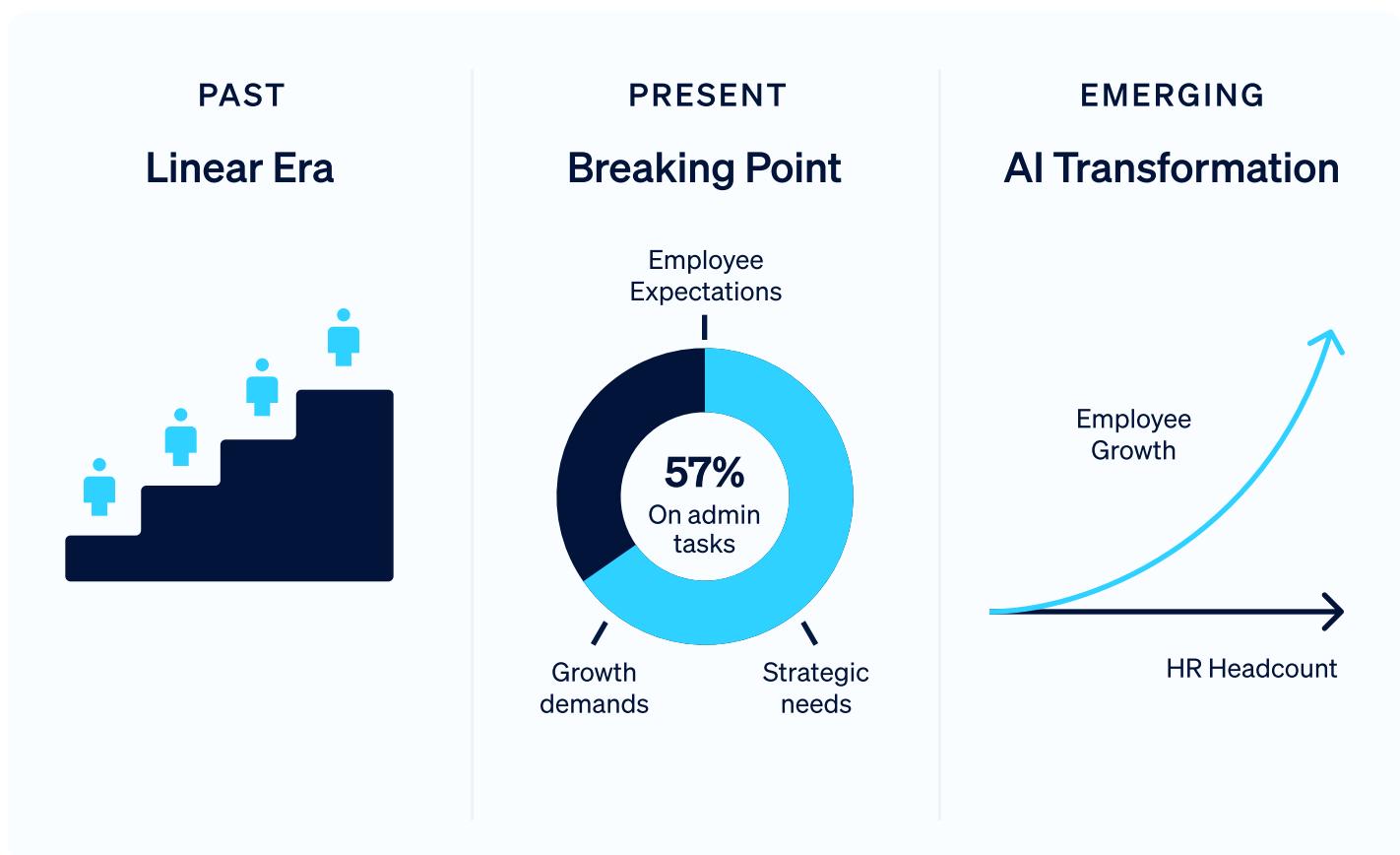


# The New Economics of HR



How Agentic AI is Redefining HR Efficiency

# HR is at an Economic Crossroads



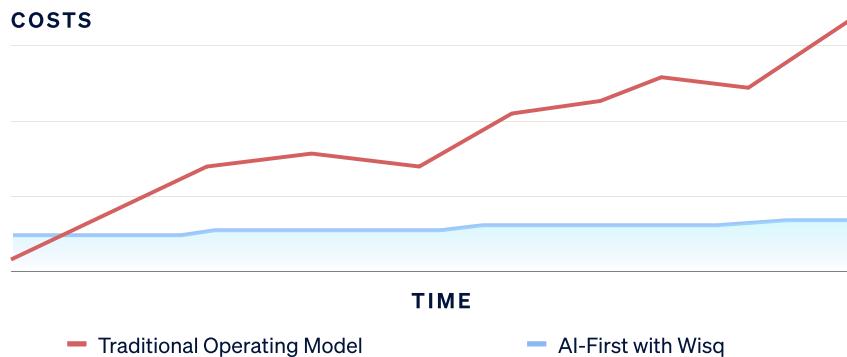
HR has long been caught in a cycle of linear growth—more people, more problems, more pressure.

Business growth means more employees. **And more employees has historically meant more HR headcount.**



## HR Operating Costs – 2025

Deliver superior HR operations at a fraction of the cost with AI



Need to support 100 new hires? **Add another HR professional.** Opening a new office? **Budget for additional HR staff.**

This linear scaling model worked when the workforce's needs were simpler and administrative burdens lighter. But today, it's breaking.

90% of today's HR managers report spending more than a quarter of their time on **administrative tasks**: answering the same benefits questions, processing routine paperwork, managing endless email back-and-forth about policies. Nearly eight in 10 organizations now use AI in at least one business function, streamlining those kinds of time-consuming manual processes.

The business leaders championing AI investments see what's coming: a fundamental shift in how HR—when empowered with the right tools—creates value.

This transformation? It goes beyond the simple automation of yesterday's HR software. AI agents are rewriting the economics of people operations, turning HR's biggest constraint—finite human capacity—into a scalable advantage. When an AI agent can resolve 80% of employee queries near-instantly, 24/7, without adding headcount, the traditional math of HR no longer applies.

Consider what this means for your organization.



