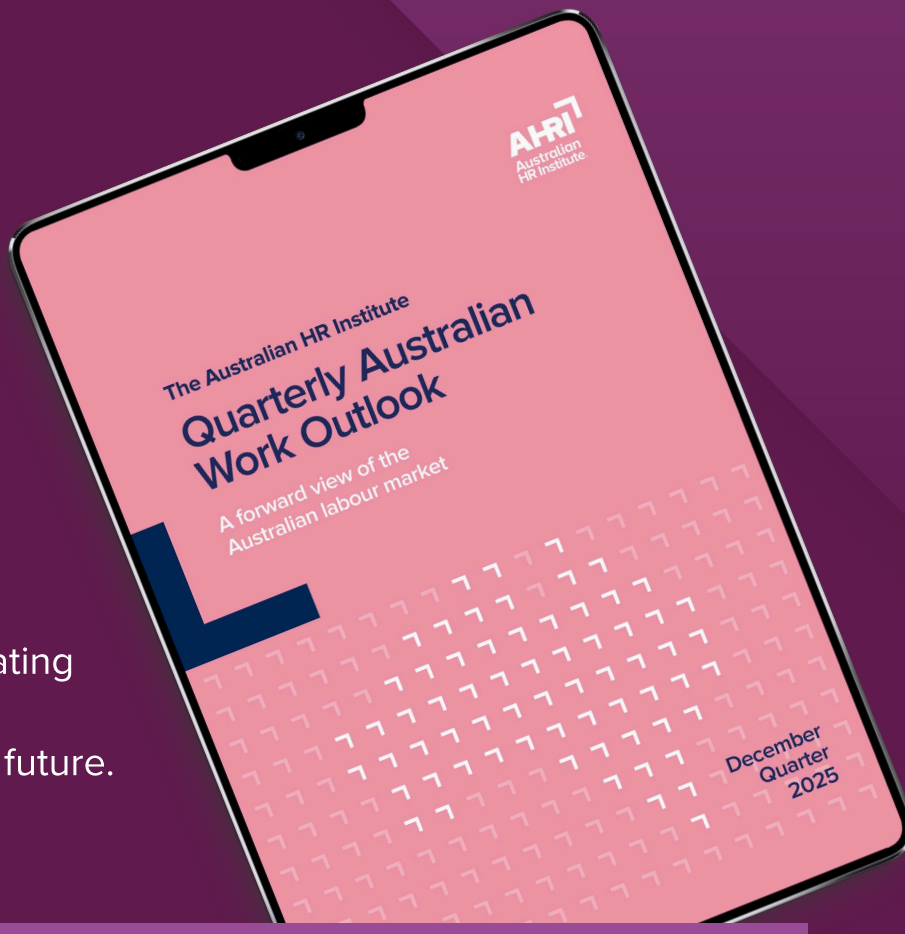
HOW ARE

HR PRACTITIONERS FEELING ABOUT AI?

AHRI's December Work Outlook report reveals Australian HR practitioners are broadly optimistic about AI's potential, while remaining attuned to its risks.

The findings offer insights into how organisations are integrating AI, reshaping roles and preparing employees for a digitally enabled future.



TOP LINE DETAIL

Nearly all organisations surveyed (93%) are already using AI in some form, and most report positive employee responses and productivity gains. However, 60% say workloads are rising, and one in four organisations still have no AI policy.

KEY TAKEAWAYS FROM THE REPORT

EMPLOYERS ARE GENERALLY OPTIMISTIC ABOUT AI'S IMPACT

93%
of respondents report using AI in some capacity

83%
say employees are responding positively to AI

82%
believe AI is improving efficiency and productivity

However, concerns remain about AI's impact on employee wellbeing. **Three in five** respondents agree that AI is increasing work intensity for employees.

Key takeaway: AI adoption is driving measurable efficiency gains, but employers should watch for signs of work overload and ensure increased productivity doesn't come at the cost of employee wellbeing.

MOST EMPLOYERS EXPECT AI TO BENEFIT ENTRY-LEVEL ROLES

One of the issues raised in the recent public debate about AI is the potential negative impact of AI on the employment prospects of graduates and school-leavers. However, the survey data suggests more employers believe AI will have a positive impact on job creation than a negative one.

