



Role of Human Resource Management to Overcome Challenges of the Artificial Intelligence

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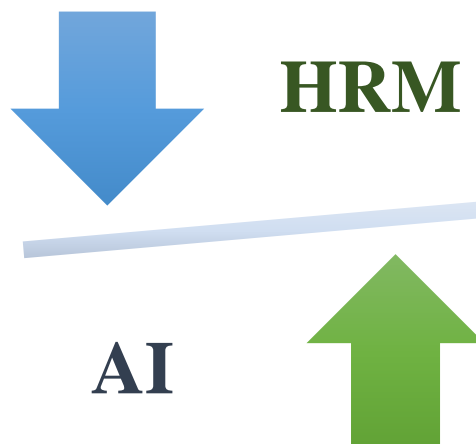
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ABSTRACTS

Human resource management (HRM) is faced with emerging problems as industries advance; these challenges must be addressed while ensuring the organization's optimum growth and development. This study emphasizes the adoption of artificial intelligence (AI) technology in human resource departments with regards to hiring and selecting workers, the on boarding process, retaining employees, managing remuneration, managing employees generally, and retaining employees. How businesses hire, manage, and engage employees is changing as a result of the integration of artificial intelligence (AI) and HRM strategies. Machines are now better than people at making decisions based on previous data and patterns of behaviour due to the development of artificial intelligence. As an outcome of these modifications, technologies have replaced all physical labour, requiring HR professionals to take on more strategic tasks. The positive aspects of utilizing AI in the various HRM elements have been emphasized, along with the challenges that have experienced while doing so. This study will give a discussion of the advantages of AI for companies aiming for ways to enhance the effectiveness and effectiveness of their human resource activities.

INTRODUCTION

AI frequently referred to as machine intelligence in computer science, as opposed to the natural intelligence exhibited by people and other animals. Computer science characterizes research on artificial intelligence, or AI, as the study of "intelligent agents" (or any device that can understand what is going on around it and take actions to increase the likelihood that it is effective in achieving its goals). The capacity of a system to precisely comprehend external data, to learn from that data, and to use those learning to accomplish certain goals and tasks via flexible modification "Artificial intelligence," or "AI," is used when a machine mimics "intellectual processes that humans frequently associate with other human brains, especially "learning" and "issue solving." Human resources, or HR, is one of the fundamental elements of all companies since it affects the lives of the employees of the company. The place of work must be well-communicated as well as secure for the employees to be efficient and effective. The responsibility of human resources is to ensure that each employee is secure, obtains the support they require, plus possesses the independence, intellectual ability, and empathy necessary to perform above-average job. Artificial intelligence, one of the current newest and most imaginative technologies, has dramatically enhanced the HR sector.



AI has automated and finished a majority of a low-value human resources duties, enabling greater attention to be given to the tactical aspect of the work. AI has the power to alter employee experiences in an assortment of disciplines, from talent management to recruiting, through analyzing enormous amounts of data rapidly and efficiently.

LITERATURE REVIEW

The conventional methods of doing business have come under threat in today's around the world society. Because new technology is shrinking the planet, businesses must continually fight not just versus local corporations but also on a global level (Erixon, 2018).

It shows that implementing such new technical advancements is essential for a firm to stay modern while maintaining a competitive advantage. HRM involves a wide range of actions, include hiring, training, expanding the organization, and employee interactions (Wall & Wood, 2005).

Any business can and should rely on the expertise and experience that people are able to provide. Due to this, hiring these kinds of employees while maintaining people engaged is essential today. The recruitment procedure used to find these resources is essential to success because of the significance HR is to the company (Kok & Uhlaner, 2001).

Though the hiring process used to be long enough time-consuming, and associated with an important amount of paperwork for the recruiters, this has already begun to alter slowly as online hiring is growing in popularity (O'Donovan, 2019).

Research has been performed on how both of these essential parts of HRM and technology might be merged in more recent years as result of technological developments. Studies tend to focus on how technology could make the hiring process simpler and faster (Galanaki, Lazazzara, & Parry, 2019).

RESEARCH METHODS

Based on secondary data, the current study endeavours the analysis of AI will have the enamours effect in HRM. The nature of this work is conceptual and descriptive. Secondary data are obtained from books, magazines, websites, journals, and other publications.

- To Know how AI relates to HRM.
- Assess the numerous HRM applications for AI.
- To evaluate objectively the positive aspects and negative aspects of AI in the relevant parts.
- Determine any potential difficulties that may arise when implementing artificial intelligence in the management of human resources.
- To provide appropriate recommendations based on the research's results and reach conclusions based on its evaluation.

AI IN HUMAN RESOURCES

In the modern business sector, AI has developed to be an essential aspect of the management of human resources. As they battle to stay successful and fiercely competitive, companies are turning better AI-driven solutions for optimizing resources. Around the world, AI has altered HR departments, from complex training programs that emphasise particular points to computerized talent attraction systems.

How AI is used in the administration of human resources and how it might assist firms save time and money while increasing employee engagement. We'll discuss the positive aspects of applying AI to hiring, onboarding, performance management, learning, and growth efforts, as well as some of the implementation-related challenges.

Using modern technologies like information mining and the analysis of naturally occurring languages, businesses can set up a modernized HR process that helps them stay ahead of other businesses in current changing corporate the environment.

ROLE OF AI IN HRM

By automating and enhancing numerous HR operations, artificial intelligence (AI) is becoming a growing component of human resource management (HRM). Here are some vital duties that AI does in HRM. AI can scan and filter through large volumes of resumes to identify qualified candidates based on predefined criteria, saving time and reducing human bias.

