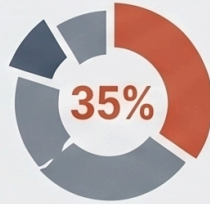


The Fairness Imperative: Human-Centered AI in the Modern Workplace

As AI increasingly mediates hiring and compensation, a “trust deficit” has emerged. Organizations can restore fairness and engagement by transitioning from black-box automation to Human-Centered AI that prioritizes transparency, human oversight, and continuous workforce reskilling.

THE TRUST DEFICIT & ALGORITHMIC RISK



Only 35% of Employees Trust Ethical AI

Top workplace anxieties now include algorithmic bias and total job displacement.



The 31% “Attractiveness” Penalty

Applicants report significantly lower organizational attractiveness when experiencing opaque, algorithm-only screening processes.

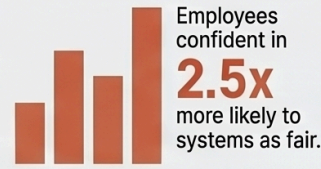
High-Stakes Bias Failures

Historical data has led major firms to accidentally automate gender and age discrimination.



Reskilling as a Fairness Mechanism

Employees confident in upskilling are **2.5x** more likely to perceive AI systems as fair.



THE HUMAN-CENTERED SOLUTION

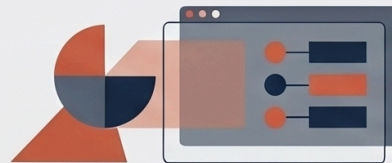
Implement “Human-in-the-Loop” Oversight



Hybrid systems combining AI recommendations with human judgment consistently outperform either alone.

Transparency through “Match Scores”

Mastercard uses AI to explain why projects align with skills, increasing employee satisfaction to **82%**.



Fairness Dimension: Technical vs. Human-Centered Focus

Fairness Dimension	Technical Focus	Human-Centered Focus
Procedural	Statistical Parity	Explainability & Appeal Mechanisms
Interactional	Model Accuracy	Dignity, Respect & Human Contact
Distributive	Calibration	Equitable Access to Opportunity