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Research Paper

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An empirical study on people's attitudes and beliefs regarding the application of AI in HR management

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Abstract:

This paper explores the transformative impact of Artificial Intelligence (AI) on Human Resources (HR) practices, delineating the journey from traditional to modern HR paradigms. Through a comprehensive analysis, it elucidates the multifaceted ways in which AI is reshaping HR functions, including recruitment, talent management, employee engagement, and performance evaluation. By automating routine tasks, facilitating data-driven decision-making, and fostering personalized experiences, AI enables HR professionals to navigate complexities more efficiently. However, this transition necessitates a nuanced understanding of ethical implications, privacy concerns, and the imperative for human-AI collaboration. This abstract elucidates the evolution of HR practices catalyzed by AI and underscores the imperative for organizations to embrace this transformative shift while navigating associated challenges.

Keywords: Artificial Intelligence, HR, workforce , Human-AI Collaboration.

I. INTRODUCTION & HISTORICAL STATUS OF ARTIFICIAL INTELLIGENCE:

(AI) and Machine Learning (ML) reflects a journey marked by significant milestones, breakthroughs, and evolving paradigms. Here's an overview:

1. Foundations (1950s-1960s):

- - The birth of AI is often attributed to the Dartmouth Conference in 1956, where the term "Artificial Intelligence" was coined.
- - Early AI research focused on symbolic reasoning and rule-based systems, with pioneers like Alan Turing, John McCarthy, Marvin Minsky, and Herbert Simon laying the groundwork.
- - Limited computational power and data hindered progress during this era.

2. AI Winter (1970s-1980s):

- - High expectations coupled with limited progress led to an "AI winter," characterized by decreased funding and waning interest in AI research.

- - Expert systems, symbolic AI, and rule-based approaches dominated, but they struggled with complexity and real-world applications.

3. Resurgence (1990s-2000s):

- - The resurgence of AI began with the emergence of practical applications and advancements in computational capabilities.
- - Machine Learning gained traction, particularly with the development of algorithms like neural networks, support vector machines, and decision trees.
- - Applications such as email filtering, recommendation systems, and speech recognition showcased the potential of AI and ML.

4. Deep Learning Revolution (2010s-present):

- The proliferation of big data, increased computing power, and breakthroughs in neural network architectures fueled the deep learning revolution.

- - Deep learning algorithms, especially Convolutional Neural Networks (CNNs) and Recurrent Neural Networks (RNNs), achieved remarkable performance in tasks like image recognition, natural language processing, and autonomous driving.
- - Companies like Google, Facebook, and Amazon invested heavily in AI research, leading to significant advancements and widespread adoption across industries.

5. Current Landscape:

- - AI and ML are ubiquitous, powering a wide array of applications ranging from virtual assistants and autonomous vehicles to healthcare diagnostics and financial forecasting.
- - Interdisciplinary collaborations between AI researchers, data scientists, and domain experts drive innovation and cross-pollination of ideas.
- - Ethical considerations, including bias, fairness, and accountability, are increasingly prominent in AI development and deployment.

6. Future Directions:

- - AI and ML are poised to continue reshaping industries and societies, with advancements in areas like reinforcement learning, generative models, and explainable AI.
- - Challenges such as AI ethics, interpretability, and AI-human collaboration will require ongoing research and societal dialogue to address effectively.

Overall, the historical status of AI and ML reflects a dynamic evolution from conceptual foundations to transformative technologies shaping the fabric of modern society.

Can AI solve complex problems and simplify human life in a variety of ways ??

Absolutely, AI has the potential to solve complex problems and simplify human life across numerous domains. Here are some ways in which AI can make a significant impact:

1. Healthcare: AI-powered diagnostic systems can analyze medical images, such as X-rays and MRIs, to assist doctors in detecting diseases like cancer or abnormalities.

AI can also help in drug discovery by analyzing vast datasets to identify potential drug candidates more efficiently.

2. Education: AI-based tutoring systems can provide personalized learning experiences for students, catering to their individual needs and learning styles. These systems can adapt content and pace based on student performance, leading to better learning outcomes.

3. Transportation: Autonomous vehicles driven by AI can improve road safety, reduce traffic congestion, and enhance transportation efficiency. AI can optimize routes for logistics and delivery services, minimizing fuel consumption and delivery times.

4. Finance: AI algorithms can analyze financial data in real-time to detect fraudulent transactions and prevent financial crimes. AI-driven chatbots and virtual assistants can also provide personalized financial advice and assist with tasks like budgeting and investment management.

5. Manufacturing: AI-enabled predictive maintenance systems can anticipate equipment failures before they occur, minimizing downtime and reducing maintenance costs. AI can also optimize production processes, improve product quality, and enhance supply chain management.

6. Customer Service: AI-powered chatbots and virtual assistants can handle customer inquiries, provide support, and streamline customer service operations. These systems can offer round-the-clock assistance and resolve common issues efficiently, enhancing the overall customer experience.

7. Environment: AI can help address environmental challenges by analyzing climate data, predicting natural disasters, and optimizing resource management. AI-driven solutions can also facilitate renewable energy generation, waste management, and environmental monitoring.

8. Agriculture: AI-powered systems can monitor crop health, optimize irrigation schedules, and predict yield outcomes based on weather patterns and soil conditions. This helps farmers improve productivity, reduce resource usage, and make more informed decisions.

