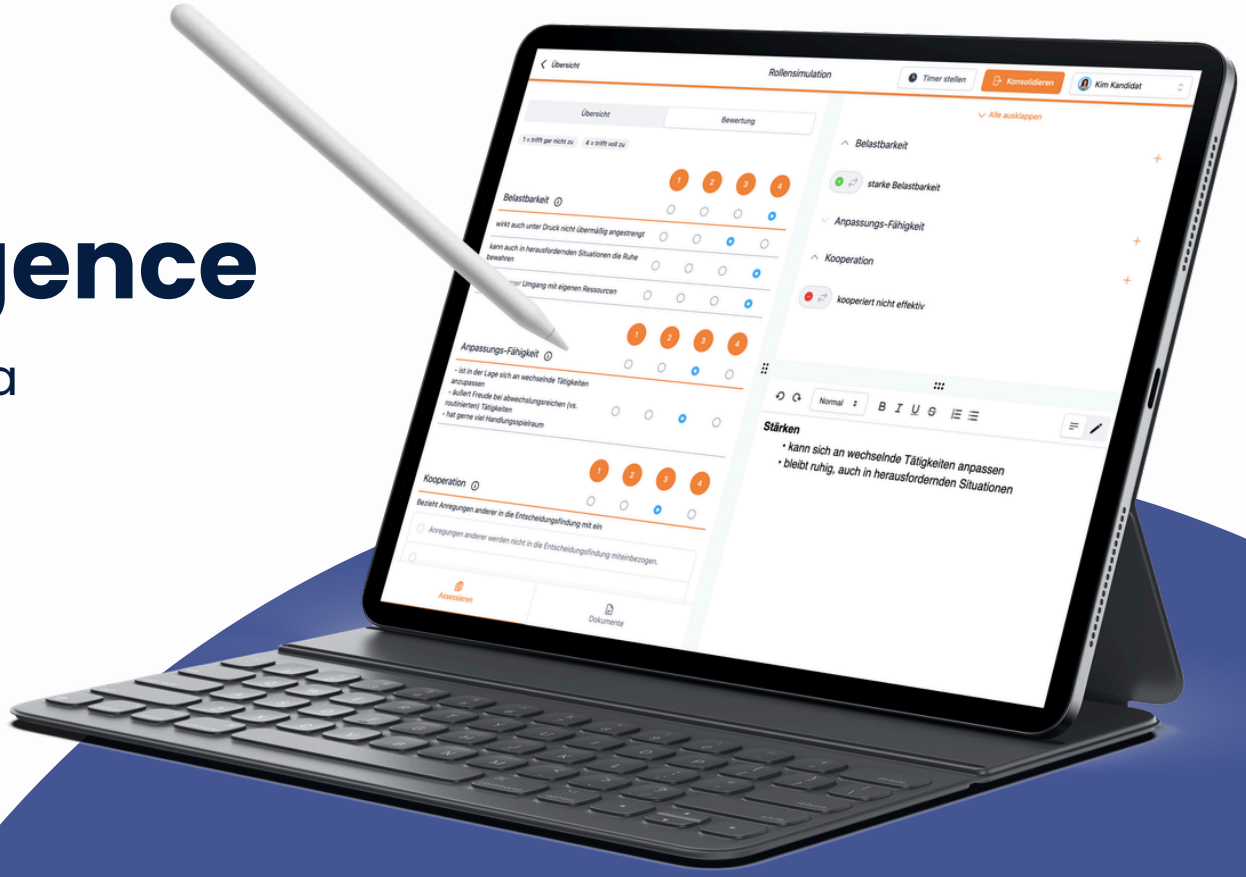
Artificial Intelligence

Integrated into Applysia



Applysia

Overview

01 Background

02 AI in HR

03 AI at Applysia

05 Quality Assurance & Control

06 Conclusion



Applysia

Background

Artificial intelligence (AI) has been an integral part of the modern working world since the release of ChatGPT 3.5 in 2022. Large language models (LLMs) play a central role in this. These are a class of AI models that are trained to deeply understand human language and generate it independently.

