

DATA: Could Your HR Job Be Automated in the Next 10 Years?



HR Role	Rate of Complexity (1-10 where 10 is most complex)	Complexity Rating	Rate of Repetitiveness (1-10 where 10 is most repetitive)	Repetitive rating	Grouping	Risk of automation
Facilitator	4	Somewhat Complex	5	Somewhat Repetitive	Routine and Simple	High
Business Analyst	4	Somewhat Complex	5	Somewhat Repetitive	Routine and Simple	High
Payroll Team Lead	4	Somewhat Complex	5	Somewhat Repetitive	Routine and Simple	High
HR Scrum Manager	5	Somewhat Complex	5	Somewhat Repetitive	Routine and Simple	High
DEIB Consultant	5	Relatively Complex	6	Somewhat Repetitive	Routine and Simple	High
Payroll Team Lead	5	Somewhat Complex	6	Somewhat Repetitive	Routine and Simple	High
Compensation & Benefits Manager	7	Relatively Complex	6	Somewhat Repetitive	Routine and Simple	High
Process Engineer	7	Relatively Complex	6	Somewhat Repetitive	Routine and Simple	High
Compensation & Benefits Specialist	7	Relatively Complex	6	Somewhat Repetitive	Routine and Simple	High
HR Officer	2	Not Complex	7	Relatively Repetitive	Routine and Simple	High
DEIB Officer	2	Not Complex	7	Relatively Repetitive	Routine and Simple	High
Learning & Development/Organizational Development/Organizational Effectiveness Admin	2	Not Complex	8	Highly Repetitive	Routine and Simple	High
HR System Tester	2	Not Complex	8	Highly Repetitive	Routine and Simple	High
Payroll Administrator	3	Somewhat Complex	8	Highly Repetitive	Routine and Simple	High
HR Administrator	3	Somewhat Complex	8	Highly Repetitive	Routine and Simple	High
Talent Researcher	4	Somewhat Complex	9	Highly Repetitive	Routine and Simple	High
Benefits Admin	4	Somewhat Complex	9	Highly Repetitive	Routine and Simple	High
HR Helpdesk	1	Not Complex	10	Highly Repetitive	Routine and Simple	High
HR Data Administrator	2	Not Complex	10	Highly Repetitive	Routine and Simple	High
Industrial Organizational Psychologist	8	Highly Complex	1	Not Repetitive	Non-Routine and Complex	Low
HR Specialist	8	Relatively Complex	1	Not Repetitive	Non-Routine and Complex	Low
Data Scientist	9	Highly Complex	1	Not Repetitive	Non-Routine and Complex	Low
Employee Relations Executive	9	Highly Complex	1	Not Repetitive	Non-Routine and Complex	Low
Head of Organizational Development/Organizational Effectiveness	9	Highly Complex	1	Not Repetitive	Non-Routine and Complex	Low
Rewards Executive	9	Highly Complex	1	Not Repetitive	Non-Routine and Complex	Low
Global Services Executive	9	Highly Complex	1	Not Repetitive	Non-Routine and Complex	Low
CHRO, Senior VP of HR, Chief People Officer	10	Highly Complex	1	Not Repetitive	Non-Routine and Complex	Low
Head of Talent	8	Relatively Complex	2	Not Repetitive	Non-Routine and Complex	Low
Chief Learning Officer	8	Relatively Complex	2	Not Repetitive	Non-Routine and Complex	Low
Senior HR Business Partner	8	Relatively Complex	2	Not Repetitive	Non-Routine and Complex	Low
Global HR Business Partner	8	Highly Complex	2	Not Repetitive	Non-Routine and Complex	Low
Divisional/Regional HR Manager	8	Relatively Complex	2	Not Repetitive	Non-Routine and Complex	Low
Talent Director	8	Relatively Complex	2	Not Repetitive	Non-Routine and Complex	Low
Chief Diversity Officer	9	Relatively Complex	2	Not Repetitive	Non-Routine and Complex	Low
HR Director	9	Highly Complex	2	Not Repetitive	Non-Routine and Complex	Low
Shared Services Manager	7	Relatively Complex	3	Somewhat Repetitive	Non-Routine and Complex	Low
Head of People Analytics	7	Relatively Complex	3	Somewhat Repetitive	Non-Routine and Complex	Low
DEIB Specialist	7	Relatively Complex	3	Somewhat Repetitive	Non-Routine and Complex	Low
Head of DEIB	8	Highly Complex	3	Somewhat Repetitive	Non-Routine and Complex	Low
HR Systems Architect	8	Highly Complex	4	Somewhat Repetitive	Non-Routine and Complex	Low
HR Project Manager	6	Somewhat Complex	3	Somewhat Repetitive	Non-Routine and Simple	Moderate
HR Ops Manager	7	Somewhat Complex	3	Somewhat Repetitive	Non-Routine and Simple	Moderate
Talent Manager	7	Somewhat Complex	3	Somewhat Repetitive	Non-Routine and Simple	Moderate
Recruitment Consultant	5	Somewhat Complex	4	Somewhat Repetitive	Non-Routine and Simple	Moderate
Talent Acquisition Specialist	5	Somewhat Complex	4	Somewhat Repetitive	Non-Routine and Simple	Moderate
Benefits Manager	5	Somewhat Complex	4	Somewhat Repetitive	Non-Routine and Simple	Moderate
Payroll Manager	5	Somewhat Complex	4	Somewhat Repetitive	Non-Routine and Simple	Moderate
Learning & Development/Organizational Development/Organizational Effectiveness Consultant	6	Relatively Complex	4	Relatively Repetitive	Routine and Complex	Moderate
HR Consultant	6	Relatively Complex	4	Relatively Repetitive	Routine and Complex	Moderate
Learning & Development/Organizational Development/Organizational Effectiveness Specialist	7	Relatively Complex	4	Relatively Repetitive	Routine and Complex	Moderate
HR Manager	7	Relatively Complex	4	Relatively Repetitive	Routine and Complex	Moderate
HR Business Partner	7	Relatively Complex	4	Relatively Repetitive	Routine and Complex	Moderate
Headhunter	5	Somewhat Complex	5	Somewhat Repetitive	Routine and Complex	Moderate
Employee Relations Specialist	7	Relatively Complex	5	Somewhat Repetitive	Routine and Complex	Moderate
HRIS Analyst	4	Somewhat Complex	6	Somewhat Repetitive	Non-Routine and Simple	Moderate

