Role of Artificial Intelligence in Human Resource Management

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Abstract-Artificial Intelligence (AI) refers to the capability of machines to learn from past experiences, identify patterns, and make decisions or recommendations based on that learning. The applications of AI in human resource management are diverse and can significantly enhance efficiency and streamline various processes.

The Human Resources (HR) department is crucial in creating a healthy work environment for employees and ensuring their well-being, productivity, and creativity. With the advancement of technology, artificial intelligence (AI) has become an essential tool in improving the HR department.

AI automates low-value HR tasks, allowing more focus on strategic work. It has the potential to revolutionize employee experiences in areas such as recruitment and talent management by processing massive amounts of data quickly and accurately.

AI is amalgamated with HR using pre-programmed algorithms and coherent computing approaches, enhancing the human component of HR with the intelligence of technology. This integration will lead to an evolved and upgraded condition for applicants and workers, contributing to the production of better and faster outcomes.

Some of the applications of AI in HR include talent acquisition and recruitment, which are essential tasks of the HR department. AI reduces the time and effort required for screening applicants, maintaining databases, arranging interviews, and resolving contestant queries, among other boring activities.

Literature Review -The emergence of what has been termed the "Fourth Industrial Revolution" or "Industry 4.0" has brought about the integration of intelligent technologies such as Artificial Intelligence (AI) (Kong et al., 2021). With the rapid advancements in information and communication technologies (ICT), AI has gained significant prominence and has the potential to profoundly impact various facets of society (Bolander, 2019). It has become a key driving force behind the transformative changes witnessed in numerous aspects of life during this era (Aloqaily and Rawash, 2022).

Due to economic, political, social, and particularly technological transformations (Jatobá et al., 2019), Human Resource Management (HRM) has evolved into a strategic trend within organizations. However, not all departments have fully embraced this new role, resulting in a slow and occasionally problematic strategic positioning (Poba-Nzaou et al., 2020).

In such instances, the incorporation of technologies like Artificial Intelligence (AI) necessitates an adaptation to align with the changing landscape of society (Michailidis, 2018). According to Verma and Bandi (2019), a wide range of businesses within the IT sector are leveraging artificial intelligence (AI) to enhance the efficiency of their human resources. This initiative encompasses automating recruitment processes and extending to performance appraisals of employees. Organizational leaders and human resource executives believe that integrating AI into HR functions such as onboarding and benefits management has the potential to significantly improve the overall employee experience.

AI and HR

Artificial Intelligence (AI) can bring significant benefits to various aspects of human resource management. Some of the top applications of AI in HR include automating administrative tasks,