Overall, AI holds immense promise in addressing complex problems and improving various aspects of human life. However, it's essential to ensure that AI technologies are developed and deployed responsibly, considering ethical considerations such as privacy, fairness, and transparency.

II PROBLEM OF STATEMENT

The problem statement for research on AI in HR can be framed in several ways, but here are a few key challenges that are helping in this area might seek to address through their research:

1. Bias and Fairness: AI algorithms used in HR processes, such as recruitment and performance evaluation, may inadvertently perpetuate biases present in historical data,

leading to unfair outcomes. Researchers can explore methods to mitigate bias in AI systems and promote fairness in HR decision-making.

2. Ethical Use of Data: The collection and analysis of vast amounts of employee data raise concerns about privacy, consent, and data security. Researchers can investigate ethical frameworks and guidelines for the responsible use of AI in HR, ensuring transparency and respect for individual rights.

3. Employee Well-being: AI-driven automation and job displacement may impact employee well-being and job satisfaction. Researchers can examine the effects of AI technologies on employee mental health, job satisfaction, and work-life balance, and develop strategies to promote well-being in AI-enabled workplaces.

4. Human-AI Collaboration: As AI technologies become more integrated into HR processes, understanding how humans interact with AI systems is crucial. Researchers can explore the dynamics of human-AI collaboration in HR tasks such as decision-making, training, and performance management, and identify best practices for effective collaboration.

5. Skills Development and Training: AI technologies are changing the skills required in the workforce, necessitating continuous learning and upskilling. Researchers can investigate AI-driven training methods, personalized learning approaches, and skill assessment techniques to support workforce development and adaptability.

6. Algorithmic Transparency and Interpretability: HR decisions influenced by AI algorithms need to be transparent and interpretable to ensure accountability and trust. Researchers can develop techniques to explain AI-driven recommendations and decisions in HR contexts, enabling stakeholders to understand and evaluate their implications.

7. Legal and Regulatory Compliance: The use of AI in HR must comply with relevant laws and regulations governing employment practices, data protection, and discrimination. Researchers can analyze legal and regulatory challenges associated with AI in HR and propose policy recommendations to ensure compliance while fostering innovation.

8. Organizational Change Management: Implementing AI technologies in HR requires organizational change management strategies to address resistance, cultural barriers, and skill gaps. Researchers can explore change management frameworks and interventions to facilitate smooth transitions to AI-enabled HR practices.

Addressing these challenges through rigorous research can contribute to the responsible and effective integration of AI in HR, ultimately leading to more equitable, efficient, and human-centric workplaces.

III. OBJECTIVES OF STUDY :

The objective of research on AI in HR is to develop effective, ethical, and impactful AI-powered tools and strategies that can improve HR processes and outcomes.

Here are some potential objectives for research on AI in Human Resource (HR):

1. **Assessment of AI's Impact on HR Practices:** Investigate how the integration of AI technologies influences various HR functions such as recruitment, training, performance management, and employee engagement.
2. **Evaluation of AI Tools in Recruitment and Selection:** Assess the effectiveness and efficiency of AI-powered tools in sourcing, screening, and selecting candidates, considering factors like accuracy, bias, and candidate experience.
3. **Exploration of AI's Role in Employee Development:** Examine the use of AI-driven personalized learning platforms and performance analytics to enhance employee training, skill development, and career advancement opportunities.
4. **Investigation of AI's Influence on Employee Experience:** Explore how AI technologies, such as chatbots and virtual assistants, impact employee satisfaction, productivity, and well-being by facilitating access to HR services, information, and support.
5. **Analysis of Ethical and Legal Implications:** Investigate the ethical considerations and legal implications associated with AI adoption in HR, including privacy concerns, data security, algorithmic bias, and compliance with regulatory frameworks.
6. **Study of Human-AI Collaboration Dynamics:** Examine the interaction between humans and AI systems in HR tasks, assessing factors that influence collaboration, trust, and decision-making processes.
7. **Development of AI-driven Performance Management Systems:** Design and evaluate AI-powered performance management systems that provide real-time feedback, performance analysis, and goal setting to improve employee performance and accountability.
8. **Prediction of Workforce Trends and Challenges:** Utilize AI algorithms to analyze HR data and predict workforce trends, such as turnover rates, skills gaps, and demographic shifts, to inform strategic workforce planning and talent management strategies.
9. **Investigation of AI's Role in Diversity and Inclusion:** Explore how AI can contribute to fostering diversity and inclusion in the workplace by identifying and mitigating biases in HR processes, promoting fair and equitable decision-making.
10. **Examination of Organizational Readiness for AI Adoption:** Assess the readiness of organizations to adopt AI technologies in HR, considering factors such as technological infrastructure, employee skills, leadership support, and organizational culture.

These objectives aim to advance knowledge and understanding of the opportunities and challenges associated with AI adoption in HR, ultimately contributing to the development of effective and ethical AI-driven HR practices.

IV. REVIEW OF LITERATURE:

Here's a literature review on AI in HR with references included:

Artificial Intelligence (AI) technologies are increasingly shaping Human Resources (HR) practices, offering new opportunities to streamline processes and enhance decision-making. This literature review aims to explore the current state of research on AI in HR, highlighting key findings, trends, and challenges.

1-Current status & AI

The integration of AI in HR builds upon decades of research and technological advancements. Early applications focused on rule-based systems and expert systems (Dhar, 2018). However, recent years have seen significant progress in machine learning techniques, enabling AI systems to learn from data and improve over time (Parry, 2020).

