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ARTIFICIAL INTELLIGENCE IN HUMAN RESOURCE MANAGEMENT

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Abstract
Over the past decade the role of HR manager has changed in many ways. They used to work from closed conference rooms to hold key seats at the senior leadership table from time to time the roles and responsibilities of HR are taking new paths. The naval vessel has come a long way and created a series of different values for many organizations. Today, the role of HR in planning and driving strategic growth is as important as technology or business leadership. Since the outbreak of pandemic COVID-19 the role of HR has been redefined by the organizations. HR as a profession has changed from a key intrinsic profile to a more sophisticated technological oriented role that supports machine learning and Artificial intelligence on a big scale. The senior management of the organization realized that the only way to survive was 'Change' is eventually accepting change and the implementation it that has become a new normal for organization. In recent years, HRM has found dynamic shifts in the fields, jobs and the impact it has on building organizations. The need for digital transformation from the performance of traditional craftsmen is no longer an option. This paper attempts to analyse the recent trends of Artificial intelligence in the field of Human resource management and gives a clear insight the employee's views on the implementation of Artificial intelligence in Human resource management

Key words: Artificial Intelligence, Digital transformation, Human resource management.

1.0 Introduction

Artificial intelligence (AI), the intelligence manifested by machines, in contrast to the natural intelligence shown by humans and animals. Leading AI manuals describe the field as a study of "intelligent agents": any device that recognizes its environment and takes steps that increase its chances of successfully achieving its goals. [Generally, the term "artificial intelligence" is often used to describe machines (or computers) that mimic the activities of "intelligent" people they associate with, and human skills, such as "learning" and "problem solving".

The HR department does not behind the competition at all in the market. HR professionals today are mainly focusing on increasing the integration of human and automated work to get simple, seamless, and flexible work environment at work place. Effective use of AI employment eliminates the ethical discrimination and misunderstandings that may occur during human interaction in any conversation. Eliminating bias can be very helpful to an organization while they are looking for a Logical intake. For the most part research works suggesting that influence of AI is more felt in talent acquisition processes as experimental, recording and maintain records, create automated schedules, send a message, answering job search questions, and more. It helps in the initial tasks of the employer and in the end that will lead to them with future growth. In general, it helps to build efficient and effective human capital in the organization. When the end result is calculated by a company that is quite satisfactory in all respects. Results are important, it is measured, and fast. It reduces hiring time and helps increase the overall productivity of HR staff. Team work is left with high value work time such as identification, recruitment marketing, employee engagement, and hiring managers. All of these practices are given special attention by the company. AI-supported programs introduce new features job profile job, new hiring details such as reporting authority, team members, job assignment, administrative duties, policies, and almost all first-hand information using an app or laptop on his first day. Some of the places (except employment) where AI creates impact including HR strategies and human resource

management, policy analysis with companies, salary management, employee performance, corporate compliance investigation, case strategy, success analysis, and other related programs. Therefore, the inclusion of AI in HR activities increased the scope of HR in different ways. Professional HR staff can easily apply the technology to HR tasks, learning and developing applications. Great use data track performance and employee feelings. AI tracks employee activities such as browsing, emails, projects, and other temporary activities. It can point forward to personnel management and report to management. This helps an organization to improve inclusion and retention strategies. AI-based HR applications increase employee productivity. It has the ability to analyse, predict, diagnose and become a more efficient source while focusing on staff needs and results.

2.0 Review of literature

(Arntz et.al., 2017)

When hiring managers are better prepared for their vacant positions, the boarding process begins. With the help of AI, this process should not be limited to normal business hours - a major improvement in the ride process. Instead, AI technology allows new employees to use employee support at any time of the day with any use of chatbots and remote support applications. These changes not only give employees the ability to pass the ride process at their own pace, but also reduce administrative burden and often bring about faster integration. In addition to the hiring process, HR professionals can use artificial intelligence that enhances internal mobility and retention of employees

(Abraham et.al., 2015).

