

Artificial Emotional Intelligence in HR

**Prof. Dr. Debaprasad Chattopadhyay¹, Prof. Megha Gangopadhyay²,
Argha Nath³**

¹Professor HR and OB, Globsyn Business School

²Assistant Professor HR and OB, Globsyn Business School

³MBA Student, Globsyn Business School

Abstract

Management consists of two buckets, one which is related to left-hemisphere of the brain, the other pertains to right-hemisphere of the brain. While left-brain predominantly deals with analytical, quantitative issues, right-brain caters to emotional, qualitative matters. As Artificial Intelligence continues to be the catchword of the day, it is time to dovetail Artificial Intelligence with Emotional Intelligence wherein the former is left-brain centric, besides the latter being essentially right-brain focused. Against this backdrop, the term Artificial Emotional Intelligence is in an integrated parlance which needs to be delved into. Hence, the nomenclature of this paper is titled as Artificial Emotional Intelligence in Human Resource Management. The paper looks into these two domains and attempts to search a pragmatic view which is devoid of the so-called possible inadequacies of the two, and the applicability of Artificial Emotional Intelligence in Human Resource Management.

Keywords: Human Capital, Artificial Intelligence, Emotional Intelligence, Artificial Emotional Intelligence, Up-skilling, Human Resource Management.

Introduction:

Human capital is undeniably the most critical asset of any organization, playing a key role in enhancing the value of all other assets. Artificial intelligence (AI) refers to the simulation of human intelligence in machines that are programmed to mimic human thinking, learning, and problem-solving. These processes involve learning (gathering knowledge and understanding the rules for applying it), reasoning (using these rules to draw conclusions, whether approximate or definite), and self-improvement through self-correction.

In the domain of education and learning, AI is transforming conventional approaches by providing customized and adaptive learning experiences through the use of data analytics and machine learning algorithms. AI systems can analyse a student's performance, learning preferences, and pace, thereby tailoring educational content to enhance their specific needs and abilities. This individualized approach not only boosts engagement but also improves retention and understanding, as students are more likely to be motivated when learning materials are relevant and appropriately challenging. Additionally, AI-powered educational tools can offer real-time feedback and also allowing them to identify and correct mistakes instantly. This immediate feedback mechanism is crucial for promoting self-assessment and fostering a growth mind set, encouraging students to embrace challenges and learn from their errors. Moreover, AI can assist educators by automating administrative tasks such as grading, lesson planning,

and student assessment, thereby freeing up valuable time that can be dedicated to more interactive and personalized teaching methods. AI can also facilitate collaborative learning experiences by connecting students from diverse backgrounds and geographical locations, promoting cultural exchange and global awareness. In summary, AI holds immense potential to transform the educational landscape by offering personalized learning experiences, promoting self-directed learning, and enhancing the efficiency and effectiveness of teaching and administrative processes. As technology continues to evolve, integrating AI into education will become increasingly essential to preparing students for the challenges and opportunities of the 21st century.

According to Great Learning's "Upskilling Trends Report 2025-25," 85% of professionals in India intend to focus on upskilling efforts during the 2025 financial year. The report also notes a decline in job retention confidence, which has fallen to 62% from 71%, mainly due to technological disruptions and difficult macroeconomic conditions. Entry-level professionals are the most at risk, with only 29% confident in retaining their jobs in the upcoming year. Upskilling has become crucial in areas such as data science, AI, and machine learning, with 92% of experienced professionals and 83% of freshers acknowledging its significance. The drop in job retention confidence is linked to widespread technological disruptions and tough macroeconomic conditions. According to the Naukri Jobspeak Index, job openings saw an 11% decline year-over-year in March 2024. Upskilling is particularly critical for seasoned professionals, with 92% of those having over 17 years of experience recognizing its importance.

The need for skill enhancement is recognized not just by experienced professionals and freshers but also by entry-level workers. Currently, over 80% of freshers are planning to upskill. This growing interest in upskilling among newcomers aligns with Great Learning's report, which noted an 18% increase in upskilling efforts among professionals with at least three years of experience.

