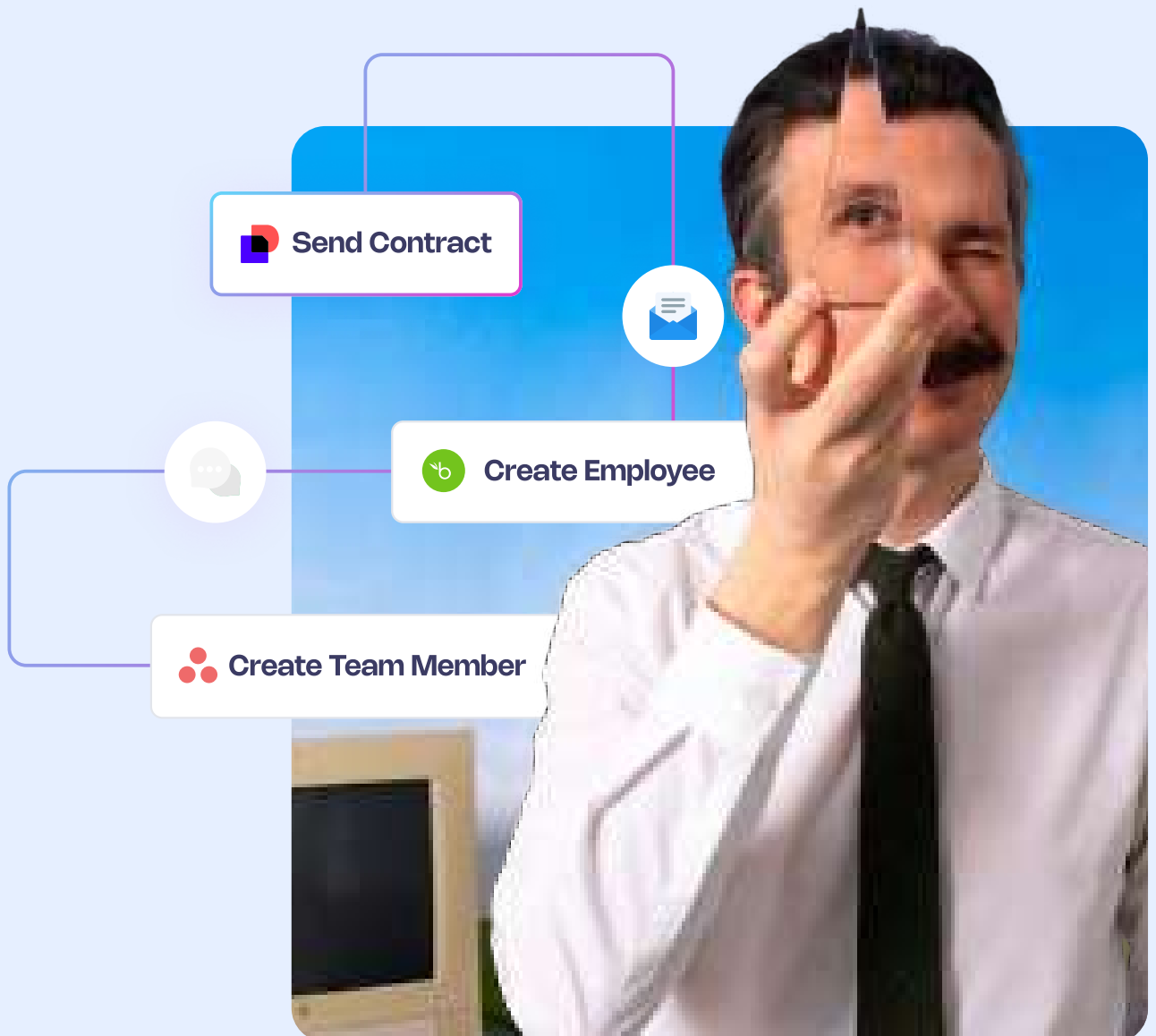


Whitepaper

# Automating HR: The practical path to AI

How HR teams use workflow automation to improve efficiency, accuracy, and readiness for AI.

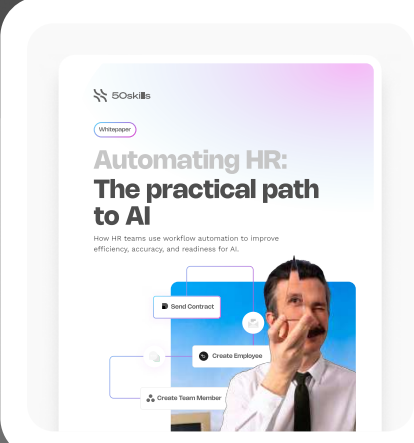


# Why HR is at a turning point

It's Monday morning. Your inbox is already overflowing, there are three approval reminders waiting, and the spreadsheet you updated on Friday is now out of date. HR teams everywhere know this feeling. Admin work piles up, systems don't connect, and there's never enough time to focus on people, culture, and strategy. But that's starting to change. AI and workflow automation are transforming HR operations, replacing endless admin with meaningful, proactive work.

## If you've ever thought:

- ✓ “Why am I still chasing people on email?”
- ✓ “There must be a better way to onboard employees.”
- ✓ “Our systems just don't talk to each other.”



