



INTERNATIONAL JOURNAL OF CREATIVE RESEARCH THOUGHTS (IJCRT)

An International Open Access, Peer-reviewed, Refereed Journal

A LEARNING OF ARTIFICIAL INTELLIGENCE AND ITS PROTAGONIST IN HUMAN RESOURCE MANAGEMENT

* Ms. B. SOORIAPRIYA

* Ms. J. SRI KEERTHANA

* Ms. B. SOORIAPRIYA, Assistant Professor, Department of Commerce with Corporate Secretaryship, Sri Krishna Adithya College of Arts and Science, Coimbatore.

* Ms. J. SRI KEERTHANA, Assistant Professor, Department of Commerce with Corporate Secretaryship, Sri Krishna Adithya College of Arts and Science, Coimbatore.

Abstract

In order to stay ahead, gathering reliable information and examine it for the sake of growth of the company and day-to-day operations is critical. Artificial Intelligence assists the industry in completing tasks in a more timely and effective manner. Artificial intelligence is being implemented in a variety of departments, including human resources, finance, marketing, and production. Organizations can use AI systems to inform current performance and day-to-day tasks. As commercial pressures have grown, harsh managers have seen the value of artificial intelligence in the workplace. The study article is primarily descriptive. Secondary data was acquired by the researcher through research papers, journals, websites, HR blogs, survey reports, and other sources. The study's main goal was to look at the function of artificial intelligence in human resource departments and to learn about the issues they face. According to the findings of the study, AI plays a growing role in different operations carried out in human resource departments, where robotics businesses may manage recruiting, hiring, data analysis, data collection, lowering workplace workload, and improving workplace efficiency.

INTRODUCTION

Artificial Intelligence (AI) is described as an ideal cognitive machine that understands the environment, takes action, and maximizes its odds of success for whatever reason. Artificial intelligence takes on new qualities every day. John McCarthy coined the phrase "Science and Technology of Intelligent Machinery." It is a computer-proven intelligence, as opposed to a human's innate intelligence. Artificial intelligence (AI) refers to technology that is capable of carrying out actions that need a particular level of mental capacity, i.e., a machine capable of attaining what a human being would do, or a tool educated to do what a human

can do. It may be used in a variety of business functions to benefit people at work by reducing their workload. Rapid business developments necessitate prompt action. Growing business success is built on the efficiency with which individuals, strategies, and equipment are intelligently integrated to provide a minimum transition benefit. One of the most important influencing factors in every industry is technology. Robots have been replacing employees in the production department since the 19th century. Human labor was displaced by machines in the third revolution, which began in the 1970s with the introduction of personal computers and the internet into the workplace.

Digital technologies such as machine language (ML) and artificial intelligence (AI) are now being integrated into day-to-day workplace operations, resulting in corporate transformation. "An ideal intelligent" machine is "a flexible agent that senses its surroundings and makes actions that optimize its likelihood of success at some goal," according to the definition. In contrast to natural intelligence, artificial intelligence is intelligence displayed by a computer. Human intelligence is used. In 1956, academicians developed the term "artificial intelligence" for the first time. Artificial intelligence is beneficial in a variety of commercial activities, including helping to minimize employee workload and job pressure. Rapid changes in the corporate environment necessitate quick responses. Organizations can use AI systems to inform current performance and day-to-day operations.

Artificial intelligence is now being integrated into the whole structure of a company. The human resource department is one of the areas where AI systems have replaced humans and everything else. In the human resource department, activities such as candidate screening, recruiting, and alignment of goals are carried out. Human resources are often regarded as one of a company's most significant assets, and as a result, they are treated as such. It is considered a basic managerial duty to efficiently manage this asset. Managing human resources entails a wide range of tasks, including as hiring, workplace success monitoring, professional training, and job placement. Growth, as well as the benefits of employee contributions. The success of every company is determined on how well it wisely integrates its resources. Workers, procedures, and equipment to increase change efficiency while lowering costs. Artificial intelligence (AI) is the foundation for a new era of digital transformation across several channels using a variety of AIs. Recruiting, placement, training and development, performance administration, benefits and reward management are all HRM tools.