1. Personnel procurement and staffing:

For the purpose to better align abilities and qualifications, AI algorithms may match candidate profiles against job descriptions.

Initial the applicant interviews can be conducted by AI-powered chatbots which answer simple questions to assess a candidate's fit for the vacant position.

Artificial intelligence-powered on boarding assistants may assist new hires by answering their inquiries and offering the proper resources when they require these.

2. Retention of Workers

To assess satisfaction among staff members and spot potential challenges, AI could assess employee input and views through surveys, social media, or other methods of communication. Based on an array of indicators, AI can determine which employees are most inclined to quit the organization, enabling HR to start preventative retention efforts.

3. Training and Development:

Based on an employee's talents, goals for their career, and performance, AI may suggest individualized developmental and training programs for them. Based on the performance and skills of the learner, AI-driven platforms may alter the degree of difficulty and material of the instructional content.

4. Benefits for Employment and Well-Being:

By evaluating their needs and preferences, AI may help employees in determining the benefits package that seem most suitable to them. Employee resources and assistance for psychological well-being and health can be made accessible through catboats powered by AI and applications.

5. Analysis of Data and Reporting:

AI can be used to analyze HR data to offer information on employment trends, inclusion, equality, and diversity (DEI) indications, and other essential HR metrics.

ROLE OF HRM TO OVERCOME AI IN CORPORATE SECTOR

Whenever it relates to assisting firms in resolving the difficulties offered by AI in the corporate world, human resource management (HRM) is crucial. While AI has many benefits, it also offers specific challenges in terms of managing the workforce, maintaining employee morale, and ethical issues. Here are some methods HRM may use to address these problems:

1. Strategic Workforce Planning:

By evaluating the tasks that may be digitized and how this will impact the current and future workforce, HRM may work closely with leadership to match AI adoption with the strategic objectives of the company.

2. Retraining and up skilling:

HRM can develop development and training strategies to reskill workers whose jobs have grown automated. Employees are kept current and have the opportunity to move into various roles within the business as a result.

3. Change administration:

HRM may take the lead on tasks related to change management to assist employees in adapting to changes brought on by AI. To reduce staff opposition and stress, this involves interaction, training, and assistance.

4. Sustainable Artificial Intelligence Adoption:

HRM wants to make sure that artificial intelligence (AI) tools are employed lawfully and in compliance with the law and other requirements. This requires creating frameworks for governing AI and keeping an eye out for fairness and biases in artificial intelligence (AI) systems.

5. Workforce Recruiting and Retention:

HRM can locate people who possess the skills and abilities required to work with AI technology and entice them to the firm. As demand for AI-skilled experts rises, tactics for retention should also concentrate on retaining top talent.

6. Employee-Technology Integration:

HRM can help employees effortlessly incorporate AI tools into their regular tasks by offering assistance and training. Success is contingent upon ensuring that workers are able to function together with artificial intelligence (AI) tools in an efficient manner.

CHALLENGES OF HRM IN AI

There are certainly a number of issues that HR practitioners and company executives must successfully handle as an outcome of the use of AI in HRM. Such challenges include:

1. Data Privacy and Security

The practical use of AI requires the collection and analysis of considerable employee data. A major problem is ensuring the security and privacy of this data, especially since the development of AI-driven HR tools.

2. Skill Gap

Human Resources employees may need to learn new skill sets if they want to implement AI into HRM. HR personnel might need to improve the skills of or employ individuals who have knowledge of data analytics and artificial intelligence.

3. Resistance to Change

When AI gets started, employees and HR personnel may be resistant to the changes it brings about. It is a big task to cope with all of this resistance and make the transition go smooth.

4. Absence of Regulation

The HR policy landscape for AI is still emerging. The laws and guidelines governing AI and data protection are always evolving, therefore human resources managers need to keep themselves up to date.

5. Staff Resistance and Anxiety

Employees may be concerned that the adoption of artificial intelligence might result in losing their jobs. HR should effectively interact, give people the tools and support they need for adjusting to AI, and address anxieties about job security.

6. Transformation Barriers

The adoption of AI may cause adjustments that employees and HR personnel will not like. It is extremely difficult to deal with this backlash and make the shift go effectively.

7. Integrity of Data and Quality Management

The accuracy of the data is crucial to AI. To prevent incorrect results, HR must make sure that the data utilized for AI analysis is reliable and current. Where it consumes more technical cost.

8. Dependency on AI too much

There is a chance of excessively employing AI in decision-making. Human resources professionals should mix AI-driven insights alongside their own judgment.

9. The absence of interpersonal interaction

There is concern that when AI takes over some HR obligations, the human element—such as empathy and understanding—may be lost in some interactions.

10. Supervision and Accountability of Artificial Intelligence Providers

It may be challenging to make sure businesses using external AI solutions for HR respect moral standards and comply to legal obligations.

Careful planning, specific policies, regular education, and a dedication to the ethical use of AI will be required to address these problems. To successfully negotiate the intricacies of AI in HRM, HR professionals require repairs with IT and legal departments and keep updated on AI advances and standards.

CONCLUSION

For companies to overcome difficulties presented by AI in business, human resource management (HRM) is essential. HRM is crucial to ensuring a smooth transition, encouraging inventiveness, and maximizing the beneficial effects of technological advances while limiting potential negative effects as automation and artificial intelligence continues to grow.

In conclusion, HRM offers an array of functions that assist companies in addressing the challenges that AI in the corporate sector is posing. HRM is able to make sure that AI integration is more than just a technological shift by placing a premium on developing skills, planning for strategy, managing change, moral issues, recruitment, security of data, satisfaction with work, and ongoing adaptation.

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