During the hiring process, AI can be used to benefit not only the hiring organization but also its applicants. For example, AI technology can streamline application processes by creating easy-to-use forms that the applicant may eliminate, effectively reducing the number of rejected applications.

(Andrei et.al., 2016)

With reports from you and staffing plans, human resources departments can measure employee involvement and job satisfaction more accurately today than ever before. This is surprisingly useful for understanding the full needs of employees, however there are a few organizational benefits to having this knowledge

(Boddy, 2016).

These technologies are not limited to identifying opportunities for internal motivation, but can also predict who in the team is likely to quit. Having this information very quickly allows HR professionals to submit maintenance efforts ahead of time, which can greatly reduce staff attraction. One of the most important benefits of artificial insemination

The ingenuity of the various staff processes is actually the same in other sectors and industries Cheap, easy-to-manage management services give HR professionals more time to contribute to planning strategies at the organizational level.

(Vivek V. Yawalkar 2020)

In competing global industries, accurate photography and data analysis of corporate use in growth and day-to-day operations is essential. Artificial Intelligence helps the industry to work faster and more efficiently to complete the task. Artificial Intelligence falls into various departments such as labor, finance, marketing and manufacturing. By using the AI system the organization can streamline existing activities and day-to-day operations. Faced with growing business pressures, black executives understand the importance of job placement skills. The research paper describes it naturally. The researcher used secondary data where data was collected in research papers, publications, websites, HR blogs, research reports etc. The main purpose of this study was to explore the role of artificial intelligence in the human resources department and to understand the challenges in the HR department. The study concluded that the role of AI in the various functions performed in the human resources department where robotic companies are able to handle recruitment, recruitment, data analysis, data integration, reduce workload and efficiency

(Inayat Kalra 2020)

The purpose of the present study is to study the use of artificial intelligence in human activities management. The ingenuity of the implant in the organization's technology provides many opportunities to to improve human resource management functions. Example: transaction, hiring process, talent selection and discovery, reporting, access to policies and procedures, etc.

Resource functions will go a long way in improving the overall staff experience. Employee experience is very important for employers in an organization to keep employees engaged. With the help of Smart chat bots are used to make quick and reliable interactions easier. With the help of artificial wisdom. There will be a more detailed focus on organizing the organization by HR people, thus this helps to analyze data faster than the average person. Refund brings a lot of attention to previously neglected employers or such people who did not even want a job

(ROBIN ELLIOT 2017)

This study investigates the impact of a professional program used as decision support in the job evaluation process. Both performance results and psychological outcomes are analyzed in tests there targeted users of the professional program who act as themes. A lesson draws heavily on the study of moral decision-making in its view support. Although this study examines the expert system within In the context of HRM, the results are useful as a single test of a professional program EfJcacy is within the framework of administrative decision making.

(Richa varma 2018)

Artificial Intelligence is a technology suitable for machines to think, understand, and accomplish works previously performed by humans. AI has grown significantly in the last decade. Artificial intelligence enables IT companies to make better, faster decisions. This applies to the file the human resources sector like anything else. HR employers use Artificial

Intelligence software to gain faster recruitment and create more power in everything Recruitment and selection process.AI technology provides great opportunities for improvement applies to labour. This paper further explains the authenticity and scope of the implant employee intelligence

(Vinay Kumar 2019)

The status of AI has been widely studied in many places. This paper is based on the use of artificial intelligence and its impact on HRM due to technological advances in the IT field. Currently almost all companies use AI in their workplaces to increase the efficiency of employees in a systematic way. The role of AI in the HR domain begins with hiring until staff performance is assessed. The purpose of the current study was to examine the relationship between installation skills and staffing in the IT industry in Delhi / NCR. The study was conducted among 115 HR staff in various IT sectors in the Delhi / NCR region. Many retrospective methods were used to test the hypothesis and confirmed a positive relationship between the two factors that established the increased use of AI in the results of HR performance performance. However AI has an important relationship with intelligence and is also easy to use which reflects the effects of AI HR with new features and ease of use. This study will provide insight into the upcoming artificial intelligence as a revolutionary state in the industry with the new name Industry4.0.

