



AI-HRM: Transforming Human Resource Management With Artificial Intelligence

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ABSTRACT

Artificial intelligence (AI) is changing the face of human resource management (HRM) in organizations aiding in efficiency and improving satisfaction. AI technologies are then applied in integrating them within the HRM processes; recruitment, training, performance, and compensation. With AI, HR managers are empowered to offload repetitive tasks, get real-time data, and perform only what is important. AI-HRM also enables the creation of employee experiences through customization leading to higher engagement and retention. This case study investigates the effects of AI on the HRM practice and the threats and opportunities it poses to the organization.

1. Introduction

Artificial intelligence (AI) has transformed various businesses, in this case, human resource management (HRM). AI-HRM embeds AI technologies within the HRM process to enhance the management of human resources. AI mimics human brain in executing functions such as recruitment, training, performance management, and compensation functions. AI helps to improve the efficiency of business processes and the quality of decision-making and employee engagement. AI-enabled ATS platforms match applicants successfully. Performance management systems also allow providing real-time feedback for goal accomplishment. Bots provide individualized support for the employees. This review outlines AI-HRM; What it is, what it could do, and what it might do. It focuses on how AI technologies such as machine learning and natural language processing can be applied in HRM. Issues surrounding privacy and algorithmic bias are also addressed. This discussion relates to AI in the recruitment, training, performance evaluation, and reward systems of organizations in the healthcare and financial sectors. Some of these challenges include privacy and ethical concerns and the need to develop a qualified workforce. The review is hoped to offer some ideas regarding the role that AI-HRM is likely to play in the sphere of workforce management.

2. Definitions and Theoretical Aspects

Artificial intelligence (AI) is the science of making the computer system capable of performing activities that usually demand human intelligence. Human Resource Management (HRM) is an organizational activity dealing with the management of people within an organization. AI-HRM means the application of the AI concepts in the applications that constitute the human resource management function. AI can access and gather massive amounts of information and analyze it to enable the HRs to come up with ideas or outcomes in the area of talent acquisition and retention as well as employee growth. AI can be applied for easier recruitment of employees and also assessing their candidates[1]. Artificial intelligence can also be applied to filter through resumes and cover letters and even look through their social media profiles to choose the best ones.

Therefore, the use of AI for learning programmes can enable firms to deliver training according to the preferences, speed, and flexibility of workers. Artificial intelligence may also assist staff to identify deficiencies and select the proper interventions. Insights from the use of artificial intelligence may enable managers to monitor and assess employee performance in real-time and to give them promotion, bonuses, or reward. AI may also assist workers in reporting and accomplishing jobs. Companies may utilize machine

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Principles and Practice of Sport Management Lisa Masteralexis, Carol A. Barr, Mary Hums, 2012 Club management

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the global stage Where do we belong in the scheme of academe The book s goal is to generate discussion among sport management professors industry professionals who serve as adjunct faculty and participate on sport management program advisory boards doctoral students who intend to teach in sport management programs and others who explore and critique higher education in general

The Management of Sport Bonnie L. Parkhouse,2005 A text for junior and senior undergraduates and postgraduates students in sport management addressing theoretical foundations and applications of the profession Covers innovative topics including experiential learning organizational theory and group decision making as well as traditional aspects such as contract law facility management sponsorship and budgeting Learning aids include key terms summaries review questions case studies and exercises Annotation copyright by Book News Inc Portland OR

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easily modified enabling athletic directors to produce effective policies and procedures that meet their unique needs while saving significant time The advice and tools in Athletic Director's Desk Reference allow professionals to turn theory into immediate practice The book addresses all the various policy procedure and system needs required for becoming an efficient and effective athletic director overseeing a successful athletic program Note A code for accessing HKPropel is not included with this ebook but may be purchased separately [Athletic Director's Desk Reference](#) Lopiano, Donna,Zotos, Connee,2013-11-07 Athletic Director's Desk Reference is the most authoritative and comprehensive resource available for collegiate athletic administrators This book and web resource guide program administrators in navigating their increasingly complex roles in athletic programs of any size *Management Theory and Practice in Physical Activity Education (Including Athletics)* F. Zeigler Earle F. Zeigler,Earle Zeigler,2010 A new text in management thought theory and practice applied to physical activity education and athletics required justification Management Theory and Practice in Physical Activity Education Including Athletics has been planned primarily for administrators of physical education and athletics at several levels of educational institutions However much that is included here can be very helpful as well to the sport and physical recreation manager in public and or commercial sport and physical activity In other words it is the underlying thought theory and practice that is fundamentally important The twentieth century has been characterized as a transitional one in human history Moving into the twenty first century we start down the path to finding the answer to this assumption At any rate changing times are occasioned by the impact of a variety of social forces on society Additionally such change has its accompanying but often unsteady influence on the professional training of leaders in the large number of fields that make up the society in which such change occurs The caliber of young people recruited into the field within education is paramount as is the way they are prepared for leadership roles as managers teachers coaches performers supervisors or exercise specialists This is OUR responsibility We should carry out these assignments in a way that is comparable to that used in the finest professions **Law for Recreation and Sport Managers** ,2003 *Applied Sport Management Skills, Second Edition (With Web Study Guide)* Robert N. Lussier, PhD and David C. Kimball, PhD , *Directory of Undergraduate Programs in Sport Management* P. Greg Comfort,2005 In 2001 the Directory of Academic Programs in Sport Management was Fitness Information Technology's first survey of sport management programs around the world Now FIT has teamed with the North American Society for Sport Management NASSM to put out for the first time a single directory that focuses solely on undergraduate programs Led by new editor Greg Comfort the resources of FIT and the NASSM combine to produce The Directory of Undergraduate Programs in Sport Management allowing each program to be fully researched and representing a greater number of programs than the original book The Directory of Undergraduate Programs in Sport Management contains extensive information on more than 150 sport management undergraduate programs throughout both the United States and the world The directory will help prospective undergraduate students find the appropriate school and

