A Study on Transforming HR with AI: An Exploratory Study of Benefits and Challenges

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ABSTRACT

In the competitive landscape of industries, it is crucial to gather accurate data and analyse this data for the purpose of enhancing the company's growth and daily operations. The world is increasingly becoming more reliant on technology due to globalization, which necessitates that organizations to maintain their competitiveness. Human resource management (HRM) has become more vital than ever. Technological advancements also present the opportunity to optimize tasks that were previously performed by humans. Consequently, it is imperative to assess and understand the potential impact that technology may have on HRM, particularly in the areas of talent acquisition, talent management, compensation and benefits, and learning and development. The primary objective of this study is to analyse the absence of AI in HR. It seeks to explore where AI can be integrated into HR processes to enhance efficiency, as well as to examine the implications of incorporating AI into these processes.

Keywords: Human resource, Artificial Intelligence, Technology Integration, AI-Driven Decision Making

INTRODUCTION

Artificial intelligence (AI) denotes technology designed to perform tasks that necessitate a certain degree of intelligence — essentially, it is a tool developed to replicate human capabilities. Three fundamental elements — rapid computation, a vast quantity of quality data, and sophisticated algorithms — set AI apart from conventional software. Core AI technologies enhance the accuracy and reliability of daily operations by utilizing algorithms that link quality data with swift computational services. AI technologies present considerable opportunities for enhancing HR functions, including self-service transactions, recruitment and talent acquisition, payroll, reporting, and access to policies and procedures. We are currently in an age where AI capabilities are advancing significantly, profoundly influencing our business operations. Human resources leaders are confident that integrating AI into HR administrative functions will yield benefits and enhance the overall employee experience. This integration will result in increased capacity, additional time and budget, and more precise information for effective people management.

Humans and learning machines are collaborating to generate a continuously growing volume of HR data in the cloud, and the application of artificial intelligence analyses provides enhanced insights into execution and operations. The effectiveness of any organization is contingent upon its ability to intelligently integrate people, processes, and technology to deliver transformative value at optimized costs. AI will facilitate the efficient automation of numerous back-office functions, ensuring reliable HR transactions and service delivery.

In the competitive landscape of industries, it is crucial to gather precise data and analyse it for the purpose of enhancing the company's growth and daily operations. The world is increasingly leaning towards

technology as a result of globalization, which necessitates that organizations remain current to maintain their competitiveness. Human Resource Management (HRM) has become more vital than ever. Alongside technological advancements comes the chance to optimize tasks that were once performed by humans Consequently, it is crucial to assess and analyse the influence that technology may exert on the field of Human Resource Management (HRM), particularly in the domains of Talent Acquisition, Talent Management, Compensation & Benefits, and Learning & Development. The primary objective of this study is to examine the absence of Artificial Intelligence (AI) in HR. It seeks to explore potential areas for AI integration within HR processes and to determine how this could enhance efficiency, along with the potential consequences of incorporating AI.

Research Area - Artificial intelligence offers tremendous potential for industry. It's already making production more efficient, more flexible, and more reliable.

Industry is becoming increasingly digitalized; the digital enterprise is already a reality.

Data is continuously generated, processed, and analysed.

STATEMENT OF THE PROBLEM

- To integrate, deploy and implement AI applications in the enterprise, the organization must have the knowledge of the current AI advancement and technologies as well as its shortcomings
- Small and mid-sized organization struggles a lot when it comes to adopting AI technologies as it is a costly affair. Even big firms like Facebook, Apple, Microsoft, Google, and Amazon (FAMGA) allocate a separate budget for adopting and implementing AI technologies.
- One of the biggest Artificial Intelligence problems is data acquisition and storage. Business AI systems depend on sensor data as its input.
- As mentioned above, adoption and deployment of AI technologies require specialists like data scientists, data engineer and other SMEs (Subject Matter Experts). These experts are expensive and rare in the current marketplace.
- The implementation of AI application comes with great responsibility. Any specific individual must bear the burden of any sort of hardware malfunctions. Earlier, it was relatively easy to determine whether an incident was the result of the actions of a user, developer or manufacturer.

OBJECTIVES OF THE STUDY

- To explore the benefits of AI adoption in HR functions.
- Examine the challenges and limitations of implementing AI in HR.
- To investigate best practices for successful AI adoption in HR

NEED OF THE STUDY

Artificial Intelligence refers to the replication of human cognitive processes by machines. These processes encompass learning, reasoning, and self-correction. The implementation of artificial intelligence is essential for minimizing our daily workload. Therefore, automating routine tasks is a prudent approach. The objective of a research proposal is to articulate and substantiate the necessity of investigating a specific research issue, as well as to outline the practical methodologies for conducting this research. Proposals must furnish compelling evidence indicating that there is a genuine need for the proposed investigation. Artificial intelligence offers a significant opportunity for Human Resources to automate repetitive, low-value tasks, thereby allowing for greater emphasis on more strategic initiatives. Typically,

HR services involve considerable time dedicated to standard on boarding procedures for new hires, addressing common inquiries and employee requests, and managing basic benefits.

Artificial intelligence has progressively been integrated into enterprise management decision-making, assisting managers in expediting their monotonous and repetitive daily tasks. It offers robust database and analytical support, enabling managers to move away from mechanical duties and focus on more meaningful work.

The need of this study is to find the possibilities and requirements of Artificial

Intelligence can be introduced to make the process of HR more efficient.

Research Objective

It is of the highest importance to consider and evaluate the impact technology might have on the area of HRM and specifically **Talent Acquisition, Talent Management, Compensation & Benefit and Learning & Development**. The main purpose of the study is to analyses the lack of AI in HR. It aims to investigate where AI can be implemented in HR process and possibly make the process more effective, as well as what the implications would be of having AI.

REVIEW OF LITERATURE

1.Anupam Jauhari (2017):In the paper title **how AI and machine learning will impact HR practices today** .AI has becoming more and more important and reshaping the way companies hire and do each and every activity recruitment becomes easy for the practitioners because machine learning technology will make use of chatbot and proceed all the activities ,AI will screen candidates and send the confirmation or rejection email to the candidates .according to the analysis of India report of 5th annual global human capital trends 53% of companies are ready to deploy digital tools while 22% have already deployed there tools. AI and machine learning are the current buzzwords in present days HR chatbots to work efficiently, actually HR managers will have many tasks to do they should be capable of using chatbot to get solutions. the major challenge HR manager face is about performance appraisal that means basing upon employee's performance the performance appraisal will be decided and it can decide employees career path.