(Fengxiang Jiang 2018)

The emergence of artificial intelligence offers unlimited opportunities to improve the efficiency and quality of human resource management in various industries, with very new changes in the human resource management sector. This paper begins by explaining the meaning and signs of artificial intelligence, then analyzes the effect of unity on the wisdom of effective human resource management, and then analyzes the backbone of the problem in the application of artificial intelligence in human resource management. Finally, attempts are being made to explore some ideas of artificial intelligence in the performance of human resource management.

(Madina 2019)

Human Resource department is one of the curtail business units in each organization. With the development of new technologies and software applications, it is important to realize that people who work in HR have to be familiar with the notion of e-HRM and other technological trends. One of the promising technologies that may change the face of Human Resources administration is Artificial Intelligence. The current study investigates the perception of Artificial Intelligence and other e-HRM technologies among practicing HR professionals who work in the fields of consultancy, leadership, recruitment and other areas. The results of the study show that participants have mixed feelings towards new technologies, being from one hand excited about possibilities of reducing manual work, and from another hand being cautious about providing too much functionality to computing machines. Additionally, besides the functionality of e-HRM applications, the participants paid much attention to the interface and price of the technology. Nevertheless, the analysis of the interviews revealed several phenomenons that are more or less related to the technological innovations but mostly presented as a representation of participant's reality of work with the matter of Human Resources.
(K R Samarasinghe & Dr. Ajith Medis 2020)

Industry 4.0, known as industry revolution 4.0, will be a place of business there the labor market will be replaced by machines that can think like human beings. The number of company chains is linked to data. Artificial intelligence robots will perform existing tasks man-made. In addition, those will achieve the accuracy and efficiency of such activities. With this change, companies need to focus more on the management of human resources, as People's Finance will be the most important asset in industry 4.0 where organizations will be able to create continuous competitive profitability for the people. Artificial intelligence (AI) will be the fuel for industry 4.0. AI-based equipment will represent the majority of employees. This paper should introduce the AISHRM concept model which represents the use of "Strategic Intelligence based Strategic 4.0" Human Resource Management ".
(Ganesha 2020)

Artificial intelligence is progressing rapidly with new highly developed innovations in the present world. It is very useful for some applications like deep learning, machine learning, neural networks, robotics, big data, bitcoin. In this scenario, computer systems are designed to best perform as small tasks like facial identification, automated transport system self-driving car, involvement in dangerous jobs, computerized methods, reduced human efforts, time-saving and other small duties of presentation. The first goal of artificial intelligence is to highly developed and more complex systems. The human output performance whatever the way of maybe as per human knowledge requirement. The performance of more complicated tasks like decision-making process, solving equations and playing chess, etc. Artificial intelligence is the future goal that is all perfect human activities and better provides solutions to solve problems other than the person can do. There are several challenges of automated systems in the long-term aspect. The human can do the work or functioning and significantly harm humans once they are used to attack as per the preventing the development of lethal arms. As per the decisions, the development of super artificial intelligence is going to triggering intelligence explosion, self-improvement it would be the human intellectual capacity to leave by far. Artificial intelligence development is speeding up rapidly and combination with automation has also started. It is the best change in human resource management and the business landscape. The organizations are applying and focusing on the artificial intelligence process to profit the new concept of efficiency and good quality. The advance technology and innovation have significantly in the help of fighting disease, against poverty, support of war eradication and to take correct prevention measures. There are some advance applications in artificial intelligence in the field of human resources like recruitment, Onboarding, internal mobility, employee retention and automation of administrative tasks.
(Sweta Jain 2017)