Artificial intelligence improves intellectual resources by modifying existing business methods and making it simpler for the task force to be more competitive. This has not only simplified human thinking, but it has also ushered in strong corporate development and has shown to be extremely beneficial in improving workplace relationships and raising employee happiness.

WHAT PART DO YOU PLAY? HUMAN RESOURCE MANAGEMENT WITH ARTIFICIAL INTELLIGENCE

Human Resources (HR) is one of the most important aspects of any organisation since it is closely linked to the lives of the individuals who work for it. To be effective and productive, employees require a well-communicated and healthy work environment. HR's job is to make sure that every employee feels secure and gets the aid they need, as well as to provide them room to express their creativity, intellect, and empathy in order to do exceptional work. Artificial intelligence, which is now one of the most advanced and rapidly developing technologies, has greatly aided in the improvement of the HR department. AI automates and completes the bulk of low-value HR duties, allowing for more time to be spent on higher-value work. To make real-time judgments, artificial intelligence employs pre-programmed algorithms as well as coherent

computing technologies. The human resources department will be affected by artificial intelligence. As a consequence of the panoptic human component of Human Resources paired with the intelligence of technology, companies will experience an upgraded and evolved situation for their applicants and workers. Not only that, but AI in HR will help to promote the importance of creating better and faster results.

1. Recruiting and acquiring talent:

Bringing in brilliant persons under the group will lead to the company's potential growth; hence talent acquisition is a critical responsibility for the HR department. The most common application of artificial intelligence in HR is in talent acquisition. AI minimizes the time and effort necessary to execute these and other tedious tasks, from screening applications to managing databases, scheduling interviews, and responding to and resolving contestant issues. It streamlines the employment process and saves time for the HR department, allowing them to focus on other important responsibilities like sourcing, personnel management, recruitment marketing, and other productive operations. The AI-assisted hiring process will assist in the selection of a candidate that fits the majority of the company's requirements. As a result, the screening process is straightforward, rapid, and thorough. Chatbots are used to track down and engage with high-potential applicants. These chatbots take care of newly hired workers, assigning them jobs and positions based on their job profiles. It will choose the best and most deserving candidate who meets the job description to a tee. As a consequence, the most qualified individuals will be scheduled for job interviews.

2. Newer Recruit Orientation:

AI-based unified systems will educate newly recruited workers business knowledge and rules on the first day after they are hired. A mobile application or organized information on their laptop will provide new workers with all relevant information, such as job profile data, company regulations, task assignments, team member information, and so on. This practise is known as onboarding. Onboarding is an important step in strengthening the HR team's ability to recall and work effectively. Candidates that go through an orderly and informed onboarding process are more likely to remain with the company in the long run. Recruits may ask a variety of questions, and the AI for HR responds to all of them so that the hiring process runs smoothly.

3. Recruit Training:

Using AI development services, employees will be able to study and teach themselves about relevant jobs and needs. It will also help them keep up to date by offering knowledge on current industry technology and software improvements. The AI will automatically grasp and assign relevant training to the employee after analysing the papers and examinations. For increased advancement, relevant skill set information will be offered depending on their job description. AI in HR technology may analyse data and notify the HR staff to the training needs of employees. This ingenious method will boost employee productivity and brainpower, as well as help them learn more quickly and efficiently. They can train employees in certain programmes and teaching skills so that they can self-learn and follow instructions.

4. Employee experience is improved:

Because of the high degree of automation and a strong focus on customer experience in the environment, employees expect a helpful and constructive experience when they join tailored interaction. Employee experiences are increasingly being affected by consumer technology, and they are looking for new ways to be engaged and supported. AI may be incorporated effectively across the employee lifecycle, from recruitment and onboarding through HR service delivery and career pathing, resulting in a tailored employee experience. With customized feedback questionnaires and employee appreciation programmes,

human resources departments can now analyse employee engagement and job satisfaction more accurately than ever before.