In India, Data Science, AI, and Machine Learning have become the leading domains for upskilling among professionals. These fields are not only in high demand but are also crucial for driving future technological advancements. Employers have also identified these areas as top priorities for recruitment in 2025. Additionally, professionals across sectors such as manufacturing, engineering, and capital goods have shown a strong interest in upskilling to keep pace with evolving industry standards and technological innovations. Career advancement within their current organization has been identified as the primary driver for upskilling among professionals. The 2023 Workplace Learning Report predicts that the skill sets needed for various roles will double by 2027. With the rise of digitization, HR leaders now have access to critical insights, enabling them to leverage data analytics to pinpoint in-demand skills across the industry. This allows for better alignment of training and development programs with industry needs.

With the rise of AI, one may wonder if HR professionals face an uncertain future. However AI is a strong accomplice to stay in coming times. As Artificial Intelligence excels at data analysis and automation, it can go through piles of Resumes to identify top talent and also conduct initial interview screenings. This shifts the focus of HR professionals on what AI cannot replicate namely emotional intelligence and strategic thinking. Though AI can analyse huge amounts of data, it struggles to grasp the human element. It is unable to decipher the nuances of human emotions or understand the unspoken dynamics within a team. Building trust and rapport the pillars of effective HR are what AI simply lacks. Suppose an employee has a grievance, AI can identify the issue but it's the HR professional who can have a compassionate conversation, identify the root cause and develop a personalised plan for

improvement. Also navigating conflicts requires the human touch to ensure fair treatment. Artificial Intelligence has a major role to play and that is in mitigating bias. AI flags biased language used in job descriptions and also prioritises skills over subjective criteria. AI is helpful for improving employee engagement. AI can also be used for talent forecasting. By analysing industry trends, skill gaps and data Artificial Intelligence can predict future talent needs. This enables HR teams to develop targeted training programmes or hire incumbents with the skill sets required for future success. In the midst of it all, our emotional intelligence and strategic thinking ceases to change as these are the pivotal attributes in the consistent success of any organisation.

In the dynamic field of artificial intelligence (AI), the incorporation of emotional intelligence stands out as a revolutionary element, particularly within the domain of Human Resources (HR). The synergy between emotional intelligence in AI has become increasingly evident, reshaping HR interactions and decision-making processes.

By unravelling the intricacies of emotional intelligence in AI context, it becomes apparent that AI is not merely a technological tool but a facilitator of human-like understanding and empathy. This symbiosis between technology and emotional acuity allows AI systems to discern and respond to nuanced human emotions, leading to more empathetic and context-aware Human Resource solutions.

Central to the fusion of emotional intelligence in AI for HR are the 7 Pillars of Intelligent Decision-Making, which play a pivotal role in mastering emotional intelligence in AI applications. These pillars serve as the foundational principles guiding the development and deployment of emotionally intelligent AI systems. Each pillar addresses specific facets of human emotions, ranging from self-awareness to social skills, creating a comprehensive framework for AI to navigate and understand the complexities of human interactions.

As these pillars are meticulously integrated into AI algorithms, they empower machines to make decisions that not only optimize efficiency but also demonstrate a deep understanding of the emotional nuances inherent in HR scenarios. In essence, the amalgamation of emotional intelligence in AI for HR not only streamlines processes but elevates the entire paradigm of human-machine collaboration.

Literature Review:

Artificial Intelligence (AI) holds immense promise for transforming teacher education by improving the quality of training and tailoring learning experiences to individual needs. However, as Dr. Afiya Jamal highlights in her work, implementing AI in education necessitates a thoughtful approach to address ethical and social concerns. Key challenges include ensuring data privacy and mitigating algorithmic bias, both of which are critical to safeguarding fairness and trust in AI-driven educational systems. Balancing these opportunities and challenges will be essential for the responsible integration of AI into teacher education.

AI in education presents promising opportunities for enhancing learning effectiveness and offering personalized experiences. However, as noted in the literature review by Riki Nuryadin and Marlina from the Indonesian University of Education, *The Use of AI (Artificial Intelligence) in Education* (2023), the implementation of AI in education also faces significant challenges. These include concerns over student data privacy, a reduction in human interaction, and shifts in teacher roles. Moreover, financial and infrastructural constraints particularly hinder AI adoption in public schools. To address these obstacles, proposed solutions involve supportive policies, comprehensive educator preparation, and adaptive

curricula that align with advancements in industry. Successfully overcoming these challenges could revolutionize education by promoting inclusivity, efficiency, and quality across the sector.