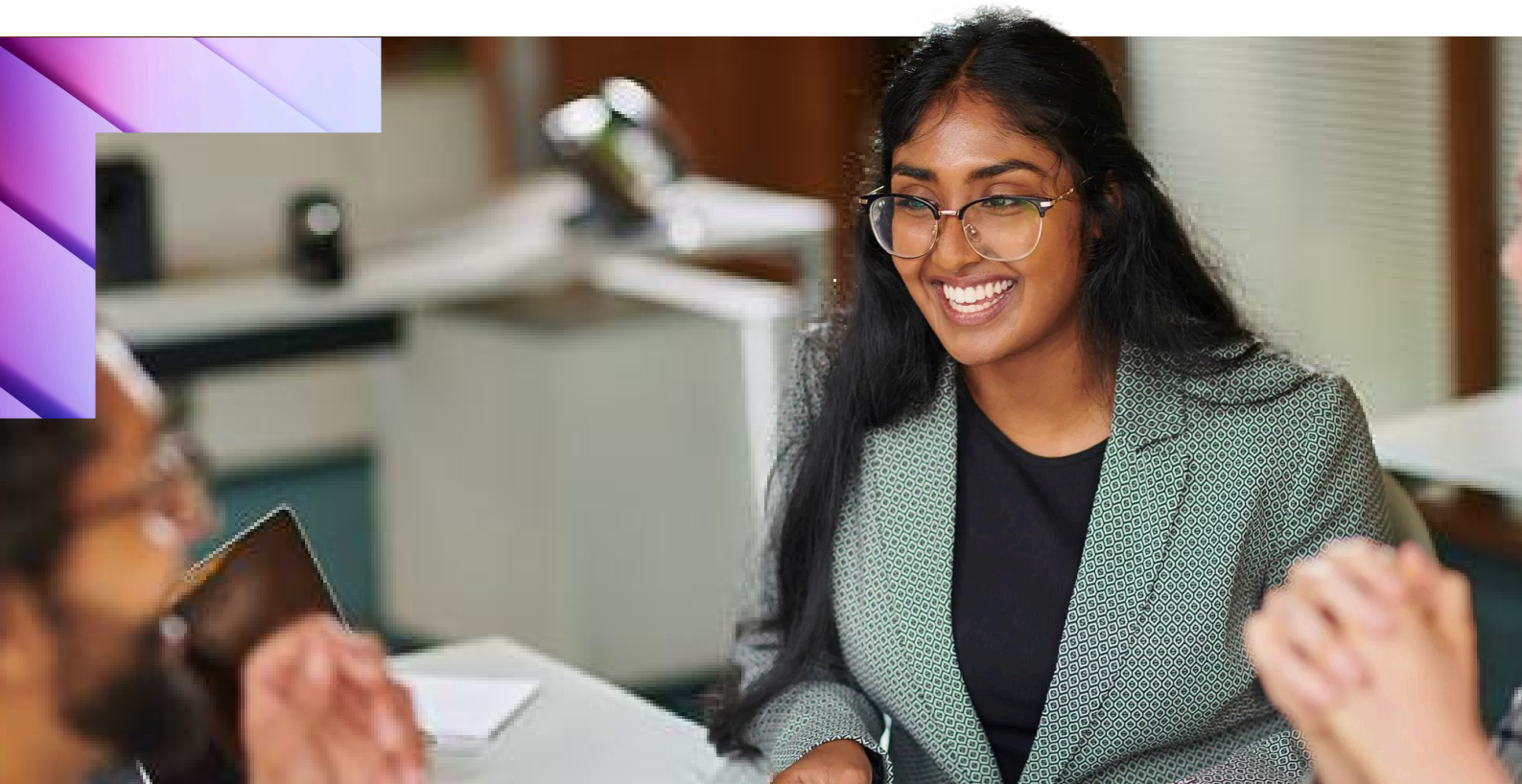
41%

of respondents say that they are seeing an increase in entry-level roles due to AI.

23%

say that AI is having no impact on entry-level roles.