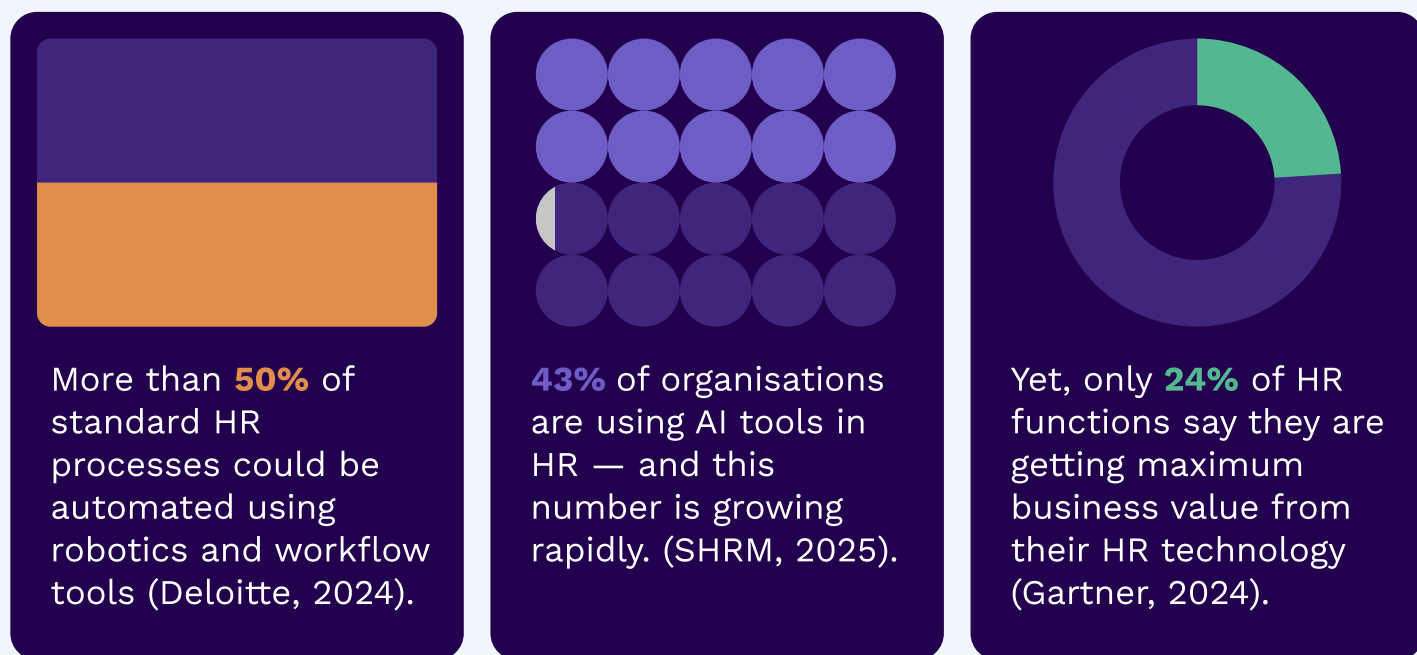
**Then this guide is for you.**

There's no reason for HR to be drowning in admin today. Let's explore how AI and workflow automation can unlock the modern, efficient HR function your organisation deserves.

# Am I falling behind?

If your onboarding checklist lives in a spreadsheet only one person can edit, it might be time to rethink how you work. Maybe you're sending manual reminders for approvals or copying information between systems. Many HR teams are still in this stage, but this is the moment to ask whether your processes are helping or holding you back. Automation is no longer a luxury; it's becoming the standard for HR teams that want to stay efficient and future-ready.

## Recent research shows



**The takeaway?** The gap is widening between HR teams that have embraced automation and those still stuck in manual mode.

### Ask yourself:

- ✓ How much of your team's time is spent on repetitive tasks?
- ✓ How many manual handoffs happen between systems or teams?
- ✓ How often do delays or mistakes happen because of a lack of visibility or reminders?



If the answer to any of these is “too often,” then you have an opportunity not just to catch up, but to leap ahead!

# What is workflow automation and how does AI fit in?

Workflow automation is about creating structured, repeatable processes that run automatically across people and systems. Think of it as a digital assistant that ensures every task, approval, and notification happens without anyone needing to remember.

## For example:

1. A new hire signs a contract → triggers onboarding tasks for HR, IT, and the manager.
2. IT gets notified to set up accounts, equipment, and access.
3. The employee receives their welcome pack automatically.

## AI on the other hand, adds intelligence to these processes:

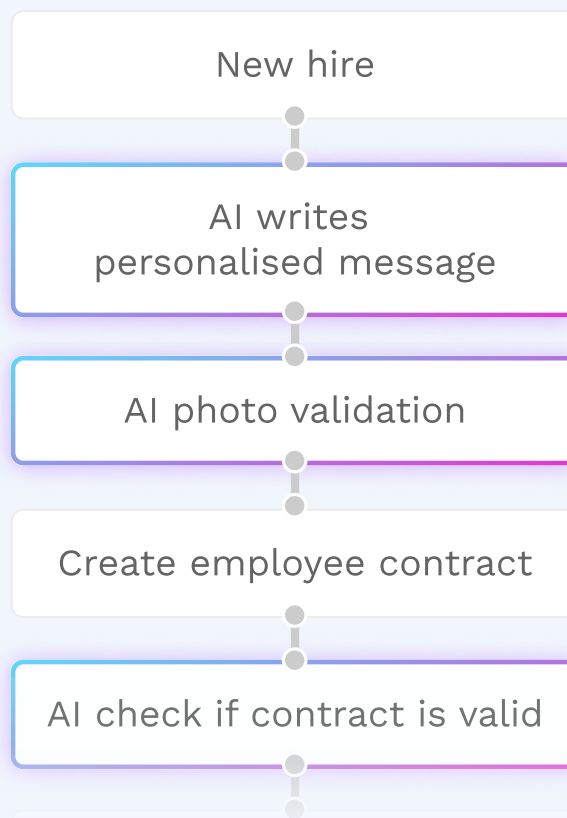
- ✓ AI agents proactively handle repetitive queries or trigger workflows based on natural-language requests (“Offboard John next Friday”).
- ✓ AI analyses CVs and recommends candidates.
- ✓ AI identifies process bottlenecks and suggests improvements.