Technological advancements, especially in AI, are significantly reshaping the educational landscape, with tools like OpenAI's ChatGPT at the forefront. As Simone Grassini discusses in *Shaping the Future of Education: Experiencing the Potential and Consequences of AI and GPT in Educational Settings* (2023), ChatGPT's human-like abilities, demonstrated by achievements such as passing the US bar exam, showcase its vast potential. However, its integration into education has sparked both excitement and concern. While some educators view it as a groundbreaking innovation, others worry it could undermine critical thinking skills and encourage academic misconduct. Grassini's work delves into the transformative impact of advanced AI models on education in this "new AI gold rush" era, examining both the opportunities and challenges they present.

Understanding the Essence of Emotional Intelligence in AI:

Emotional intelligence in AI represents a pivotal aspect of advancing technology's role in human interactions. By imbuing AI systems with the capacity to recognize and interpret human emotions, a new frontier emerges in the realm of intelligent decision-making. This entails not only the ability to detect surface-level expressions but also a deeper comprehension of the nuanced and complex nature of human sentiments.

As AI systems evolve to understand emotions, they can contribute significantly to enhancing the quality of human resources (HR) interactions. This involves creating algorithms and models that enable machines to discern emotional cues, fostering a more empathetic and responsive engagement between AI and users.

The incorporation of emotional intelligence in AI holds transformative potential for various applications, extending beyond mere recognition to encompass thoughtful responses to human emotions. This evolution marks a departure from traditional, purely functional AI to systems that can adapt and appropriately react to the emotional context of human interactions.

The essence of emotional intelligence in AI lies in creating machines that not only process data efficiently but also demonstrate a nuanced understanding of the human experience. As AI becomes more emotionally aware, its impact on HR interactions becomes profound, paving the way for a future where technology augments human connections by comprehending and responding to emotions with sensitivity and insight.

The Dynamics of Emotional Intelligence in AI for HR Interactions:

In the realm of HR interactions, the infusion of emotional intelligence in AI technologies marks a transformative shift. The comprehensive analysis spans various facets, beginning with recruitment processes. Here, AI equipped with emotional intelligence not only efficiently screens candidates based on technical competencies but also discerns nuanced emotional cues, contributing to a more holistic evaluation.

Beyond recruitment, the exploration extends into employee engagement initiatives, where AI's ability to decipher and respond to employees' emotional states becomes a pivotal asset. This nuanced understanding allows AI to tailor its interactions, offering support, recognition, or constructive feedback in a manner that resonates with individual needs. The amalgamation of emotional intelligence in AI not

only streamlines HR operations but also cultivates an atmosphere of empathy, ultimately fostering a positive and conducive work environment.

The incorporation of emotional intelligence in AI unfolds as a catalyst for elevating the quality of human-machine interactions. From deciphering subtle emotional nuances during interviews to gauging employee satisfaction levels, AI's emotional intelligence capabilities transcend mere data processing. Instead, they enable AI systems to navigate the intricacies of human emotions, enhancing the depth and authenticity of interactions within the HR domain.

By leveraging emotional intelligence, AI becomes more adept at recognizing and responding to the diverse array of emotions expressed by individuals. This, in turn, contributes to the establishment of a workplace culture that values empathy and understanding, propelling HR interactions beyond conventional transactional processes toward a realm of meaningful and resonant connections.

Navigating the 7 Pillars of Intelligent Decision-Making:

In the realm of artificial intelligence (AI), emotional intelligence emerges as a pivotal aspect shaping the landscape of intelligent decision-making. The 7 Pillars delineated in this article serve as the foundation for cultivating emotional intelligence in AI systems, particularly in the context of human resources (HR). The term “emotional intelligence” encapsulates the capacity of AI to comprehend and respond to human emotions effectively. These pillars, including adaptability and ethical considerations, elucidate the multifaceted dimensions of emotional intelligence in the decision-making processes of AI within the HR domain. By integrating adaptability, AI systems can dynamically adjust to evolving human emotions and workplace dynamics, fostering a responsive and empathetic environment.

Simultaneously, the exploration of ethical considerations underscores the importance of imbuing AI with a moral compass, ensuring that decisions align with human values and societal norms. Together, these pillars collectively contribute to the development of emotionally intelligent AI systems that not only optimize HR operations but also enhance the overall human-machine interaction experience.

The interconnectedness of the 7 Pillars emphasizes their collaborative role in orchestrating a harmonious synergy between AI and emotional intelligence. Adaptability, a key pillar, facilitates AI systems in acclimating to the nuances of human emotions, fostering a more nuanced and context-aware decision-making process. Moreover, ethical considerations stand as an integral pillar, underscoring the significance of AI-ethical frameworks within algorithms to navigate complex HR scenarios with moral prudence.