2. Dianna L. Stone (2015). Technology has fundamentally changed the way work is accomplished, and has revolutionized the field of Human Resource Management. A recent survey suggested that nearly all organizations are utilizing technology to support core HR practices and this technology is transforming the way that organizations recruit, select, motivate, train and retain employees.

3. Eva Wislow (2017): In the title of **top ways to use AI in HR** it was clearly stated that AI is reshaping the way that companies manage their work force and make the plans which increases productivity and employee engagement in general. Talent acquisition is main important thing, we can remove tons of stressful and monotonous work from HR managers namely talent acquisition software can scan, read and evaluate applicants and quickly eliminates 75% of them from the recruiting process .AI can plan, organize and can give so many training programs to the newly joined employees through online courses and digital class rooms. AI can predict the requirements of employees then retention will be more for the employees in the organization it plays a very important role in the organization because work cannot be done manually so with the help of artificial intelligence the work will be done easily.

4. FAIYAZ Md.iqbal(2018) : In the paper title **can AI change the way in which companies recruit, train, develop, and manage HR in work place** .already AI have significance in HR management but there is a necessity to enhance this technology in each and every organization it makes the work of HR manager or superiors easy for instance under armour it is an American company which manufactures

footware.so it receives nearly30,000 resumes so in order to shortlist and select the candidates it will be very difficult for the superiors so they used this AI enabled technology called as HI revue to make the task easier by using this technology. Managers in the organization can conduct interviews to applicants with the help of some pre-recorded questions so that candidates will attend interviews and there will be algorithms which are already coded to the system suit see how to select the candidates, on what bases they have to select according to the requirements of an organization this AI technology can be used to reduce employee's turnover in the companies and definitely it will be the key era for managers.

5. Dr Jeremy nunn (2019): In the paper title **the emerging impact of AI on HR at present** AI became most important in almost every industry it is the dream of every HR manager to use AI in their organization mainly automates communication with candidates the two important things in AI it mainly eliminates biasness while selecting the candidates and increasing efficiency of the candidates AI mainly helps in screening process it analyse candidates profile and interact with them and take a decision of selecting the right candidates it mainly reduces the burden of work and the main focus will be on the top candidates ,AI can do facial recognition and also it conducts the interviews basing upon education levels and their ability etc., through AI the gaps can be filled in HR department like mainly regarding to training and development that means automatically analysing the skills and requirements to fulfilled by employees it mainly connects company`s vision and to achieve the goals .AI starts from recruitment and at last compensation level it mainly used so for sure AI will be an emerging technology in every organization.

6. Lorenzo Milani, Dario Rahmati, Rizky Nurakbarianti & Philippe von Klitzing (2017): In the paper title **exploring the impact of AI on HRM** .AI was initially introduced in the year 1950 and from 1970-190's stagnation due to excessive expectation and from 2012 new wave of AI has been evolved. It uses many algorithms and concepts .it is an automation in the organization actually AI is a combination of psychology, mathematics, philosophy it delivers better services to the customer and not having excessive costs also. Now at present many companies are using AI and getting many benefits through this like companies such as google, IBM are using this technology. through this AI customers have easy access of information.

DATA ANALYSIS AND INTERPRETATION
4.1 PERCENTAGE ANALYSIS
Age wise classification of the respondents:

AGE	NO OF RESPONDENTS	PERCENTAGE
18-25	82	80.40%
26-35	13	12.70%
35-45	5	4.90%
ABOVE 45	2	2%
TOTAL	102	100%

Interpretation: From the above table, it is interpreted that 80.40% of respondents are of age group 18-25, 12.70% of them belong to age group 26-35 and 4.90% belong to the age group 36-45 and 2% belong to age group more than 45.
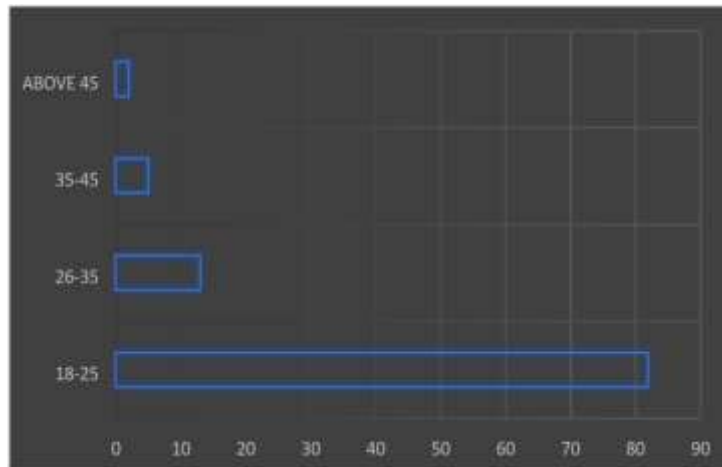
Chart No. 4.1:

Fig 4.1: Age of the respondents:

Inference: Majority (80.40%) of the respondents of my questionnaire belong to the age group 18-25.

Table No. 4.2:
Gender wise classification of respondents

GENDER	NO. OF RESPONDENTS	PERCENTAGE
MALE	87	85.30%
FEMALE	15	14.70%
OTHER	0	0
TOTAL	102	100%

Interpretation:

From the above table, it is interpreted that 85.30% of respondents are of Male category and 14.70% of them belong to Female category. It is also to be noted that none of them have opted for the option prefer not to say.

Chart No. 4.2:
Chart representing Gender wise classification of respondents
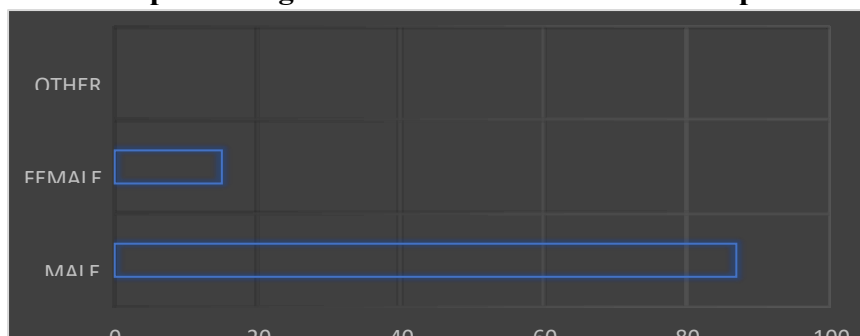
Fig 4.2: Gender of the respondents

Inference: Majority (85.30%) of the respondents of my questionnaire are Male.

Table no. 4.3
In which sector do you operate?

