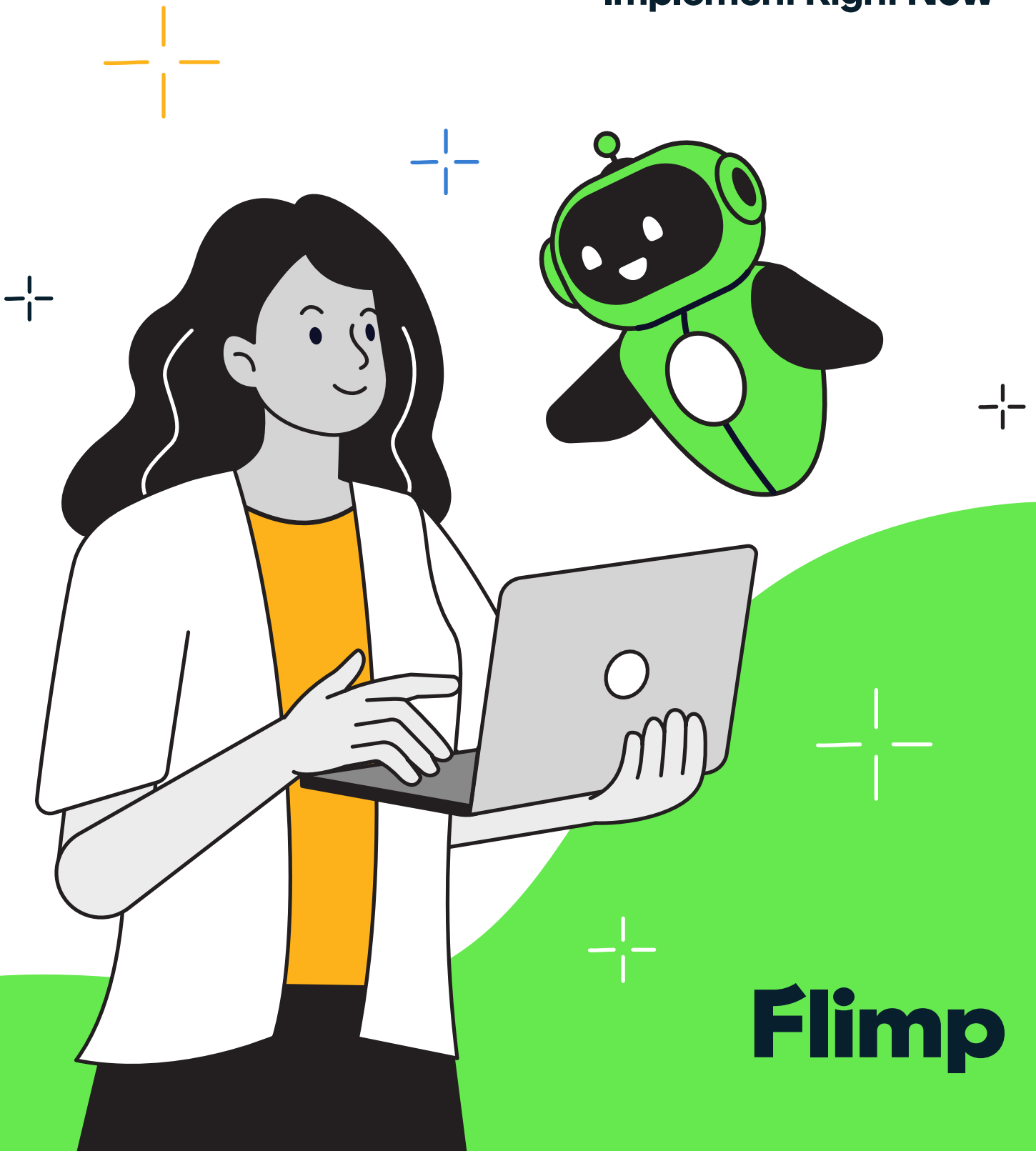


AI in HR

5 Quick Wins You Can
Implement Right Now



Flimp

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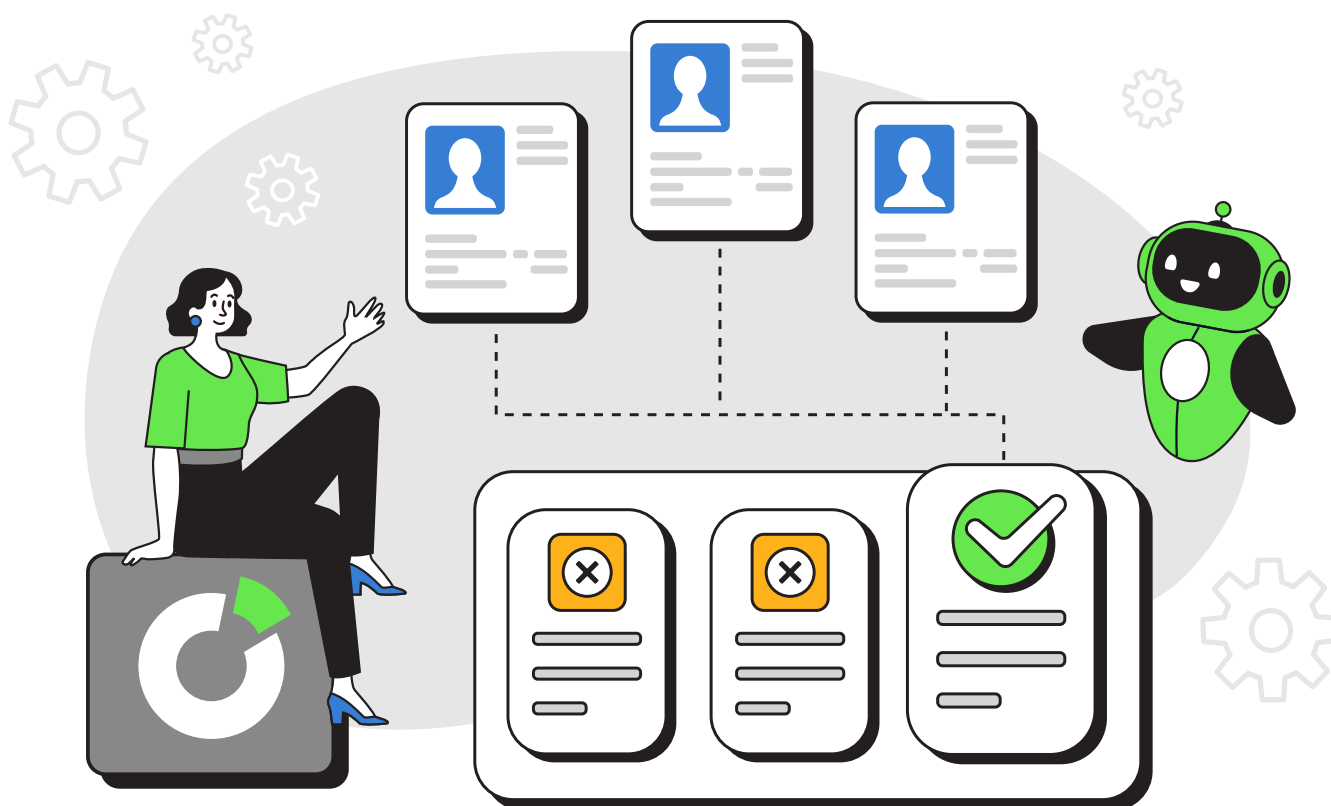
HR burnout is real. Between endless hours of admin work, pressure to hire someone yesterday, and the constant need to improve employee engagement, HR teams are stretched to their limits.

On top of the usual responsibilities, HR takes the lead on strategy, employee experience, and tech all at once. That's a big ask, especially when you're still answering questions about PTO policies and fielding last-minute requests from leadership.

AI isn't a magic fix for anything. But it is a lever you can pull right now to reclaim time, reduce stress, and get back to what really matters: people.

Here, we're breaking down five quick and practical AI wins you can start with today. There's no IT overhaul. No six-month rollout. Just smarter tools that, when applied with intention, make work a little easier and a lot more impactful.