The Technology Acceptance Model (TAM) provides a theoretical lens for understanding the adoption and use of AI in HR (Davis, 1989). Organizational Change Theory helps explain the challenges and opportunities associated with implementing AI-driven HR practices (Burke, 2017). Ethical frameworks, such as the principles of fairness, accountability, and transparency (FAT), guide the development and deployment of AI systems in HR (Jobin et al., 2019).

AI technologies are increasingly used across various HR functions, including recruitment, employee engagement, performance management, and learning and development (Min et al., 2019).

Recruitment & AI: AI-powered tools facilitate resume screening, candidate matching, and automated interviews, improving the efficiency and effectiveness of the hiring process (Kuhn et al., 2019).

Employee Engagement: Sentiment analysis and predictive analytics enable HR professionals to assess employee sentiment and identify factors influencing engagement and retention (Bakker et al., 2020).

Performance Management & AI: AI-driven performance evaluation systems provide real-time feedback, performance analytics, and goal-setting recommendations, enhancing employee performance and accountability (Klein et al., 2019).

Learning and Development & AI: Personalized learning platforms leverage AI algorithms to deliver tailored training programs and skill assessments, promoting continuous learning and skill development (Wang et al., 2020).

Empirical studies have demonstrated the positive impact of AI adoption on HR processes and outcomes, including efficiency gains, cost savings, and improved decision-making (Mujtaba et al., 2021). However, challenges such as ethical concerns, algorithmic bias, and the need for human oversight remain significant (Kaplan and Haenlein, 2019).

Organizational culture, leadership support, employee readiness, and technological infrastructure are critical factors influencing the successful adoption and implementation of AI in HR (Marler and Boudreau, 2017). Addressing these factors requires comprehensive change management strategies and interdisciplinary collaboration (Purce, 2018).

Future research should focus on addressing gaps in the existing literature, such as:

- Long-term effects of AI adoption on workforce dynamics and organizational performance.
- Ethical considerations and guidelines for responsible AI deployment in HR.
- Human-AI collaboration dynamics and implications for HR professionals and employees.
- Cross-cultural differences in AI adoption and its impact on HR practices.

Here are some references regarding AI in HRM and their effects on organizations:

1. "The Impact of Artificial Intelligence on Human Resource Management: An Exploratory Study of the Recruitment Process" by Makridakis, S., & Li, F. (2019).

- This study investigates how AI adoption in the recruitment process affects HRM practices and organizational outcomes. It examines factors such as efficiency gains, candidate experience, and organizational performance.

2. "Artificial Intelligence in Human Resource Management: Challenges and Opportunities" by Shaban, A., & Kaur, K. (2020).

- This paper reviews the challenges and opportunities of AI adoption in HRM, focusing on areas such as recruitment, employee engagement, performance management, and learning and development. It discusses the implications for organizational strategy and competitive advantage.

3. "The Future of HR: Impact of Artificial Intelligence and Machine Learning" by Weisberg, M. (2018).

- This article explores the potential impact of AI and machine learning on HRM practices, including talent acquisition, employee engagement, and workforce planning. It discusses how organizations can leverage AI to improve HR effectiveness and efficiency.

4. "The Role of Artificial Intelligence in Human Resource Management: An Ethical Analysis" by Ryan, A. M., & Tippins, N. T. (2019).

- This paper examines the ethical implications of AI adoption in HRM, including concerns related to privacy, bias, and algorithmic transparency. It discusses ethical frameworks and guidelines for responsible AI deployment in HRM.

5. "Artificial Intelligence and Human Resource Management: A Literature Review" by Goel, S., & Sharma, R. (2021).

- This literature review provides an overview of existing research on AI in HRM, highlighting key findings, trends, and gaps in the literature. It discusses the potential effects of AI adoption on organizational performance, employee experience, and HRM practices.

6. "The Impact of Artificial Intelligence on HR: A Research Agenda" by Cappelli, P., & Keller, J. R. (2020).

- This paper proposes a research agenda for studying the impact of AI on HRM. It identifies key research questions and areas for future investigation, including the effects of AI on employee engagement, performance evaluation, and workforce diversity.

7. "Artificial Intelligence and Human Resource Management: A Review of Theory and Research" by Parry, E., & Tyson, S. (2018).

- This review article synthesizes theoretical perspectives and empirical research on AI in HRM. It discusses the potential benefits and challenges of AI adoption for organizations and offers recommendations for future research and practice.

8. "The Impact of Artificial Intelligence on HRM: Opportunities and Challenges" by Rastogi, A., & Trivedi, R. (2019).

- This study examines the opportunities and challenges of AI adoption in HRM, including its potential to improve recruitment, training, and performance management processes. It discusses implications for organizational strategy and HRM practices.

These literature provide valuable insights into the effects of AI adoption in HRM on organizational practices, strategies, and outcomes. They offer a comprehensive understanding of the opportunities and challenges associated with leveraging AI technologies in HRM and suggest avenues for future research and practice & provides a comprehensive overview of existing research on AI in HR, highlighting key findings, theoretical frameworks, applications, challenges, and future research directions.

V. KNOWLEDGE GAP:

One knowledge gap in the use of AI in HR is the lack of comprehensive understanding of the long-term effects and implications of AI adoption on the workforce dynamics and organizational performance. While many studies have explored the short-term benefits of AI in HR, such as efficiency gains and improved decision-making, there is limited research on the broader impacts and unintended consequences over time.