5. Leadership

AI will increase the functioning approaches of trainers and project leaders in a company because it will aid and develop trainees. By polling members of their respective teams, the AI will assess the structure of the leader's qualities and provide them with the abilities they lack or the traits they need to modify. Second, by looking at the dashboard, leaders may assess themselves and improve their skill sets in response to workplace expectations.

THREE BENEFITS OF ARTIFICIAL INTELLIGENCE IN HUMAN RESOURCES

Artificial Intelligence (AI) may conjure up ideas of machines taking over the globe, but the reality for Human Resources departments is far less spectacular. Although predictive algorithms may not appear to be very spectacular, they are already having a significant impact on how businesses manage their workforces. AI-driven solutions, when properly developed and deployed, may provide a variety of benefits to HR departments prepared to take on the task of incorporating them into their operations.

1. Artificial Intelligence and Candidate Screening

Although artificial intelligence has the potential to revolutionise many elements of the workplace, it is most likely to have the greatest influence on how companies screen, interview, and recruit individuals. Software that scans, reads, and evaluates resumes can help you weed out unqualified candidates. The typical recruiter looks at a resume for only 5 to 7 seconds, but it doesn't account for the time it takes to correctly file and retrieve all incoming applications. Recruiters begin their evaluation process with a considerably more manageable pool of prospects after using AI technologies to analyse resumes and screen out as many as 75% of applications. Reviewing applicants in today's HR departments entails considerably more than merely going over resumes. Before arranging an interview, recruiters spend a significant amount of time conducting research. The recruiting process tends to drag on longer than required since HR professionals frequently have other obligations in their business that demand their time and attention. Qualified candidates may have already taken another post or unfit individuals may have fallen through the cracks by the time they get around to organising interviews. HR teams may also use AI technologies to swiftly compile a diverse profile of a big number of applicants, using data from resumes, social media, and references.

2. As an Onboarding Tool, Artificial Intelligence

After the hiring process is done, AI solutions might be useful during the onboarding and training phases. New workers take a lot of HR's time and attention, but a lot of that time and attention may be spent on AI algorithms that lead them through normal operations and expose them to different elements of the company. Some businesses are already experimenting with personal AI assistants who assign new workers a set of daily chores to allow them to gradually integrate into the office. HR departments are inundated with queries about compensation, holiday leave, and other regulations from both new and existing workers. Again, AI provides all-encompassing answers in the form of intelligent chatbots. of answering fundamental problems in real time HR workers may focus on more difficult and time-consuming issues that require their attention by employing this self-service platform to complete low-value, repetitive chores.

3. Using Artificial Intelligence to Enhance Training

When it comes to continual training and evaluation, AI offers HR departments a wide choice of options. AI software may be used to discover skill gaps and then organise and schedule relevant training programmes tailored to individual employees' requirements. While many businesses use some type of e-learning to help employees develop their abilities, these programmes are frequently not organised or handled in a way that allows employees to get the most out of them. Artificial Intelligence (AI) technologies can, it's also easier to communicate with potential applicants when these early steps of the application process are automated. People are more likely to have a favorable image of a firm that acknowledges their application for a job, but they are more likely to have a negative impression if they get updates throughout the application process. Recruiters, being human, are frequently unaware of how much their evaluations are impacted by aspects that have nothing to do with an applicant's professional qualification for a position. Race, gender, ethnicity, and even language may influence how a candidate is seen. These and other biases are taken into consideration by a well-designed algorithm to guarantee that a varied variety of applicants emerges from the first screening phase.

CONCLUSION

The industrial sector has experienced remarkable expansion in this competitive environment. One of the issues that industries face is managing continual improvement. Most sectors are using new technology to increase speed and efficiency in ordinary operations. The majority of researchers and professionals also advise businesses to adopt artificial intelligence tools and digital technology. Many companies have used artificial intelligence and machine language in the field of human resource management, where AI plays an important role in recruitment, selection, hiring, analysing performance, collecting data on employees, providing real-time information, and providing accurate information.

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