This intricate interplay of pillars signifies a holistic approach to infusing emotional intelligence in AI, ultimately enabling these systems to navigate the intricate landscape of human emotions in a manner that is both responsive and ethically grounded. As organizations increasingly rely on AI in HR functions, the comprehension and integration of these pillars become paramount, fostering a future where AI not only optimizes efficiency but does so with a keen awareness of the emotional intricacies inherent in human interactions.

Pillar 1: Adaptability – The Responsive AI Advantage

Emotional intelligence plays a pivotal role as a foundational element in Pillar 1: Adaptability, forming the Responsive AI Advantage. Recognizing that adaptability is essential for intelligent decision-making, this section delves into the integration of emotional intelligence in AI systems.

By imbuing AI with the ability to comprehend and respond to the dynamic nature of human emotions and situational nuances, a new frontier of adaptability is unveiled. Real-world examples within HR

scenarios will be highlighted to underscore the practical implications of incorporating emotional intelligence in AI, showcasing how this synergy enhances responsiveness and fosters more effective decision-making processes.

Pillar 2: Empathy – The Heartbeat of Emotional Intelligence

In the realm of HR interactions, emotional intelligence plays a pivotal role, particularly in the context of empathy. Recognizing the significance of emotional intelligence in fostering effective human-machine collaboration, the focus shifts to the design of AI systems that emulate empathetic qualities.

By integrating emotional intelligence in AI algorithms, organizations can elevate employee engagement, streamline conflict resolution processes, and ultimately cultivate a more satisfying workplace environment. Through insightful case studies, we witness the tangible impact of empathetic AI in HR, showcasing its transformative capacity to enhance the overall dynamics of human-AI interactions and contribute to the positive evolution of workplace satisfaction.

Pillar 3: Collaboration – AI as a Team Player

Effective collaboration in HR relies on the integration of emotionally intelligent AI systems, emphasizing the pivotal role these technologies can play in fostering dream team. By incorporating emotional intelligence in AI, organizations can experience a seamless collaboration between these intelligent systems and human counterparts.

This synergy enhances decision-making processes, ensuring they are not only more informed but also inclusive. Emotional intelligence in AI enables a deeper understanding of human emotions, facilitating a harmonious interaction between technology and human intuition. As a result, the integration of emotionally intelligent AI contributes to a workplace environment that values empathy, responsiveness, and a comprehensive approach to decision-making.

Pillar 4: Integrity – in Decision Making

In the realm of decision-making, integrity stands as a beacon guiding ethical practices. Emotional intelligence in AI plays a pivotal role in upholding integrity by infusing a deep understanding of human values and ethical considerations into the decision-making process. This integration ensures that AI systems not only analyse data but also consider the emotional nuances and moral implications inherent in complex choices.

As emotional intelligence becomes a cornerstone, AI systems become adept at aligning decisions with ethical standards, fostering trust among stakeholders. By prioritizing integrity through the lens of emotional intelligence, organizations can enhance the ethical fabric of their decision-making processes.

Pillar 5: Judgment – Prudent Decision-Making

The pillar of judgment stands tall as a beacon for prudent decision-making. When infused with emotional intelligence in AI systems, judgment takes on a nuanced and insightful dimension. The incorporation of emotional intelligence in AI empowers to discern not only the factual aspects of a situation but also the emotional nuances that can significantly impact the decision-making process.

This heightened awareness of human emotions enables AI to make more nuanced and empathetic decisions, considering the broader implications for individuals and the organization. Emotional intelligence in AI acts as a guiding force, ensuring that judgments are not only sound and rational but also compassionate and considerate of the human element.

By marrying judgment with emotional intelligence, organizations can foster a decision-making environment that not only prioritizes prudence but also embodies a deep understanding of the emotional landscape, contributing to a more ethical and people-centric HR approach

Pillar 6: Accountability – for Organizational Excellence

In the pursuit of organizational excellence, accountability stands out as a pivotal pillar, and the infusion of emotional intelligence in AI plays a transformative role in this regard. The integration of emotional intelligence in AI equips systems with a nuanced understanding of human expectations and ethical considerations, fostering a heightened sense of responsibility. With emotional intelligence at its core, AI not only processes data objectively but also comprehends the impact of its decisions on individuals and the organization as a whole.

