



AI STAKEHOLDERS [↗](#)

The HR Perspective

FEBRUARY 2025





AI is not just for technology teams anymore. It's everywhere, transforming every business function and delivering tangible results across the enterprise. Departments are now empowered to harness AI directly, fuelling innovation and efficiency without waiting for IT. The result? A more agile, data-driven organisation where AI unlocks value and drives competitive advantage.

Over the past two years, Ecosystem's research – including surveys and deep dives with business and tech leaders – has consistently pointed to AI as the dominant theme.

Here are key AI insights for HR Leaders from our research.



HR Leaders See AI's Potential

54% currently use AI for recruitment support – HR Leaders will also expand their focus to other areas.

74%

Workforce Planning

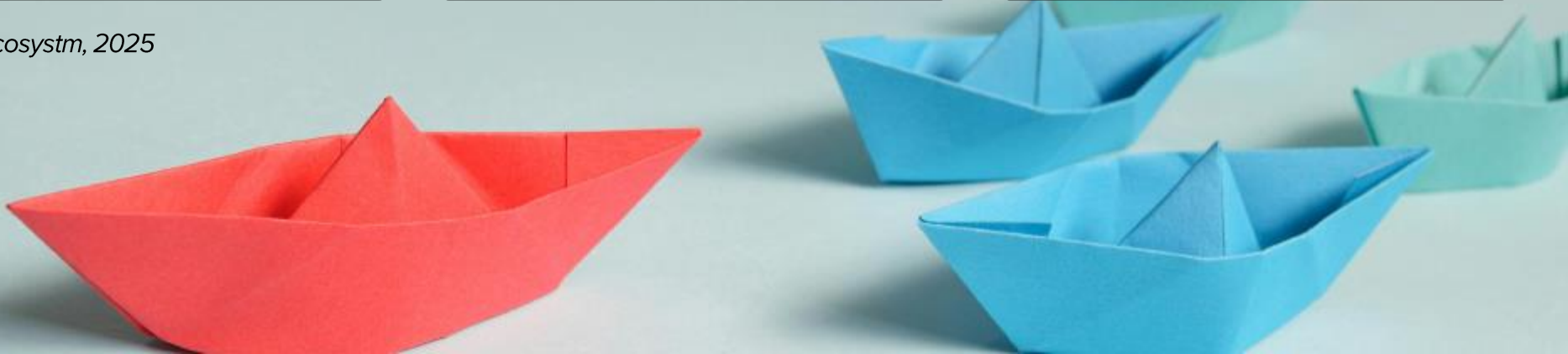
68%

**Talent Development
& Training**

62%

**Streamlining Employee
Onboarding**

Source: Ecosystm, 2025





The Voice of Asia's HR Leaders

"GenAI has streamlined presentation creation for bank employees, saving time and enabling them to focus on content rather than formatting, vastly improving efficiency."

"Integrating GenAI into our knowledge base has been a success, simplifying access to internal information and making it quicker and easier for employees to find answers."

"Our AI-driven recruitment screening for insurance agents streamlines the selection process, quickly identifying top candidates by analysing resumes and applications, accelerating hiring."

"Our workforce management system has transformed field worker management, ensuring efficient job assignment, real-time progress tracking, and quick responses to changes."





However, HR Leaders Face Barriers in AI Adoption



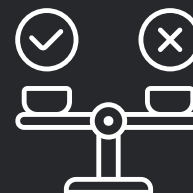
45%

Limited use cases & insufficient research



43%

Lack of a unified AI strategy



35%

Ethical concerns

Source: Ecosystem, 2025

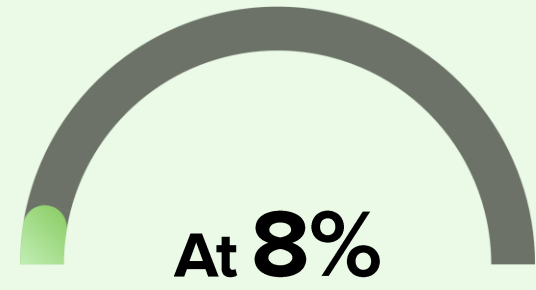


HR and AI: A Call for Stronger Leadership

While 57% of tech & business leaders cite increased productivity as the rationale for AI investments, HR's influence in shaping AI is limited.



Only 20%
of HR leaders define AI use cases, manage implementation, or are involved in governance & ownership.



At 8%
HR's primary role in shaping AI is managing AI solutions.

Source: Ecosystem, 2025



Despite the Challenges, HR Leaders Will Prioritise AI in 2025

KEY OUTCOME EXPECTED



5/10

Increased Productivity

MAIN DATA FOCUS



3/10

**Identifying Better
Use Cases**



For more Ecosystem
Insights, visit



info@ecosystem.io



www.ecosystem.io

