



WILL AI REPLACE ME?

Human Resources Director

Business Support

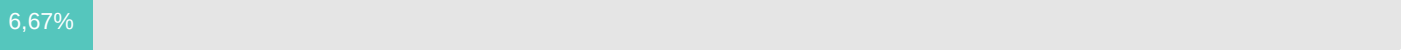
The Director of Human Resources holds a strategic position that requires a holistic view, a deep understanding of human needs, and complex interactions. Some AI tools can assist in specific areas such as initial recruitment stages, onboarding, internal mobility, and regulatory monitoring. Activities related to strategy development and human relations management demand sensitivity, intuition, and expertise that AI cannot easily replicate.

Finally, managing social relationships requires nuanced and contextual understanding, as well as acute collaboration and negotiation skills. Thus, complete automation of this role seems unlikely in the current context. HR Director should be aware of the deep impact that AI will have on the HR teams they manage, and of the necessity to re-orient their activity towards employees development and coaching.

Automation degree: 6,67%

Limited impact of AI on the Job

6,67%



Main tasks

This section reviews the 3 main tasks associated with the job studied and assesses the potential level of automation induced by AI (« **AI Automation Impact** »). The modeling uses 8 criteria detailed on the « **Methodology** » page.

Tasks	AI Automation Impact
Develop and steer the company's HR strategy.	Moderate
Supervise recruitment, training, and evaluation processes for employees.	Significant
Ensure compliance with labor laws and manage social relations within the company.	Very Low

Impact on skills

At-risk Skills ↓	
Design Monitoring and Management Tools	HR Information Systems (HRIS) are evolving, making manual support design less common. HRIS platforms increasingly offer pre-defined dashboards and analytical tools that can be customized as needed without starting from scratch.
Stay Informed About Legal and Regulatory Obligations	This watchdog role will be assisted by automated systems that alert to developments and provide an assessment of potential anomalies or shortcomings.
Future-proof Skills ↑	
Permanent Change Management	VUCA Environment Gives HR Director a Role as a Link Between Every Stratum of the Company. Employee engagement requires constant clarification of the meaning of the changes to be made.
Management of Social Relations and Dialogue with Staff Representative Bodies	Nuances and the complexity of social dialogue require human expertise and interpersonal skills, especially when it involves negotiation and conflict resolution.

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