Exercise: Mapping "LLM Applications in HR" to the AI Tech Stack

Objective
Ensure each high-level HR use case powered by LLMs is grounded in the right architectural layer—
from business goals down to infrastructure.

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1. Form Teams

- **Team A** – Recruiting & Talent Acquisition

- **Team B** – Learning & Development

- **Team C** – Employee Experience & Compliance

2. Complete the Mapping Table

For each **HR Capability** in the mind-map, assign 1–2 **Tech Stack Layers** and jot down a key
implementation note.

🧠 HR Capability	🔧 Tech Stack Layer(s)	🎨 Key Considerations
Automated Candidate Screening		
Skills Gap & Workforce Planning		
Enhanced Employee Engagement		
Personalized Learning & Development		
Bias Detection & Compliance		
Attrition Prediction & Retention		
End-to-End Process Automation		
Global Outsourcing Coordination		

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3. Group Discussion (10 min)

1. **Cross-Layer Overlaps**

   o Which HR features span multiple layers (e.g., "Bias Detection" touches both
   Compliance & Model)?

2. **Gaps & Risks**

   o Where do you see missing data, security or compliance controls?

3. **Investment Prioritization**

   o Which layer upgrades (e.g., Model fine-tuning, Data pipelines, Infrastructure scaling)
   deliver the fastest ROI for your domain?

Use this exercise to align your LLM-driven HR initiatives with business objectives, agent protocols, governance guardrails, data workflows, and compute resources—guaranteeing both technical soundness and measurable impact.