THE ADOPTION AND EFFECT OF ARTIFICIAL INTELLIGENCE ON HUMAN RESOURCES MANAGEMENT

PART B

EDITED BY

PALLAVI TYAGI • NAVEEN CHILAMKURTI
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The Adoption and Effect of Artificial Intelligence on Human Resources Management

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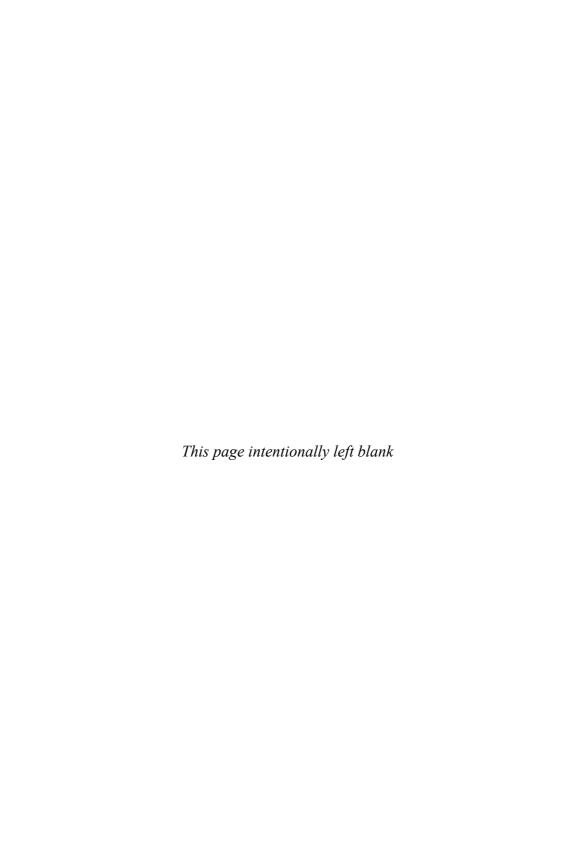
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Foreword

The arrival of artificial intelligence (AI) in business is expected to have a profound impact on human resources management (HRM). This transformation will include how various organisations manage and approach the HR function (HR management) and HR practiced.

Since the advent of AI implies that machines will compete with humans, human and organisational transformation is at the core of the change. Strategic human resource management (SHRM) focuses on organisational performance, and, in the new cognitive era, the practice of SHRM will undergo major changes.

This edited book provides the readers with a detailed overview of the emerging research field of AI in HRM. By broadly mapping AI fields relevant for HR, it not only considers the more well-known areas of machine learning and natural language processing but also the lesser-known occupations such as affective computing and robotic process automation.

Expert contributors analyse the machine learning applications in human resources, including machine learning on text data, audio and video data, social media data, and recruiting and staffing. They also explore various innovative topics such as knowledge representation, reasoning, and evolutionary computing. Many chapters discuss AI's explainability, fairness, accountability, and legitimacy in HR, which bring normative issues to the fore. Approaches to researching AI in HR and to employing AI in HR research are also tackled. In addition, the edited book also offers an insight into the existing research on AI in human resources, introduces core issues, and considers implications for future research.

The book is critical reading for practitioners, scholars, and students of HRM, knowledge management, organisational innovation, computer science, and information systems.

Dr Harsh Sadawarti
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India

Preface

Technology is best when it brings people together
(Matt Mullenweg, Social Media Entrepreneur)

The above stated quote helps the editors to simply put across the objective behind planning this book. Artificial intelligence (AI) is helping organisations to comprehensively align and manage human resources (HR). AI can have huge benefits for the HR domain. Whether it's saving time through data-driven HR decisions, boosting employee morale through automation and computing, or improving organisation outcome through digitalised HR practices in different sectors of global economy. *The Adoption and Effect of Artificial Intelligence on Human Resources Management* illustrates a blended approach towards different functions of human resource management (HRM) and AI. This book helps the reader in understanding the basic functions of HRM with the ease of AI and automation.

This innovative book offers a decent introduction to the use of AI in HRM and broadly maps the AI technology with different HR functions. It not only covers the basic AI–HR blended theory but also follows a research-based approach towards this emerging area of study. Multiple authors have contributed to the project in the form of chapters. Expert authors analyse the more well-known areas of digitalisation, machine learning, and automation of HR, but also contributed in the lesser talked about fields, such as HR optimisation, robotic automation, and recruitment analytics.

Contributors also explore a range of innovative topics such reinventing learning and development processes, employee engagement using the internet of things and people analytics. The double volumed book discusses the scope, fairness, importance, responsibility, and legitimacy of AI in HR. This book will prove to be a critical read for research scholars, HR practitioners, and UG and PG students of HRM, organisation development, sustainable knowledge management, computer science, information systems, and design thinking and innovation. It may also be helpful for policy-makers to redesign and reinvent policies related to different HR functions.

The Editors