This heightened awareness contributes to a culture of accountability, ensuring that AI-driven processes are aligned with organizational values and goals. By promoting accountability through the lens of emotional intelligence, organizations can cultivate a more responsible and ethically driven environment, laying the foundation for sustained excellence and integrity in their operations.

Pillar 7: Transparency – for Clear Insight

In the realm of transparency, emotional intelligence in AI emerges as a catalyst for cultivating clear insight and ethical practices. The infusion of emotional intelligence ensures that AI systems not only process information transparently but also comprehend the underlying emotional nuances in decision-making. This heightened level of emotional understanding contributes to transparent communication, providing stakeholders with a clear insight into the reasoning behind AI-driven HR interactions and decisions.

By incorporating emotional intelligence as a focal point within transparency initiatives, organizations pave the way for a more comprehensible and ethically aligned decision-making process. This commitment to clarity and emotional awareness enhances trust in AI systems, fostering an environment where transparency becomes synonymous with informed, emotionally intelligent decision-making.

Example of Emotional Intelligence in AI for Decision-Making:**IBM: Utilizing Watson for HR Decision-Making**

IBM has been a pioneer in leveraging AI, particularly its cognitive computing system, Watson, to enhance HR processes. Watson is designed to understand, reason, and learn over time, incorporating elements of emotional intelligence in its decision-making capabilities.

In HR, IBM Watson has been utilized to:

- **Recruitment and Candidate Matching:** Watson analyses resumes and other relevant data to identify not only the technical skills of candidates but also their personality traits, communication styles, and emotional intelligence. This helps in making more informed decisions about whether a candidate would be a good cultural fit within the organization.
- **Employee Engagement:** IBM has explored the use of Watson to assess employee sentiment and engagement. By analysing communication patterns, feedback, and other data, Watson can provide insights into the emotional well-being of employees. This information can be valuable for HR in addressing potential issues and improving overall workplace satisfaction.
- **Learning and Development:** IBM has integrated Watson into learning platforms to personalize learning and development programs. By understanding individual learning styles and preferences, Watson can recommend customized learning paths, taking into account the emotional aspects of the learning experience.

IBM's initiatives showcase how a prominent company has been at the forefront of incorporating emotional intelligence in AI for Human Resource (HR) decision-making.

Methodology and Data Collection:

In this qualitative research study, a comprehensive analysis was conducted to explore the integration of Artificial Intelligence (AI) in teaching and learning. Research papers were systematically selected based on relevance, publication date, and credibility from academic databases like Google Scholar and IEEE Xplore, using keywords such as "AI in education" and "AI-enhanced learning." Additionally, data was collected from reputable online sources, educational platforms, blogs, and social media channels focusing on AI in education trends and tools. Information from both literature and online sources was synthesized to identify common themes, trends, and insights related to AI-enhanced educational practices. The identified themes were then interpreted to understand the current landscape, challenges, benefits, and prospects of AI in education, ensuring credibility and reliability through cross-referencing and validation of the collected data.

Findings and Analysis:

Examination and findings: AI has made a difference in educating and learning giving profitable experiences into the transformative effect of counterfeit insights in instruction. A few of the key perspectives are clarified underneath:

- **Benefits of AI in instructing and learning:** AI offers personalized learning encounters by adjusting to a person's understudy needs, inclinations, and learning styles. Through information examination and machine learning calculations, AI can give custom-made substance and mediations, upgrading understudy engagement and comprehension. Moreover, AI-powered instructive instruments encourage real-time input, empowering teachers to recognize ranges of advancement and customize instruction appropriately.
- **Efficiency and Asset Optimization:** AI streamlines authoritative assignments, such as evaluating evaluations, organizing course materials, and overseeing understudy information, permitting teachers to centre more on instructing and mentoring. Besides, AI-driven analytics give bits of knowledge into learning designs and execution patterns, empowering teachers to make data-driven choices for educational program advancement and direction methodologies. This optimization of assets contributes to more productive and successful instructive practices.
- **Roles of Fake Insights in Scholarly Advance:** Inquire about what appears that AI can convey personalized learning bolster and distinguish learning challenges to upgrade scholarly advance. AI capabilities offer academic openings for planning brilliantly and personalized learning situations, especially useful for higher instruction teachers. AI makes a difference in people making strides in self-knowledge through visual feedback for returning to and examining their propensities and interests.
- **Impact on Teacher Parts and Proficient Improvement:** The presentation of AI in instruction rethinks the parts of teachers, emphasizing the significance of advanced proficiency, educational flexibility, and mechanical integration aptitudes. Teachers must experience ceaseless proficient advancement to viably utilize AI instruments, decipher information bits of knowledge, and keep up understudy engagement in carefully intervened learning situations. In addition, collaboration between teachers and AI frameworks is basic to saddle the full potential of AI-enhanced instruction and learning.
- **Role of AI in online mode:** AI is amplifying teachers' accessibility past classroom hours by empowering continuous back and input to understudies. Instructors can appoint assignments to AI

