



AI for Payroll Management, Workforce Analytics & Digital HR Transformation

18 – 29 January 2027
Paris (France)



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Introduction

Artificial Intelligence is transforming payroll and human capital management by automating repetitive tasks, improving compliance, enhancing workforce analytics, and enabling smarter business decisions. Today's payroll leaders are expected to leverage AI technologies to optimize payroll accuracy, detect anomalies, improve employee services, and integrate payroll intelligence into broader organizational strategy.

This executive-level programme explores the practical application of Artificial Intelligence across payroll operations, workforce analytics, HR technologies, compensation management, and digital transformation. Participants will gain hands-on exposure to AI tools, predictive analytics, intelligent automation, and AI-assisted decision-making to build a future-ready payroll function.

Targeted Groups

This Artificial Intelligence AI for Payroll Management, Workforce Analytics & Digital HR Transformation training targets professionals seeking knowledge and skills:

- Payroll Manager.
- Payroll Directors.
- Compensation & Benefits Managers.
- HR Directors.
- HR Business Partners.
- Finance Managers.
- HRIS Managers.
- Shared Services Leaders.
- Digital Transformation Managers.
- Workforce Analytics Specialists.

Course Objectives

Participants will achieve the following objectives by completing the Artificial Intelligence AI for Payroll Management, Workforce Analytics & Digital HR Transformation course:

- Understand AI technologies applicable to payroll and HR.
- Apply AI tools to automate payroll workflows.
- Improve payroll accuracy using intelligent validation.
- Build AI-powered workforce analytics dashboards.
- Enhance compliance through predictive monitoring.
- Utilize Generative AI for payroll communication and reporting.
- Integrate payroll data into enterprise decision-making.
- Develop AI governance frameworks for payroll.
- Design future-ready digital payroll operations.
- Lead AI transformation initiatives within HR and Finance.

Targeted Competencies

Participants will gain the following competencies during the Artificial Intelligence AI for Payroll Management, Workforce Analytics & Digital HR Transformation program:

- Executive Presentations
- AI Demonstrations.
- Hands-on ChatGPT Workshops.
- Microsoft Copilot Applications.
- Payroll Automation Labs.
- Interactive Case Studies.
- Business Simulations.
- Group Workshops.
- Digital Transformation Exercises.
- Executive Strategy Sessions.

Studying Scenarios

In this Artificial Intelligence AI for Payroll Management, Workforce Analytics & Digital HR Transformation training, participants develop skills through the following scenarios:

- Automating payroll workflows using AI technologies.
- Detecting payroll errors through intelligent analytics.
- Creating workforce insights with predictive models.
- Using Generative AI for HR communication.
- Designing AI-driven payroll transformation strategies.

Course Content

Unit 1: The Future of Payroll in the AI Era

- Evolution of Payroll Technology.
- Artificial Intelligence Fundamentals.
- AI in Human Capital Management.
- Digital Workforce Trends.
- Payroll Innovation.
- Intelligent Organizations.
- Future Payroll Models.
- AI Adoption Roadmaps.

Unit 2: AI-Powered Payroll Processing & Automation

- Intelligent Payroll Engines.
- Robotic Process Automation RPA.
- Payroll Workflow Automation.
- Automated Validation.
- Smart Approval Processes.
- Exception Management.
- Automated Payroll Audits.
- End-to-End Payroll Automation.

Unit 3: Generative AI Applications in Payroll

- ChatGPT for Payroll Professionals.
- AI-Assisted Policy Writing.
- Payroll Documentation Automation.
- Employee Communication with AI.
- Payroll FAQ Chatbots.
- AI Email Drafting.
- Payroll Knowledge Management
- Prompt Engineering for Payroll.

Unit 4: Workforce Analytics & Predictive Payroll Intelligence

- Workforce Analytics Fundamentals.
- Predictive Payroll Reporting.
- AI Forecasting Models.
- Labor Cost Analysis.
- Workforce Productivity Metrics.
- Payroll KPIs.
- Executive Dashboards.
- Data Visualization Techniques.

Unit 5: AI for Compensation, Benefits & Rewards

- Smart Compensation Planning.
- Salary Benchmarking.
- AI-Based Reward Strategies.
- Benefits Optimization.
- Pay Equity Analytics.
- Incentive Program Analytics.
- Compensation Forecasting.
- Executive Compensation Insights.

Unit 6: Payroll Risk, Fraud Detection & Compliance Intelligence

- AI Fraud Detection.
- Payroll Anomaly Detection.
- Compliance Monitoring.
- Tax Compliance Automation.
- Regulatory Intelligence.
- Cybersecurity in Payroll.
- Payroll Risk Dashboards.
- Internal Controls Using AI.

Unit 7: Integrating AI with HRIS & ERP Systems

- SAP SuccessFactors.
- Oracle HCM.
- Microsoft Dynamics.
- Workday Integration.
- Cloud Payroll Platforms.
- API Connectivity.
- Enterprise AI Ecosystems.
- Digital HR Transformation.

Unit 8: Executive Decision-Making with Payroll Intelligence

- Executive Reporting.
- AI Decision Support Systems.
- Strategic Workforce Planning.
- Financial Impact Analysis.
- Scenario Planning.
- Board-Level Payroll Reporting.
- Organizational Insights.
- Strategic KPI Development.

Unit 9: AI Governance, Ethics & Responsible Payroll Automation

- AI Governance Frameworks.
- Ethical AI.
- Responsible Automation.
- Privacy & Data Protection.
- GDPR Considerations.
- AI Risk Assessment.
- Transparency in AI Decisions.
- Building Trust in AI Systems.

Unit 10: Building the Intelligent Payroll Department of the Future

- AI Strategy Development.
- Future Payroll Technologies.
- Intelligent Workforce Management.
- Digital Transformation Roadmaps.
- Continuous Innovation.
- Change Management.
- Executive Leadership.
- Capstone AI Payroll Transformation Project.

Final Insights & Key Takeaways

Participants will understand how Artificial Intelligence enhances payroll efficiency, workforce analytics, and digital HR transformation. The course enables professionals to apply AI-driven solutions for smarter payroll operations, improved compliance, and strategic workforce decisions.