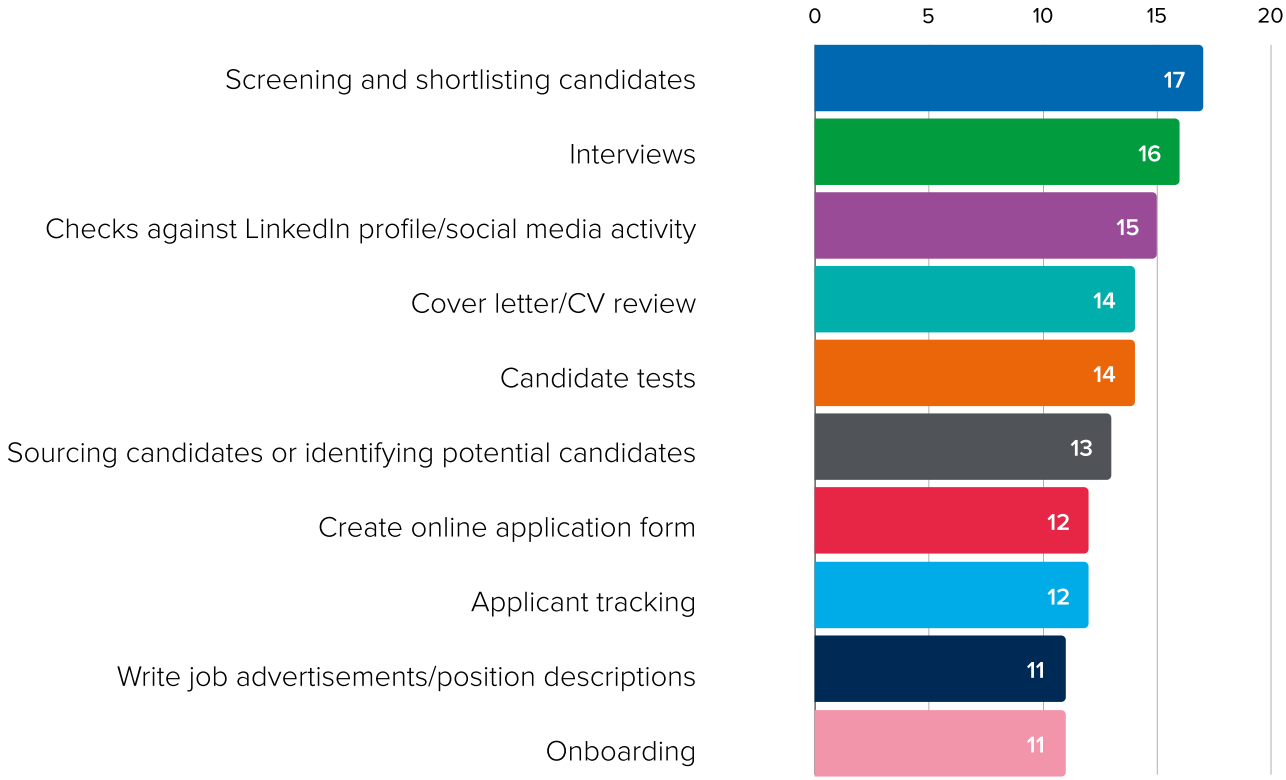
Key takeaway: Rather than replacing entry-level positions, AI appears to be reshaping them, creating opportunities for early-career employees to focus on higher-value tasks and develop digital skills from the outset.



EMPLOYERS REMAIN CAUTIOUS ABOUT AI IN RECRUITMENT

49% of employers report that they are not currently using AI in any part of their recruitment or selection process.

Of those that do use AI in recruitment, the most popular uses of AI include:



Key takeaway: Low uptake of AI in recruitment likely reflects ongoing concerns about bias, data privacy and regulatory risk.