And, for each section, we've included a "start small" tip to use with a tool like ChatGPT, starting today.



1

Streamline Recruitment

Sorting resumes and scheduling interviews can eat up hours. AI tools can make it easier by:

- Scanning resumes for job fit based on keywords and qualifications.
- Chatbots that answer candidate FAQs or schedule interviews automatically.
- Video analysis to help assess soft skills and customer-facing traits.

One company that has successfully integrated AI into recruitment is Hilton. They use it to evaluate video interviews and coordinate scheduling. This has reduced their time-to-hire from six weeks to [just five days](#).

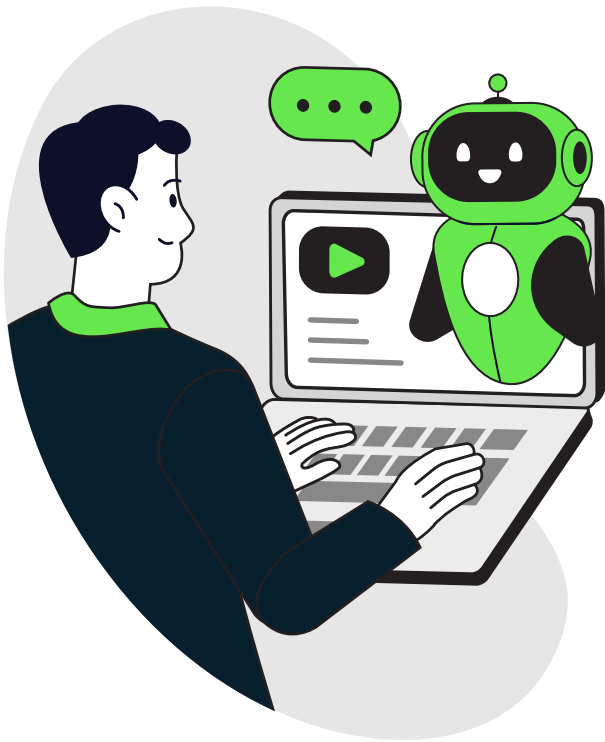
If this sounds appealing, imagine this. You open your dashboard Monday morning, and AI has already flagged five candidates that best match your job

description. It even drafted a few interview questions. Instead of hours sorting and emailing, you're ready to interview by lunch.

Recruitment is just the beginning. AI is also [reshaping how HR teams communicate](#) throughout the employee journey, from onboarding to retirement.

Start Small

Use a public chatbot (like ChatGPT) to improve your job postings and prepare interview questions unique to the specific candidate.



2 Personalize Onboarding

[80% of new hires](#) who have experienced a negative onboarding experience plan to quit. Talent recruitment is expensive, so you can't afford to flub your onboarding process.

The best onboarding experiences are consistent and tailored. AI can help deliver both.

- Virtual assistants guide new hires through policies, tools, and next steps.
- AI-curated resources offer personalized learning paths based on behavior.
- Real-time nudges keep onboarding on track without overwhelming employees.