Specifically, research is needed to address the following questions:

1. Long-term Impact on Job Roles and Skills: How does the widespread adoption of AI in HR affect the nature of work, job roles, and required skills over time? Are certain job categories or skill sets at risk of obsolescence, and what new roles and competencies emerge in AI-enabled workplaces?

2. Employee Experience and Well-being: What are the long-term effects of AI adoption on employee experience, engagement, and well-being? How do employees perceive and adapt to AI-driven HR practices, and what are the implications for job satisfaction, stress levels, and work-life balance?

3. Organizational Performance and Adaptability: How does AI adoption in HR contribute to organizational performance, agility, and adaptability in the long run? What are the key success factors and challenges in leveraging AI to achieve strategic HR objectives, such as talent retention, diversity, and innovation?

4. Ethical and Societal Implications: What are the ethical and societal implications of sustained AI use in HR, such as privacy concerns, algorithmic bias, and social inequalities? How can organizations and policymakers address these concerns while maximizing the benefits of AI technologies?

5. Human-AI Collaboration and Team Dynamics: How does the long-term integration of AI in HR affect team dynamics, collaboration patterns, and interpersonal relationships in the workplace? What strategies can organizations implement to foster effective human-AI collaboration and promote a culture of trust and transparency?

Addressing these knowledge gaps requires longitudinal studies and interdisciplinary research collaborations that span organizational behavior, human-computer interaction, sociology, and ethics. By gaining a deeper understanding of the long-term impacts of AI adoption in HR, organizations can make informed decisions, develop effective policies, and create inclusive and sustainable workplaces for the future.

VI. RESEARCH DESIGN :

1. **Methodology:** This study will use a mixed-methods approach to collect data through online surveys and literature review. The online survey will be used to gather data on employees' perceptions and experiences of Artificial Intelligence in Human Resources, while the literature review will provide a comprehensive overview of existing research on this topic.

2.

2. **Sample:** The respondents were selected randomly using convenient sampling technique and the primary data was collected from **50 respondents** through a well-structured questionnaire. The sample will be drawn from a variety of industries and organizations to ensure diversity. To achieve a representative sample, participants were selected from each industry and organization.

3. **Data Collection:** Data will be collected through an online survey that has been designed to capture employees' perceptions and experiences of AI in HR. The survey will consist of a mix of closed-ended and open-ended questions, and will cover topics such as employee perceptions of fairness, transparency, distributed using online survey platforms such as Google Survey. The poll will be accessible for 2 weeks.

In addition to data collected through the survey, a comprehensive literature review will be conducted to provide an overview of existing research on AI in HR. The literature review will be conducted using online databases such as Google Scholar, Emerald Insight. Relevant keywords such as "AI in HR", "artificial intelligence in human resources", "AI-powered HR used to identify relevant studies. The literature review will be limited to studies published in English between 2017 and 2021.

VII. DATA ANALYSIS

Data analysis comprises mostly of a comprehensive study of data obtained (primary data) from respondents via the survey. This is an important step in the research process; the research approach adopted here is extensive analysis. This analysis aids in drawing a major consequence from the data of the sample population. nevertheless, the analysis only provides the end outcome of each investigation, which has been visualized using a pie chart .

VIII. Finding and analysis and interpretation

For the empirical study we have taken 50 peoples as sample and responses collected by survey . Under the questionnaire we have framed 12 questions and circulated among peoples. Respondent response interpreted by using pie diagram and bar diagram for easy understand their responses.

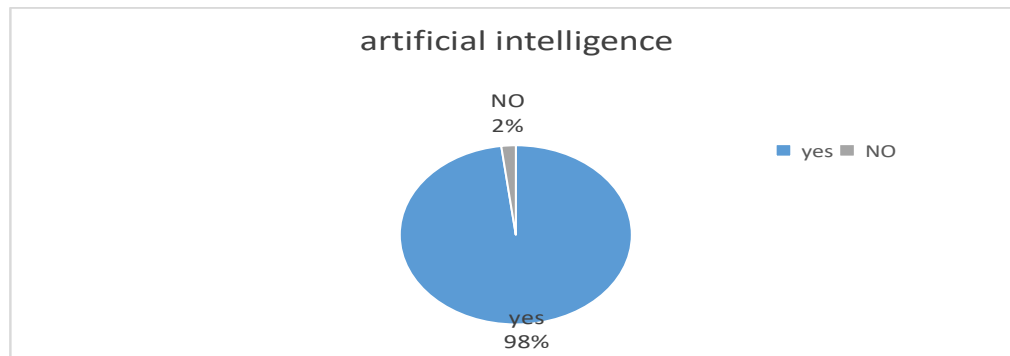
The survey question No. 1

Have you familiar with artificial intelligence?

Answer:

Interpretation :Received responses from 50 participants. Out of the total respondents, 98% persons has given answer in yes,while only 2% of the respondents

answered no, they said that they have not heard about Artificial Intelligence. The response has shown that people has been familiar with AI .