Sector	No. of respondents	Percentage
HR	50	33 %
Finance	30	20 %
Marketing	25	17 %
Others	45	30 %
Total	150	100 %

Interpretation:

From the above table, it is interpreted that 33% of respondents are from HR sector, 20% of respondents are from FINANCE sector, 17% of respondents are from MARKETING sector and 30% of respondents are from OTHER sectors.

Chart no. 4.3
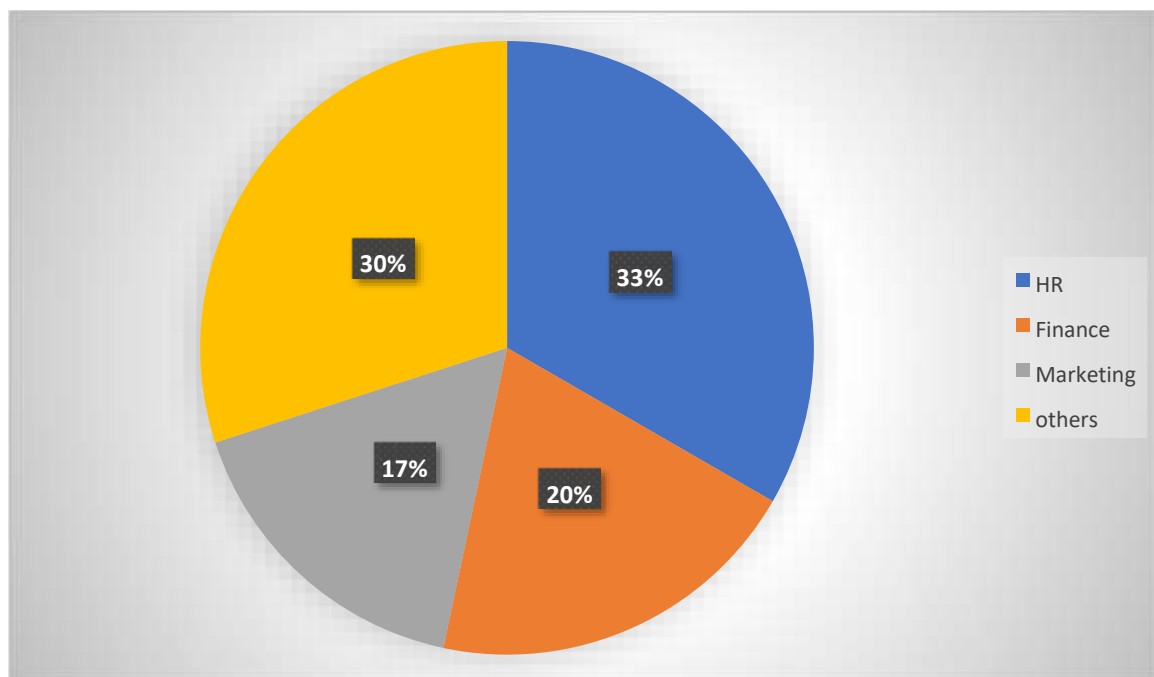
Fig 4.3: Which Sector do you operate

Inference:

Majority (33%) of the respondents of my questionnaire are from HR sector.

Table 4.4: Your organization embrace AI tech in HR functions

OPTIONS	NO. OF RESPONDENTS	PERCENTAGE
STRONGLY AGREE	24	23.50%
AGREE	58	56.90%
DISAGREE	4	3.90%
STRONGLY DISAGREE	1	1.00%
NOT SURE	15	14.7%
TOTAL	102	100%

Interpretation:

From the above table, it is interpreted that 23.50% of the respondents answer that they STRONGLY AGREE, 56.90% of the respondents answer they AGREE, 3.90% of the respondents answer that DISAGREE, 1.00% of the respondents answer and the rest of the 14.7% of respondents answer that they are not sure.

Chart no. 4.4
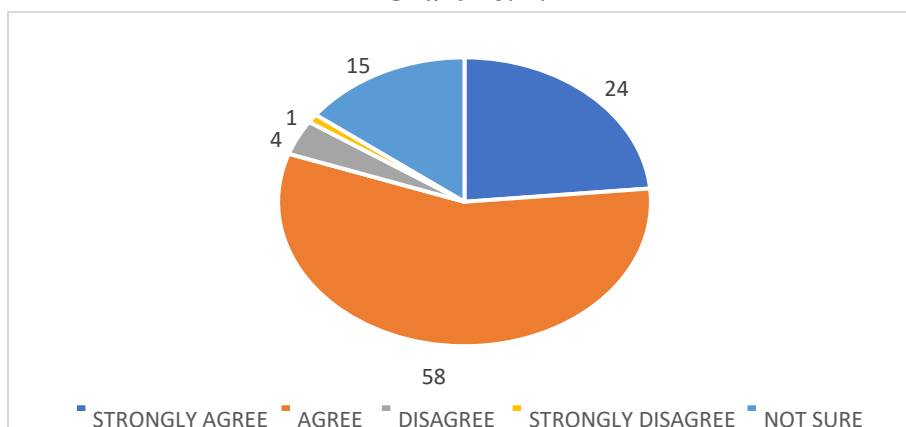
Fig 4.4: Your organization embrace AI tech in HR

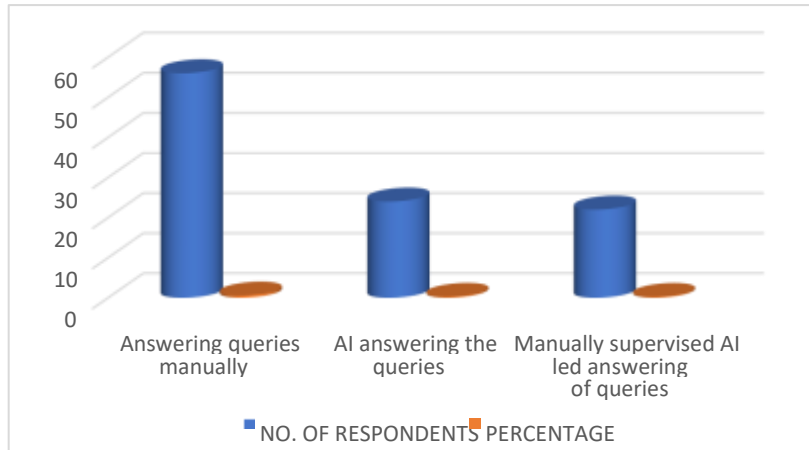**Inference:** Majority 56.90% of respondent strongly agree that their organization embrace AI tech in HR function

Table No.4.5:

Based on your experience, which is more effective?