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Sport Facility Operations Management
Eric C. Schwarz, Stacey A. Hall, Simon Shibli, 2015-06-05 Anybody working in sport management will be involved in the operation of a sports facility at some point in their career It is a core professional competency at the heart of successful sport business Sport Facility Operations Management is a comprehensive and engaging textbook which introduces cutting edge concepts in facilities and operations management including practical guidance from professional facility managers Now in a fully revised and updated second edition which introduces new chapters on capital investment and operational decision making the book covers all fundamental aspects of sport facility operations management from a global perspective including ownership structures and financing options planning design and construction processes organizational and human resource management financial and operations management legal concerns marketing management and event planning risk assessment and security planning benchmarking and performance management Each chapter contains newly updated real world case studies and discussion questions innovative Technology Now features and step by step guidance through every element of successful sport facilities and operations management while an expanded companion website offers lecture slides a sample course syllabus a bank of multiple choice and essay questions glossary flashcards links to further reading and appendices with relevant supplemental documentation With a clear structure running from planning through to the application of core management disciplines Sport Facility Operations Management is essential reading for any sport management course

The Business of Sport Darlene Kluka, Guido Schilling, 2001 Perspectives offers the thorough dissemination of sport science information to all interested organisations and institutions and the application of sport science results to practical areas of sport In each volume of Perspectives expert contributions from several different sport science disciplines address relevant physical education and sport science themes This volume includes 12 chapters with international viewpoints from leading practitioners and researchers on key issues affecting the big business of sport such as nation building volunteerism women s impact on sport business agents and athletes sport management degree programmes a behind the scenes look at professional sport and an outlook for the future

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The Legacy of the Olympic Games, 1984-2000 : International Symposium, Lausanne, 14th, 15th and 16th November 2002 Miquel de Moragas Spà, Christopher Kennett, 2003

Directory of Training Courses for Recreation Leaders Russell Sage Foundation. Department of Recreation, 1928

Register of the University of California University of California (1868-1952), 1946

Managing Organizations for Sport and Physical Activity Packianathan

Chelladurai, 2014-04-15 Managing Organizations for Sport and Physical Activity fourth edition presents a clear and concise treatment of managing organizations in sport and physical activity. The four functions of management: planning, organizing, leading, and evaluating, provide a general framework that represents the simplest and best approach for introducing readers to the intricacies of management. For each management function, Chelladurai presents relevant theories and their practical applications, citing those theoretical models that are most appropriate to the unique aspects of the sports industry. He uses the open systems perspective, placing organizations in the context of their environment and emphasizing the manager's role in adapting and reacting to changes in that environment. To apply theory to sport management practices, Chelladurai provides numerous examples from the fields of physical activity and sport, including professional sports, intercollegiate athletics, health and sports clubs, and recreation fitness programs.

New to the Fourth Edition: A chapter on service quality, which describes the notion of quality in sport management services from the local fitness center to the pro sport arena. It also discusses the measurement of service quality and the gaps in translating customer expectations into the desired service. A new feature, "An Expert's View," which offers additional perspectives on relevant topics contributed by scholars who research and publish in a specific area. New sidebars on current topics relevant to the field of sport management; some examples include US Track and Field's SMART goal setting as well as genes and technology of leadership. Pedagogical Aids: Developing Your Perspective, Thought-provoking questions ask learners to apply theoretical information to contexts relevant to them from their current experiences or in their future careers. Managing Your Learning: Key points from each chapter enhance comprehension. Strategic Concepts: Key terms lists provide for a shared vocabulary in discussing the major concepts of management. In Brief: Short summaries of the important points in a section help crystallize concepts. To Recap: Brief boxes revisit key concepts discussed earlier in the book. Extensive references to journals, scholarly texts, and relevant websites.

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