Survey question no. 2

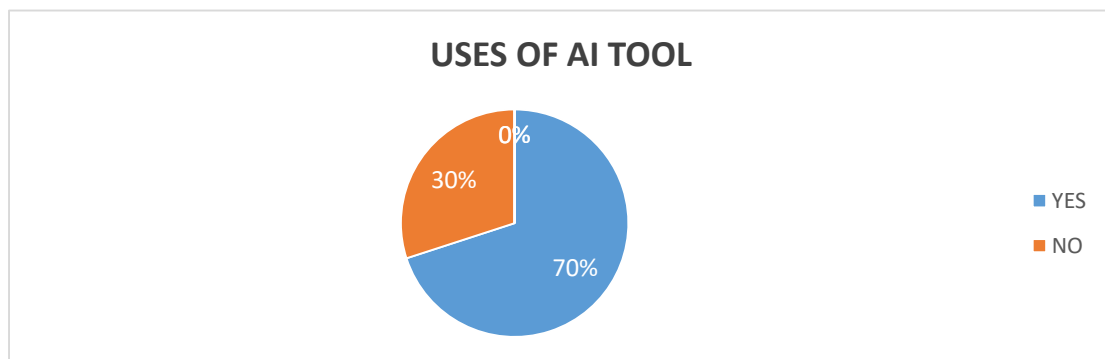
Have you used any AI tools or apps?

Answer:

Out of 50 people , 70% said yes that they use the AI tool , and 30% responded in NO they not used AI tool.

Responded 70% - yes (in favor to using AI tool)

Responded 30%- NO (not in favor to using AI tool)

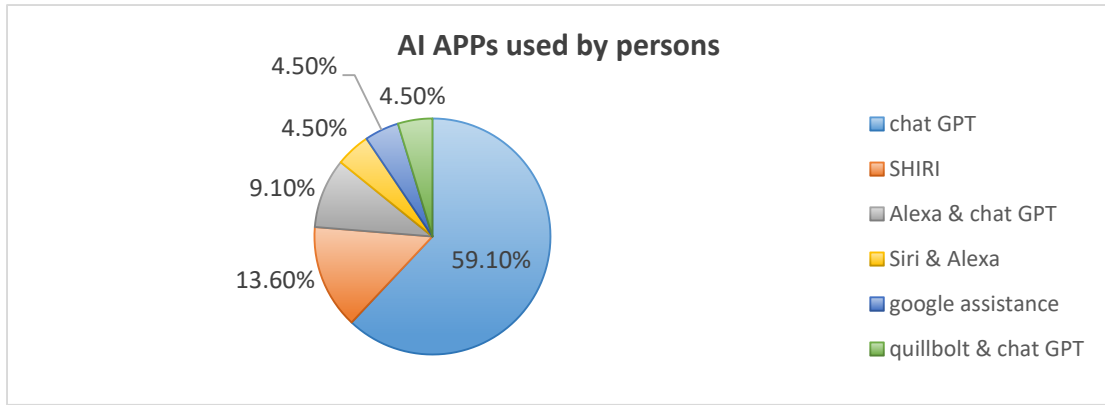


Survey question NO . 3

Which mode of AI you use? If you have used , name it.

ANSWER: 25 respondents said yes

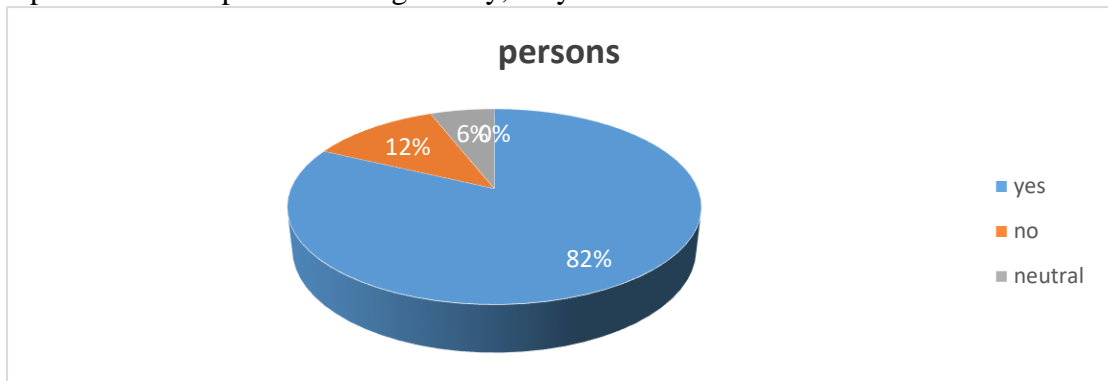
Interpretation: Out of 50 respondents, 25 said yes and given name of AI tool which they have used, among these respondents 59.1% named CHAT GPT as AI tool they have used, 13.6 % named Shiri, 9.1% named Alexa and Chat GPT, 4,5% of the respondents named Alexa and Shiri4.5% named Google Assistance, and 4.5% named Quillbot and Chat GPT.



SURVEY QUESTION NO 4

What Do you think that AI are safe enough maintain accuracy?