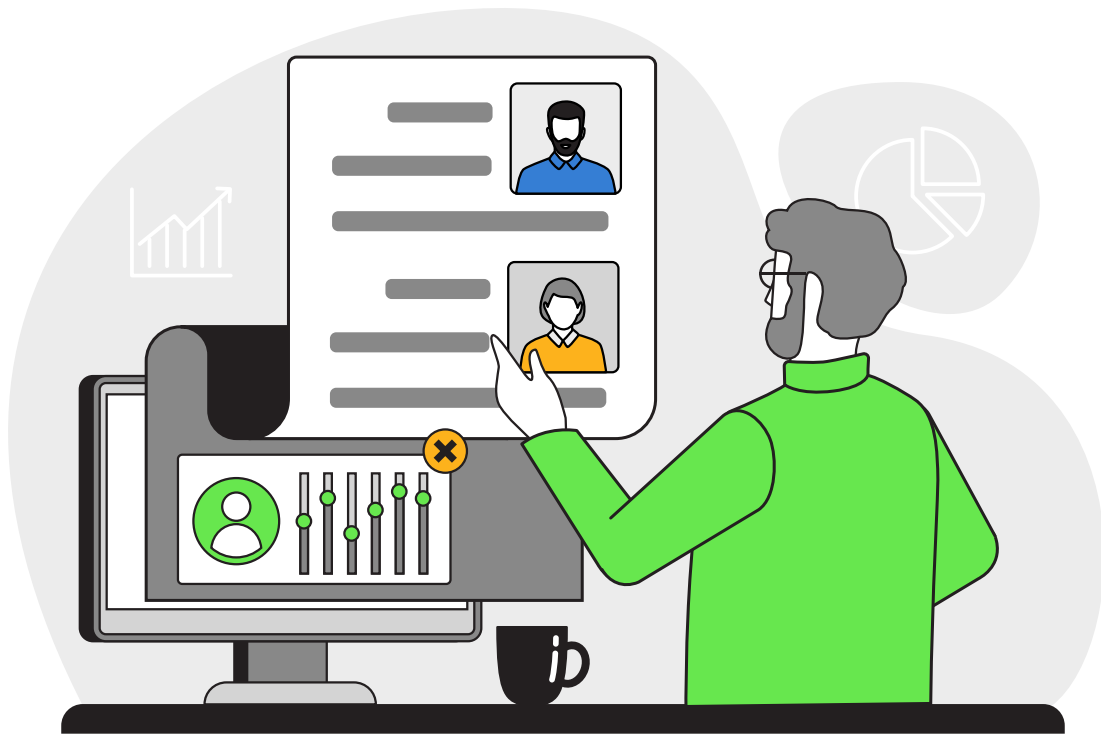
Airbnb has found that AI makes their onboarding content more dynamic. It recommends the right tools, resources, and internal experts based on how new hires engage with the platform.

A practical way to complement onboarding is with an [HR microsite](#). This unified hub holds all the comms, content, and links your new hires will need.

Start Small

Provide the job description, candidate materials, and interview notes to ChatGPT and ask it to craft the first draft of a [30/60/90-day onboarding plan with SMART goals](#).





3 Boost Performance Management

Managers don't always have time to give meaningful feedback. AI can help. It does this by:

- Identifying performance trends for individuals and teams.
- Generating review drafts or coaching suggestions with generative AI.
- Recommending development plans in line with employee goals.

For managers, performance conversations can be stressful. Being unprepared only adds to that feeling. AI can send them timely feedback reminders. You can provide talking points using real-time data performance. The result is less scrambling and more meaningful conversations.

Pair AI-generated insights with interactive [total rewards statements](#) to help employees understand how their performance aligns with compensation and career growth.

It's not just feedback and coaching that AI can support. It's the everyday tasks, too. That's where the next quick win comes in.

Start Small

Generate a simple performance-review template. Ask ChatGPT to draft a two-part review: one section that highlights key accomplishments, another that pinpoints areas for growth. Managers can fill in the details, ensuring a consistent and efficient approach to feedback.

4

Automate Repetitive Admin Tasks

Admin requests, from PTO policies to payroll calendars, can be an HR time vortex. An AI-powered virtual assistant is an easy way to get back some of that time. Some of the tasks an AI VA can do are:

- Answering routine HR questions instantly.
- Automating scheduling and leave approvals.
- Tracking time and attendance with minimal input.

American Cedar & Millwork used AI to track scheduling and time. Since the integration, they've experienced a [25% reduction](#) in overtime.

You can also supplement AI tools with automated employee communications. [Digital Postcards](#) are perfect for sharing bite-sized HR updates. Say goodbye to repetitive email traffic.

Start Small

Create an "HR FAQ" cheat sheet with AI. Ask ChatGPT for concise answers to your most commonly asked questions (e.g., "How do I request PTO?"). Turn these into a quick-reference document or chatbot responses to reduce repetitive inquiries.

