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# AI In Employee Engagement

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## To Boost Employee Morale

Employees constitute the backbone of any organization providing it opportunities for sustenance and growth. The greatest responsibility of retaining this human capital falls on the shoulders of the HR personnel.

While identifying the right talent for a job is in itself an uphill task, retaining the recruited personnel is even more challenging. Today, employee retention and engagement strategies have nearly taken over activities related to talent hunt.

Due to the increasing demand for 'Human Capital', employers have begun to attach additional significance to retention. They have understood the value of tenured employees, who are increasingly valuable assets to an organization.



# AI in HR

## For employee-centric retention strategies

An Artificial Intelligence (AI) platform, makes HR initiatives more focused. Once deployed within an organization, it performs the task of a surveillance system that captures every single detail. It helps the HR personnel transform the captured data into valuable insights that could prevent the loss of a contributing employee.

Artificial Intelligence possesses the ability to assist in monitoring employee behavior, improve employee motivation level and understand employee sentiment. Once qualitative data regarding the employee is assimilated, employee engagement and retention strategies gain significance and become highly impactful.



## With AI, HR personnel can identify employees who are



Extremely satisfied and productive



Seeking additional training



Demotivated or disoriented



Facing personal problems



Losing professional competence



Succumbing to peer or superior pressure



Likely to leave

51% of employees are looking to leave their current jobs - Gallup, 2016

Sentiment analysis will make retention and engagement tasks more productive as the spotlight falls on individuals who require it the most.

## Employee Retention

### The Only Way to Curtail Staggering Employee Turnover Costs

Employee turnover creates irreversible effects on an organization's employees, customers and talent pipeline.

Real cost of **turnover** is **2X** the existing employee's

Employers will shell out **\$ 680 billion** in turnover costs by 2020 .

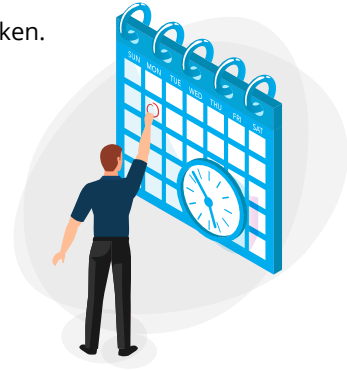


# Employee Data into Impactful Solutions

AI infuses a human touch in the employee engagement and retention strategies taken.

## AI Facilitates Self- Scheduling

AI helps bid adieu to the traditional methods of employers or managers generating task schedules. AI permits employees to pick shifts that best suit their expectations and capabilities. This results in a greater work-Life balance and work experience for the employee.



## AI in Learning Management System

AI not only assesses employee engagement and an employee's productivity, it also sends timely reminders to managers when an employee is ready for a bigger and better challenge within the organization. It helps convey timely information about an employee requiring additional on-the-job training. Thus, HR personnel can identify employees who are at a potential risk for turnover. HR personnel can, then, craft tailor-made solutions for employees with a thought of relinquishing their job.

Personalized Training directed at employees, at appropriate times, chisels their emotional status and professional qualities, reducing the intention to leave. It encourages them to embark on more challenging avenues bringing greater rewards to the organization.

“An employee seeks not a job, but a career”

## AI Chatbots (CONVERSE BOT)

Converse Bot is an AI-powered, HR Assistant that provides instant responses to employee queries for improving employee experience.

### Converse Bot - A personalized approach



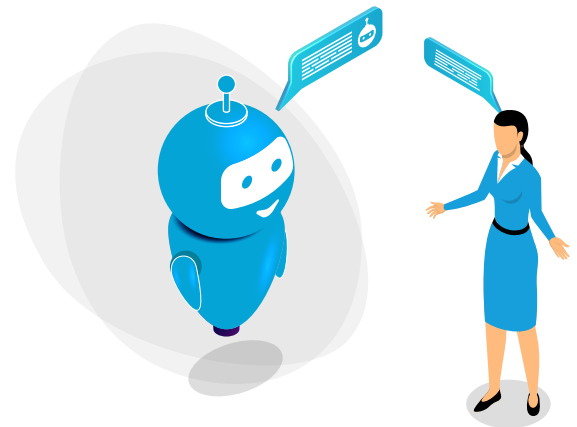
Produces a conducive environment for employees to contribute to the organization through innovative ideas, consistent efforts and greater agility.



Improves peer relationships that form the basis for healthy human interactions within the organization. The positive impact is reflected in every process oriented activity of the organization.



Increases the connectivity amidst all the employees in an organization's hierarchy. Leads to better transparency during decision making and accountability.



# AI to Restructure Archaic HR Models

AI in HR is not about identifying behavioral non-compliance amidst individual employees and taking punitive action. It is about using an artificial cognitive system to identify employees who require additional nurture and taking proactive measures to engage them with an organization. Here motivation and subsequent training could create a positive impact on the mindset of the employee, making him to stay on forever. Helping an employee realize his career plans will prove worthy for the organization too.



## Datamorphix.AI Can Assist In Employee Retention

Datamorphix.ai is an Artificial Intelligence, NLP platform offering enterprise solutions for automating complex functional processes that are integral for increased employee engagement and retention.

The ready to deploy in-built data lake supplements the existing Business Intelligence (BI) of the organization. Through complete automation with Datamorphix.ai, predictions are done in real-time and human intervention is reduced drastically. Our cognitive framework is highly adaptable to the ever-increasing challenges faced during HR initiatives within an organization.

Contact us to know for specific use case and how we could transform the way your employees feel about working for you



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