ANSWERS	NO. OF RESPONDENTS	PERCENTAGE
Answering queries manually	56	54.90%
AI answering the queries	24	23.50%
Manually supervised AI led answering of queries	22	21.60%
TOTAL	102	100.00%

Interpretation: From the above table, it is interpreted that 54.90% of the respondents are answering queries manually, 23.50% of the people are using AI answering the queries and 21.60% are manually supervised AI led answering of queries.

Chart No.4.5:

Chart representing the response for the question. Based on your experience, which is more effective.

Inference:

Majority percentage (54.90%) of the respondents of my questionnaire are answering queries manually.

Table 4.6:

Does your organization use chatbots?

OPTIONS	NO. OF RESPONDENTS	PERCENTAGE
YES	80	78.40%
NO	22	21.60%
TOTAL	102	100%

Interpretation:

From the above table, it is interpreted that 78.40% use chatbots in their organization and 21.60% of respondents are not using them.
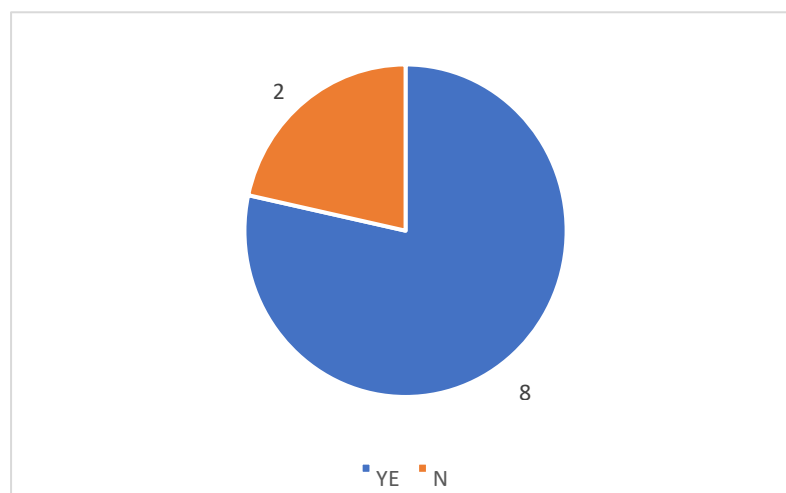

Fig 4.6: usage of chart bots

Inference: Majority (78.40%) of the respondent tell 'yes', their organization use chatbots.

Table no.4.7:
What percentage of your internal/external users uses chatbots?

OPTIONS	NO. OF RESPONDENTS	PERCENTAGE
1%-25%	13	12.70%
26%-50%	27	26.50%
51%-75%	41	40.20%
Above 75%	16	15.70%
NONE	5	4.90%
TOTAL	102	100%

Interpretation: From the above table, it is interpreted that 12.70% of the respondents say that 1%-25% of their company use internal/ external chart bots, 26.50% of the respondents say that 26**%-50%** of their company use then, 40.20% of respondents say that only 51**%-75%** of chart bots are used**,** 15.70% of respondents say **Above 75%** are used and 4.90% of respondents say their company use none.

Chart No. 4.7:

Legend: 1%-25% 26%-50% 51%-75% Above 75% NONE
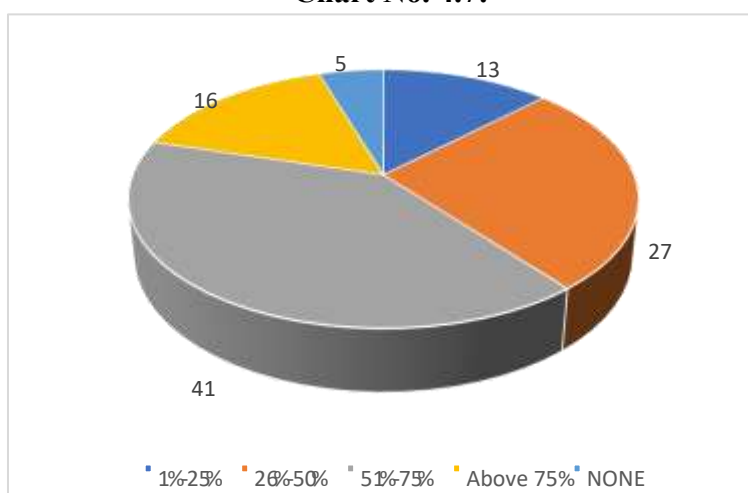
Inference:
Majority (40.20%) of the respondents say that their company use chart bots.

Table no. 4.8 Rate your level of knowledge / awareness of artificial intelligence value for the HR profession.

OPTIONS	NO. OF RESPONDENTS	PERCENTAGE
COMPLETELY COMFORTABLE.	51	50%
I HAVE A LITTLE KNOWELEDGE	44	43.10%
NOT COMFORTABLE	7	6.90%

TOTAL	102	100%

Interpretation: From the above table, it is interpreted that 50%of people already know about this and 43.10% of respondents moderately know about this and 6.90% of respondent doesn't know about this AI.
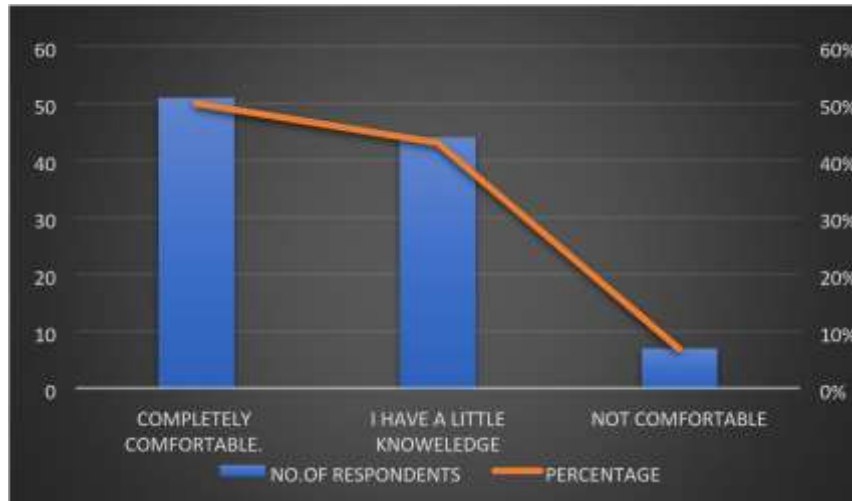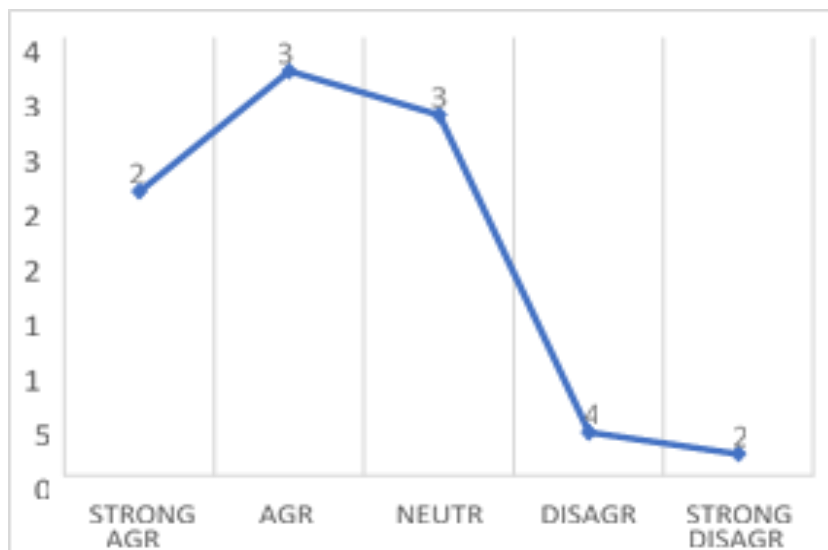

