#### in partnership with

## CIPD People and machines: from hype to reality research report 2019



### Unleashing the potential of AI and automation



Nearly a third of UK organisations (32%) have invested in AI and automation in the last five years Among employers that have introduced AI and automation, more than two-fifths (43%) say it has created jobs and slightly fewer (40%) say it has eliminated them

#### 5 years

61% of employers that have introduced AI and automation said employees need more skills and knowledge as a result (11% said less) and 41% said it gives employees more control over working hours (only 9% said less control)

#### Al is reshaping work for employees



43% of case study employees said they spend more time on learning new things (6% saw a decrease)

<u>ک</u>	
•	
• ——	
• ——	

A third (33%) said there was an increase in the number of interesting tasks (6% saw a decrease)

~	ഹ
	<sup>,</sup> —
	' <b>  </b>
	' — J

Departments most likely to be

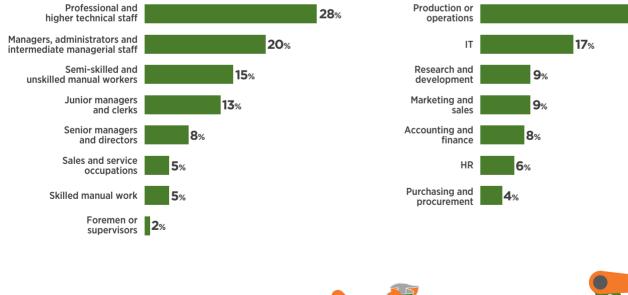
affected by AI and automation:

Over a quarter (28%) said they were completing more complex tasks (13% saw a decrease)

32%

#### Who is most affected?

Job roles most and least likely to be affected by AI and automation:



HR is the department least likely to be involved in investment decisions (55%) for AI and automation and in the implementation (45%).  $\mathsf{HR} \underbrace{\textcircled{}}_{\bigcirc} \longrightarrow \underbrace{\textcircled{}}_{\bigcirc}$ 

To read the full report visit cipd.co.uk/peopleandmachines

# CIPD

We're the professional body for experts in people at work. For more than 100 years, we've been championing better work and working lives by setting professional standards for HR and people development, as well as driving positive change in the world of work. We are a career partner to 150,000 members around the world and have a wealth of resources to keep you up to date.

#### Discover

ノ

#### Podcasts

Listen to episodes from our popular podcast series from a range of topical Workplace, HR and L&D issues

	 _/ /
I	

#### Blogs

Read our pick of the most thought-provoking blogs and forum discussions from the CIPD community



#### Weekly update

Sign up for our weekly newsletter for the latest news from the CIPD

١
L
L
L
L
 Į.

#### **People Management Daily** Topical daily news stories from People Management



#### **CIPD Communities**

Be part of the CIPD online community – a place to learn, debate and connect with HR and L&D professionals

And don't forget to follow us on