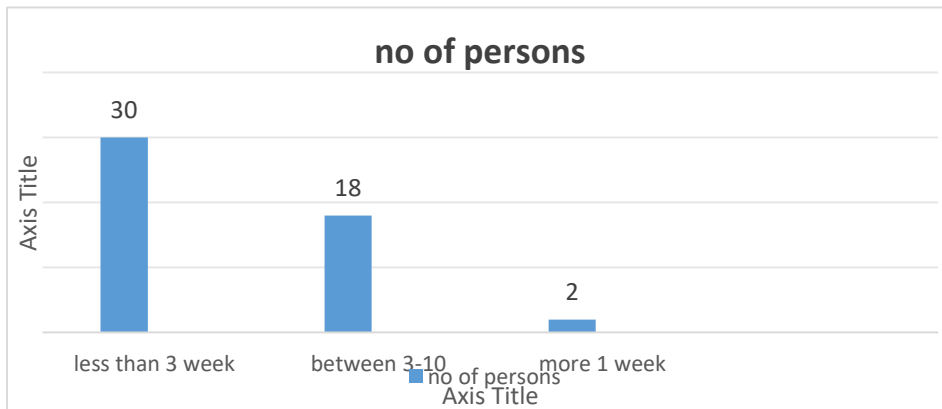
Answer:41 persons said they found AI safe enough to maintain accuracy
 6 persons said they found AI unsafe to maintain accuracy.
 3 persons not responded during survey, they were neutral.



Survey question no. 5

How frequently do you use AI tools in a week?

Out of 50 respondent,30 persons said they use AI tool less than 3 times a week.18 persons said they use AI tools between 3-10 times a week, 2 persons said they use AI tools more than 10 time a week.



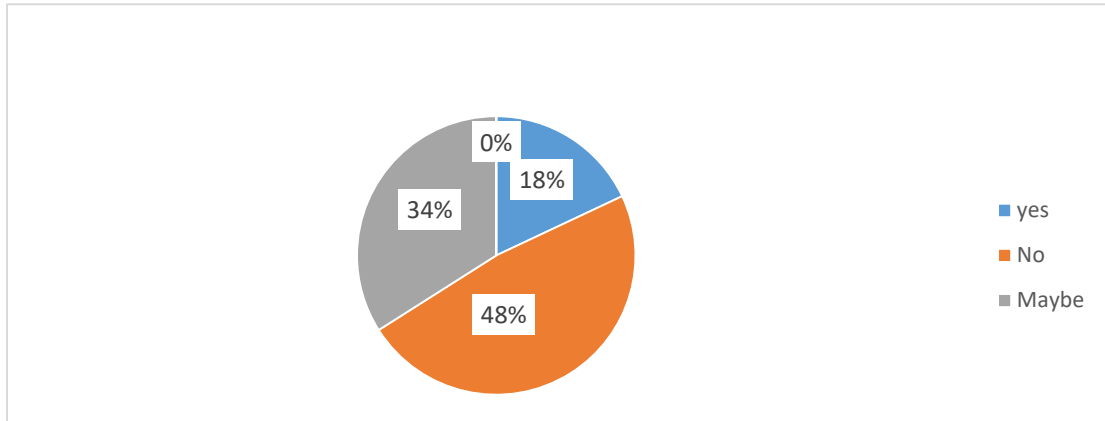
Survey question : 6

Do you think Artificial Intelligence can replace Human Beings?

Responded-- 18% said, yes 48% said ,NO 34% Said ,not sure ,they indicated that in future it will be depend on technology upgradation.

Through survey received responses from 50 participants. Out of the total respondents, 18% answered yes, indicating that they believe that AI can replace human beings. In contrast, 48% respondents answered no, indicating that they do not believe that AI

can replace human beings. Finally, 34% of the respondents answered "maybe", indicating that they are uncertain about the potential of AI to replace human beings.

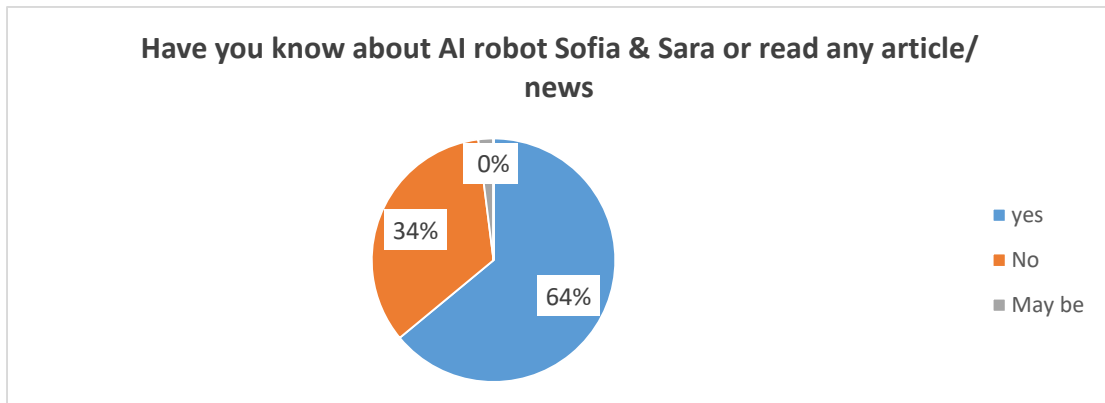


SURVEY QUESTION:7

Did you know about AI Robot SOFIA & SARA or read any article/news?