Inference:

Majority (50%) of the respondents already knows about Artificial Intelligence.

Table no. 4.9

Rank the following AI technologies based on the extent of usage by your organizations, in feedback

OPTIONS	NO. OF RESPONDENTS	PERCENTAGE
STRONGLY AGREE	26	25.50%
AGREE	37	36.30%
NEUTRAL	33	32.40%
DISAGREE	4	3.80%
STRONGLY DISAGREE	2	2%
TOTAL	102	100%

Interpretation: From the above table, it can be interpreted that 25.50% of respondents say they strongly agree, 36.30% of respondents are telling they agree, 32.40% of respondents are neutral, 3.80% and 2% of respondents disagree and strongly disagree.

Inference: Majority (36.30%) of respondents say they agree that they are experiencing this in day to day of work.

Table No. 4.10 To what extent can application of AI tech can be effective in the reward and recognition development activities in an organization

OPTIONS	NO. OF RESPONDENTS	PERCENTAGE
STRONGLY AGREE	20	19.60%
AGREE	49	48%
NEUTRAL	26	25.50%
DISAGREE	5	4.90%
STRONGLY DISAGREE	2	2%
TOTAL	102	100%

Interpretation: From the above table, it can be interpreted as 19.60% and 48% of respondents STRONGLY AGREE and AGREE that AI technology can be effective, 25.50% of respondents say they are NEUTRAL on their comments about AI performance in their company, 4.90% and 2% of respondents say that they DISAGREE and STRONGLY DISAGREE with the statement.
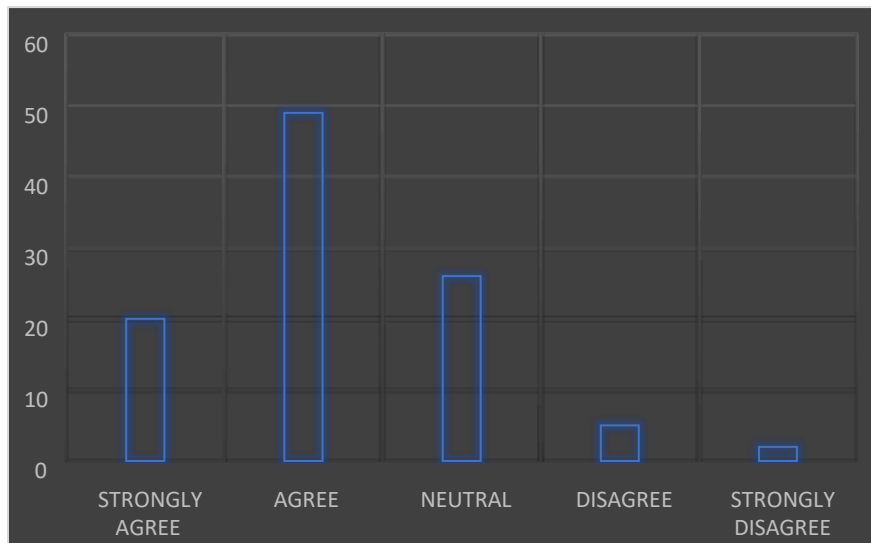
Fig 4.10: people's opinion on AI technology in their organisation.

Inference: Majority (48%) of the respondents agree with the statement.

Table No. 4.11

Artificial Intelligence technology has the potential to improve diversity and inclusion

OPTIONS	NO. OF RESPONDENTS	PERCENTAGE
STRONGLY AGREE	24	23.50%
AGREE	43	42.20%
NEUTRAL	28	27.50%
DISAGREE	4	3.90%
STRONGLY DISAGREE	3	2.90%
TOTAL	102	100%

Interpretation:

From the above table, it is stated as 23.50% and 42.20% of respondent believe AI will improve diversity, 27.50% of respondents go with the decision neither improves nor not and 3.90% and 2.90% of respondents say that it does not improve our diversity.
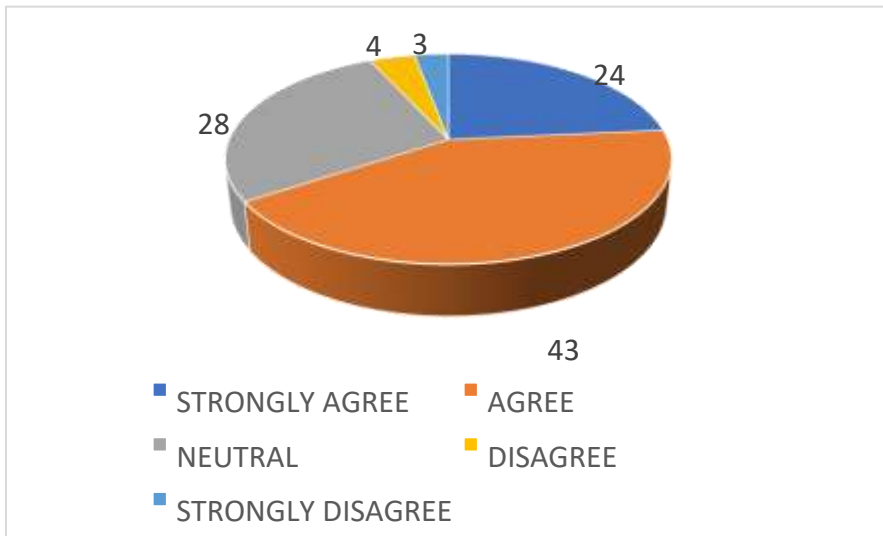
Chart No. 4.11:

Fig 4.11: potential to improve diversity and inclusion

Inference: Majority (42.20%) of the respondent's survey states that it will improve our diversity and inclusion.

