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FICIAL INTELLIGENCE TO RETRIEVE COMPANY`S CULTURE

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Abstract. There are many arguing regarding the role of HR department in companies nowadays. Some say HR department is overrated, some say HR is a core department in any organization. All debates represent the evolving role of HR in the young changing world.

Artificial Intelligence can help HR to become more modern and more human-oriented using organization data. Beyond all question, companies shall perform people analytics to assess the effectiveness of people practices, programs, and processes. It has recently become possible to utilize Big Data, Information Retrieval, Data Science and Machine learning for such purpose.

In this presentation, the methodology of applying Big Data/Machine Learning will be presented as they used to boost HR practices. The case study of how the methodology was implemented for the digital financial organization to power people analytics will be presented as well.

Key words: company`s culture, HR, Data Science.

Bio. Sergey Enin is a Data practice leader with more than 10+-years' experience of building Data-centric solutions.

Main areas of expertise: helping companies to design and implement Data Strategy, building analytical warehouses, helping companies to optimize operations utilizing Artificial Intelligence.