



# AI-HRM: Transforming Human Resource Management With Artificial Intelligence

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## ARTICLE INFO

## 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 **Athletic Director's Desk Reference** Donna A. Lopiano,Connee Zotos,2022-02-15 This applied reference includes management tips planning tools and policies for athletic administrators Designed primarily as a reference for intercollegiate athletic program administrators high school athletic administrators courses in athletic administrations and libraries **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** 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 **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 *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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**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

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*Research Methods and Design in Sport Management* Damon P.S. Andrew,Paul M. Pedersen,Chad D. McEvoy,2019-10-16 As the sport management industry continues to grow and evolve so do the methods for gathering and applying research findings to drive successful sport organizations *Research Methods and Design in Sport Management* Second Edition With Web Resource imparts modern explanations of research design implementation analysis and assessment that are specific to the discipline of sport management An invaluable resource for both students and practitioners the text first helps readers understand the research process and then delves into specific research methods Special attention is devoted to the process of reading and understanding research in the field preparing readers to apply the concepts long after reading the text and learning the foundational skills How to conduct a thorough literature review Theoretical and conceptual frameworks to guide the research process How to develop appropriate research questions and hypotheses Techniques for conducting qualitative quantitative and mixed methods research Methods for analyzing data and reporting results The second edition introduces a new section on emerging methods and trends in the field including social network analysis SNA and sport analytics Readers will be exposed to methods of SNA data collection and interpretation as well as how to collect and analyze data and communicate the results of sport analytics research A chapter dedicated to legal research in sport management provides a nonintimidating discussion of the unique elements evident in sport law research such as legal precedence case briefing and special writing elements To ensure readers can effectively apply the research concepts presented practical examples of past research by leading sport management scholars are incorporated throughout the text At the conclusion of each chapter a *Research Methods and Design in Action* feature presents excerpts from the *Journal of Sport Management* to serve as case study examples with noteworthy descriptions of the employed research methods Each journal article is then featured in its entirety in the new companion web resource along with discussion questions that may serve as additional learning activities to guide students through challenging concepts *Research Methods and Design in Sport Management* Second Edition presents the tools to engage in the broad spectrum of research opportunities in sport management With the help of this book readers will ensure that they properly collect analyze and share research to inform strategic business decisions      *Directory of Training Courses for Recreation Leaders* Russell Sage Foundation. Department of Recreation,1928      **Contemporary Sport Management, 5E** Pedersen, Paul M.,Thibault, Lucie,2014-06-18 *Contemporary Sport Management* Fifth provides students with an overview of sport management by presenting extensive discussions of the foundational aspects of the

profession and current topics from the field The fifth edition continues to engage students with a full color format and an integrated web study guide The text also discusses the role of social media in revolutionizing the industry and the significance of sport as an international institution Students will learn the relevance of legal sociocultural historical political and psychological concepts to the management of sport the professional skills and attitudes of successful sport managers and ways in which the globalization of sport continues to affect sport management professions      **Sport Administration** John J. Jackson, 1981

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