

# AI Meets HR: Turning Policy Text into Actionable Promotion Insights

Promotion policies, often buried in unstructured HR documents, are automatically parsed into structured rules using large language models (LLMs) in SAP Databricks. These rules are then applied to employee records to consistently evaluate promotion eligibility.

The model not only identifies which employees meet policy requirements (e.g., tenure, performance cycles) but also validates data completeness and highlights potential anomalies or risks. This empowers HR and business leaders with transparent, data-driven insights—ensuring fairer promotion decisions, reducing manual effort, and building employee trust in career progression. Derived data products are integrated with SAP Datasphere and SAP Analytics Cloud for deeper insights.

With SAP Databricks, we've unlocked proactive HR decision-making – reducing bias and empowering managers with data-driven insights for workforce growth. Our data model is integrated with SAP Datasphere and SAP Analytics Cloud for deeper insights.



HR Analyst  
Gary



## Additional References

APAC Solution Advisory Assets

[Int: Demo Video>>](#)

## Powered by:

SAP Business Data Cloud

SAP Databricks

Proof of Concept

Learn more

# AI Meets HR: Turning Policy Text into Actionable Promotion Insights

## Challenge

- Large enterprises face complexity in ensuring fair, consistent, and transparent employee promotion decisions.
- Traditional HR workflows rely on static rules buried in policy documents, manual interpretation by managers, and fragmented employee data across systems.

## Solution

This solution operationalizes HR promotion rules and validates employees' eligibility by combining **Databricks AI Functions**. A derived data product is shared back to SAP Datasphere for advanced data modelling and subsequently leveraged in SAP Analytics Cloud for actionable insights.

- SAP Databricks:** Playground for AI experimentation and custom logic using User Defined Functions (UDFs)
- SAP Datasphere:** Centralized platform for data modelling and enrichment
- SAP Analytics Cloud:** Delivers customized People Intelligence by extending with the derived data product

**Promotion SOP Samples**

**Policy brief & purpose**  
Our employee promotion policy presents our guidelines for advancing and promoting employees from within our company. We want to invest in our employees and reward those who perform well.

This policy includes the process that managers must follow when promoting employees. We will communicate this policy to all employees to avoid confusion about who should be promoted and when.

**Scope**  
This policy applies to all employees who qualify for promotion. Employees may be promoted only after their [three-month] onboarding period ends and if they are not under a performance improvement plan.

"Promotion" may be a move to a position of higher rank, responsibility and salary. Often, employees may advance to positions that don't come with higher managerial authority. Instead, these advancements may be a career or role change that helps employees develop and grow.