frameworks to give understudies personalized learning encounters and bolster indeed when instructors are not physically displayed, upgrading the general learning experience. Overall, the investigative papers emphasize the transformative potential of AI in instruction, emphasizing its part in moving forward in instructing hones, upgrading understudy learning encounters, and reshaping the scene of higher instruction. The discoveries propose that AI is balanced to revolutionize instruction by advertising personalized learning encounters, computerized evaluations, and imaginative instructing strategies, clearing the way for a more effective and successful instructive system.

Transforming Education with AI:

Personalized Learning Pathways in Action: Imagine an AI tutor that creates a customized study plan for each student in a history class. Students who grasp the concept of democracy can move on to complex political systems, while those needing more practice can revisit foundational ideas with interactive exercises.

Real-time Feedback Beyond Multiple Choice: AI-powered writing assistants can analyze student essays provide feedback on grammar, and style, and even suggest relevant sources. This goes beyond simple multiple-choice correction, offering a more nuanced understanding of strengths and weaknesses.

AI-powered Collaboration: Breaking Geographical Barriers: Language translation tools powered by AI can enable real-time communication between students from different countries. This fosters collaboration on projects and discussions, enriching student perspectives and cultural understanding.

AI as a Supportive Tool for Teachers: AI can automate grading essays with complex rubrics, allowing teachers to focus on providing personalized feedback on critical thinking and writing structure. This frees up valuable time for one-on-one interaction with students.

Challenges and Considerations: While AI offers immense potential, it's important to address challenges. Bias in algorithms can perpetuate educational inequalities. Dependence on AI for tasks can reduce critical thinking skills in students. Addressing these issues is crucial for the responsible integration of AI in education.

The Future of AI and Education: As AI develops, we can expect even more immersive learning experiences like VR simulations that allow students to explore historical events or conduct scientific experiments virtually.

Conclusion:

In the realm of artificial intelligence (AI), the integration of emotional intelligence emerges as a pivotal element, as highlighted in our exploration of the 7 Pillars of Intelligent Decision-Making. Recognizing the significance of emotional intelligence in Artificial Intelligence (AI) contributes to a transformative approach in shaping the future of Human Resources (HR) interactions. By harnessing emotionally intelligent AI, organizations can revolutionize Human Resource practices, fostering workplaces characterized by empathy, adaptability, and ethical decision-making.

This paradigm shift not only enhances the quality of HR interactions but also aligns with the evolving expectations of a workforce seeking a more human-centric and emotionally attuned professional environment. Despite the challenges inherent in this journey, the synergistic blend of advanced technology and human ingenuity promises to unlock the full potential of intelligent decision-making within HR, ushering in a new era of workplace dynamics.

In navigating the challenges of integrating emotional intelligence in AI for Human Resource (HR), it becomes clear that this endeavour requires a delicate balance between technological innovation and human-centric values. The 7 Pillars of Intelligent Decision-Making serve as a guide in this pursuit, emphasizing the need for AI systems to incorporate emotional understanding, empathy, and ethical considerations.

As organizations strive to leverage the power of emotional intelligence in AI, they must also address concerns related to privacy, bias, and transparency to ensure a responsible and sustainable implementation. By overcoming these challenges, the collaboration between technology and human ingenuity can pave the way for Human Resource (HR) practices that not only meet the demands of the modern workforce but also contribute to a more compassionate and socially responsible organizational culture.

In essence, the journey towards integrating emotional intelligence in AI for HR is a nuanced expedition that holds the promise of reshaping workplaces and humanizing decision-making processes. The fusion of emotional intelligence with AI in the realm of Human resource (HR) presents a transformative opportunity, where the conscientious integration of technology and human values can redefine workplace dynamics and elevate decision-making processes to new heights of empathy and adaptability.

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