



AI Enthusiasm

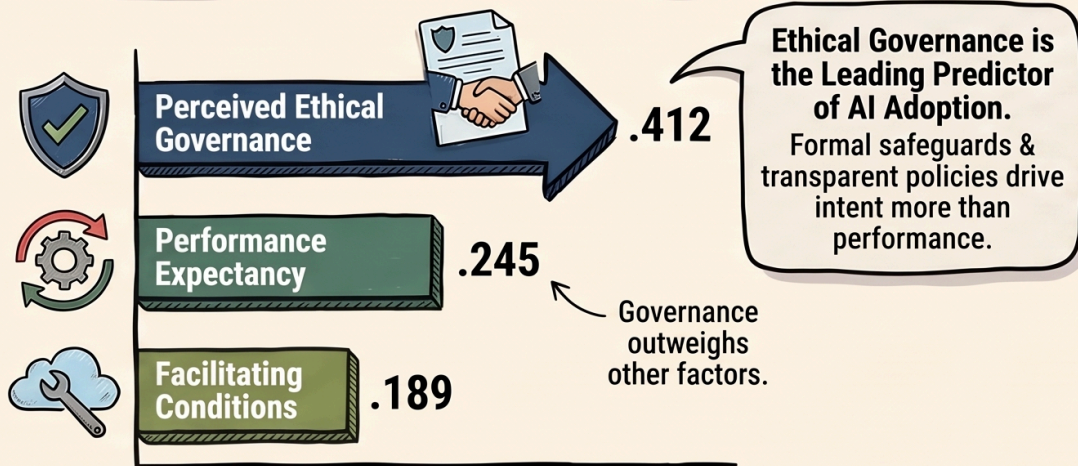
From AI Enthusiasm to Accountable HR: Building Conditions for Responsible Adoption

Context: HR AI interest is high, but adoption is stalled by accountability gaps. Responsible use requires moving from blind trust to continuous, accountable oversight.

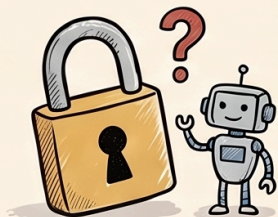


Accountable HR

DRIVERS OF AI ADOPTION INTENTION IN HR



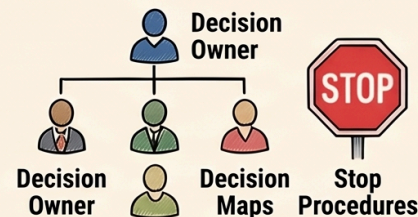
Impact Strength (β)



AI-HR Adoption Paradox

Public optimism is high, but enterprise deployment remains limited by capability gaps and privacy concerns.

THREE PRIORITIES FOR ACCOUNTABLE ADOPTION

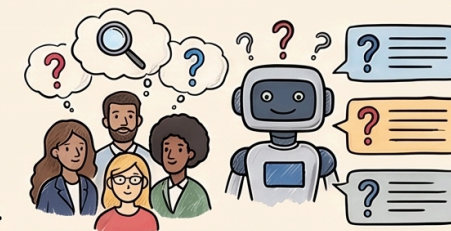


1. Establish Accountable Decision-Making

Assign named owners, create clear maps, and define explicit stop procedures.

2. Build the Capability to Question AI

Develop critical AI literacy by training teams to inspect, evaluate, & challenge AI outputs.



3. Require Local Evidence & Ongoing Review

Test systems on local workplace workflows and continuously evaluate performance against baseline metrics.