As technology continues to move at the speed of the world and the world has become a global city, with everyone connected to each other via the internet. AI helps systems think and act like intelligent people to get the benefits of doing the job at a faster pace with fewer errors counting and less fatigue. Artificial Intelligence in HR helps to understand the science of cognition and mental behavior modeling. Fast digital integration with AI helps integrate a variety of applications and can provide a cohesive platform which can support the full range of HR work from recruitment, selection, training, development, and compensation and performance management. Periodic training, learning and development programs are appropriate implemented at all levels of the organization to teach employees digital skills so that the processes work better efficient, time-consuming and highly productive.
(Niranjan Rajpurohit 2020)
The artificial intelligence has improved many industries in such a short time that high-end AI engine has also become part of HR analytics. Smart installation products offer a variety of management solutions, including simple hiring tools, mid-range applications, and AI technology solutions. These tools work together or independently the most effective human resource method to predict the potential success of the job seeker in his company. The workplace is transformed by artificial intelligence (AI). Current research will shed light on the emergence of artificial intelligence and impacts in relation to HR and its impact on team performance. For these purposes the study was conducted on the basis of secondary data collected through online articles, published research papers and magazines. Following this it was found that AI in HRM helps to reduce the burden on the company's management staff, identify talent and identify the right people for the job, reduce errors and build team performance. AI integration can help build active teams because it helps the organization to redefine team roles, human resource development, human and machine interaction and improve team performance. The research will help organizations improve their performance, researchers in finding a new vista for HR analytics and staff in improving their skills.
(Dr. Saundarya Rajesh 2018)
Artificial Intelligence (AI) is the order of the day - no part of life (the organic systems of the organization installed) that AI has not entered it. While AI makes its mark on almost every function in the organization, its impact in the work of Human Resource (HR) should be carefully evaluated, especially since this is the 'best' person in the organization. The process of identifying, hiring, engaging, storing and developing talent is undoubtedly by the backbone of the good economic life of organizations. Programs designed for AI currently help HR to make the most of the Repetitive tasks in processes such as talent testing, recruitment, engagement, re-engagement, employee relations, boarding, etc. which has spent many working hours in the past, thus allowing the labor department to function more efficiently, and focus more in formulating compliance and legal policies. Among the prominent areas within the HR function is the impact of AI, Talent Discovery is one of the AI that no longer works as a game changer - Talent Discovery then the rise of lifestyle talent management in organizations. This paper examines the impact of Artificially Intelligent organizational talent acquisition programs. It provides a deeper understanding of the current AI framework as well their ability to perform repetitive TA processes increases process efficiency and efficiency. By using several cases a study of existing AI programs in TA from around the world, the paper writes now, and also describes the future For Talent Discovery in used AI environments.

3.0 RESEARCH METHODOLOGY

A] Objectives

- To study the current AI technologies that are being used in Human Resource management
- To analyse at the degree where the AI is being used in HRM
- To identify whether AI is involved in the competency mapping and recruitment process of the company.

- To understand the employee perception towards Artificial Intelligence

B[SAMPLE DESIGN

A] Design of the sample The study goes with a random sampling across the county. The google form is circulated around the country

B] Size of the sample the research has been conducted using various research tools such as questionnaire, the responses were collected from 150 respondents

C] HYPOTHESIS :

Hypothesis -1 : There is no significant association between age groups and their perception towards AI technologies in HR practices ANOVA

Hypothesis -2 : There is no significant association between respondent's educational qualification and their perception towards AI technologies in HR practices ANOVA

Hypothesis 3 : Gender wise Perception towards AI technologies in Human resource practices
T-test

4.0 Research gap

Although studies on Implications Artificial intelligence in HRM has been undertaken, however, The Implications of AI in Human resource management has not been made using the empirical studies therefore this study emerges as a useful insight for the companies to implement the artificial intelligence in human resource management effectively and efficiently

5.0 Data collection

A] A] Research design The research design opted for the current study is blend of descriptive and exploratory . The blended design is opted to understand, discover

B] Research cycle The research is carried out in a continuous and recurring cycle. The research process goes in this pattern explore > generate > evaluate