Start Small

Run a quick AI-based sentiment check. Gather a small batch of anonymized employee feedback (from a pulse survey or Slack channel) and feed it into ChatGPT or another AI tool to see how it interprets overall sentiment. Use the results to shape follow-up communications or actions.

5

Improve Engagement

Traditional engagement surveys offer insights. But they're often outdated by the time you review them.

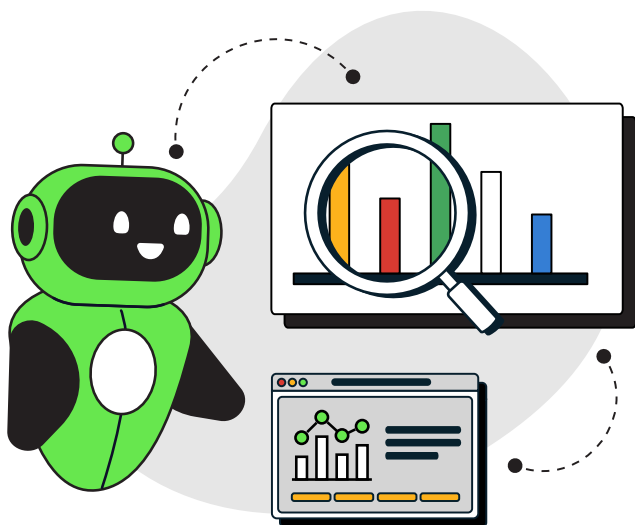
AI tools can help HR teams:

- Analyze written feedback from surveys.
- Detect patterns and emotional tone.
- Trigger personalized messages or resources.

Sentiment analysis allows you to proactively support employees before problems escalate.

Pair AI insights with [explainer videos](#), [microsites](#), or [postcards](#) to deliver timely and relevant benefits info. These are especially helpful during open enrollment or policy changes.

Once you're no longer buried in admin, you can focus on what matters most: how people feel at work.



The Power Behind the Wins: AI vs. Generative AI

AI can be overwhelming, but you don't have to be a tech expert to benefit from these tools. A basic understanding does help.

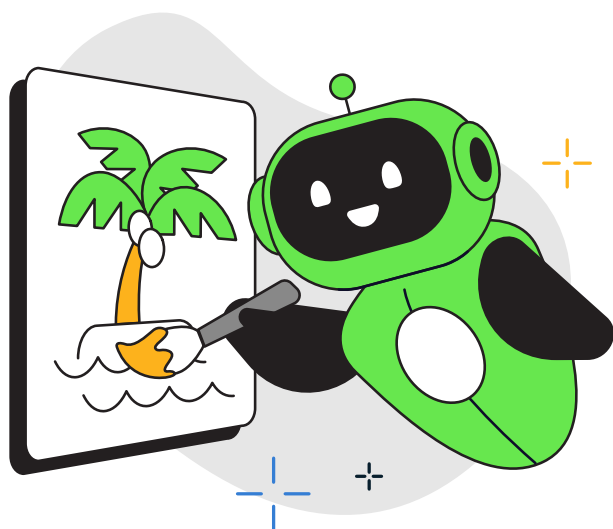
AI (ARTIFICIAL INTELLIGENCE)

AI automates data analysis, decision-making, and task execution. Think resume screenings and scheduling optimization.

GENERATIVE AI

These tools help create content like text, images, or videos. They help write job descriptions, onboarding emails, or policy documents.

Both have their place in HR. Many platforms are already integrating both behind the scenes. To explore more about your organization's AI approach, read about [which archetype you are](#).