## In short:

Automation = Flow and execution

AI = Intelligence and decision-making

Together, they create a self-optimising HR function that’s faster, smarter, and more human-centric.



# Building the foundation for scalable AI

Think of a small HR team that starts with one automation: sending IT and payroll notifications when a new hire accepts an offer. Within weeks, tasks run smoothly, errors drop, and new hires settle in faster. They add offboarding next, then promotions.

## With automated processes you get:

- ✓ **Reliable data streams** — automation ensures that every action, decision, and outcome is recorded.
- ✓ **Operational consistency** — AI thrives on patterns, and automation creates those patterns.
- ✓ **Integration readiness** — connected systems make it easy to introduce AI tools across HR, IT, and business functions.
- ✓ **Scalability** — once automation is in place, layering AI on top becomes a low-effort, high-impact evolution.

Each step builds structure and better data, setting the stage for AI without any major overhaul. Automation doesn't just save time today; it builds the foundation AI needs tomorrow. Structured, consistent workflows produce clean, reliable data that AI depends on. Once your processes are automated, scaling AI becomes simple and low effort.

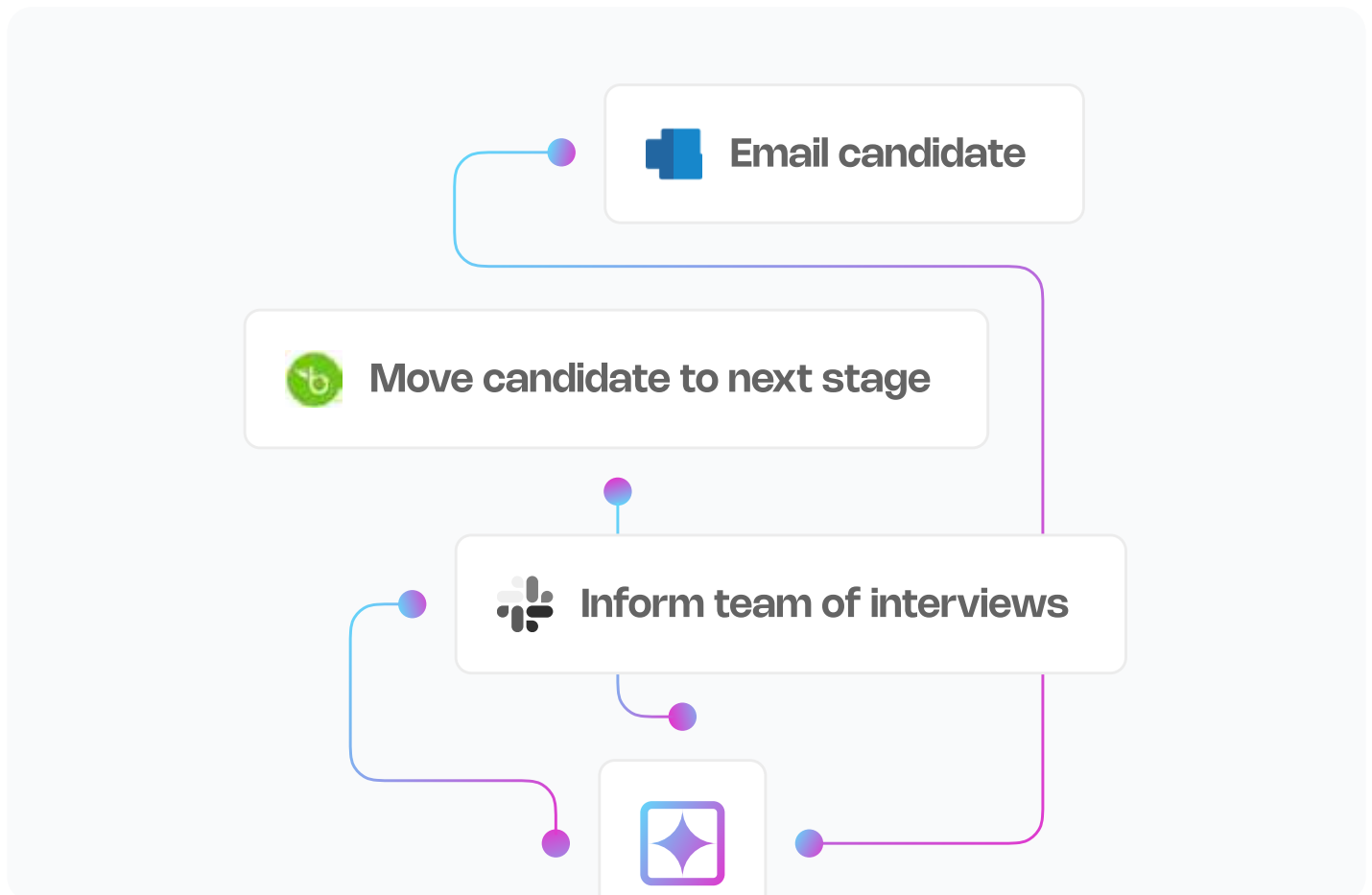


In other words, automation is the infrastructure on which effective AI is built. It ensures that when your organisation is ready to scale AI for insights, recommendations, or decision support, the data and systems are already working in sync.

# What are other HR leaders doing?

Leading HR teams are moving from fragmented, manual workflows to connected, automated ecosystems. Here's what that looks like in practice:

- ✓ **Automating repetitive workflows** such as onboarding, offboarding, crossboarding, compliance checks, and employee requests.
- ✓ **Using AI strategically** for intelligent routing, smarter communication, and data-driven decisions.
- ✓ **Connecting systems** ensuring HRIS, payroll, IT, and communication tools share data automatically.
- ✓ **Standardising data and processes** so that HR gains real-time visibility, auditability, and insight.