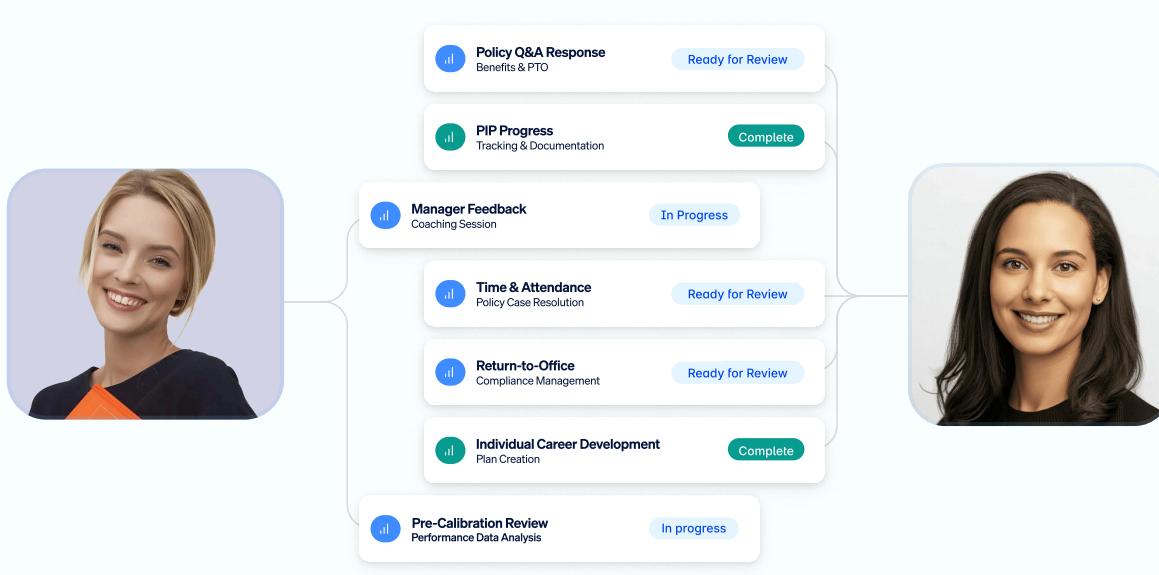
Every HR professional freed from manually processing leave requests, tracking down policy exceptions, and reconciling time-off balances across systems becomes available for strategic work, like building culture, developing leaders, and designing the employee experiences that actually drive retention and performance. Additionally, AI makes possible entirely new workflows possible and will introduce the need for new roles across the business. Every instant answer replaces days of emails or eliminates another bottleneck.

In his keynote speech at UNLEASH America 2025, Josh Bersin perfectly captured this shift:

**"AI is the only technology I've ever seen that actually completely transforms the way the company operates."**

For HR, the transformation is already underway. But this moment is critical—while some organizations race ahead with AI-powered HR, others cling to the old model. The gap between the two approaches will only widen. Companies that embrace Agentic AI for HR will operate with fundamentally different cost structures, service levels, and strategic capabilities than those that don't.

This ebook explores how AI agents are creating a new economic model for HR—and why the choice facing HR leaders isn't whether to adopt AI, but how quickly they can make the shift.





# The New Economic Model for HR

## AGENTIC HR OPERATING MODEL

### Strategic Focus

#### STRATEGIC HR (HRBPS / COES)

- Guidance
- Decision-making
- Culture-shaping

### AI-Powered Automation

#### WISQ AGENT LAYER

- Intake
- Resolution
- Coaching
- Policy Enforcement Detection

### Service Recipients

#### YOUR EMPLOYEES BETTER SUPPORTED THAN EVER

- Instant, accurate HR service for employees & managers
- Improved employee satisfaction and experience

The traditional HR playbook is simple, with a ratio that's barely budged in decades:  
**For every ~100 employees, hire one HR professional.**



**Hi Jane!**

I've analyzed the latest data and found an opportunity to boost our deflection rate by 15%. Creating policies for the most frequently asked questions could reduce HR workload by approximately 23 hours per week.

**Overall Inquiry Breakdown**

Category	Percentage
Deflected	82%
Escalated	4%
Handed off	14%

**Deflection Rate by Department**

Department	Deflection Rate
Engineering	~85%
Sales	~78%
Marketing	~80%
HR	~90%
Finance	~75%

According to Bloomberg's HR Department Benchmarks and Analysis [report](#), the median HR-to-employee ratio reached an all-time high in 2024: 1.4 full-time HR professionals per 100 employees.

The Academy to Innovate HR [reports](#) that small companies average 3.4 HR staff per 100 employees, while large enterprises hover around 0.4 per 100. But regardless of company size, one thing has stayed consistent: **As employee headcount increases, so does the size of the HR team.**

Linear scaling has made sense for as long as HR's primary tools have been email, spreadsheets, and face-to-face meetings. But it's created an impossible tension: As businesses demand more from HR—better employee experiences, strategic workforce planning, while also facing pressure to become leaner and more efficient.

The function stays trapped in a cost model where growth is a burden.

[Deloitte research](#) shows that HR professionals spend 57% of their time on administrative tasks. Think about that. More than half of HR's capacity vanishes into repetitive questions, manual processes, and administrative overhead. No matter how talented your team, they're fundamentally constrained unless you can remove the administrative work from their plates.

And that's where Agentic AI comes in.



Unlike previous HR technology that simply digitized existing processes, AI agents fundamentally change the equation.

They don't just make tasks faster; they eliminate the need for human involvement entirely in routine interactions, making them the first technology capable of breaking the linear model of scale in HR. While the technology is new and rapidly evolving, we already have case studies. IBM's agentic AI handled the vast majority of more than 11.5 million queries without human intervention across their 250,000 employees in 2024, earning a +74 NPS—up from -35 just a few years earlier. McDonald's cut time-to-hire from 21 days to less than three (an 85% improvement) after deploying an AI hiring assistant.

These aren't efficiency tweaks. They're order-of-magnitude changes that redefine what's possible.

What makes AI agents different? They create what economists call "zero marginal cost" for routine HR work, meaning every additional employee served costs virtually nothing once the system is in place. Once deployed, an AI agent can handle its millionth employee query as easily as its first with no burnout, no overtime, no additional headcount or training new staff. This shifts part of HR from a variable cost that scales with growth to a fixed infrastructure investment with near-limitless capacity.

Then, the implications ripple outward. When your company can grow without proportionally expanding its HR team:

**Hi Jane!**

I've analyzed the latest data and found an opportunity to boost our deflection rate by 15%. Creating policies for the most frequently asked questions could reduce HR workload by approximately 23 hours per week.

