Adobe
DIGITALINSIGHTS

STATE OF AI IN DOCUMENTS

How leading HR teams are turning AI adoption into measurable results.



Table of Contents

THE AI EDGE FOR HR

What sets AI-mature teams apart. 3

WHERE HR STANDS

Human resources is setting the pace. 4

How HR is outpacing other functions. 4

HOW HR STAYS AHEAD

The difference isn't adoption — it's execution. 5

How HR uses AI in documents. 5

Connected workflows drive better outcomes. 6

HOW ADOBE ACROBAT STUDIO HELPS

Scale HR capability with AI-powered collaboration. 7

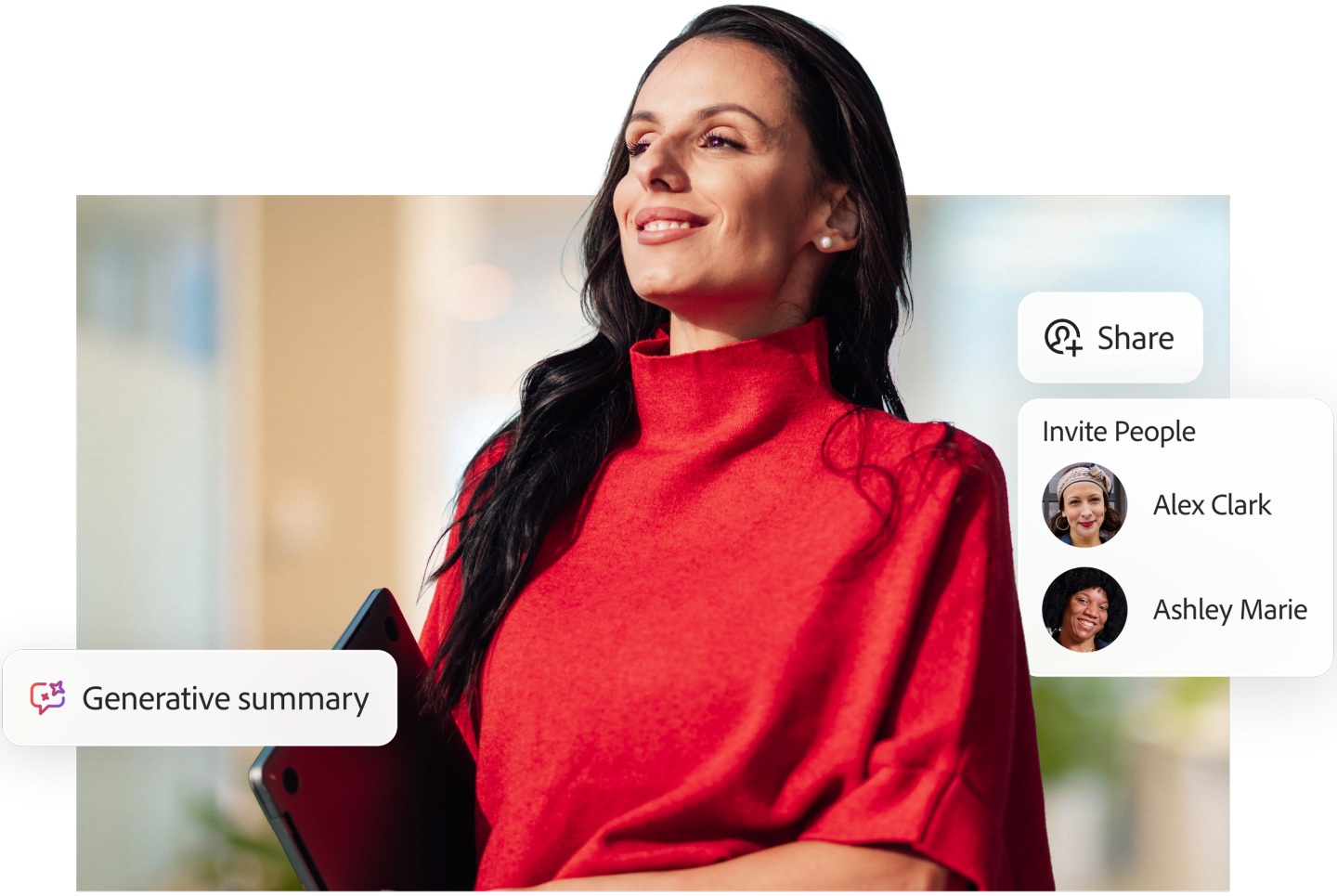
Adobe Acrobat Studio for HR. 7

What sets AI-mature teams apart.

