

AI in Human Resource Management

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ABSTRACT: The only AI is responsible AI Artificial intelligence (AI) has revolutionized the way employees and managers work. This paper investigates how literature analysis AI transforming in Human Resource Management (HRM) functions: Staffing, Learning & Development and, Motivation. Using recent advances in science mapping, this article analyses 30 journals and proceedings using three main “Artificial intelligence”; “Human Resource Management”; and “Transformation”. All the consulted papers have been published in Scopus databases between 1998 to 2021 in order to explore and understand topic content and intellectual structure of how AI is transforming HRM functions. The results reveal a gap in literature to build a complete framework for the transforming role of AI in HRM functions. Particularly, Strategic HR Planning, Job Design and Compensation. This study gives insights and foundations for researchers to expand their study on the role of AI in HRM.

Key Words: Artificial intelligence (AI); Human Resource Management (HRM); Staffing; Learning & Development; Motivation.

INTRODUCTION

AI applications in the human resources sector, the recruitment and on boarding processes, employee experiences, process improvement and automatic administrative tasks are some of the first changes HR professionals should anticipate.

AI

AI technology enables new employers, via chatbots and remote support applications, to take advantage of human resources at any time of the day and anywhere

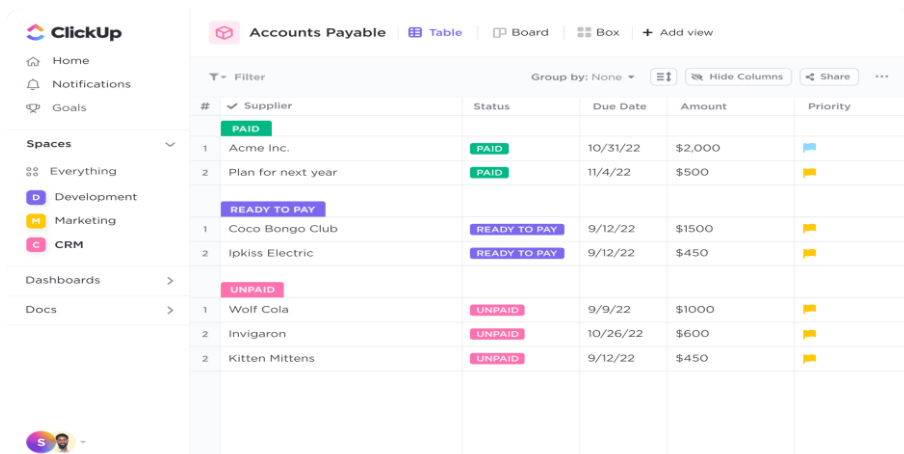
AI-DRIVEN HRM TOOLS AND TECHNIQUES

Chat bots powered by NLP cater to employee queries, and sentiment analysis aids in comprehending employee emotions

- AI Applications in Recruitment and Selection
- AI in Employee Onboarding and Training
- AI for Performance Management
- AI-Enhanced Employee Engagement and Retention
- AI and intelligent technologies in HRM functions
- HR planning and recruitment and selection
- Training and development
- Performance management

CLICKUP

Clickup is a productivity platform and solution for HR professionals looking to automate tedious tasks, engage employees, and bring structure to their multiple workflows



#	Supplier	Status	Due Date	Amount	Priority
PAID					
1	Acme Inc.	PAID	10/31/22	\$2,000	
2	Plan for next year	PAID	11/4/22	\$500	
READY TO PAY					
1	Coco Bongo Club	READY TO PAY	9/12/22	\$1500	
2	Ipikiss Electric	READY TO PAY	9/12/22	\$450	
UNPAID					
1	Wolf Cola	UNPAID	9/9/22	\$1000	
2	Invigaron	UNPAID	10/26/22	\$600	
2	Kitten Mittens	UNPAID	9/12/22	\$450	

The AI tool helps you use built-in role-specific prompts to analyze data, generate reports, and recommend potential solutions

Workable

offers a comprehensive suite of tools to support recruiters. Post your vacancies to 200+ job sites, find candidate profiles that match your description, and hire without biases.

- Arranging
- Workable offers a comprehensive suite of tools to support recruiters. Post your vacancies to 200+ job sites, find candidate profiles that match your description, and hire without biases interviews
- Assigning tests
- Sending rejection emails
- Scheduling phone calls

AI can predict candidate performance by analyzing resumes and qualifications, fast-tracking the evaluation process significantly

Toptal

is an excellent recruiting and freelancing platform on our list. The tool is ideal for talent scouts looking for freelancers from all over the world

- Software development
- Finance
- Design and UI
- Product management
- Project management

Most Toptal freelancers provide their services remotely, but you can request on-site availability for a specific period

VARIOUS SOLUTIONS USED BY ARTIFICIAL INTELLIGENCE IN HUMAN RESOURCE MANAGEMENT

- Applicant tracking system: The technology can help attract the right talent by supporting different stages of the hiring cycle. Possible implementations include writing attractive job posts and intelligent sorting of resumes
- Employee onboarding and off boarding: Maintain positive employee experiences while

transitioning people in and out of the organization with resources like auto-generated checklists

- Bias reduction: Assists in removing bias factors like age, gender, race, and religion from the way you communicate with candidates and employees, which in turn solidifies your brand appeal
- Employee performance and engagement: Integrate predictive analysis tools into your performance and engagement efforts to reduce employee churn rate
- Task automation: Automates tasks like resume scanning, writing internal emails, and aggregating data to cut down the admin workload.
- Collaborative schedule management: Helps lock in ideal meeting slots by intelligent processing of individual schedules

AI offers advantages that may transform practices of HRM (Ore & Sposato, 2021) and the way people is managed (Xiong, Xia, & Wang, 2020). Despite, there are several studies on the applications of AI on HR, such as the use of AI in recruitment (Upadhyay & Khandelwal, 2018; Dennis, 2018) or how it is applied in performance management (Buck & Morrow, 2018; Zehir, Karaboğa, & Başar, 2020), there is still a perceptible gap in the in-depth comprehension of the transforming role of AI in the overall HRM functions. Taking this into account, the purpose of this piece of paper is to shed light on the understanding of how AI can be implemented in HRM functions adding value. The main goal is to help in improving attitudes and perspectives of both, HR practitioners and scholars on the evolution and successful implementation of AI within this context.

RESEARCH LIMITATIONS/IMPLICATIONS

The scope of databases is limited to Scopus. However, due to the scarcity of papers found, this analysis could be expanded to other databases to cover ISI, Emerald insight and Google Scholar.

Building on this piece of research, new lines for future research could be opened, such as building comprehensive framework based on qualitative or quantitative analysis covering staffing, motivation and learning & development in order to deep understanding the transforming role of AI in HRM functions.

PRACTICAL IMPLICATIONS

The papers and proceedings analysed in the present study show variations in the interest in researching the theme, methods and vulnerability of AI on HRM functions. As far as academic implications concerns, this study highlights the need for empirically expanding the analysis of the role of AI in HRM.

Regarding practical implications this paper set the foundations for practitioners to efficiently plan the implementation of AI in HRM in order to get the most out of it.

ORIGINALITY/VALUE OF THE PAPER

This article advances in research on the transforming role of AI in the HRM functions through analyzing topics content and intellectual structure of business and management scholarship.

CONCLUSION

The HRM landscape evolves through AI integration, organizations must balance these challenges and opportunities, harnessing AI's potential to reshape HRM practices for greater efficiency, ethics, and effectiveness

The humans employment are not replaced by the AI only the work burden is replaced.

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