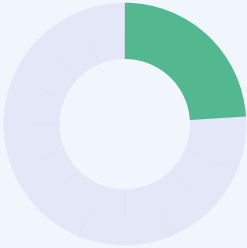


## In organisations using HR automation




Request to hire

Structured onboarding programmes lead to an **82%** increase in new-hire retention and a **70%** rise in productivity (Brandon Hall Group).



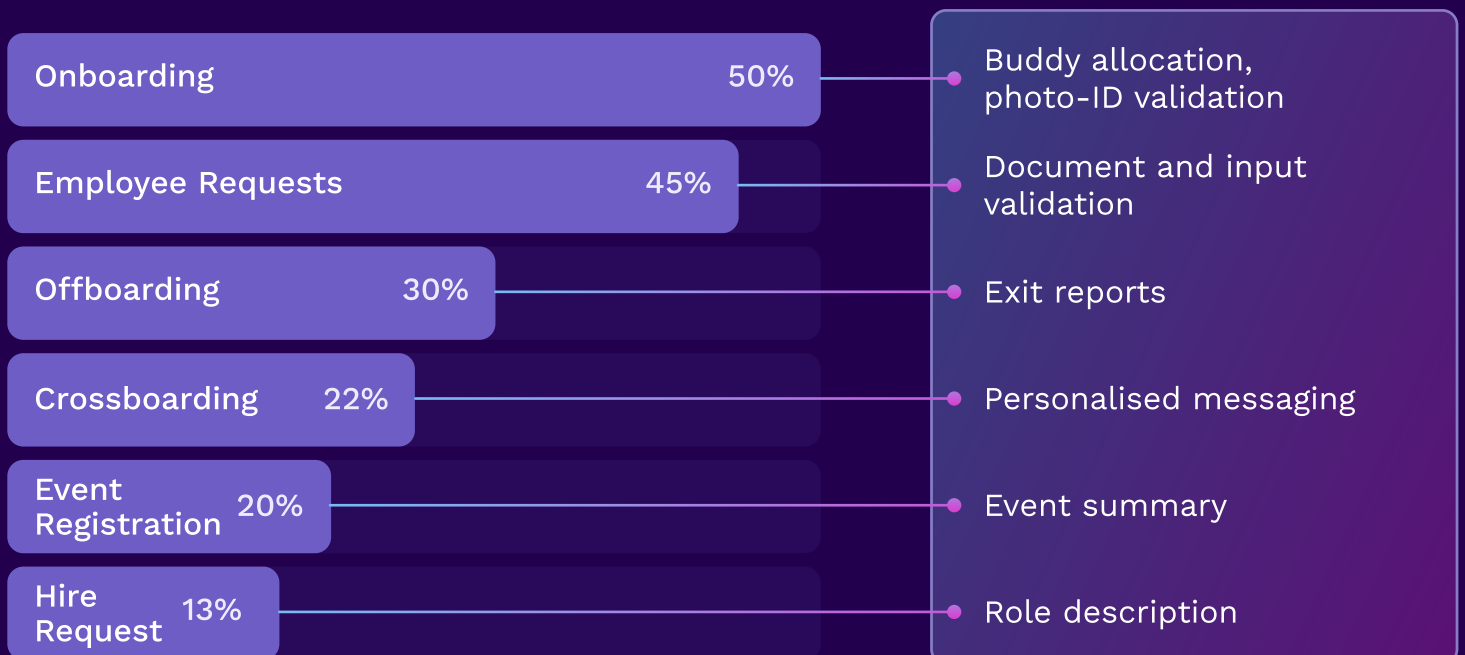
Recruitment processes enhanced with automation and AI achieve around a **30%** reduction in cost per hire (Deloitte).



Faster, more consistent HR workflows result in higher employee satisfaction and stronger engagement (Gallup / SHRM).

At 50skills, our clients are automating a variety of core HR processes: onboarding and offboarding, internal mobility and role changes, employee requests, approvals, etc And the result? Hundreds of hours saved every month, and HR teams are finally focusing on what they were hired to do: build great workplaces.

### 50skills clients common automation use cases



### Example uses of AI

- Buddy allocation, photo-ID validation
- Document and input validation
- Exit reports
- Personalised messaging
- Event summary
- Role description

# Can't I just use my HRIS system?

This is one of the most common questions we hear from those who have invested in modern HRIS technology. Your HRIS (Human Resource Information System) is essential. It stores core employee data, manages payroll, benefits, and compliance. But most HRIS systems weren't built for **end-to-end process automation**.

HRIS system	Workflow automation platform
Stores employee data	Automates workflows across systems
Focused on record-keeping	Focused on action and execution
Limited customisation	Fully flexible, no-code workflows
Requires manual steps	Automates approvals and reminders
Hard to integrate	Designed to connect everything

A workflow automation platform doesn't replace your HRIS; it amplifies it. It connects your HRIS with IT, facilities, and communication tools, removing manual touchpoints and creating a seamless experience.



With the right platform, you can actually reduce your tool stack by replacing specialised onboarding, request, or scheduling apps with one unified system.

