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March 18, 2025

### The Advancement of AI Driven Employee Performance Management



Chris Wilkinson will be speaking on "The Advancement of AI Driven Employee Performance Management" panel at the [ERR Committee Midwinter Meeting & Nat'l Symposium on Technology in Labor & Employment Law](#) conference.

This panel will explore the integration of AI technology into traditional workplace management functions. Advancements in AI-driven employee performance management, for example, allow for the real-time assessment of an individual employee's productivity, output quality, and efficiency of work by analyzing data from various sources, such as electronic communication, audio recordings, and video. These programs can also generate and distribute customized feedback and coaching materials to employees on demand—capabilities that surpass the speed and depth of assessments typically performed by managers. While these technologies can provide greater insights to both leadership and employees, there may be unforeseen consequences when such responsibilities shift away from human managers. The panel will examine the use of AI in various aspects of employee management and discuss potential legal challenges that may emerge as algorithms increasingly take on roles traditionally held by human decision-makers.

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## **Authors**

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