Answer :

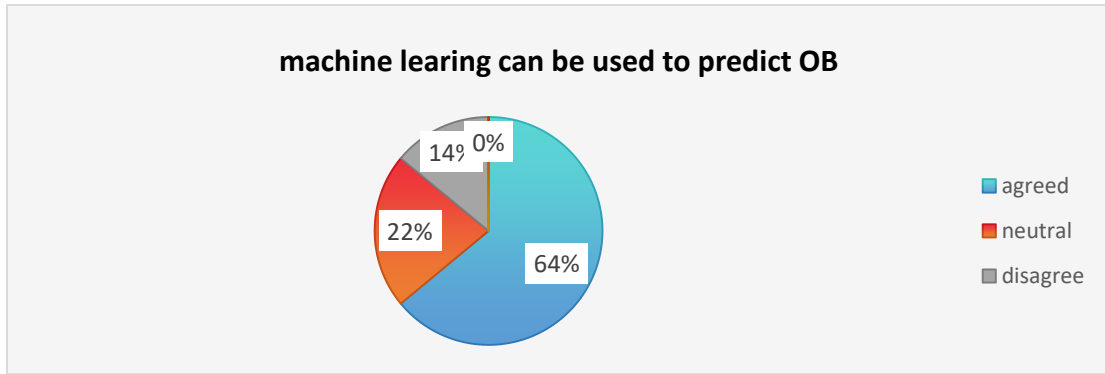
Received responses from 50 participant, out of 50 respondents 64% have heard about AI robots SOFIA and SARA or read about them in an article or news. In contrast, 34% of the respondents answered no, indicating that they have not heard about them, while 2% of the respondents answered maybe



Survey question:8

Machine learning can be used to predict organizational behaviorOn the statement, "

. Out of the 50 respondents, 64% agreed and 22% disagreed with the statement 22% were neutral and 14% disagreed with the statement.

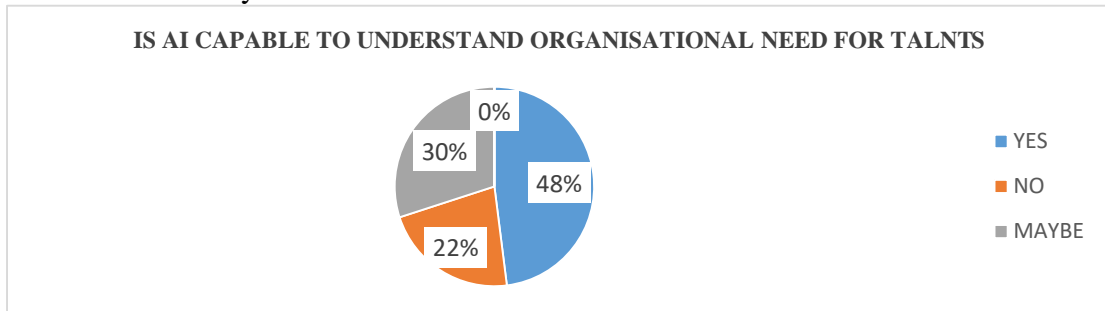


Survey question: 9

Is AI capable to understand organizational need for talent?

Received responses from 50 participant out of total respondents 48% answered yes, indicating AI is caple to understand organizational need for talent, while 22% answered no,

Indicating that they don't think AI is capable to understand the need for talent while 30% answered maybe.

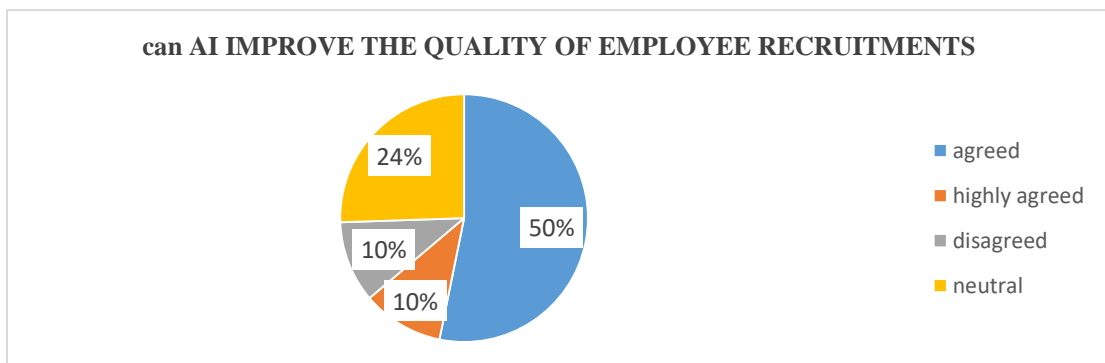


SURVEY QUESTION :10

can AI improve the quality of employee recruitment?

answer

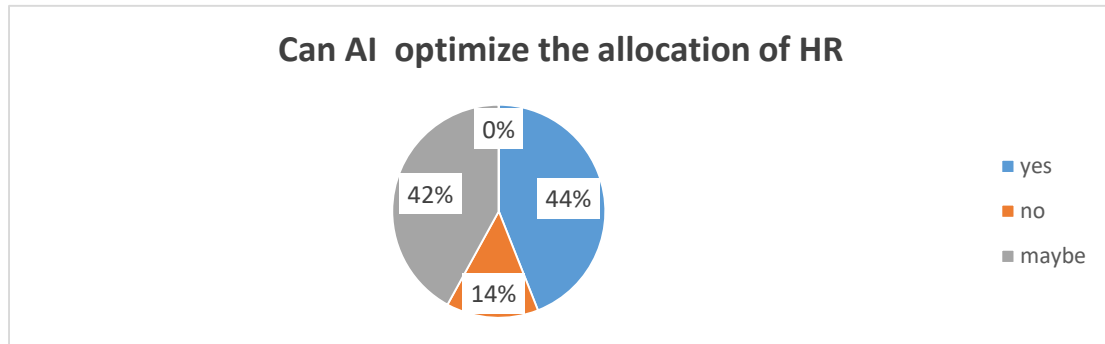
received responses from 50 participants. Out of total respondents, 50% agreed and 10% highly agreed, indicating that they believe AI can improve the quality of employee recruitment. In contrast, 10% of the respondents disagreed and 6% strongly disagreed, indicating that they do not think AI can improve the quality of employee recruitment. Additionally, 24% of the respondents answered neutrally.



