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

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	Headhunter						Moderate
HRIS Analyst 4 Somewhat Complex 6 Somewhat Repetitive Non-Routine and Simple 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