[Discuss opportunities](#)

**Key metrics**

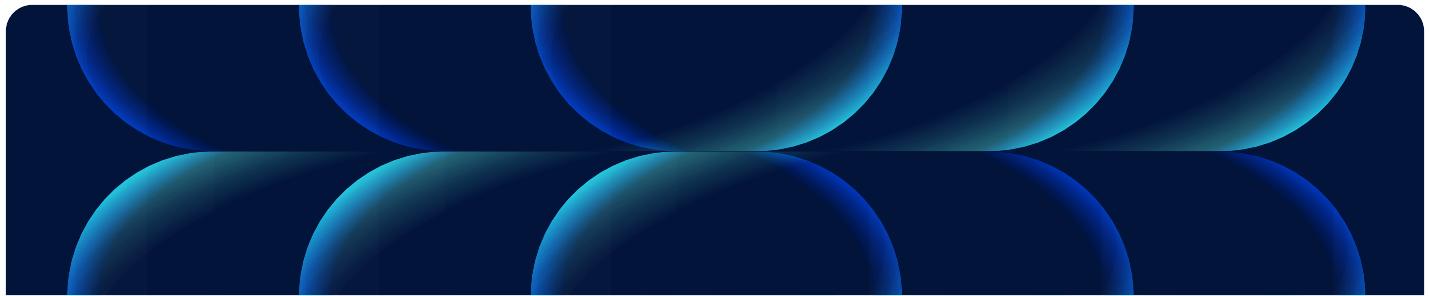
Total time saved for HR	Employee satisfaction
<b>624 hours</b>	<b>4.6/5.0</b>
↑7% vs previous 7 days	↑0.2% vs previous 7 days

Deflection rate	Employee interaction rate
<b>82%</b>	<b>78%</b>
↑3.2% vs previous 7 days	↑5% vs previous 7 days

**Recommended actions**

- Sales team needs attention

[Talk to Harper](#)



Mergers and acquisitions that once required armies of temporary HR staff can be managed with existing resources.



Seasonal hiring spikes no longer create service bottlenecks, ensuring faster onboarding and better employee experiences from day one.



Geographic expansion doesn't mean hiring entire new HR teams in new cities, states, or countries.

The new model helps HR shift from being stuck in reactive, task-driven work to operating as a strategic function with measurable ROI. With fewer hours lost to administrative tasks, HR can focus on elevating the employee experience, increasing agility, and driving stronger talent outcomes. When AI handles the routine, humans focus on the exceptional—and that's where the real value lives.

## 2025 Onward: The Agentic HR Operating Model

AI-First & Deeply Human

### HR Tier

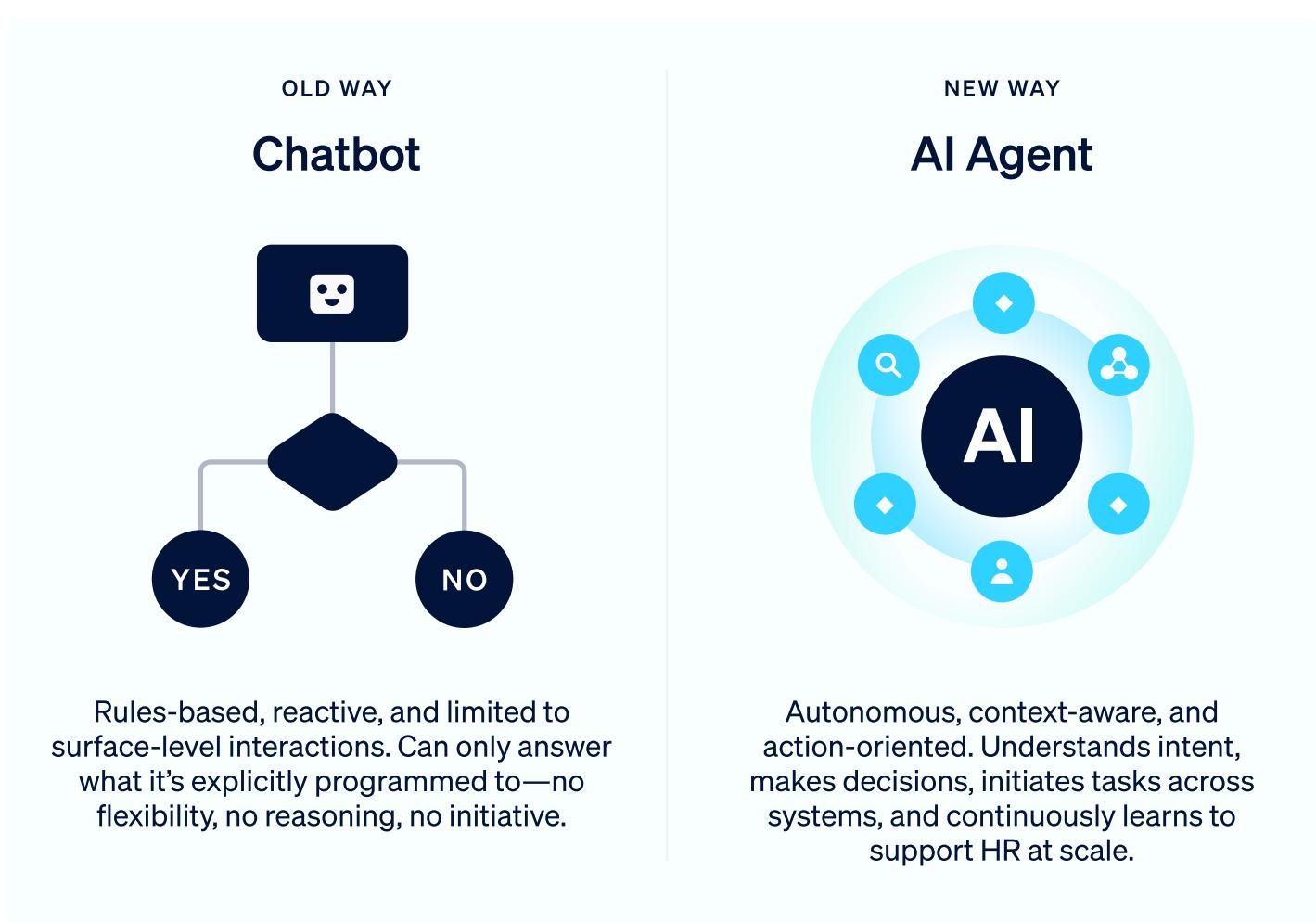
AI-Augmented HR,  
Strategic Advisory

### AI Tier

Autonomous, Agentic HR  
Service Delivery



# Understanding Agentic HR



Agentic HR does not mean more chatbots that scratch the surface. It means investing in HR domain-specific, purpose-built, Agentic AI that delivers the results an infinitely scalable teammate would.



# An AI agent is an autonomous digital teammate that can understand context, take action, and learn from its interactions.

While traditional chatbots follow scripts and punt complex queries to their human counterparts, an AI agent is more like an HR generalist—only they work 24/7, never forget policy details, and can handle thousands of conversations simultaneously.

The distinction between chatbots and AI agents matters, and here's why: A chatbot might be able to retrieve your parental leave policy document for you to read on your own. An AI agent can use your employee file to evaluate your eligibility against the policy, fully administer your leave request, and answer your questions with hyper-personalized responses throughout the process. As Wisq CTO Chih-Po Wen puts it, "A world is being built where HR teams work alongside fully integrated AI teammates to deliver better experiences for all employees."

## AI HR agents excel at three core capabilities that transform HR operations:

→ **First, they understand context.** When an employee asks about parental leave, an AI agent knows their location, tenure, and employment type, and can deliver personalized answers that account for state laws, company policies, and individual circumstances.