Table No. 4.12

About what percentage of AI tech is used to develop diversity and inclusion in your organization

OPTIONS	NO. OF RESPONDENTS	PERCENTAGE
1%-25%	7	6.90%
26%-50%	29	28.40%
51%-75%	51	50.00%
ABOVE 75%	12	11.80%
NONE	3	2.90%
TOTAL	102	100%

Interpretation: From the above table, it can be interpreted as 6.90% of respondents say that less than 25% AI tech is used in their company, 28.40% and 50.00% of respondents say they use more than 25% and less 75% of their company uses and 11.80% of respondents state that more than 75% of their company uses AI and 2.90% of respondents say that no AI is used in their company.
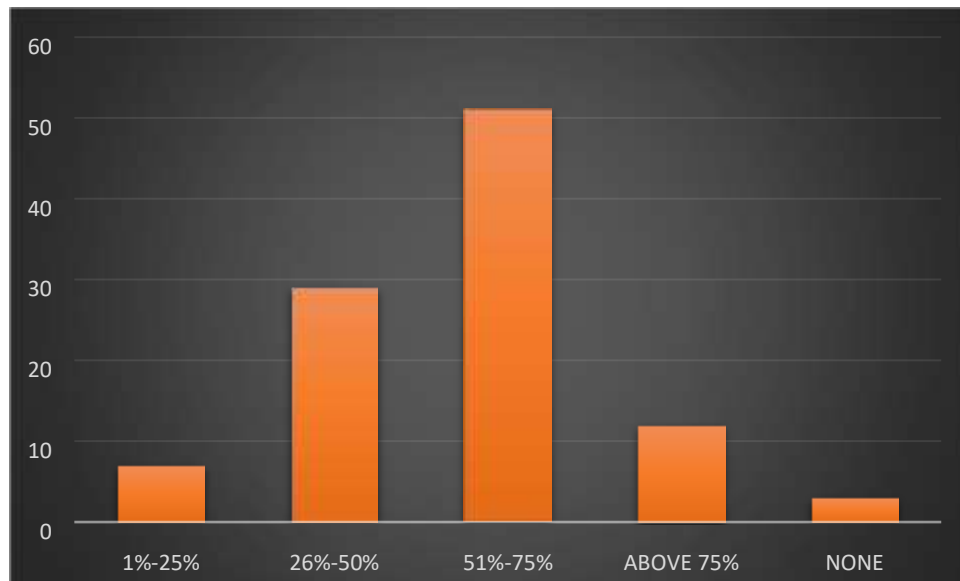
Fig 4.12: people's response on how much AI tech used in their organizations.

Inference: Majority (50.00%) of respondents say that more than 50% of tech is used in their organization.

Table No. 4.13
With regard to AI adoption at your company, which is true

OPTIONS	NO. OF RESPONDENTS	PERCENTAGE
WE ARE AHEAD OF THE CURVE	25	24.50%
WE ARE BEHIND THE CURVE	30	29.40%
WE ARE TRACKING ROUGHLY WITH EVERYON ELSE	23	22.50%
I DON'T KNOW WHERE WE ARE	24	23.60%
TOTAL	102	100%

Interpretation: From the above table, it can be interpreted that out of the option given, 24.50% say that they are advanced already, 29.40% of them say that they are still lacking in the AI technology, 22.50% of them saying they are competing with other organizations and 23.60% of respondents say that they don't even know where they are now.
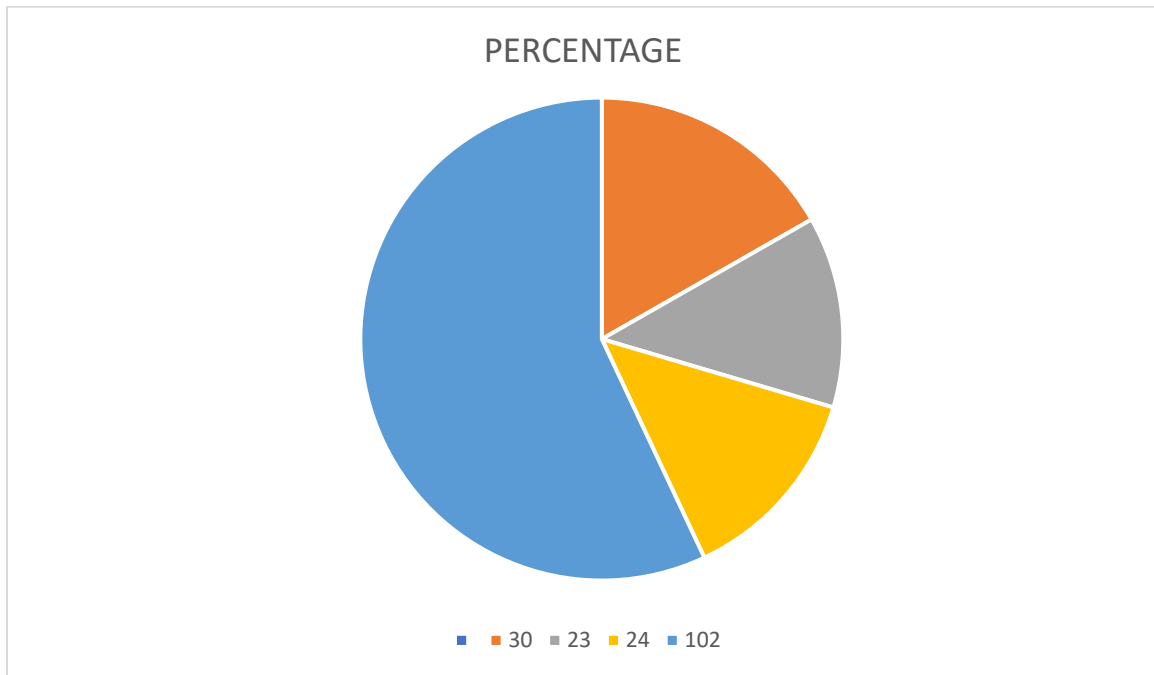
Chart No. 4.13:

PERCENTAGE

■ 30 ■ 23 ■ 24 ■ 102

Fig 4.13:AI adoption in organization of the respondents.

Inference: Majority (29.40%) of the respondent's company are behind the curve.