AI POLICIES AND GUIDELINES ARE ONLY IN PLACE IN SOME ORGANISATIONS

68%

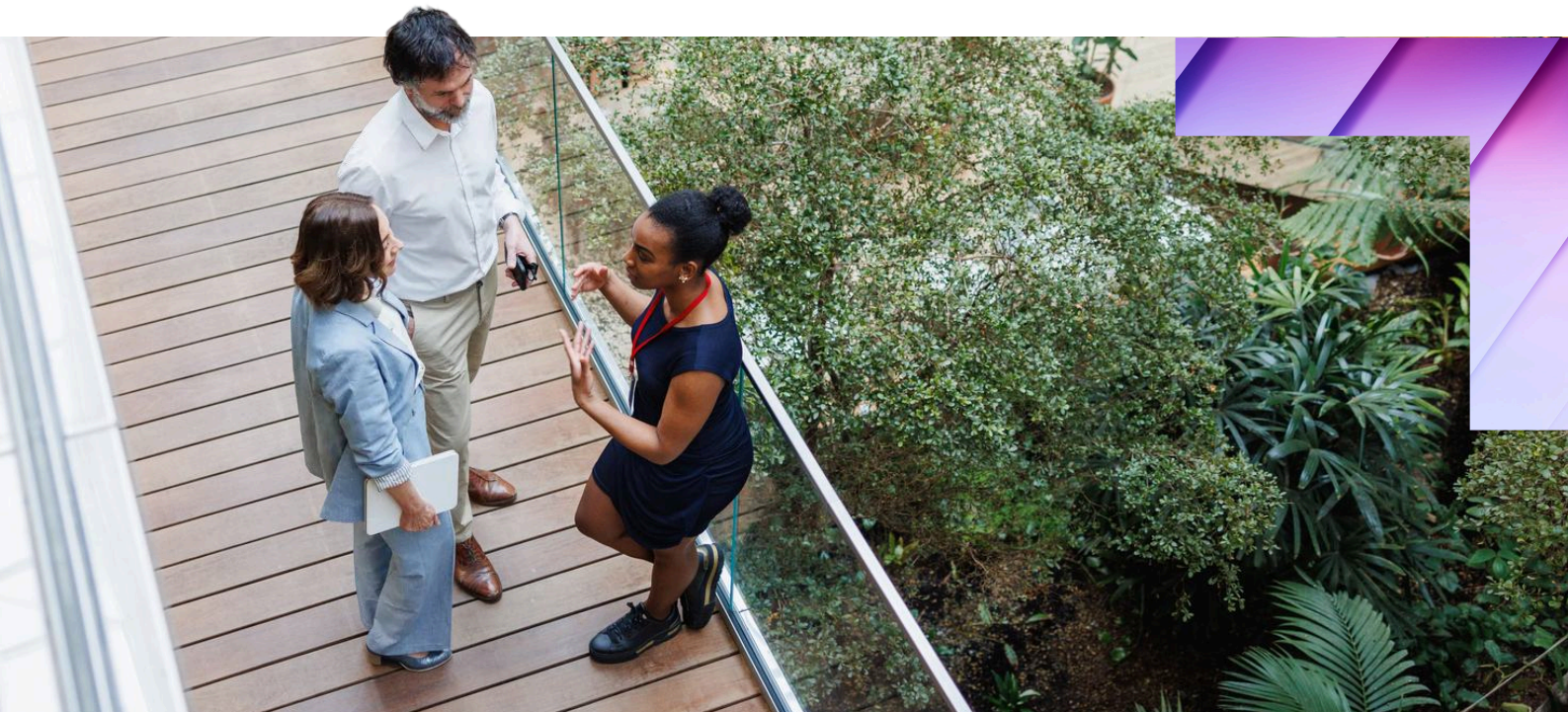
of Australian workplaces have formal AI policies or guidelines in place.

24%

of organisations report that they don't have any AI policy or guidelines.

However, there is some variation across sectors and size of organisations. **Ninety per cent** of public-sector organisations have a policy or guidelines, compared with **64%** of private sector organisations. Meanwhile, just **56%** of small organisations have a policy or guidelines.

Key takeaway: The lack of policy or guidelines in some workplaces creates a significant gap in direction for leaders who may wish to adopt AI but are concerned about the associated risks.



Source: AHRI's Quarterly Work Outlook report, December quarter, 2025, interviewing 600+ senior HR professionals and decision-makers across private, public and not-for-profit organisations in all Australian states and territories.