Methodology

	Complexity
Highly Complex	8, 9, 10
Relatively Complex	5, 6, 7
Somewhat Complex	3, 4
Not Complex	1, 2

	Repetitiveness
Highly Repetitive	8, 9, 10
Relatively Repetitive	5, 6, 7
Somewhat Repetitive	3, 4
Not Repetitive	1, 2

Repetitiveness = The higher repetitiveness, the more desirable automation

Complexity = The lower the complexity, the more possible automation

Routine and Simple = Highest risk of automation (automation desirable and possible)

Non-Routine and Simple = High-moderate risk of automation (automation less desirable but possible)

Routine and Complex = low-moderate risk of automation (automation desirable but less possible)

Non-Routine and Complex = the lowest risk of automation (automation neither desirable nor possible)

	Highly Repetitive	Relatively Repetitive	Somewhat Repetitive	Not Repetitive
Highly Complex	Routine and Complex	Routine and Complex	Non-Routine and Complex	Non-Routine and Complex
Relatively Complex	Routine and Complex	Routine and Complex	Non-Routine and Complex	Non-Routine and Complex
Somewhat Complex	Routine and Simple	Routine and Simple	Non-Routine and Simple	Non-Routine and Simple
Not Complex	Routine and Simple	Routine and Simple	Non-Routine and Simple	Non-Routine and Simple

