

COUNTRY PROFILE

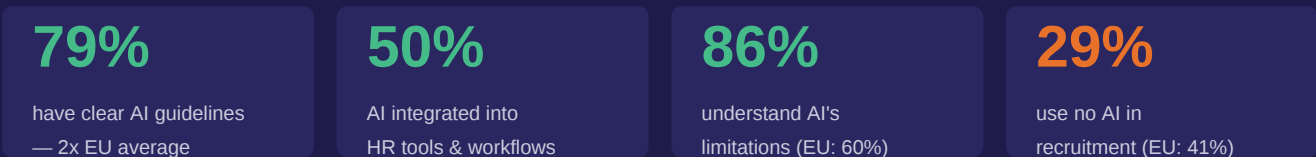
Lithuania

HR x AI - European Survey 2026 · one-pager at a glance

Note: n = 14. Findings directional — interpret alongside EU averages.



CRITICAL FINDINGS



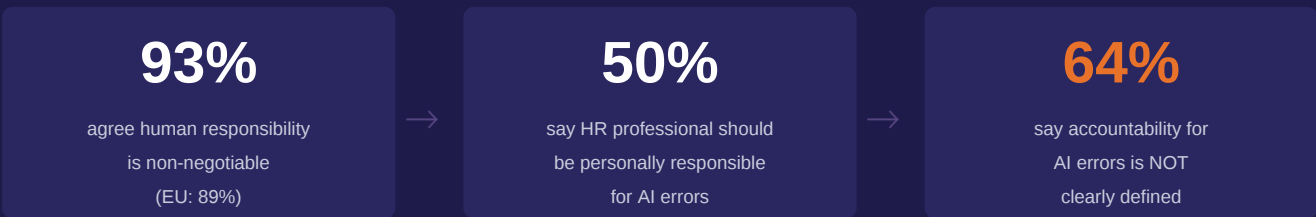
WHAT THE DATA SHOWS



AI ADOPTION MATURITY



THE ACCOUNTABILITY PARADOX



Strong principles. Accountability still needs a framework.

All 14 Likert questions at a glance

Likert scale 1-7 disagree (1-3) vs agree (5-7) EU n=327 Lithuania n=14

Q	TOPIC	MEAN	DISAGREE	AGREE	SIGNAL
Q2	AI used in structured, supported way	4.29	29%	36%	Above EU avg (3.30) +0.99
Q3	Clear organizational AI guidelines	4.50	29%	50%	Highest in survey — standout
Q7	AI increases recruitment efficiency	4.15	38%	46%	Above EU avg (3.39) +0.76
Q9	AI recruitment recommendations reliable	2.93	57%	14%	Below EU avg — trust gap
Q11	HR team has sufficient AI knowledge	3.86	36%	43%	Slightly above EU (3.67)
Q13	Org invests in AI competencies for HR	3.86	36%	43%	Above EU avg (2.82) +1.03
Q14	Understand AI's limitations	5.79	7%	86%	Best in survey — far above EU
Q16	AI should play greater role in HR	4.00	29%	50%	Near EU avg (4.43)
Q18	Human responsibility non-negotiable	6.64	0%	93%	Top score — 93% agree
Q20	Accountability for AI errors defined	3.00	64%	21%	Slightly above EU (2.59)
Q21	AI will strengthen HR's strategic role	4.79	7%	64%	Above EU avg (4.58)
Q22	AI actively used in talent management	3.36	50%	36%	Above EU avg (2.34) +1.01
Q24	AI improves talent decision quality	3.79	36%	29%	Above EU avg (3.01)
Q25	Trust AI-supported talent outcomes	3.00	71%	14%	Below EU avg — trust gap

5 THINGS THAT NEED TO HAPPEN NOW

01 Write the Guidelines Every org using AI in	02 Fund Real Training Self-learning is not	03 Define Accountability Who is responsible	04 Run Talent Pilots Start structured experiments. Build evidence. The frontier	05 HR Leaders Must Lead Advocate for
--	---	--	--	---

The profession is ready. The organizations aren't.