# What does "good" look like?

A high-performing, automated HR function doesn't just save time. It transforms how the team operates. Here's what excellence looks like:



**Seamless onboarding**  
every stakeholder automatically triggered, every task tracked, every step transparent.



**Employee lifecycle automation**  
crossboarding, promotions, and offboarding run without manual chasing.



**Data consistency**  
no more duplicate entries or missed updates between systems.



**Integrated systems**  
HRIS, IT, Slack, email, and other tools talk to each other in real time.



**Visibility & accountability**  
HR sees who's responsible, what's pending, and where delays occur.

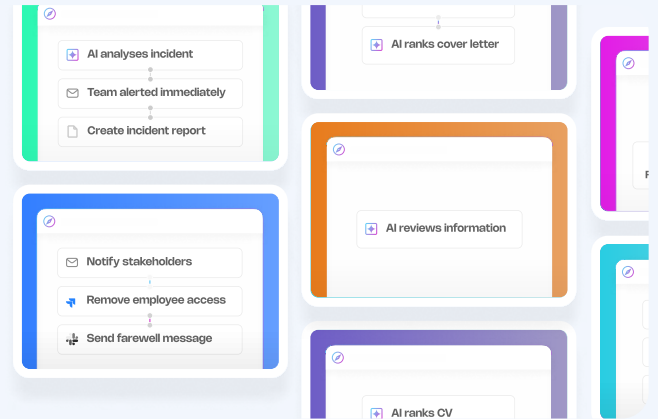


**Continuous improvement**  
AI insights identify where to optimise next.

And most importantly: HR teams reclaim time for strategy, culture, and people.

# The 50skills advantage

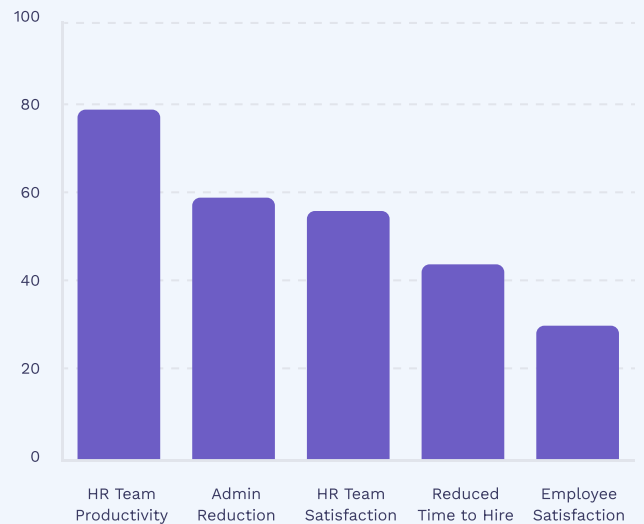
At 50skills, we've helped HR teams take back their time. Our no-code AI Workflow Automation Platform lets you automate, connect, and improve every process without relying on developers. It's designed for HR, not engineers.



## Our customers report:

- ✓ **Hundreds of hours saved** per month on manual admin
- ✓ **Higher employee satisfaction** from smoother experiences
- ✓ **More efficient HR teams** that spend less time on operations and more time on culture