6.0 Results and analysis

Demographics

Table 6.1

Age classification			
1.	<30	18	12
2.	30-40	71	47.3
3.	40-50	36	24
4.	>50	25	16.6
Education classification			
1.	Up to SSLC	1	0.66
2.	Diploma / ITI	12	08
3.	Under Graduate	62	41.3
4.	Post Graduate	38	25.3
5.	M.Phil.	23	15.3
6.	Doctorate	11	7.33
7.	Professional course	3	2
Gender classification			
1.	Male	86	57.33
2.	Female	64	42.66
Place of residence			
1.	Metropolitan	59	39.33
2.	Urban	83	55.33
3.	Rural	8	5.33

Source : primary data

Among the total respondents 57.33 percent are male and 42.66 percent are female . Majority of the respondents are in age group of 30 to 40 years. 12 percent of respondents are below the age of 30 years , 24 percent of respondents belong to the age group of 40-50 years and 25 percent of the respondents

are above the age of 50 years . when we look at the educational qualification of the respondents 41.3 percent of the respondent shave completed graduation, 25.3 percent of people completed Post-graduation, 08 percent of the respondents are HSC / diploma and only 2 percent of the total respondents have professional education and 7.33 percent of respondents are doctorates . among the total respondents majority of the respondents are from urban area and least from the rural area

Cronbach's alpha

Cronbach's alpha is a measure of internal consistency, that is, how well a set of factors are related as a group

Table 6.2

Cronbach's Alpha	N of items
.836	150

Source: computed

The primary data from the respondents were tested for reliability using SPSS. The Cronbach's Alpha test revealed a reliability score of 0 .836 and hence the questionnaire was found to be reliable.

Work experience

Table 6.3

Demographics [work experience]	Frequency	Percentage
0-3 years	12	08
3-6 years	29	19.33
6-12 years	49	32.66
12-20 years	52	34.66
>20 years	08	5.33
12-20 years	8	16

Source : primary data

From table 6.3 its clear that majority of the respondents are experienced and have the work experience of 12-20 years and only 8 percent of respondents have work experience of 0-3 years where as 32.66 percent of people have a experience of 6-12 years in their respective fields . only 5.33 have a experience of more than 20 years

Usage of AI workplace

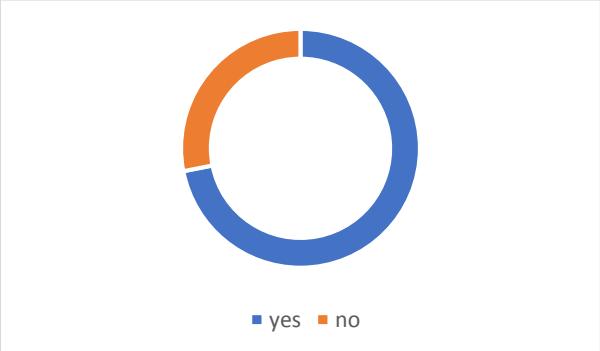

Figure 6.1

As shown in figure 6.1 seventy two percent of the respondents use artificial intelligence regularly at their workplace . only 28 percent of the respondents use artificial intelligence rarely in their work place

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Knowledge about Artificial Intelligence

Table 6.4

Rank	Question	Mean (SD)	Approximate agree rate	Level
4	I have good knowledge of AI	2.95 (1.14)	74%	Moderate
2	AI abilities are superior to human experience	3.01 (1.17)	75%	Moderate
1	AI could replace me in my job	3.11 (1.13)	78%	Moderate
3	I have high hopes about AI applications in the health care sector	2.96 (1.11)	74%	Moderate
N/A[b]	Overall perception of AI	3.01 (1.13)	75%	Moderate

From the above table 6.4 we can observe that the overall perception of respondents towards AI is moderate with a mean of 3.01 [SD 1.13], especially majority of the respondents believe that AI could replace their job in near future which ranked at top position with the 3.11 [SD 1.17] on the Likert scale and the respondents feel that they have no very good knowledge of AI Since the topic of artificial intelligence is vast and expanding its limits everyday

