

Bridging the structural competence gap for AI in HR

Initiative: Künstliche Intelligenz – Ihre Auswirkungen auf die Gesellschaft von morgen

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Using algorithmic decision making and decision support, in particular, by so-called artificial intelligence, in human resource is a prime example that algorithms strongly affect society as a whole and the everyday live of individuals in highly sensitive areas. Society has developed well balanced decision processes to ensure labor rights, company interests, and data protection. When introducing algorithmic decisions or decision support in human resource management the lack of competence for algorithms, in particular, artificial intelligence, leaves these legitimate processes dysfunctional. The gap of competence is not the fault of individuals to acquire sufficient information. Often the vendor of algorithmic solutions is unable to explain relevant details. Standards and assessment tools are not available. The gap of competence is structural. The project is based on the belief that the legitimate decision processes must not be replaced or bypassed. They must be re-enabled. The goal of the project is to identify and partly develop means to bridge this gap, such as a catalogue of questions for quality and applicability of algorithms, catalogues of competences for users with different levels of involvement, benchmarks for quality of algorithms in artificial intelligence, and end-to-end validation of intelligent systems. The planning project shall clarify which means can be pursued in a main project, and which additional disciplines are required.

Projektbeteiligte

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Leitfaden zur Überprüfung essenzieller Eigenschaften KI-basierter Systeme für Betriebsräte und andere Personalvertretungen