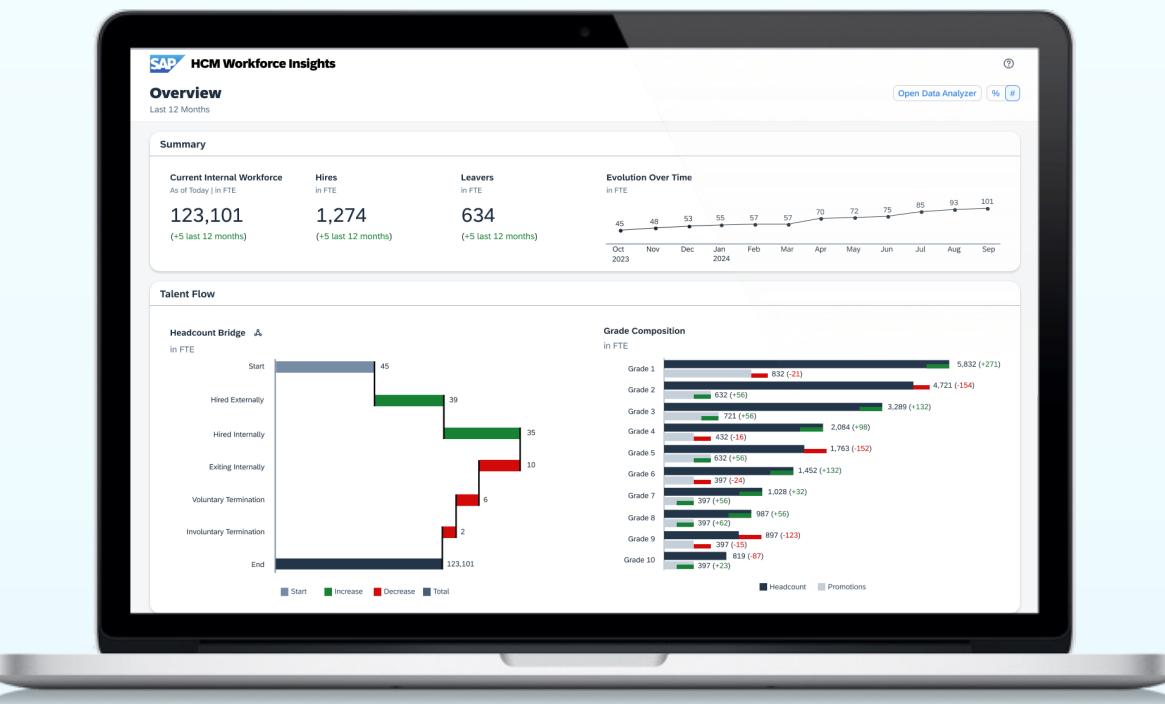
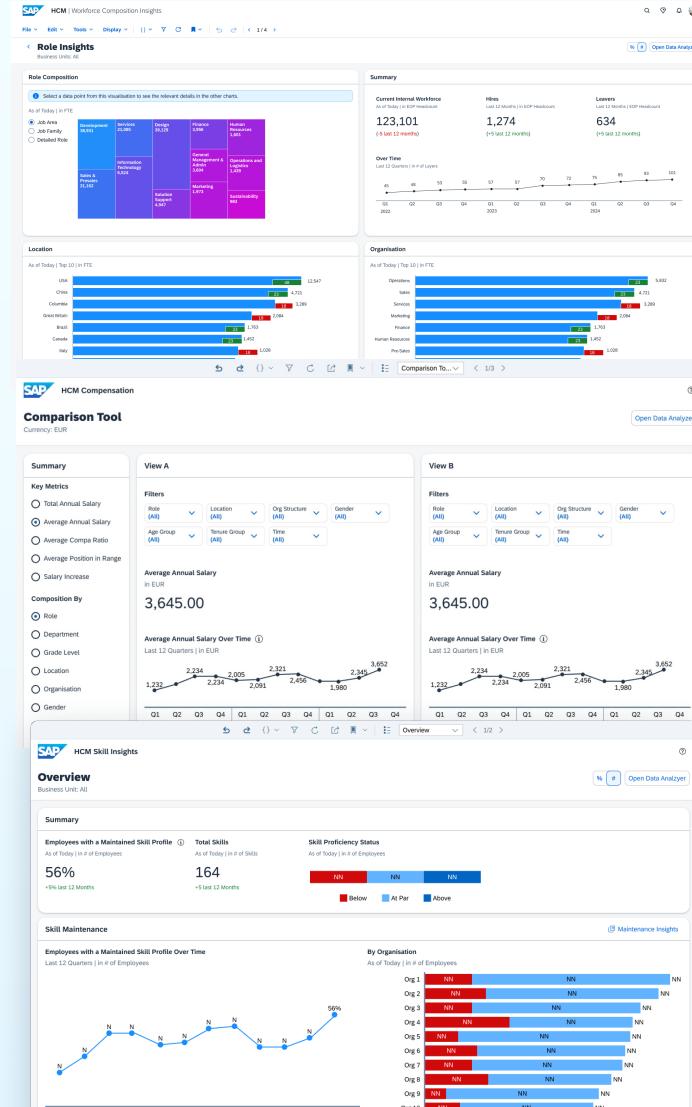
Employees may be promoted within the same or another department or branch.

**Policy elements**  
We will promote employees based on their performance and workplace conduct. Acceptable criteria for promotion are:

- Experience in the job or tenure.
- High performance level in [two] recent review cycles.
- Skillset that matches the minimum requirements of the new role.
- Personal motivation and willingness for a change in responsibilities.



# Extended People Intelligence with SAP Analytics Cloud



## Workforce Composition Insights

## Compensation Insights

## Skills Insights

- ✓ Customization for specific business needs, including attributes, calculations, and row-level authorizations
- ✓ Semantically-rich and clean data in one place for faster decision-making across the business

## SAP Business Data Cloud Reference Architecture