Advantages of AI in HRM

Table 6.5

Rank	Question	Mean (SD)	Approximate agree rate	Level
1	AI can speed up the process in my field	3.50 (1.23)	70%	High
3	AI can help reduce the number of errors	3.36 (1.08)	67%	Moderate
5	AI can deliver relevant, vast amounts of high-quality data in real time	3.24 (1.17)	65%	Moderate
2	AI has no space-time constraint	3.45 (1.17)	69%	High
4	AI has no emotional exhaustion or physical limitation	3.27 (1.16)	65%	Moderate
N/A	The advantages of using AI overall perception	3.36 (1.16)	67%	Moderate

As shown in table 6.5 the overall perception of the respondents towards the Advantages of Artificial Intelligence is moderate with a mean on 3.36 [SD 1.16]. Majority of the responses think that AI can speed up the process of work in their respective fields Interestingly least number of respondents feel that AI can deliver relevant, vast amounts of high-quality data in real time With a mean of 3.24 , a medium level on the Likert scale

Limitations OF AI IN HRM

Table 6.6

Rank	Question	Mean (SD)	Approximate agree rate	Level
5	AI cannot be used to provide opinions in unexpected situations	3.20 (1.14)	64%	Moderate
4	AI is not flexible enough to be applied to every Field	3.28 (1.19)	66%	Moderate
1	AI is difficult to apply to controversial subjects	3.62 (1.17)	72%	High
3	AI has low ability to sympathize and consider the emotional well-being of the employees	3.34 (1.15)	67%	Moderate
2	AI was developed by a specialist with little clinical experience in medical practice	3.41 (1.17)	68%	High
N/A	Problems regarding the application of AI in your field , overall perception	3.37 (1.16)	67%	Moderate

The above table 6.6 shows the perceptions of the respondents on the limitations of Artificial Intelligence. The maximum number of respondents feel that AI is difficult to apply in controversial subjects with a first rank and a mean of 3.37 [SD 1.16] . and the least ranked item is AI cannot provide opinions in unexpected situations with a mean of 3.20 [SD 1.14]

AI powered HRM technologies that respondents aware of

Table 6.7

AI technologies	Percentage	Ranking
Chatbots	34	VII
Face recognition& Bio metrics	68	I
Data Mining	42	V
Big Data Analytics	48	III
Speech &Voice recognition	62	II
Virtual Assistance	36	VI
Automation	44	IV
Machine and Natural language learning	30	VIII
Block-Chain	22	X
Robotics	36	VI
Decision support system and Expert system	24	IX
Predictive analytics	20	XI

Out of all AI technologies being applied in HRM practices, firstly, 68% of employees have identified face recognition & Biometric technology, secondly 62% of employees have identified speech & voice recognition technology, thirdly Big data analytics with 48%, followed by automation, data mining, virtual assistance, robotics, Machine & Natural language learning, DSS and Expert system, Block-chain and finally Predictive analytics.

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Jobs that be outsourced to AI

Table 6.8

Job Elements	Percentage	Ranking
Billing and expenses	58	III
Accounting and tracking financials	50	V
Writing proposals	28	VII
Setting up employee benefits	34	VI
Management with employees	14	VIII
Repetitive paper works	68	I
Scheduling/updating Calendar	54	IV
Entering timesheet hours	54	IV
Writing and responding to emails	34	VI
Work/place surveillance	64	II

The above table 6.8 demonstrates the job elements that can be outsourced to AI-powered digital assistants. 68% of respondents are positive about using AI digital assistants for repetitive paper works, 64% have voted for workplace surveillance, 58% has opted billing and expenses, 54% have preferred scheduling/updating calendar and entering timesheet hours

Hypothetical testing

Hypothesis testing is the generally used strategy for deciding whether a sample data offer such support for a hypothesis that generalization can be made the hypothesis may not be proved absolutely, but in practice it is accepted if it has withstood a critical testing. In this study we have made the hypothesis testing for the data collected through the survey the method used for the testing in this study is ANOVA & T test

Hypothesis -1 : There is no significant association between age groups and their perception towards AI technologies in HR practices ANOVA