**Productivity** most commonly reported benefit from 50skills HR automation



# 80%

reduction in time spent on employee benefit applications



# 200+

hours of manual input avoided in company stock option program



# 90%

less time spent on new employee onboarding

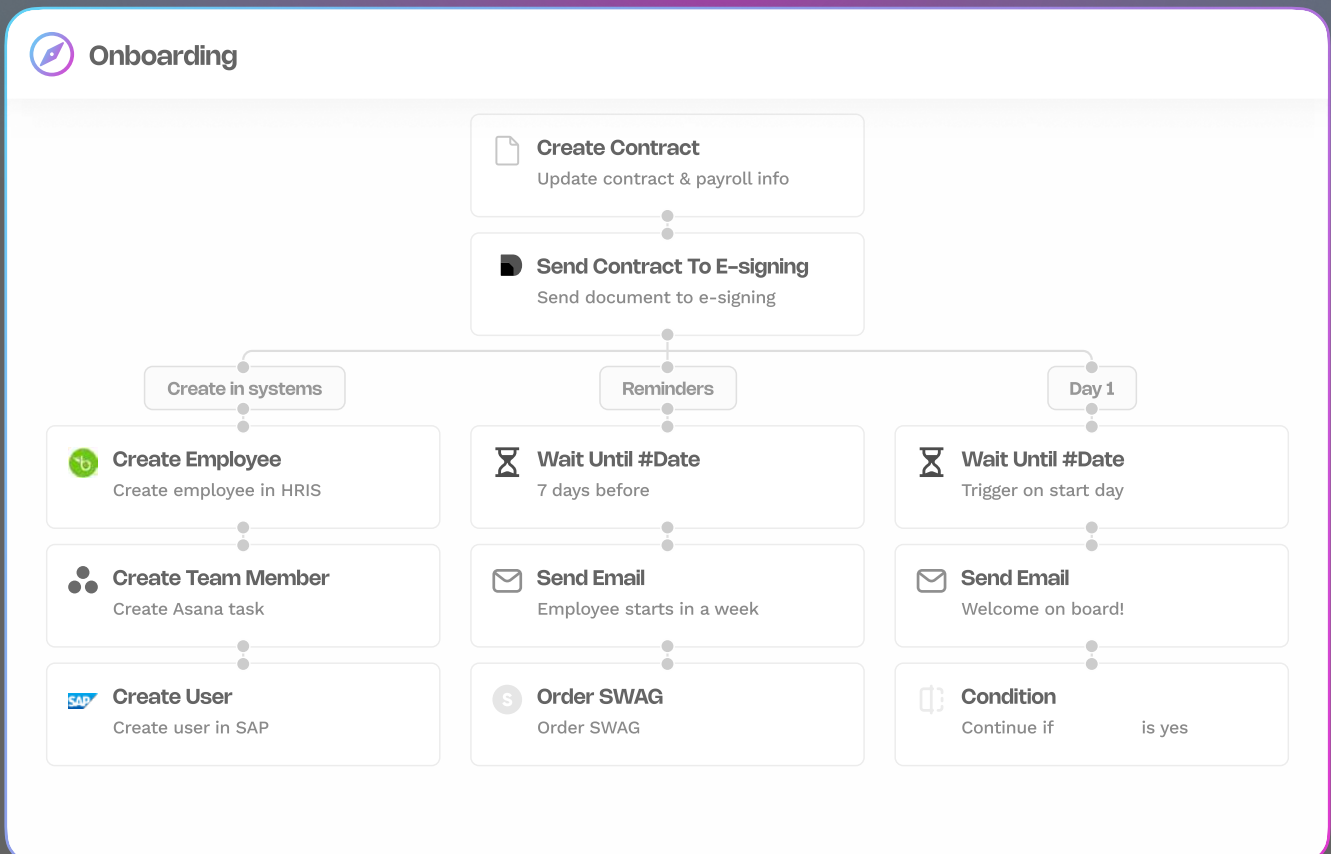


# Getting started: Turning intent into impact

Imagine a small HR team automating their first onboarding checklist over coffee on a Friday morning. By the next week, onboarding tasks are completed on time, IT has everything ready, and new hires walk in to find a welcome message waiting. The HR team spends that time reviewing feedback or planning next week's interviews instead. It's a small win that proves automation can make everyday work feel lighter and more rewarding.



Start with clarity, not code. Before bringing in tools or AI, map your processes: what happens, who's involved, and where the friction lies. This gives you direction and helps you spot where automation can make an immediate difference. Most teams find quick wins long before AI enters the picture. Clear processes today make meaningful automation possible tomorrow.



# Step 1

## Map what you do

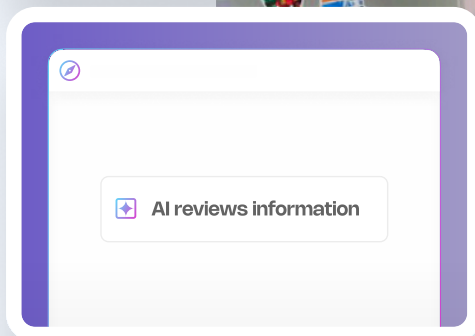
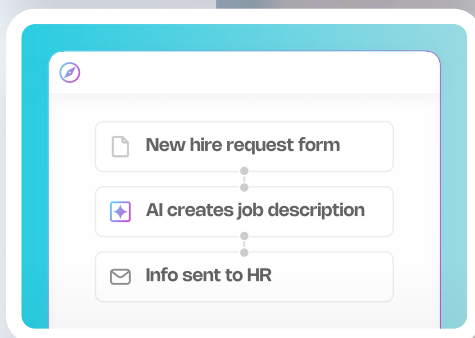
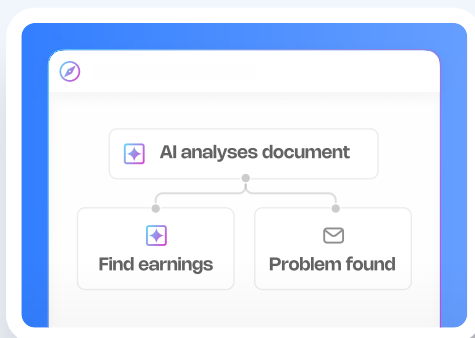
List your recurring HR processes — onboarding, offboarding, access requests, role changes, etc.

Map out:

- ✓ **The key steps**
- ✓ **Who's involved**

- ✓ **The systems you touch**
- ✓ **Pain points and delays**

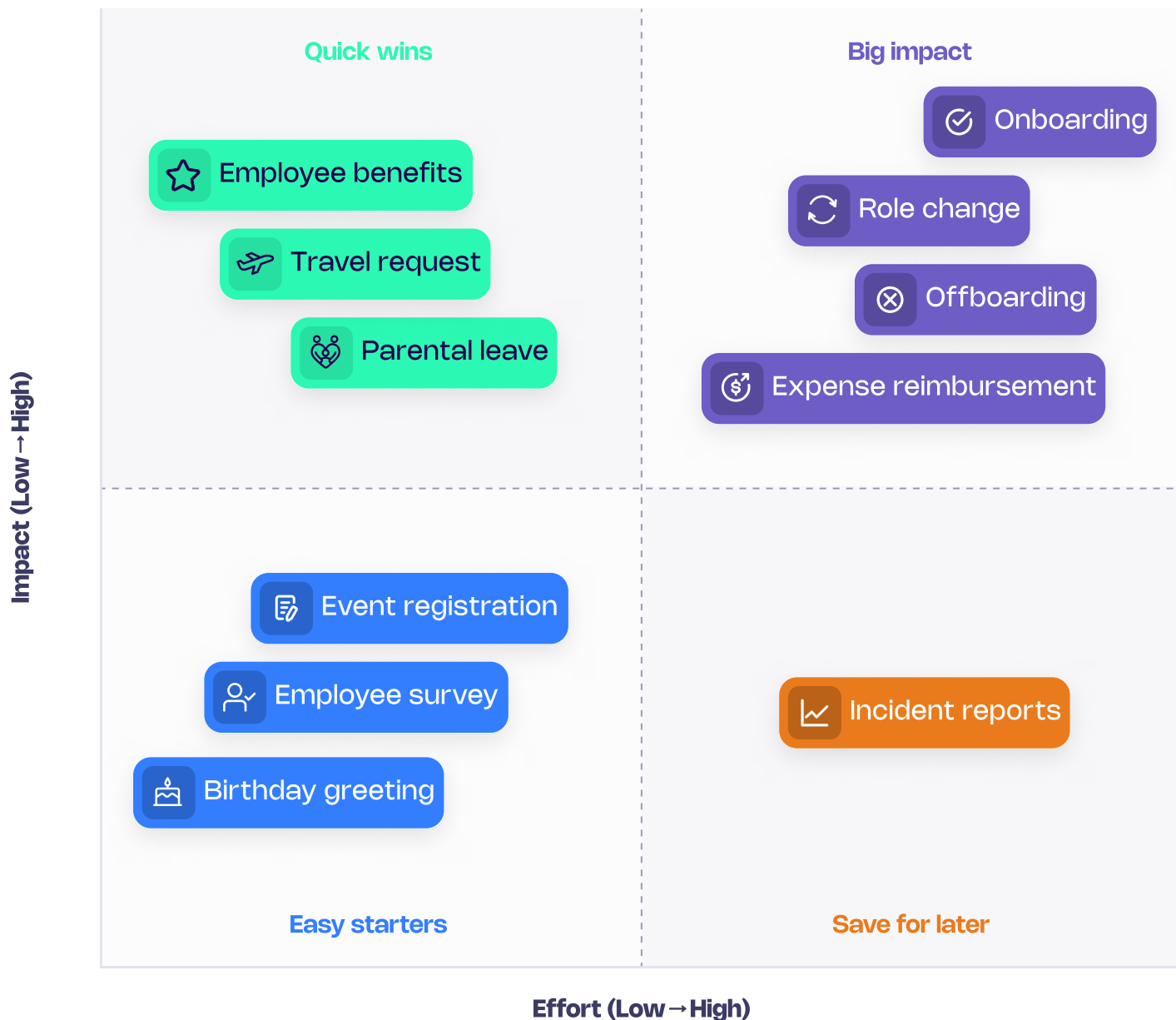
You'll quickly spot where time and effort are being wasted.