Table No. 4.14

To what scale extent can application of AI tech be effective in recruitment practices at your organization?

Scale Options	No. Of Respondents	Percentage
1	2	2.00%
2	0	0.00%
3	0	0.00%
4	3	2.90%
5	13	12.80%
6	10	9.80%
7	19	18.60%
8	10	9.80%
9	21	20.60%
10	24	23.50%

TOTAL	102	100%

Interpretation: From the above table, it can be interpreted that out of the option given respondents express their opinion on what scale extent can application of AI tech be effective in recruitment practices at your organization, 2% of respondents say it is at the beginning stage of usage, 2.90% of people say AI is used moderately, 12.80% of respondents use them 50-50 and 82.30% of them use this daily.
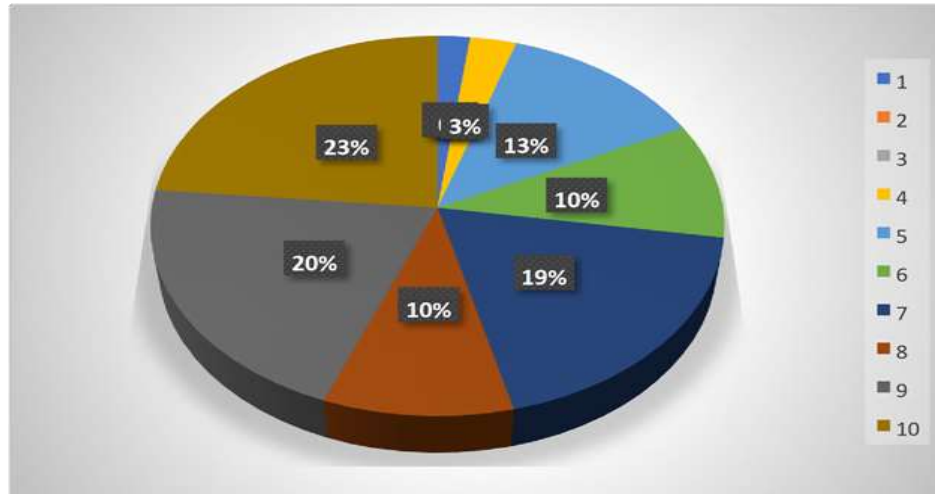

Fig 4.14: respondents' opinion on artificial intelligence.

Inference:

Majority (23.50%) of respondents says that the application of AI tech is very effective in the process of recruitment practices in the organization.

Table No. 4.15

To what extent can applications of AI tech be effective in performance management at your organization?

OPTIONS	NO. OF RESPONDENTS	PERCENTAGE
TO GREAT EXTENT	22	21.60%
TO SOME EXTENT	40	39.20%
NEUTRAL	38	37.20%
DISAGREE	2	2%
TOTAL	102	100%

Interpretation: From the above table, it can be interpreted that 21.60% of respondents say that AI performs at great extent, 39.20% of them say that to some extent their organisation is using AI tech, 37.20% of respondents say they really don't know and 2% of respondents completely disagree with the statement.
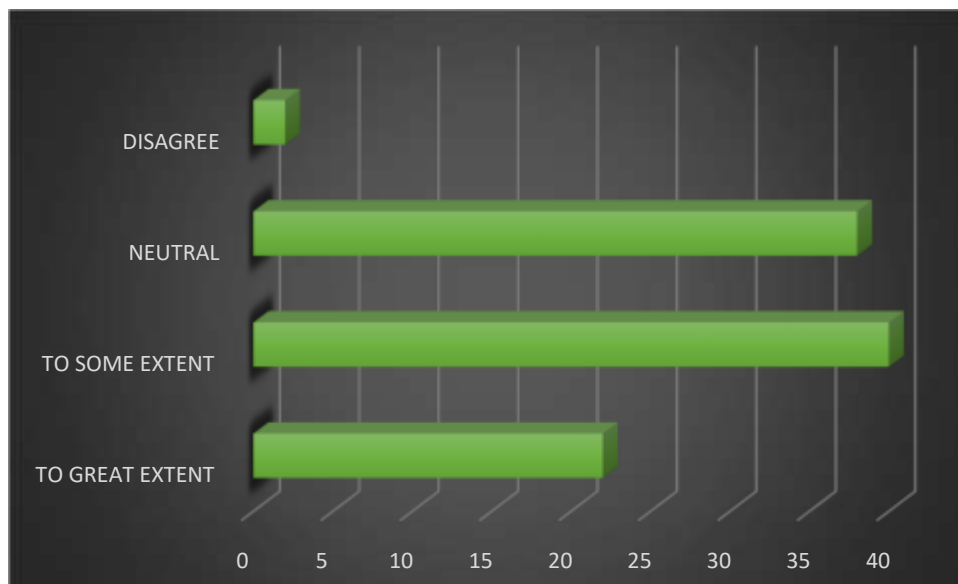
Fig 4.15: performance management of AI tech be effective

Inference: Majority (39.20%) of respondents say that AI technology is used to only some extent in their organization.

Table No. 4.16

Which of the following is a limitation to AI being implemented at your enterprise?

OPTIONS	NO. OF RESPONDENTS	PERCENTAGE
NOT ENOUGH TECHNICAL TALENT	40	39.20%
NOT ENOUGH DATA	47	46.10%
TOO BUSY WITH OTHER PROJECTS	44	43.10%
NO IDEA WHAT PROJECTS WE WOULD DO	37	36.30%
NO SUPPORT FROM SENIOR MANAGEMENT	27	26.50%
NO CLEAR OWNERSHIP IN THE CORPORATE HIERARCHY	22	21.60%