HR factor/Age groups	22-25 yrs	26-30 yrs	31-40 yrs	Above 40 yrs	F	P
Planning& DM	16.00 (2.31)	16.09 (1.81)	16.78 (1.81)	16.10 (2.13)	.53	.66
Recruitment	18.80 (4.16)	18.18 (3.28)	20.21 (2.04)	17.40 (4.30)	1.84	.15
Training & Development	20.30 (4.11)	19.27 (2.53)	20.31 (2.42)	20.30 (4.19)	.29	.83
Performance Analysis	20.00 (4.39)	19.18 (2.09)	19.84 (2.75)	20.300 (2.16)	.27	.84
Work-life Balance	14.90 (2.33)	14.72 (2.76)	16.21 (2.32)	15.40 (3.17)	.97	.41

From the above table it is found that the hypothesis is accepted (significant) in all cases. There is no significant relation between age groups and their perception towards AI technologies in HRM practices

Hypothesis -2 : There is no significant association between respondent's educational qualification and their perception towards AI technologies in HR practices ANOVA

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HR factor/Educational Qualification	Doctoral degree	Master's degree	Bachelor's degree	Diploma	F	P
Planning& DM	17.12 (2.031)	16.32 (1.994)	15.86 (1.922)	17.00 (1.414)	.790	.506
Recruitment	19.50 (3.927)	19.52 (2.518)	17.20 (3.985)	22.00 (2.828)	2.345	.085
Training & Development	21.00 (3.023)	20.20 (3.135)	19.13 (3.204)	22.00 (4.242)	.928	.435
Performance Analysis	20.75 (2.251)	19.24 (3.218)	19.93 (2.344)	22.50 (3.535)	1.227	.311
Work-life Balance	18.00 (2.203)	15.32 (2.286)	14.06 (2.433)	17.50 (0.7071)	5.653	.002

From the above table it is found that the hypothesis is accepted (significant) in all cases. There is no significant relation between educational qualification and their perception towards AI technologies in HR practices except the factor work life balance

Hypothesis 3 : Gender wise Perception towards AI technologies in Human resource practices T-test

HR factor/Gender	Male	Female	F	P
Planning& DM	16.57 (1.609)	16.19 (2,151)	.749	.391
Recruitment	18.21 (2.916)	19.35 (3.638)	.413	.523
Training & Development	19.42 (2.292)	20.48 (3.567)	4.562	.038
Performance Analysis	19.84 (2.587)	19.80 (3.070)	.497	.484
Work-life Balance	15.00 (2.472)	15.74 (2.682)	.564	.456

From the table above, as P values are greater than 0.05 it reveals that there is no significant difference between gender and employee perception of AI technology in HR operations. There is no significant difference between seeing in AI technology and staff gender and both see it the same

7.0 Conclusion

Integration of HR practices with AI-based applicants definitely have a powerful impact on the development of organizational performance. Or AI applications they may not be as emotionally capable as human beings and cognitive skills, but these powerful HRs are based on AI applications can analyze, predict, diagnose, and so on a powerful resource for any type of organization. However, the real horror of Global employees the way AI demonstrates its impact on the cutting edge of work sectors worldwide. However, the fact is that it is not advanced technology that replaces human beings, but it's all about how people should change and look this technology in building wealth and prosperity. Ku, the true meaning will be the percentage of employees present affected by AI-based tasks, so it is a function of HR leaders and organizations focus on its employee needs and possible outcomes. And, in the end it is based on our own the study of most organizations has been successful integrating AI-based tools into hire but closely Future AI is ubiquitous in HR: There may be hiring, training, riding, performance analysis, maintenance etc. But most organizations are still lagging behind combining AI with its HR-Practices because of its cost associated with integration. So, I have AI implementation should be considered a good expectation

opportunity, because AI improves lives, AI builds a better future if properly understood and applied to the right way.

8.0 SCOPE FOR FURTHER RESEARCH

The results of this study opens new avenue for further research and can be used as source of hypothesis for further quantitative study

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