→ **Second, they can take action.** AI agents don't just surface answers. They execute high-impact tasks that typically require HR's time and attention. Need to update a role or job classification? It can draft the request, validate org structure alignment, and notify stakeholders. Employee flagged for performance escalation? The agent can begin a documentation workflow and sync with HRIS records.

For example, Harper, Wisq's AI HR Generalist, handles multi-step, cross-system processes: identifying issues, launching tasks and workflows, alerting the right people, and tracking resolution from start to finish. Harper handles intake for all HR requests, automatically triaging and resolving inquiries at scale.

→ **Third, they exhibit judgment.** Unlike traditional automation, AI agents assess more than just the question—they read between the lines. For example, a simple benefits question might signal an urgent event—like a personal medical emergency—where human escalation is necessary. In those cases, the agent can flag the exchange for HR, enabling timely, empathetic support.



## Harper's Activity

Overview of all employee requests to Harper

Search

Category: All ▾

Status: All ▾

Last Updated	Category	Description	Employee	Status
Today	Question	Maternity benefits	Eliza Gil	Completed
Today	Attendance	No call, no show	Amelia Smith	Ready for review
Today	Performance	Low performance	Kate Schmidt	Ready for review
1 day ago	Question	Open enrollment dates	Jose Gomes	Completed
1 day ago	Coaching	Difficult conversation	Kate Schmidt	Completed
1 day ago	Leave	Paternity bonding request	Alex Lee	Waiting

They can also recognize patterns—for example, an AI agent can spot a surge in remote work inquiries from a specific department or team and proactively alert HR to potential morale or workload issues that may need intervention.

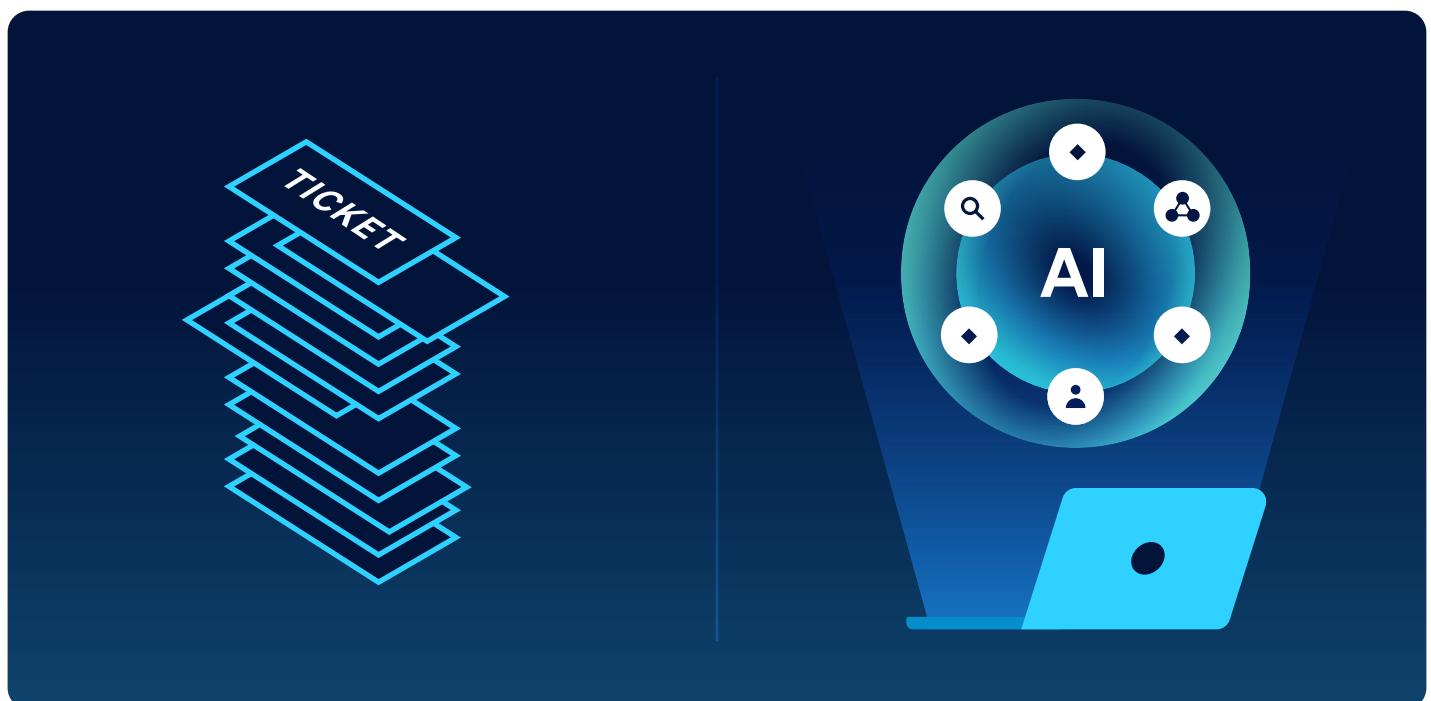
AI agents have these capabilities (and do them powerfully and well) because they're deeply integrated with HR systems. Picture your AI agent as the ultimate power user of your HR tech stack, capable of independently initiating multi-system tasks, eventually freeing your HR team from manually logging in and toggling between tools.

The result? AI agents can handle the ambiguity of human questions. For example, "Can I work from Spain for a month?" requires understanding remote work policies, tax implications, and visa requirements. An AI agent is capable of managing the entire interaction flow that previously required multiple HR touchpoints. In this way, the shift from Q&A to full service support represents a true disruption. AI agents don't just augment HR—they fundamentally expand what HR can offer at scale.

# The Risk of Standing Still: Opportunity Costs

TRADITIONAL HR

AI-ENABLED HR



The cost of not adopting AI in HR extends far beyond missed efficiencies. It's a compounding disadvantage that threatens your organization's ability to compete, retain talent, and deliver the employee experiences today's workforce demands.



# Financial Costs

**Traditional HR systems carry mounting costs that compound with time.**

A [Workday report](#) earlier this year showed that outdated HR technology costs the federal government nearly \$1 billion a year in lost productivity, and identified automation and AI (especially AI-driven skills matching in recruiting efforts) as key modernization opportunities. [McKinsey's 2025 State of AI report](#) showed that nearly one in three HR functions that had adopted generative AI reported at least a 10% reduction in costs.



## Administrative Costs

95% of HR leaders [find their work overwhelming](#) due to excessive workload and stress, with 84% frequently experiencing stress and 81% reporting burnout. This isn't sustainable. When your HR team is drowning in administrative tasks, they can't provide the strategic support your business needs or the responsive service your employees deserve.



## Recruitment Costs

While your recruiters manually screen resumes and coordinate schedules with candidates, AI-enabled competitors are moving at a different speed entirely. They're filtering 80% of candidate pools automatically and reducing time-to-hire by months, not weeks. AI recruitment can reduce cost-per-hire by [as much as 30%](#). But more importantly, in today's talent market, speed wins. Manual processes simply can't compete.



