

Press release
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9 in 10 HR leaders embrace AI and automation

- 85% of Australian HR departments are using AI and 82% are using automation in some capacity
- 27% of HR departments have extensively or fully integrated AI into their business operations, while 23% of employers have done the same with automation
- Job description creation and optimisation (58%) and resume screening (54%) are the areas HR leaders are using **AI**, while exit interviews and offboarding analytics (44%) and compensation benchmarking (42%) are where they plan to implement AI next
- Resume screening (52%) and candidate assessment (48%) are the areas HR leaders are using **automation**, while learning and development (39%) and compensation benchmarking (35%) are where they plan to implement automation next

Sydney, 24 September 2025 – Artificial intelligence (AI) and automation are becoming the foundations of business operations, as employers complete the transition from piloting the technologies to making it a firm part of daily operations.

New independent research by specialised recruiter [Robert Half](#) finds employers have leveraged automation to create organisational efficiency, followed by exploring how AI's sophisticated analytical and predictive capabilities can build on this efficiency.

The majority (85%) of HR departments are using AI in some capacity, whether it is fully embedded, extensively integrated, moderately embedded or in limited use. Meanwhile, a similar amount (82%) have turned to automation in the same way.

HR departments progress substantially in integrating AI and automation

Employers have moved rapidly in the past 12 months to firm up their use of AI and automation, with about a quarter (27%) extensively or fully integrating AI processes in their HR operations, and 23% doing so with automation. Less than one fifth (15%) are not using AI at all and do not plan to do so, while even more (18%) are not adopting automation.

The extent to which technologies have been implemented	AI	Automation
No AI or automation tools have been adopted and there are no current plans to integrate them	15%	18%
Limited use of AI or automation, such as pilot or ad hoc tools used in specific tasks or teams	23%	20%
Moderate integration, with several processes automated or enhanced with AI but their use is not widespread	35%	39%
AI or automation is extensively integrated, used in multiple core operations across HR	24%	16%
AI or automation is fully embedded and central to daily operations and decision making	3%	7%

Independent survey commissioned by Robert Half among 100 HR hiring managers in Australia.

The top 5 AI and automation priorities

The top five areas in which employers are using AI in HR revolve largely around recruitment, however employers plan to implement AI processes for practices and initiatives that focus on the existing workforce.

Where HR leaders are already using AI		Where HR leaders plan to use AI	
Area	% of employers <u>already</u> using	Area	% of employers <u>planning</u> to use
Job description creation and optimisation	58%	Exit interviews and offboarding analytics	44%
Resume screening	54%	Compensation benchmarking	42%
Candidate sourcing	49%	Compliance and policy enforcement	39%
Employee communications	49%	Candidate assessment	36%
Onboarding	45%	Employee learning and development	36%

Independent survey commissioned by Robert Half among 100 HR hiring managers in Australia.

When asked to identify the top five areas in which they already use and plan to use automation in HR, employers reveal their intentions differ greatly from existing usage, suggesting employers are discovering new ways in which automation can be of benefit.

Where HR leaders are already using automation		Where HR leaders plan to use automation	
Area	% of employers <u>already</u> using	Area	% of employers <u>planning</u> to use
Resume screening	52%	Employee learning and development	39%
Candidate assessment	48%	Compensation benchmarking	35%
Job description creation and optimisation	48%	Workforce planning and analytics	35%
Exit interviews and offboarding analytics	45%	Candidate sourcing	35%
Employee communications	44%	Performance management and appraisal	35%

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*“There’s a clear strategic evolution within HR,” says **Emma Sestic, Associate Director at Robert Half.** “While the immediate benefits of AI and automation are being realised in high-volume, efficiency-driven tasks, the true transformation lies in the future.*

“Companies are rapidly pivoting to leverage these technologies for more analytical and forward-looking functions to empower HR to move beyond transactional processes and become a more data-driven, strategic partner to the business.

“The increasing adoption of AI and automation is fundamentally reshaping the core competencies required within the department. What began as a push for efficiency is now evolving into a demand for more proactive capabilities. The strong intent to use these tools for employee learning and development and workforce planning highlights HR’s growing role in anticipating talent needs and

fostering a future-ready workforce, rather than primarily reacting to immediate demands,” concludes Sestic.

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Notes to editors

About the research

The study is developed by Robert Half and was conducted online in July, 2025, by an independent research company of 500 hiring managers in finance and accounting, IT and technology, and human resources. Respondents are drawn from a sample of SMEs as well as large private, publicly-listed and public sector organisations across Australia. This survey is part of the international workplace survey, a questionnaire about job trends, talent management, and trends in the workplace.

About Robert Half

Robert Half is the global, specialised talent solutions provider that helps employers find their next great hire and jobseekers uncover their next opportunity. Robert Half offers both contract and permanent placement services, and is the parent company of Protiviti, a global consulting firm. Robert Half Australia has offices in Brisbane, Melbourne, Melbourne South East, Perth, and Sydney. More information on roberthalf.com/au.

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