



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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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 **Recreation Facility Management** Richard F. Mull,Brent A. Beggs,Mick Renneisen,2009 Recreation Facility Management Design Development Operations and Utilization presents a comprehensive introduction to the field of facility design management and maintenance for practicing or future recreation professionals Athletic Director's Desk Reference Donna A. Lopiano,Connee Zotos,2022-01-12 Athletic Director s Desk Reference Second Edition With HKPropel Access is the most comprehensive resource available for collegiate and high school athletic administrators Expert leadership advice and practical tools guide administrators in successfully navigating increasingly complex roles in athletic programs of any size With more than 75 combined years of experience as athletic program administrators coaches and consultants the authors deliver an engaging narrative and professional insights for athletic directors of all levels The modern demands on athletic programs and evolving safety and culture issues are reflected in this updated edition with new content on Title IX compliance social media communications planning tools for budgets cost saving strategies revenue generating opportunities student athlete mental health concussion protocols athletes rights Esports and more Offering a solid foundation of information every athletic director needs to know plus clear advice on day to day operations this essential resource can be used as an immediate practical guide through the real world issues typically encountered by every athletic director An extended table of contents provides an outline of the book elements so athletic directors can quickly find relevant tools within the book and easily reference the corresponding online materials enabling administrators to confront issues and lead with confidence Throughout the book management tips deliver professional advice foundational information problem solving strategies and suggestions for management of employees programs events and facilities Planning tools provide specific steps and considerations to take when developing strategic plans action plans professional development plans and governance systems More than 300 documents are delivered through HKPropel These valuable time saving resources can be downloaded and customized to suit the needs of any athletic program Educational resources can be used for teaching and motivating staff campus constituents volunteers and student athletes Evaluation instruments and risk assessments help today s athletic administrators assess job performance evaluate program contents identify risks and prevent litigation Policies and forms are

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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

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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.

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