## Employee Experience Costs

Today's workforce expects the same instant, digital experiences at work that they get as consumers. When HR takes days to answer simple questions (or weeks to process routine requests), employees don't just get frustrated—they disengage.



## Strategic Costs

The opportunity cost of not adopting AI compounds daily. While your HR team handles repetitive inquiries, they're not driving strategic initiatives. While your recruiters process applications manually, top talent goes to more agile competitors. While your employees wait for answers, their productivity stalls.



**Meanwhile, your competitors are moving. Every delay widens the gap—on cost, on speed, on talent, and on impact.**

Maintaining traditional HR operations in an AI-enabled world is no longer neutral. It's actively harming your business. Rather than just missing out on advantages, you're accumulating disadvantages that become harder to overcome with each passing quarter. **The question now isn't whether you can afford to adopt AI in HR. It's whether you can afford not to.**

## Hidden Costs of AI Inaction

### Financial impact

- 50% of HR leaders in a McKinsey survey reported cost reductions from AI—more than any other business function.
- Outdated HR technology costs the federal government nearly \$1 billion a year in lost productivity alone.
- HR professionals spend nearly 60% of their time on administrative work. Without automation, you're pouring resources into tasks that AI could handle faster and more cost-effectively.

### Administrative impact

- 95% of HR leaders find their work overwhelming due to overwork.
- 84% say they frequently feel stressed.
- 81% say they're burnt out.



### Talent acquisition impact

- The average time-to-hire is around 44 days. AI-driven recruitment tools can reduce that to just over a week.
- 80% of organizations using AI to schedule interviews experienced 36% time savings compared to those that scheduled manually.
- AI recruitment can reduce cost-per-hire by as much as 30%.

### Employee experience impact

- 94% of employees are already familiar with generative AI tools—and expect the same instant, digital experiences at work that they get as consumers. When HR systems lag behind, frustration and disengagement follow.
- Employee disengagement costs businesses \$8.8 trillion a year.

### Strategic opportunity impact

- Deloitte research shows that HR professionals spend 57% of their time on administrative tasks, time that could be redirected to high-impact work like strategy, culture, and workforce planning with the right AI support.

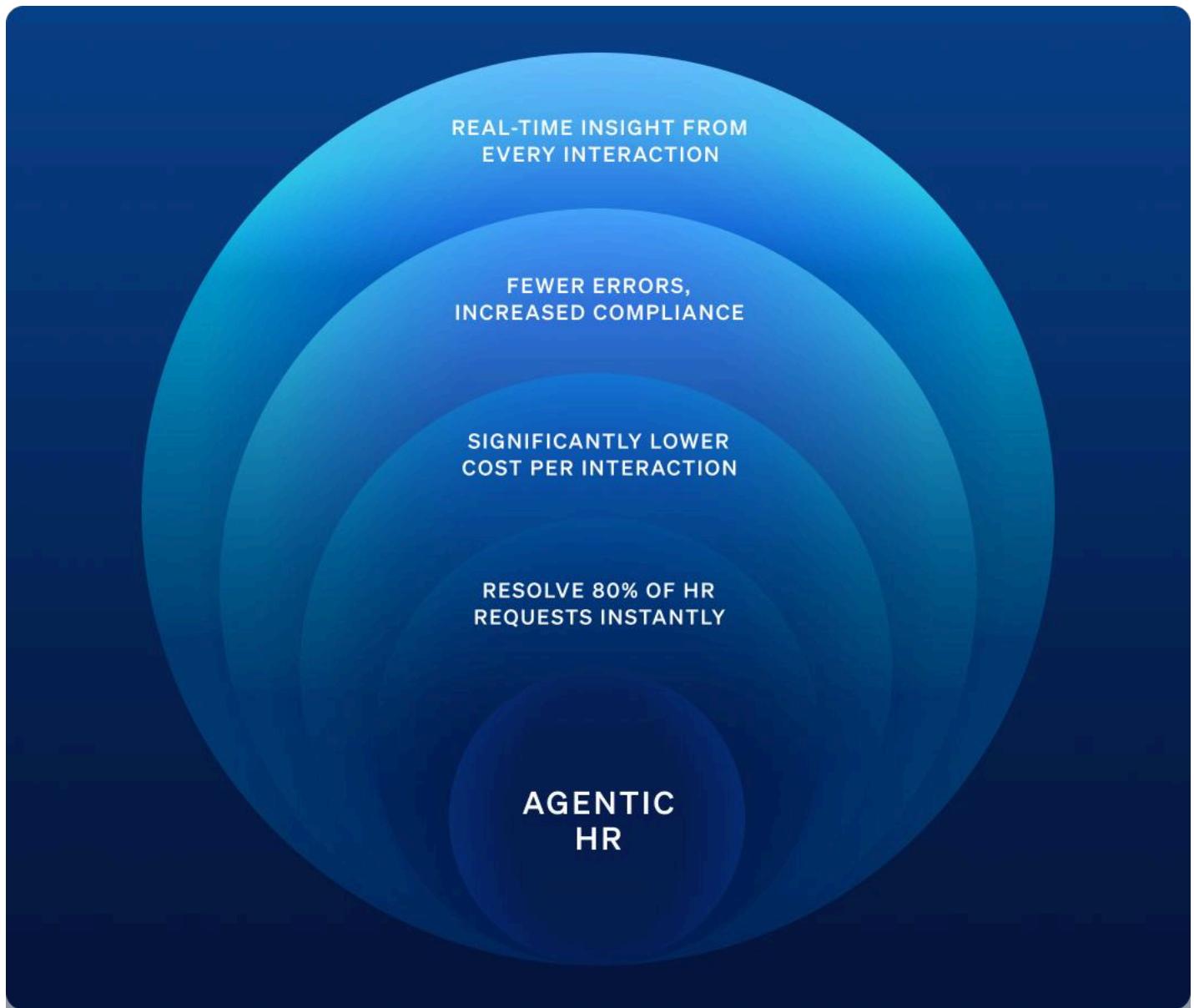
“I can’t help feeling like this is the most exciting chapter in People and Talent Operations. Incumbent systems we all love to hate aren’t going to be able to match the pace of disruption, and a whole new landscape of technology will (hopefully) take over.”

**MEGAN KAGELEIRY**

Head of People Strategy and Operations, Bain Capital Ventures



# Beyond Automation: AI's Strategic Impact





# The real story of Agentic AI in HR is how it unlocks capabilities that were previously impossible.

When Wade Davis, head of digital for business at Moderna, says "It's hard to convey—within the hype—how much AI is changing things and how much Moderna is using it across the board," he's pointing to something profound: this shift isn't just about faster processes; it's about reimaging how we support and develop people at scale. AI agents aren't just improving HR; they're expanding its potential.

## Where AI Agents Create Transformational Value

### Intelligent HR Service Delivery at Scale

Traditional HR services meant choosing between personalization and scale. Not anymore. AI agents now deliver contextualized support to every employee, simultaneously.