Technically, these models focus on recognizing complex patterns. The various approaches differ primarily in the extent to which the results are manually controlled. Today, this broad technical foundation enables a wide range of applications that go far beyond simple word processing.

Applysia has a clear mission statement behind the use of these technologies:

We see AI as a high-performance digital assistant that works tirelessly and objectively to create space for us to focus on what matters most. Our aim is to use AI where it improves data quality and lowers barriers to first-class HR processes. In doing so, it is essential for us to remain skeptical: AI serves as a valuable source of inspiration for designs or analyses, but the final control and interpretation remain firmly in human hands.

AI in HR
a new level of process optimization

While general applications such as summarizing texts, generating ideas, or analyzing images are already widely used, AI offers **specific strategic advantages in the field of HR:**

01 **Personnel planning:** The implementation of automatic job analyses is made more efficient.

02 **Candidate experience & communication:** Virtual assistants guide applicants and employees through the process, answer questions, and provide information.

03 **Personnel development:** AI supports the rapid generation of high-quality training materials.

04 **Performance Management:** Complex metrics are made clearer by automatically combining KPIs.

05 **Fairness, bias monitoring, and transparency:** Unconscious biases in the selection process can be identified, thereby increasing equal opportunities.

06 **Process automation & increased efficiency:** Recurring and administrative HR tasks can be handled automatically, reducing the operational burden.

07 **Automated reports & presentation of results:**
AI systems generate precise text modules for HR reporting or individual results reports.

Applysia

AI Chatbot Bernd

Use Case at Applysia

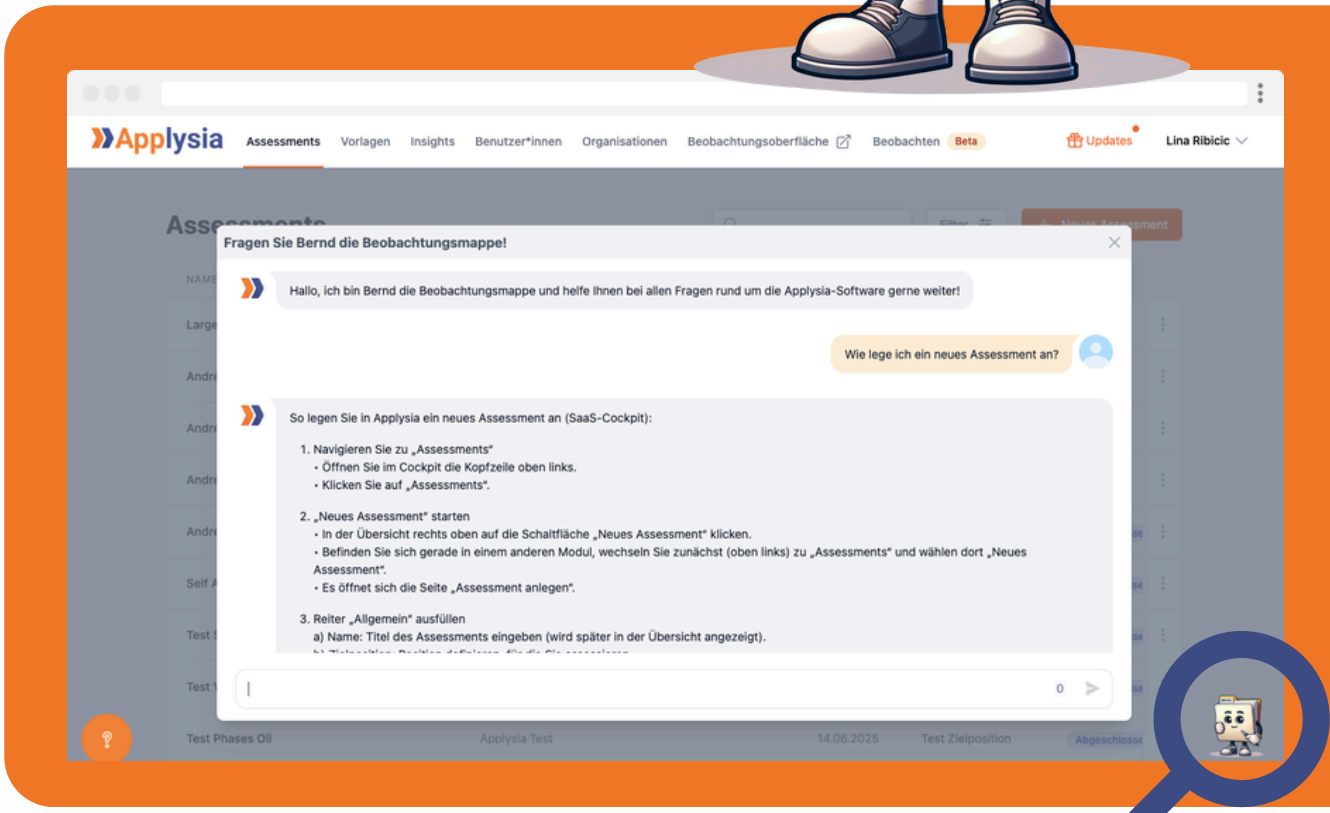
In the lower right corner of the platform, users will find “Bernd, the observation folder.” This support bot is permanently available to users to answer questions about using Applysia.