Enterprise AI adoption continues to accelerate across every business function, but organizations are progressing at different rates. HR teams have taken the lead in AI maturity by integrating AI into everyday document workflows, reducing manual effort and creating more capacity for higher-value work.

As the focus shifts from experimentation to outcomes, the organizations that are seeing the most value from AI are those that have operationalized it at scale. For HR leaders, the opportunity is to turn AI adoption into measurable business outcomes.

Drawing on the HR findings from Adobe's *State of AI in Documents* research, this report combines anonymized and aggregated Adobe Acrobat data with insights from a July 2026 survey of approximately 800 senior leaders across global regions and lines of business. Here are the key insights for HR leaders.



© 2026 Adobe. All Rights Reserved. Adobe Confidential.

WHERE HR STANDS

Human resources is setting the pace.

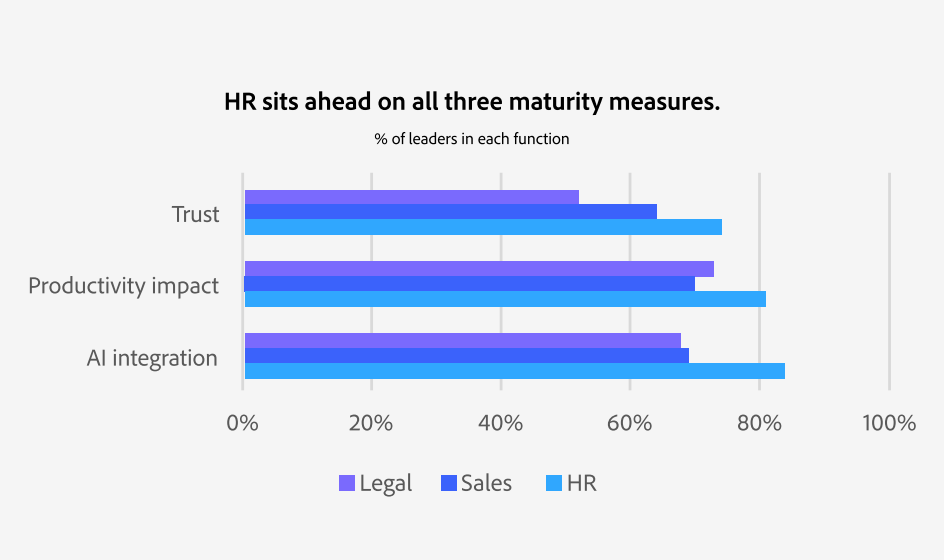
Human resources leads enterprise AI maturity, reporting the highest AI adoption, the greatest time savings, and the largest productivity gains among the functions studied. HR organizations are also the most likely to measure AI adoption using real metrics (53%), compared with just 39% in sales and 30% in legal. Together, these findings suggest HR is moving beyond adoption and embedding AI more systematically into everyday work.

53% measure AI adoption with real metrics.
More likely than sales (39%) and legal (30%) to track AI adoption and impact.

16.7 hours saved every week.
Creating capacity for more strategic, employee-focused work.

How HR is outpacing other functions.

HR's lead is reflected across the indicators that define AI maturity. With 84% reporting strong AI integration, 81% reporting positive productivity impact, and 74% expressing trust in AI, HR leads across the factors most closely associated with realizing value from AI investments. Together, these indicators help explain why HR is generating stronger outcomes than other lines of business.



