AI has become more prevalent amongst HR departments:
65% of Singapore HR leaders expect AI to take over most daily tasks by the end of 2026

Remote's Global Workforce Report 2025 highlights the age of Lean HR: where automation and AI are empowering compact HR teams to manage global compliance, payroll, and employee experience at scale

SINGAPORE, 11 NOVEMBER 2025 – As global hiring ramps up, new research from Remote, the leading global HR platform, found that HR teams are increasingly turning to automation and AI to operate with outsized impact.

Remote's Global Workforce Report 2025 surveyed more than 3,600 business leaders of companies across 10 countries – including 250 leaders in Singapore – and reveals how AI and automation are helping lean HR teams keep pace with global hiring trends.

As the surge in international hiring continues amongst Singapore businesses, HR teams are expected to deliver on ever-expanding responsibilities from managing payroll, hiring, and compliance for large dispersed workforces. Many have turned to AI and automation to manage this broad scope of responsibilities, although adoption is uneven.

Remote's latest research found that 65% of HR leaders in Singapore expect two-thirds of HR's routine tasks to be automated by 2026. At the same time, 31% have stopped using an AI tool in the hiring process due to fairness, effectiveness, or compliance concerns, while 28% have adopted new ones.

This demonstrates a significant shift in how HR work is being done. As many teams experiment with delegating repetitive HR tasks to AI, such as resume screening or interview scheduling, team members are able to free up bandwidth for more strategic work. Other findings amongst Singapore HR leaders include:

- 28% suspected a candidate used AI tools in interviews or assessments
- 24% observed employees using AI tools without formal guidance (24%)
- 23% observed employees automating parts of their jobs independently (23%)
- 20% experienced employees raising concerns privacy, accuracy, or fairness of AI use

Intentional AI is key to unlocking greater efficiencies for lean HR teams

The bottom line is that AI and automation in the workplace is here to stay. Particularly for HR teams that are shrinking in size but growing in responsibility, learning to work effectively with AI will be a hallmark of success. HR teams that apply AI deliberately, with enough foresight not to go overboard, can cut noise and reduce repetitive or routine admin particularly in payroll or

compliance tasks, which frees up time to focus on culture, retention, and long-term business growth goals.

Leaning on integrated tools will also be critical for HR teams that are tasked to do more with less. The report found that the biggest challenge for HR teams in Singapore currently is having to juggle too many disconnected tools. One in two (51%) HR leaders are actively looking to replace their HR platform with a single, integrated solution that can handle global payroll, compliance, and reporting.

Despite HR teams getting smaller, their goals for the future have grown in scope. In the next three years, HR leaders in Singapore believe the following capabilities will define high-performing HR teams:

- Personalising the employee experience at scale (40%)
- Ability to hire and retain top talent (35%)
- Integration of performance and development (35%)

“Lean HR teams are becoming a norm in today’s workforce, but AI can be a force multiplier for such teams and businesses when done right,” said **Job van der Voort, CEO & co-founder at Remote**. “As businesses navigate talent shortages, regulatory complexity, and the trend towards global hiring, HR teams need a mix of broad capabilities, analytics, automation, and agility to succeed. Automating low-value tasks and augmenting capabilities with AI offers a promising payoff, and businesses that invest in integrated HR tools, responsible AI adoption, and change management will thrive in this new world of work.”

Remote’s *Global Workforce Report 2025* is based on an international survey with more than 3,600 business leaders of companies across 10 countries including the USA, UK, Germany, France, The Netherlands, Sweden, Spain, Australia, Japan and South Korea.

You can access and download the full Remote Workforce Report here.

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