Chat GPT's answer on how to reduce the high workload on HR:

Companies that have successfully reduced the burden on their HR departments have often used innovative approaches in the areas of technology, process optimization and employee engagement. Here are some examples and strategies of how companies have achieved this goal:

1. **Automation and AI-powered technologies**: By implementing applicant management software, AI-powered chatbots for initial interviews and automated onboarding processes, companies have been able to significantly reduce manual effort in the recruitment process. One example of this is Unilever, which uses AI and online assessment tools to make the recruitment process more efficient while improving the candidate experience.

2. **Decentralization of HR tasks**: Some companies have successfully delegated certain HR tasks to employees themselves or to managers by introducing self-service portals for routine tasks such as vacation requests, personnel updates or performance reviews. Companies such as Cisco, for example, have implemented employee feedback and peer review platforms that allow employees to give and receive feedback in real time, reducing the burden on the HR department.

3. **Training and skills development internally**: By investing in the training and development of their own employees, companies can mitigate the external skills shortage. Companies such as Google and Amazon offer extensive training programs and career development opportunities that allow employees to advance internally and fill new positions, reducing the need for external recruitment.

4. **Use of freelancers and external service providers**: Some companies have decided to use free-lancers and external service providers for specific tasks or projects. This can reduce the internal workload while providing access to specialized skills that may not be available within the company.

5. **Strengthening corporate culture and employee retention**: Companies like Salesforce have recognized that a strong corporate culture and high employee satisfaction lead to lower turnover. Through measures such as flexible working hours, comprehensive social benefits and an open communication culture, companies can strengthen employee loyalty and thus reduce recruitment costs.

6. **Feedback and continuous improvement**: Companies that regularly obtain feedback from their employees and incorporate this into continuous improvement processes can identify and optimize inefficient processes. Regular employee surveys and feedback sessions can be used to identify problem areas and make targeted improvements.

These examples show that there are many approaches to reducing stress in the HR department. The most effective strategy depends on the specific challenges and needs of a company.

11.2.2024