SURVEY QUESTION:11

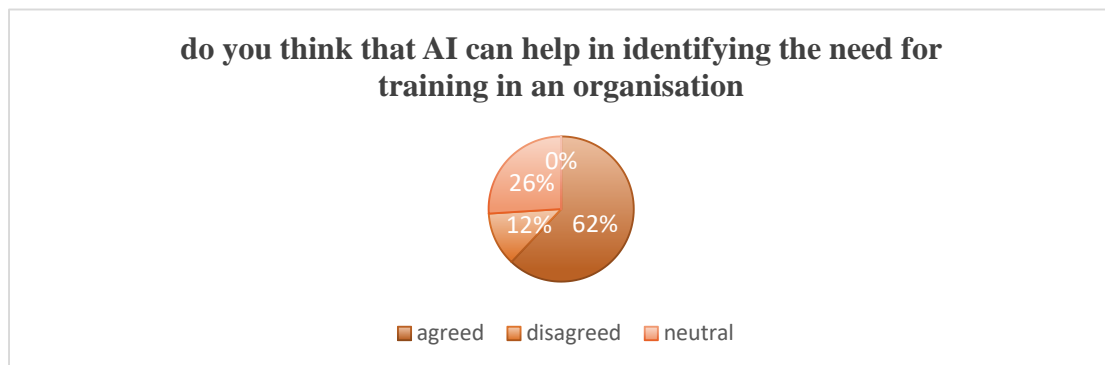
The survey statement, "**AI can optimize the allocation of Human Resources. Do you agree with?**"

Answer: Received responses from 50 participants. Out of the total respondents, 44% answered yes, indicating that they believe AI canoptimize the allocation of human resources , 14% answered no, 42% answered may be.

**Survey question: 12**

Do you think that AI can help in identifying the need for training in an organisation?

Answer: Based on a survey of 50 respondents, **62% of them believed that AI can help** in identifying the need for training in an organization. On the other hand, **12% of the respondents did not agree** with the statement. Meanwhile, **26% of the respondents were unsure** or neutral in their response.

**IX. Limitations of study :**

Limitations are a natural part of any research project and should be acknowledged to provide context and to give readers a clear understanding of the study's potential weaknesses.

In this research, some limitations were present that may have impacted the validity and generalizability of the findings.

- **Sample size:** With only 50 participants, the sample size may not be sufficient to draw firm conclusions regarding the beliefs and attitudes of a larger community.
- **Sampling bias:** There's a chance that the respondents to the survey aren't all that representative of the target population as a whole, since they might be more inclined to be interested in or have experience with AI.
- **Self-reported data:** Since the information gathered via the online survey is self-reported, it is possible that respondents did not supply accurate or comprehensive information.
- **limited scope:** Because the survey only addressed a few key areas of AI in HR, it might not offer a thorough grasp of the subject.
- **Generalizability:** It's possible that the results of this study are limited to the particular demographic and environment in which the survey was carried out and cannot be extrapolated to other settings or populations.
- **Time limits:** The survey was only administered once due to time constraints,

which would not have given a full picture of the attitudes and opinions of the target group.

Response rate: Since the survey's response rate is unknown, evaluating the sample's representativeness is challenging.

Possibility of measurement mistake: The survey questions might have included measurement error, which could have affected how accurate the results were.

X. Conclusion

The research's conclusions offer some insightful information about how people view and feel about how artificial intelligence is affecting human resource management. Considering the shortcomings noted, there are a number of possible topics for more study.

Initially, research in the future may concentrate on examining the application of AI in HR management domains that are more specialized, like career development, performance management, and employee engagement.

Secondly, future research could investigate the impact of AI on employee experience and well-being. The effects of AI on worker satisfaction and experience could be studied.

Concerns about potential detrimental impacts on employee well being, such as elevated stress and job instability, are emerging in relation to the application of AI in HR management.

Thirdly, given how quickly AI technology is developing, it's critical to look at the consequences of AI for ethics in HR management. This includes concerns that could have a big impact on social justice and employee rights, like privacy, bias, and fairness. Practitioners, as well as determining the proficiency and abilities needed to handle AI in HR.

Future studies should concentrate on creating moral guidelines for AI's application in HR management and coming up with strategies to guarantee that the technology is applied responsibly and morally. Lastly, as AI's application in HR management grows as technology becomes more pervasive, it will be crucial to assess how HR professionals manage technology and guarantee its efficient use. This entails creating HR practitioners' training and development plans as well as determining the knowledge and abilities needed to handle AI in HR.

In conclusion, there are a number of areas for further study even though this research offers some insightful information on people's attitudes and beliefs regarding the application of AI in HR management. By focusing on these topics, subsequent studies can give more insightful and useful information about the application of AI in HR management, enabling businesses to take full advantage of the technology's potential advantages while reducing any associated dangers.

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