### What this looks like in practice

At an 8,000-employee manufacturing firm, a 2-person ER team was buried in 300+ monthly conduct violations and policy cases—spending nearly 100 hours per month on email-driven workflows. With Wisq's AI HR Generalist, Harper, they automated intake, triage, and resolution, cutting time spent to under 10 hours per month and freeing HR to focus on frontline strategy and engagement.

### Predictive Intervention and Proactive Support

AI agents can collect and parse through data to make predictions—like when employees are likely to leave. But the true revolution comes when AI acts on these insights; for example, automatically triggering retention workflows, suggesting interventions to managers, or initiating career development conversations before disengagement crystallizes into resignation—helping reduce attrition costs and preserve team continuity.

### What this looks like in practice

Companies like IBM are experimenting with AI-driven retention strategies, combining predictive models with personalized support paths such as training, career mobility, or compensation adjustments. The tech is still evolving, but early results show promise for reducing attrition and strengthening employee-employer trust.



## Dynamic Performance Support and Development

Annual reviews no longer meet the demands of a fast-changing workforce. AI agents provide coaching and feedback in real-time, allowing for continuous performance optimization. They can also suggest specific resources, connect struggling employees with others who've faced similar challenges, and create conversation guides for difficult discussions.

### What this looks like in practice

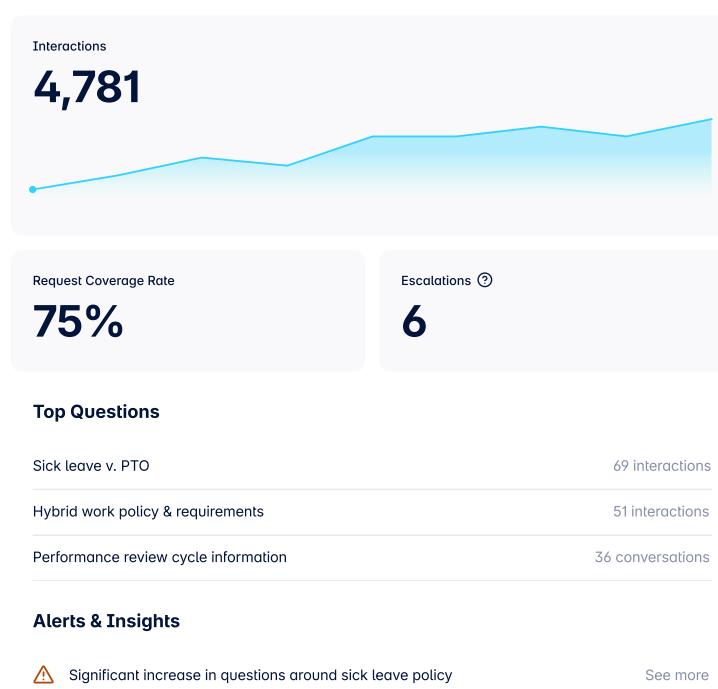
A 3,700-person FinTech company struggled to execute performance and career development programs. With HR overwhelmed by support tasks, 94% of goals failed to meet SMART criteria, and reviews lacked consistency. Wisq's AI HR Generalist, Harper, took over employee questions across talent programs like performance management and goal setting as well as 100+ global policies, freeing HR to focus on strategy and directly improving goal quality, feedback, and development planning.

## Compliance and Risk Management Automation

HR compliance can consume enormous resources, especially in regulated industries. But AI agents can now monitor, flag, and often resolve compliance issues automatically. They track certifications, make sure mandatory training is completed, maintain audit trails, and adapt to regulatory changes across jurisdictions, all without human intervention.

### What this looks like in practice

Symplr, a credentials verification organization (CVO) service, launched an AI agent in 2024 to help healthcare organizations centralize provider data, automate workflows, and reduce manual tasks. Later that year, it announced that the platform is able to process more than 7 million applications annually and deliver up to 75% reduction in time spent on credentialing tasks like recredentialing, sanctions monitoring, and document management.



## Real-Time Organizational Intelligence

Beyond dashboards and surveys, AI agents give CHROs a real-time, 360-degree view of organizational health. They analyze millions of interactions to surface insights invisible to traditional HR metrics. Why is turnover spiking in the Denver office? What's driving enthusiasm about the new product launch? Which managers need leadership support? This intelligence operates at every level, from personalized career insights for employees to predictive workforce analytics that inform C-suite strategy.

## What this looks like in practice

Google pioneered the idea of data-driven people operations, using analytics to identify and cultivate top leaders, develop hiring and employee retention algorithms, improve diversity, calculate the value of its top performers, forecast future problems and opportunities, and more.



## The "Multiplier Effect"

Here's what makes this revolutionary:  
**These capabilities compound.**

Proactive support solves issues before they need reactive intervention. Better performance management improves retention, which preserves institutional knowledge, which enhances service delivery. It's a self-reinforcing cycle that continuously amplifies HR's impact.

This moves HR from a cost center to a value creator—from supporting the business to actively driving its success.

→ **70%**

Of institutional knowledge is lost when an employee leaves their company.