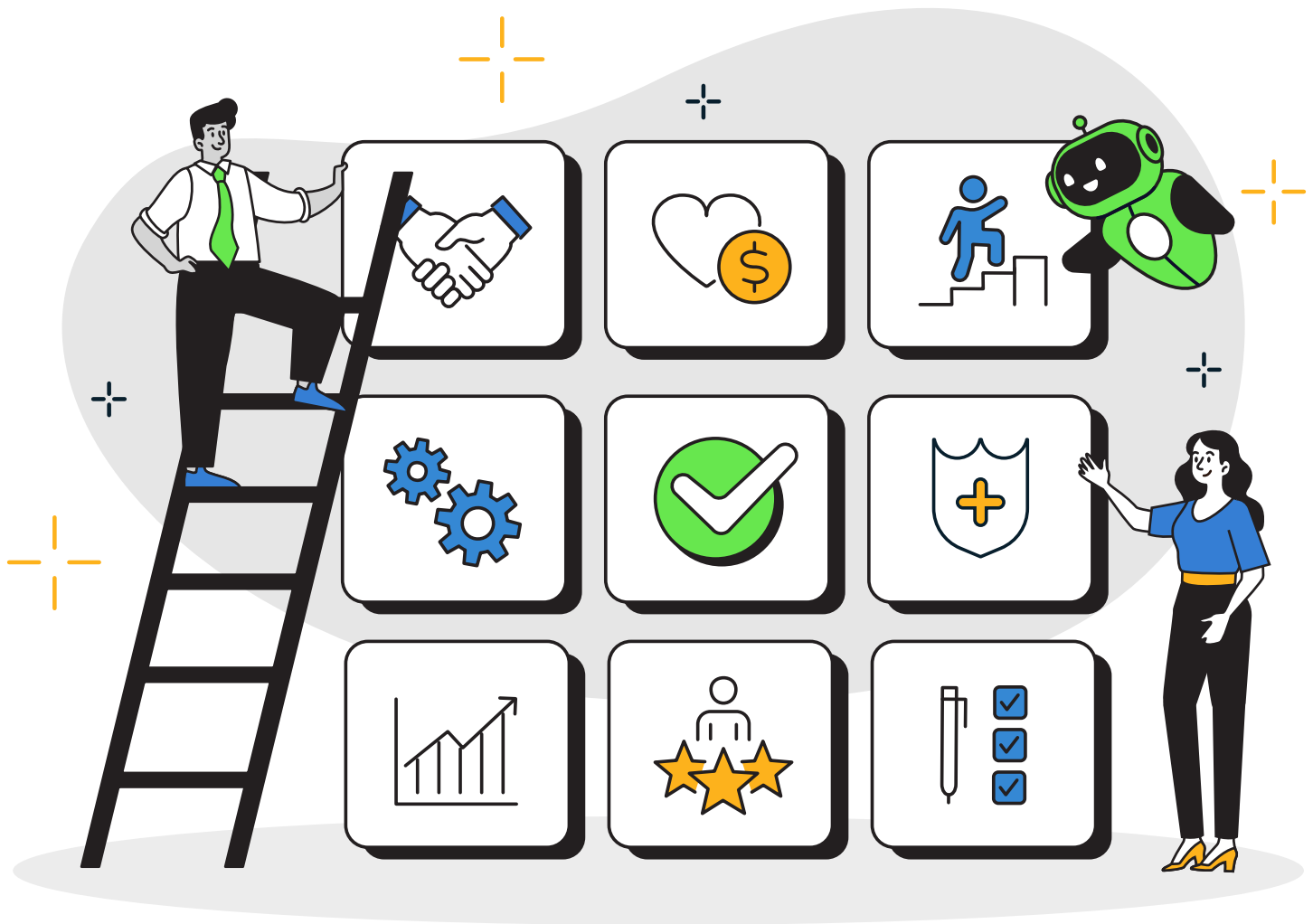


Start by Making AI Feel Less Intimidating

If you're feeling a mix of inspiration over the possibilities but uneasiness about where to begin, you're not alone. The good news is AI adoption doesn't have to be all or nothing. It's actually a better plan to start with one area and test out tools. Learn what works and what doesn't and scale from there.

Choose one process, like interview scheduling or onboarding follow-ups, and automate it with AI. Run a small pilot with one team or function to gauge how well it works. From there, you can partner with internal communications to let employees know what's changing and why.

Remember to treat AI as a tool you use when it makes sense. It's just like any other part of your tech stack.



Use AI to Elevate HR, Not Just Make It More Efficient

HR is nothing without its human side. And AI isn't about replacing the people who run it. It's about giving everyone more space to breathe.