Bernd provides answers to typical requests in real time using the support portal.

Users benefit from rapid problem resolution thanks to 24/7 availability.

Clicking on the folder icon opens a pop-up window where you can start chatting with Bernd.



Applysia

Automated Management Summary

Use Case at Applysia

To minimize the time between assessment and delivery of results, Applysia offers AI-supported creation of management summaries in the report.

AI-based placeholders can be used to integrate automated and assessment-specific management summaries directly into the report. AI serves as an intelligent writing tool that accurately summarizes the human competence notes and assessments. The system adapts the tone and level of detail of a reference report (up to a maximum of 10,000 characters) without adding its own content. This means that the technical decision-making authority remains entirely with the human being.

AI-generated summaries must always be reviewed by a human to avoid errors.

Vorteile:

- **Acceleration:** Results are available immediately after the assessment.
- **Standardization:** The quality and structure of reports remain consistently high and uniform.
- **Resource efficiency:** The time saved creates capacity for other strategic tasks in the personnel selection process.
- **Satisfaction:** Faster feedback increases acceptance among all parties involved.

Applysia

Quality assurance & human control

Human final inspection

DAI provides intensive support in text creation, but the final review before publication must be carried out by a human being..

Prevention of errors

AI-generated summaries must be consistently reviewed to ensure accuracy and compliance with internal quality standards.



Legal framework and ethics:

GDPR (Art. 22): We strictly respect the right of data subjects not to be affected by purely automated decisions. This applies in particular if such decisions have legal consequences or significantly affect the person concerned.

EU AI Act: Applysia's applications are not subject to the high-risk regulations of the EU AI Act. We conduct regular internal audits to ensure that our development is always in line with applicable EU requirements and that the highest standards of quality and transparency are consistently maintained, even without legal obligation.

Responsibility: Critical applications such as reporting are therefore always subject to human supervision.

Responsibility before automation

The synergy for a fair and efficient HR future

Artificial intelligence is a valuable tool in human resources, accelerating processes and ensuring the quality of reporting. Nevertheless, Applysia adheres to the principle that technology should support people, not replace them. In order to use this added value responsibly, we define clear limits of use:



AI as operational relief

We use AI specifically where it directly supports our users. These tools accelerate the delivery of results and ensure consistent report quality.



Humans as decision-makers

Since assessments have far-reaching consequences for individuals, technology must never be an unexamined “black box”; every AI-generated summary must be subject to a final human review.



Combination as a success factor

The greatest added value comes from combining technological processes and human expertise. AI can effectively optimize selection processes, but should never be the sole basis for personnel decisions..



Central focus

Our goal is to offer customers an environment that focuses not on maximum automation, but on achieving the best possible quality by combining human judgment with technical support..

Applysia



Get in touch with us!

Dr. Richard Hossiep

Co-Founder
Sales & Marketing

Applysia GmbH
Wilhelmstraße 55
48149 Münster
Deutschland

(+49) (0) 251 29796970
info@applysia.de
www.applysia.de

Applysia