## Step 2

# Prioritise by impact and effort

### Effort vs. Impact Automation Matrix



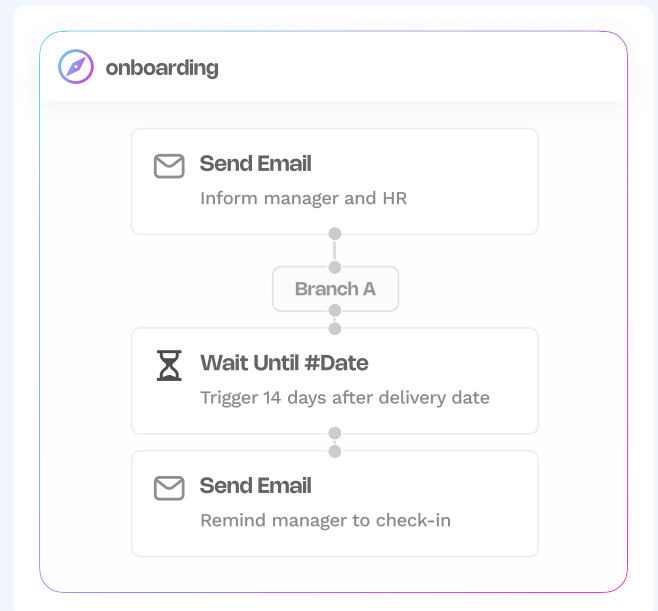
Every organisation is different, so this matrix isn't a rulebook. In our experience, a workflow that feels high-effort for one team can be simple for another, depending on their tools, approvals, and integrations. The chart highlights where teams often see the biggest gains from automation, though your own impact will depend on how your systems and processes fit together.

## Step 3

# Start small, then scale

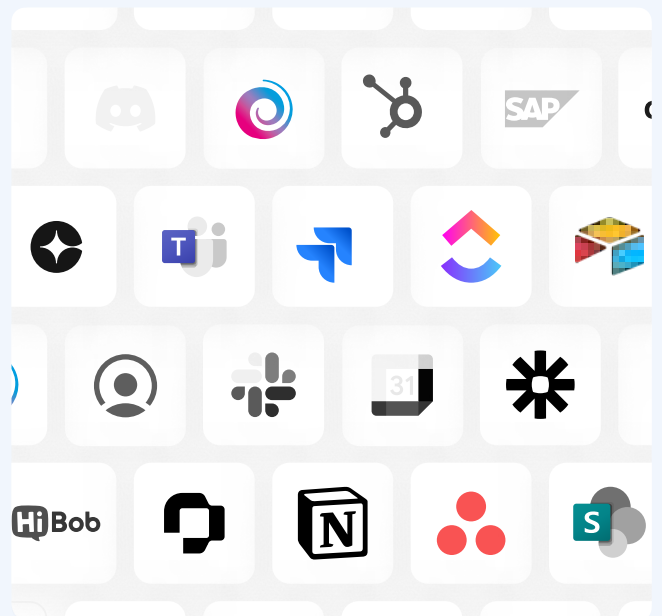
### Begin with one or two simple workflows:

- ✓ A time-consuming employee request
- ✓ Simple parts of your onboarding process
- ✓ Repetitive employee notifications



### Once you've proven success:

- ✓ Tackle complex, high-impact workflows
- ✓ Add integrations
- ✓ Introduce AI for decision steps