→ **50% to 200%**

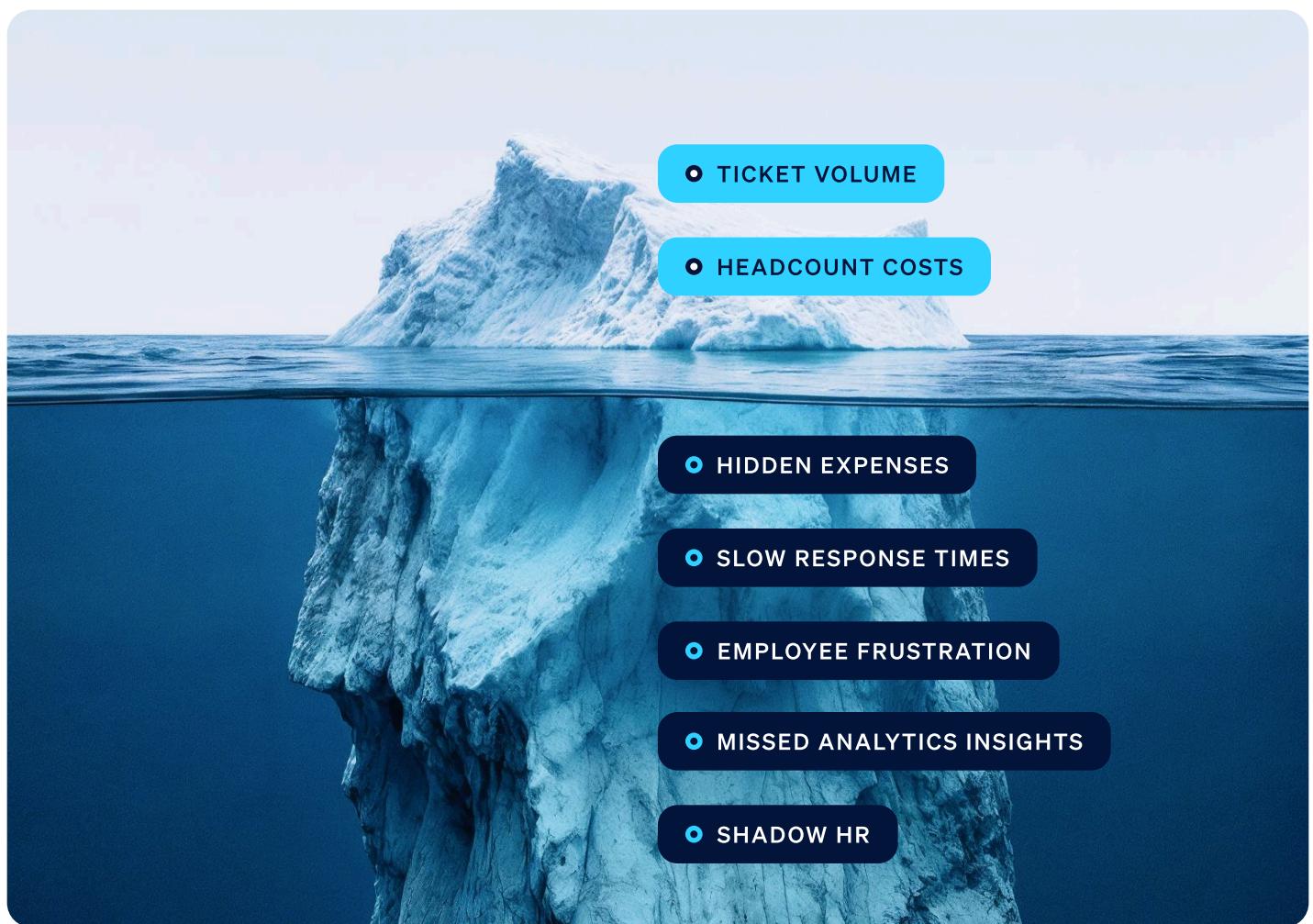
Of an employee's annual salary is the estimated cost of replacing them.

→ **30%**

Reduction in attrition can be achieved through AI-driven retention strategies.



# Agentic AI in HR: Unlocking Brand-New Ways to Create Value





"Stop thinking about how much money we save on headcount (which is a fleeting benefit, by the way) and focus on value creation," Josh Bersin argues. "That's the big benefit of AI: customer service quality, time to market, and innovation."

This shift in mindset from cost-cutting to value-creation represents the true potential of agentic AI in HR. While AI agents cost cents per minute, compared to several dollars per call on average for their human equivalents, focusing solely on the savings misses the bigger picture.

## The Real Value: What HR Does with Freed Capacity

**When AI handles routine inquiries, HR professionals don't disappear—they transform.**

The hours saved per team member can be reinvested. HR can focus on work that drives business outcomes: designing career frameworks that reduce turnover, building manager capabilities that boost team performance, creating employee experiences that attract and retain top talent, and more.

And consider economies of scale. An HR team supporting 5,000 employees typically drowns in transactional work. But with AI handling 80% of routine queries, that same team can support 10,000 or even 15,000 employees while actually improving service quality. No budget battles for additional headcount. No service degradation during company growth spurts. Just seamless scaling.

## From Hidden Costs to Strategic Gains

Traditional HR metrics miss the underwater portion of the iceberg. Yes, there's visible ticket volume and headcount costs. But beneath lurk hidden drains: employees waiting days for answers, losing productivity; managers handling HR tasks instead of leading; compliance risks from inconsistent policy application; and strategic initiatives perpetually postponed for firefighting.

AI agents surface and eliminate the hidden costs that quietly erode productivity and compliance. Faster response times minimize downtime and help employees stay focused on meaningful work. Consistent policy application reduces legal exposure. Freed HR capacity enables your team to pursue proactive initiatives that prevent problems rather than solving them retroactively.



## The Transformation Equation

**HR with agentic AI operates on fundamentally different economics. Variable costs become fixed. Reactive becomes proactive. Constraints become capabilities.**

IBM CHRO Nickle J. LaMoreaux [offers a case study](#) that demonstrates this transformation: "We introduced a digital assistant, AskHR, which now answers 94% of all HR FAQs and policy questions worldwide, and it enables IBMers to complete most tasks in less than 25% of the time it used to take manually."

IBM's saved budget and time? Invested in strategic programs that drive business outcomes. The result: a more efficient HR function that delivers faster, more consistent service—while doubling down on employee experience and long-term capability building.

This is agentic AI's promise: Not replacing human creativity and judgment with algorithms, but freeing humans to work creatively and exercise judgment where it maximizes impact.

## Defining the ROI of Agentic HR

AI in HR delivers measurable returns across every dimension of talent management.

### Talent retention

The cost of replacing an employee ranges from 50% to 200% of their annual salary. AI-powered predictive analytics can identify flight risks with up to [96% accuracy](#), enabling targeted interventions that allowed IBM to save \$300 million in retention costs. With turnover rates averaging [18% in 2024](#), even a small reduction through AI-driven retention strategies can translate to significant savings.

### Faster ramp-up

A landmark [MIT and Stanford study](#) found that AI helped workers at a Fortune 500 company solve 13.8% more issues per hour—but it wasn't the best or most experienced employees who saw the most benefits. AI assistance allowed workers with just two months of experience to perform at the same level as those with six or more months under their belts, effectively cutting time-to-competency by 75%.



## Higher productivity

Research from the Federal Reserve Bank of St. Louis found that workers who use generative AI at work are an average of 33% more productive in each hour that they use AI. For HR teams specifically, this translates to more time for strategic initiatives rather than answering repetitive policy questions or scheduling meetings.

## Data-driven decision-making

Organizations that implement AI-powered people analytics see substantial returns through predictive modeling, workforce planning optimization, risk mitigation, and more. One report showed that for every dollar spent on analytics technology, customers saw an average return of \$9.01. A study of 115 organizations encompassing 3.4 million employees showed that companies that use people analytics financially outperform industry benchmarks. 94% of business leaders say people analytics elevates HR's strategic value.

## Stronger culture and trust

Josh Bersin found that more than half—54%—of employees trust AI over HR for unbiased career advice. But properly implemented AI can strengthen transparency, trust, and engagement: 53% of engaged employees say they're comfortable with AI at work, versus just 30% of disengaged employees. More good news: McKinsey research shows that 71% of employees trust their employers to deploy AI ethically. When employees see AI as a supportive tool rather than a threat, it reinforces positive workplace culture.

Workers who use AI at work are an **average of 33% more productive** in each hour they use AI.

