickly.

ALGORITHMIC BIAS

Definition: Bias introduced into AI systems by underlying data or model design, potentially leading to unfair or discriminatory outcomes.

In HR: Algorithmic bias can impact recruitment and evaluations, favoring certain groups unless detected and addressed.

Example: If a hiring algorithm is trained on past hires who are predominantly from a particular background, it may unintentionally favor candidates from similar backgrounds.

CHATBOT

Definition: An AI-powered tool that simulates human conversation through text or voice interactions.

In HR: Chatbots assist HR by answering employee FAQs, guiding candidates through application processes, and supporting employee onboarding.

Example: A chatbot on the company intranet can answer employees' questions about benefits and leave policies, freeing HR staff for more complex queries.

COMPUTER VISION

Definition: An area of AI that enables machines to interpret and make decisions based on visual data, like images and videos.

In HR: Computer vision can be used in security, employee monitoring, and even to analyze candidate responses in video interviews.

Example: In recruitment, computer vision can analyze body language in video interviews, offering additional insights into a candidate's fit for the role.

DATA LAKE

Definition: A centralized storage repository that holds vast amounts of raw data in its native format until it is needed.

In HR: A data lake can store various types of HR data, from employee records to engagement surveys, enabling comprehensive data analysis and reporting.

Example: An HR department might use a data lake to aggregate data from multiple sources, allowing detailed analysis of trends in employee engagement and performance.

DATA MINING

Definition: The process of discovering patterns and insights from large data sets using algorithms and statistical models.

In HR: HR teams use data mining to identify trends in employee behavior, analyze turnover reasons, and improve workforce planning.

Example: Data mining can reveal high turnover in specific roles or locations, prompting HR to investigate underlying causes and address them.

DEEP LEARNING

Definition: A subset of machine learning that uses layered neural networks to analyze complex data.

In HR: Deep learning can be applied in HR for advanced data analysis, image recognition, and even emotional analysis in video interviews.

Example: Deep learning can be used to analyze video interviews for verbal and nonverbal cues, assisting recruiters in assessing candidate fit.

EXPLAINABILITY

Definition: The ability to interpret and understand how AI models make decisions, often referred to as explainable AI (XAI).

In HR: Explainability is crucial to ensure fairness and transparency in AI-driven decisions, such as hiring or promotions.

Example: An explainable AI tool in hiring can show HR why certain candidates were ranked higher, supporting fair and defensible recruitment decisions.

HUMAN IN THE LOOP

Definition: A model in AI where human judgment is incorporated to refine and validate machine learning outputs.

In HR: HITL systems allow HR professionals to oversee and adjust AI-generated results, such as candidate screenings, ensuring ethical and accurate decisions.

Example: Intentionally including humans in the hiring decision process after AI has shortlisted, evaluated, and recommended candidates.

MACHINE LEARNING

Definition: A branch of AI in which algorithms learn from data to make decisions and predictions without needing explicit programming.

In HR: ML is applied in HR for predictive analytics, talent acquisition, employee retention, and workforce planning.

Example: An ML model can help identify employees at risk of leaving by analyzing factors such as engagement scores and tenure, allowing HR to take proactive retention steps.

NATURAL LANGUAGE PROCESSING

Definition: A field within AI that enables machines to understand, interpret, and generate human language.

In HR: NLP is used in HR chatbots, sentiment analysis, automated résumé screening, and analyzing employee feedback in surveys.

Example: NLP-powered tools can process candidate résumés, extracting key information and matching skills to job requirements, reducing manual effort in screening.

PREDICTIVE ANALYTICS

Definition: The use of historical data, machine learning, and statistical models to predict future outcomes.

In HR: Predictive analytics forecasts employee turnover, success in specific roles, and workforce planning needs.

Example: An HR team could use predictive analytics to determine which employees could be developed to become high-performing managers, using past data to guide succession planning.

RECOMMENDATION SYSTEM

Definition: A system that uses algorithms to suggest items or actions to users based on data patterns.

In HR: Recommendation systems are often used in Learning and Development (L&D) to suggest training programs or career paths to employees based on their roles, skills, and interests.

Example: An L&D platform might suggest leadership courses to an employee who has completed several management courses, supporting tailored growth paths.

ROBOTIC PROCESS AUTOMATION

Definition: Software that uses robots to automate repetitive, rule-based tasks.

In HR: RPA is often used to automate tasks like payroll processing, data entry, benefits administration, and candidate tracking updates.

Example: An HR department can use RPA to automatically send out onboarding documents to new hires, saving time and reducing manual errors.

SENTIMENT ANALYSIS

Definition: The use of natural language processing to detect and interpret emotions or attitudes in text data.

In HR: HR departments use sentiment analysis on employee feedback surveys, open comments, and social media to gauge workplace morale and identify areas for improvement.

Example: By analyzing comments from an employee engagement survey, HR can identify trends in employee sentiment, such as dissatisfaction with work-life balance, and take corrective actions.