

REDEFINING HRM: FROM HUMAN CAPITAL TO HUMAN EXPERIENCE

The workplace is at an inflection point where traditional Human Resource Management—focused on workforce optimization—is being replaced by Human Experience Management (HXM). AI serves as the accelerator for this change, providing data-driven precision while demanding a new balance between technological efficiency and human values.

THE PARADIGM SHIFT



**HUMAN CAPITAL
VIEWING EMPLOYEES AS
“TALENT ASSETS”**

FOCUS: PRODUCTIVITY-ORIENTED OPTIMIZATION

THE FIVE PILLARS OF HX



PHYSICAL



TECHNOLOGICAL



CULTURAL



INTERPERSONAL

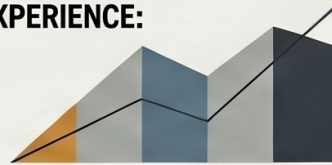


DEVELOPMENTAL

EXPERIENCE IS DEFINED BY THESE ENVIRONMENTS.

AI DRIVES PERFORMANCE VIA EXPERIENCE:

AI adoption explains 38% of performance variance, primarily by enhancing the quality of employee experiences.



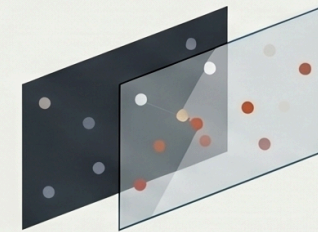
**HUMAN EXPERIENCE
COMPLETE INDIVIDUALS
SEEKING MEANING AND WELLBEING**

FOCUS: HOLISTIC HUMAN EXPERIENCE
MANAGEMENT (HXM)

AI AS THE EXPERIENCE CATALYST

THE “HUMAN-IN-THE-LOOP” MANDATE:

SUCCESS REQUIRES
AI-ASSISTED DECISIONS
RATHER THAN AI-DETERMINED
ONES TO MAINTAIN
PROCEDURAL JUSTICE.



TRANSPARENCY BUILDS TRUST:
DISCLOSING HOW ALGORITHMS
FUNCTION IMPROVES
TECHNOLOGY ADOPTION RATES
BY 40–60%.

HR FUNCTION	MEASURED IMPACT
RECRUITMENT	40–60% reduction in recruiter screening time
LEARNING & DEV	30–50% increase in program completion rates
RETENTION	15–25% reduction in regrettable turnover