# Outlook: HR in 2026



The transformation is accelerating. By 2026, we'll see a proliferation of agent ecosystems where specialized AI agents collaborate seamlessly: A recruiting agent passes qualified candidates to an onboarding agent, which coordinates with a learning agent to create personalized development plans.



We'll also see Agentic HR do more than just respond to requests; it will anticipate needs. Imagine AI agents that detect early burnout signals and automatically suggest interventions, or systems that identify emerging skills gaps six months before they impact business performance, triggering targeted upskilling programs. This shift from reactive to proactive fundamentally changes HR's value proposition.

AI has progressed from tool to teammate, becoming woven into every HR interaction. Performance conversations will include AI-generated insights. Career planning will feature AI-powered scenario modeling. Even casual check-ins or 1:1s between employees and managers will be enhanced by AI understanding of context and history. The boundary between human insight and artificial intelligence is likely to continue to blur, creating augmented HR capabilities with unprecedented impact.

By 2026, AI-powered HR will be table stakes. The question is: Will you be leading the charge or scrambling to catch up?



**87%**

Of executives expect revenue growth from gen AI within the next 3 years



## Getting Started: Your Roadmap to AI HR

### The window for gaining a competitive edge with Agentic AI in HR is right now

Early adopters are already reaping benefits while those behind the curve debate whether to begin. Begin with one high-impact use case and follow this roadmap to start your AI HR transformation journey.

#### Step 1: Assess and Prioritize High-Impact Use Cases.

Start where pain meets volume. If your team spends 40% of its time answering benefits questions, that's your first target. If onboarding satisfaction scores are consistently low, you might start there. The key: Look for use cases with clear metrics and high-impact wins to build momentum.

#### Step 2: Build the Business Case.

Use data to quantify your current baseline and project the potential impact of implementing AI. Here's an example framework: "We handle 5,000 routine queries a month that take an average of 30 minutes each. That's 2,500 hours of HR time. At \$50 an hour fully loaded, we're spending \$125,000 a month. If an AI agent handles 80% of these, that's a savings of \$100,000 a month—\$1.2 million annually."

#### Step 3: Choose the Right Platform.

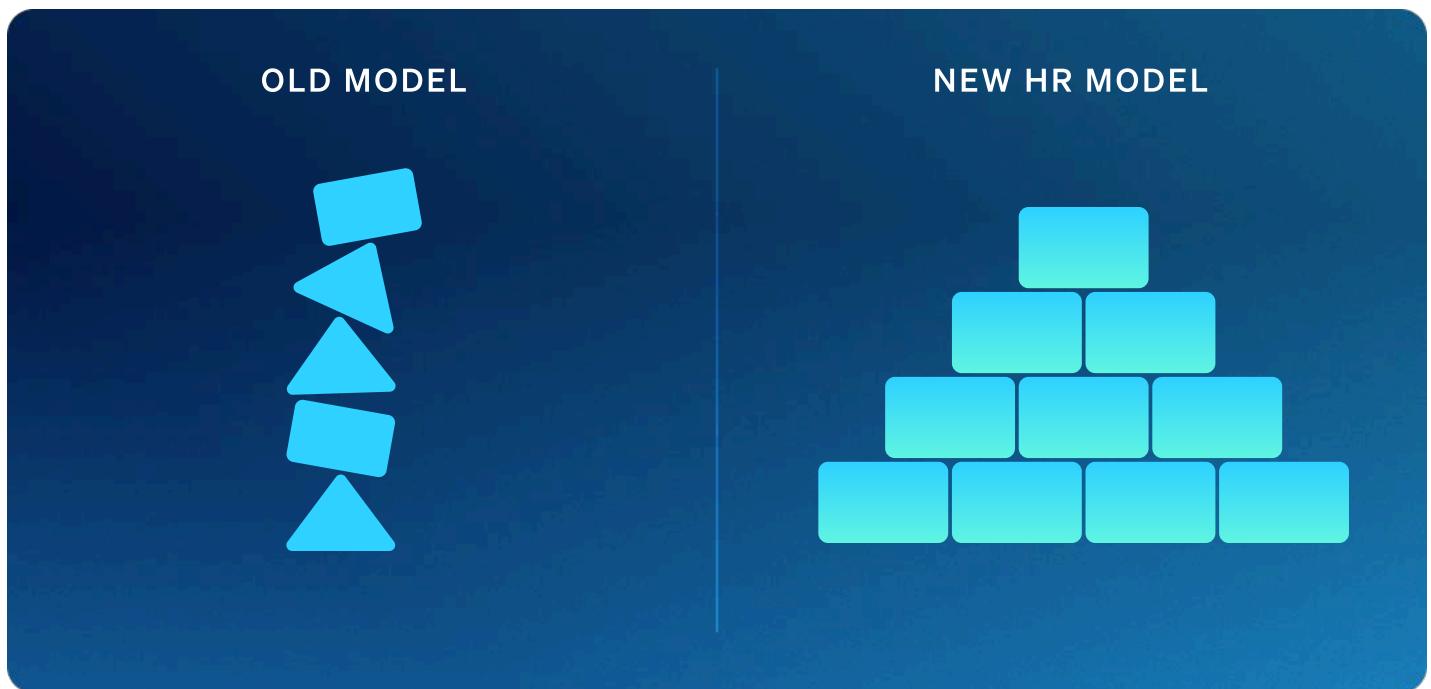
Every business has unique needs, so it's important to evaluate solutions based on a variety of criteria. Consider:

- HR domain expertise
- Integrations with your existing HR tech stack
- Scalability
- Vendor stability
- Reputation and testimonials/reviews from existing customers

Request demos or pilots and test platforms using real scenarios from your organization to choose the best fit for your needs.



# Your Next Steps Start Today



## **The stakes have never been higher.**

Organizations clinging to traditional HR models face a stark reality: Their costs will continue rising linearly while their ability to serve employees degrades. Meanwhile, AI-powered competitors will deliver superior employee experiences at a fraction of the cost, attracting and retaining top talent while yours struggles with outdated processes.

But this isn't a story about replacement. It's about elevation: HR professionals freed from administrative burden become architects of culture, champions of development, and strategic advisors to the business. They shift from processing paperwork to shaping the future of work.



Picture HR in your organization two years from now: AI agents handle routine inquiries instantly, 24/7. Predictive analytics flag risks before they materialize. Every employee receives personalized development guidance. HR professionals spend 80% of their time on strategic initiatives instead of administrative tasks.

The future of HR is being written now by leaders bold enough to reimagine what's possible. AI agents aren't just tools—they're teammates ready to help HR finally realize its full potential as a strategic driver of business success.

The organizations that understand this will define the future of work. The others will wonder what happened.

The choice is yours. But remember: While you're evaluating options, your competitors are already implementing. The time for transformation is now.

# The future of HR doesn't wait. Neither should you.

## Welcome to HR's Agentic Era.

See Wisq



# The New Economics of HR

[wisq.com](http://wisq.com)