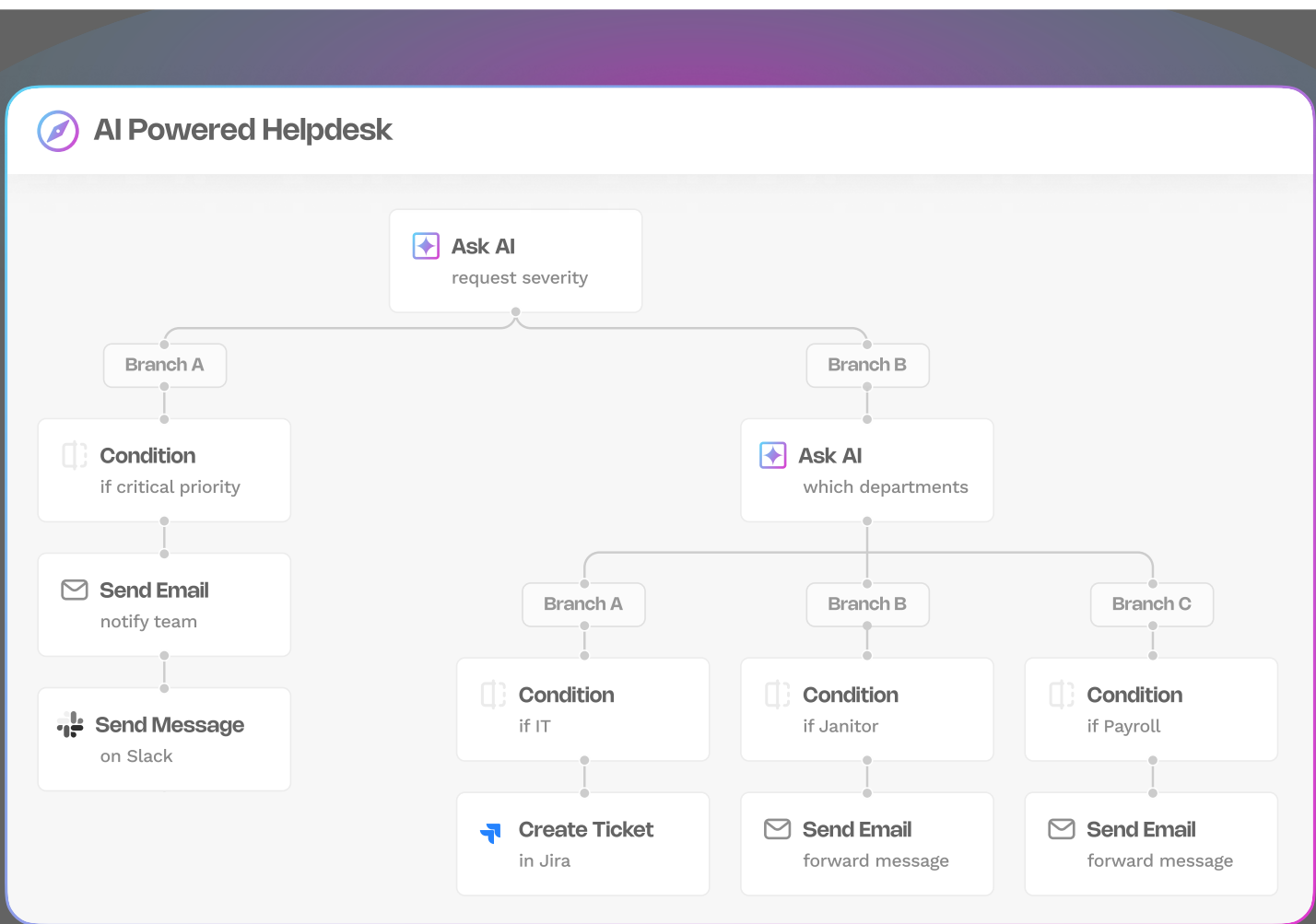
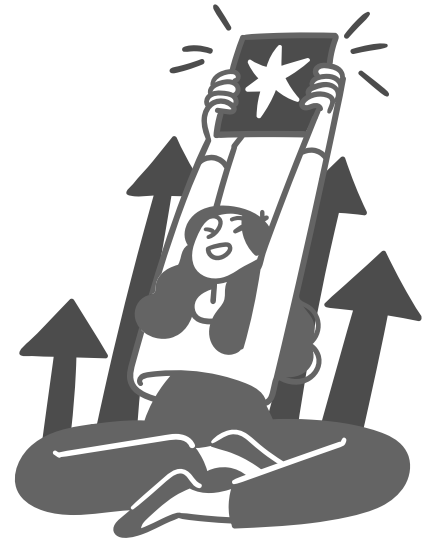
# Step 4

## Measure, learn, refine

Track what's working:

- ✓ Time saved
- ✓ Error reductions
- ✓ Fewer manual steps
- ✓ Happier employees

Use those insights to refine and expand your automation roadmap. You'll create a living system of continuous improvement, not a one-time project.



# Start simple. Start smart.

Automation isn't about doing everything at once. It's about doing the right things first. With a clear plan, even small steps can create a big impact.

## Top 5 processes for "getting started" with automation

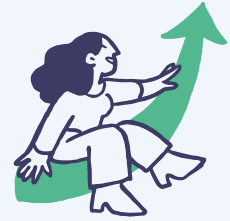
### Employee Benefits



### Leave Requests



### Travel Request



### Event Registration



### Birthday Greeting



# Too busy to get started? 50skills can help

We've built a library of proven processes that can be adapted to fit your organisation. Instead of starting from scratch, you can build on what already works and get results faster.

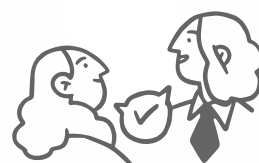
Here are just a few examples of what we can help you launch:



**Onboarding and offboarding**  
automate tasks, notifications, and access setup



**Equipment and access requests**  
route approvals and keep everyone aligned



**Role changes and promotions**  
handle system updates and permissions automatically



**Policy updates and acknowledgements**  
collect confirmations and track compliance



**HR-IT-Finance handoffs**  
connect departments with seamless, people-centric workflows

And if you're still too busy, we can help you map your processes, implement them, and keep them running smoothly so your team can focus on what matters most.