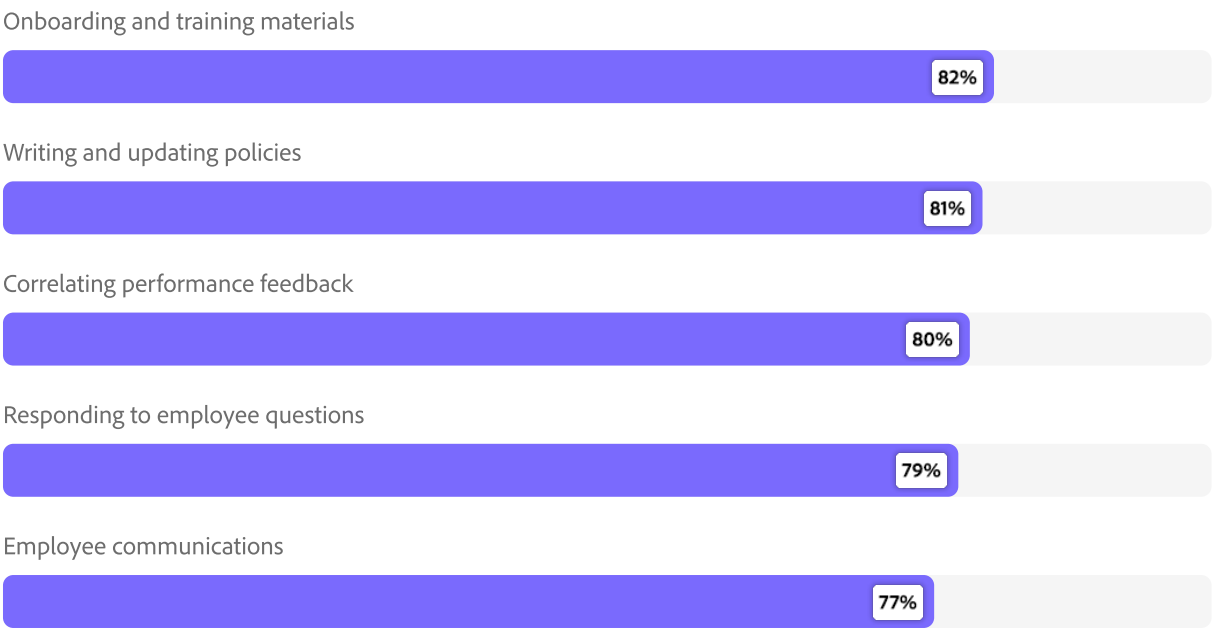
© 2026 Adobe. All Rights Reserved. Adobe Confidential.

The difference isn't adoption — it's execution.

From onboarding and policy creation to employee communications and performance feedback, HR teams are applying AI across document workflows. The breadth of these use cases, many involving sensitive employee information, reflects how deeply AI is becoming embedded in HR operations and highlights the need for secure, trusted AI that protects confidential data.

How HR uses AI in documents.

Percentage of HR leaders using AI for each task



Across nearly every use case examined, HR was more likely to integrate AI than any other lines of business.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

Connected workflows drive better outcomes.

Most business teams are working with the same AI capabilities. What sets AI-mature organizations apart is effective implementation across workflows, teams, and experiences. By connecting AI to everyday document workflows, HR teams bring together onboarding materials, policies, and communication — creating a single source of truth that helps employees access the right information faster without version confusion. The result:

- Less time spent managing information
- More time spent supporting people
- Connected experiences at scale



© 2026 Adobe. All Rights Reserved. Adobe Confidential.

HOW ADOBE ACROBAT STUDIO HELPS

Scale HR capability with AI-powered collaboration.

Adoption is now the baseline, not the edge. As AI becomes part of HR document workflows, the real opportunity lies in creating more value across the document lifecycle. The organizations leading the way connect AI to document workflows, measure its impact, and create experiences that help employees navigate policies, communications, and resources with confidence.



Read the full *State of AI in Documents* report to see how HR compares with other lines of business and learn how AI-mature organizations turn adoption into impact.

Adobe Acrobat Studio for HR.

Acrobat Studio brings AI-powered insights, employee information, collaboration, and content creation into one workspace. With it, HR teams can create employee-facing content, respond to questions, and work with source-linked AI answers that make information easier to verify and act on.

Discover how Acrobat Studio helps HR teams scale employee support and communication.

© 2026 Adobe. All rights reserved.

Adobe, the Adobe logo, Acrobat, the Adobe PDF logo, Adobe Premiere, After Effects, Audition, Behance, Creative Cloud, the Creative Cloud logo, Dreamweaver, Illustrator, InCopy, InDesign, Lightroom, Photoshop and Prelude are either registered trademarks or trademarks of Adobe in the United States and/ or other countries.

Adobe


Adobe