Small, strategic uses of AI aren't just time savers. They're an invitation to lead differently. When you offload repetitive tasks, you create room for things that make a real difference. Conversations, coaching, and connection will drive retention, culture, and growth.

HR can set the tone for introducing AI to an organization. Use it well in your own workflows, and

you will become the model for thoughtful, ethical, and people-centered innovation.

Start small and pick one area to integrate AI into. Measure the impact, share the results, and keep iterating. That's how transformation happens. There's no big bang, but bold and smart steps forward.

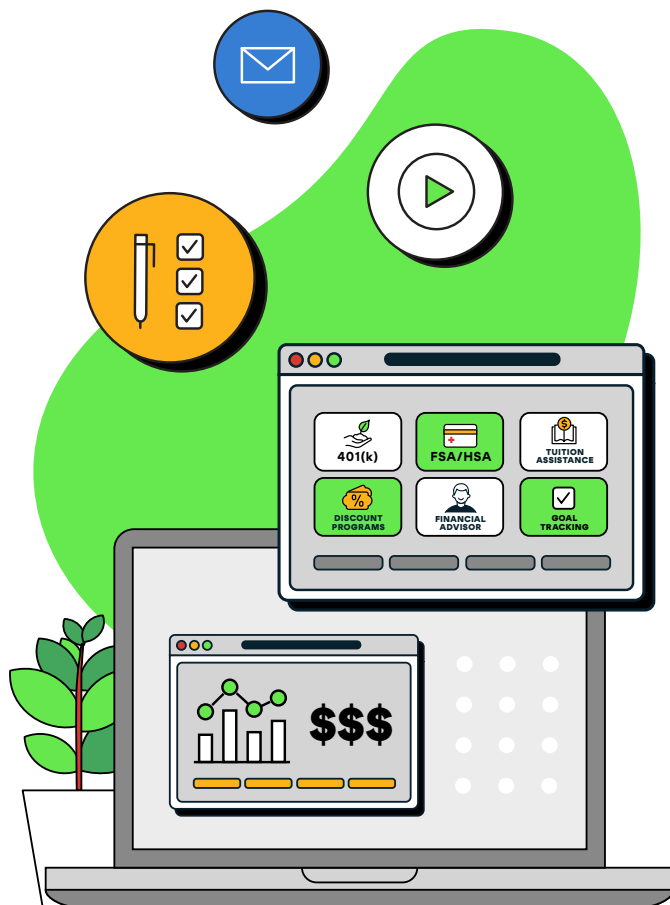
At the end of the day, the best HR tech does more than save time. It helps people do their best work. And that's always worth investing in.

How Flimp's AI Tool Helps Your HR Team

Flimp's Employee Benefits AI Agent gives employees instant, accurate answers using your company's own content—no digging through portals or PDFs, no guesswork, no HR overload. It's fully customizable, syncs automatically with Flimp microsites and improves over time with built-in analytics and feedback.

Unlike general chatbots, this is a closed system that only references employer-approved materials and includes legal disclaimers and built-in safeguards to avoid offering advice or speculative responses. And any unanswered questions are routed to designated HR contacts to ensure nothing gets missed.

Designed to empower employees and lighten the load for HR, it's like hiring a benefits expert who works around the clock.



Key features and benefits:

- ✓ **Seamless integration:** Embed the tool in Flimp microsites, Digital Postcards or benefits guides via links or QR codes.
- ✓ **Cut the clutter:** Automates repetitive inquiries so HR and benefits teams can stay focused on strategic priorities.
- ✓ **Boost employee confidence:** Delivers clear, easy-to-understand responses with links to source documents for additional details.
- ✓ **Ensure compliance:** Closed, secure AI trained only on your approved content, with legal disclaimers and built-in safeguards.
- ✓ **Smart escalation:** Routes unanswered questions to your designated HR contact, so nothing falls through the cracks.
- ✓ **Real-time insights:** Analytics highlight behavior tracking, usage trends and most-asked questions, revealing potential knowledge gaps (available in version 2.0).



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