Interpretation: From the above table it is stated that 39.20% tell they don't have enough technical talent in their enterprise, 46.10% of them tell that for working in AI there is no enough data, and 43.10% of respondents were busy with their other projects, 36.30% has no ideas of what they do in their companies, 26.50% of them does not gets any support from their senior management and 21.60% state that no clear ownership in their corporate and thus leads to no usage od AI in their company.
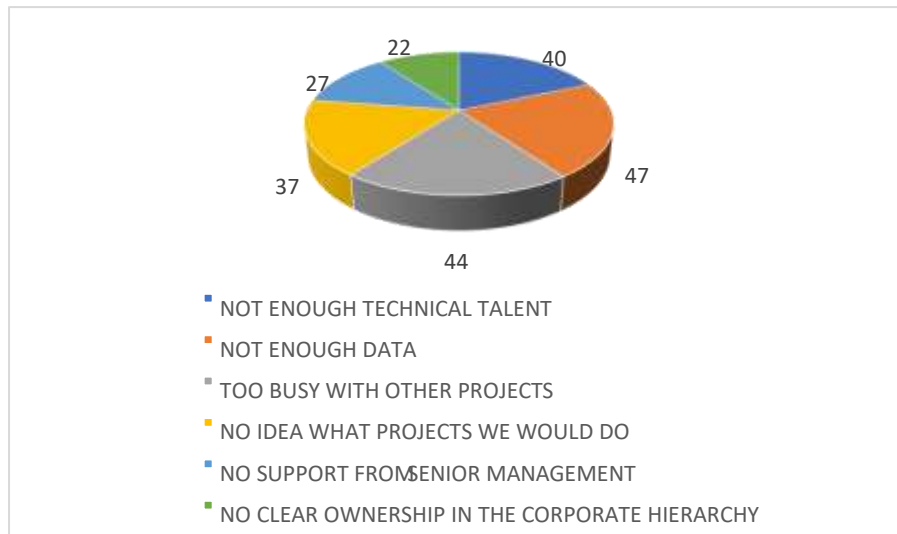
Fig 4.16: limitation to AI being implemented at your enterprise

Inference: Majority (46.10%) of them state that they don't have enough data.

Table no.4.17
Over the next ten years, will AI and automation:

OPTIONS	NO. OF RESPONDENTS	PERCENTAGE
CAUSE MASSIVE UNEMPLOYMENT	24	23.50%
BE SOMEWHAT DISRUPTIVE TO EMPLOYMENT	41	40.20%
NOT NOTICIBLY IMPACT OVERALL EMPLOYMENT	22	21.60%
CREATE MORE JOBS THAN IT DESTROYS	15	14.70%
TOTAL	102	100%

Interpretation:

From the above table it is given that if AI advances in the next ten years (23.50%) of the people say that it will cause massive unemployment in every sector, 40.20% of people say that it might not cause that much damage and 21.60% of respondents say that it is not noticeably and 14.70% of people state that it might create more jobs in many sectors than it destroys.
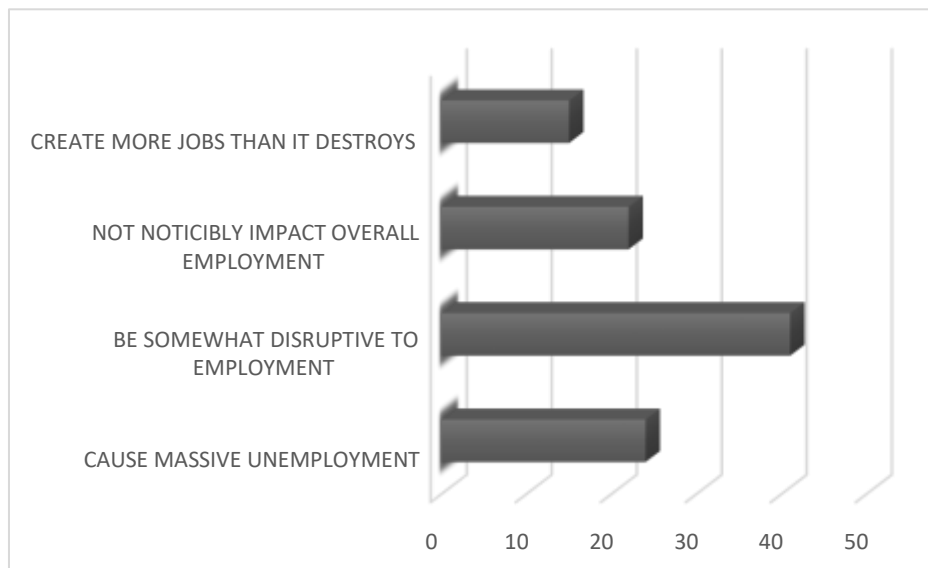
Fig 4.17 people's opinion on AI advancement.

Inference:

Majority (40.20%) of people think that it does no cause that much change in day-today life

Table no.4.18
Overall, do you think AI will be?

OPTIONS	NO. OF RESPONDENTS	PERCENTAGE
A FORCE FOR GOOD	55	53.90%
A FORCE FOR EVIL	18	17.60%
ITS COMPLICATED	29	28.50%
TOTAL	102	100%

Interpretation:

From the given table it is obtained that 53.90% of people believe that AI is a force of good and makes the job easy and 17.60% state that it is a force of evil and 28.50% does not have any idea whether it is good or bad.
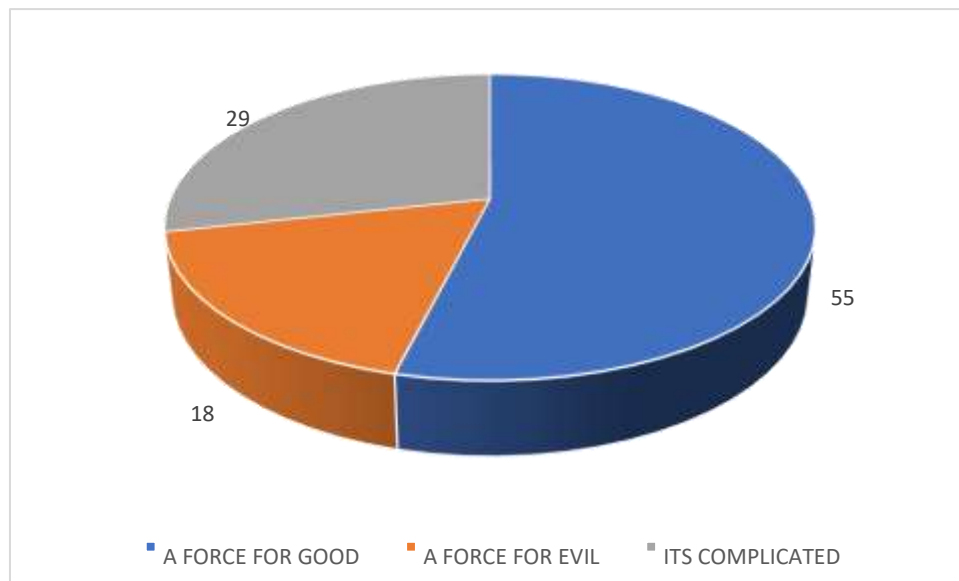
Fig 4.18 People's common opinion on AI.

Inference

Majority (53.90%) of respondents believe that it is a force for good.

Based on the analysis and discussion on primary data in the previous chapter findings, suggestions and conclusion on the study in logical manner.

FINDING OF THE STUDY

- Based on the questionnaire responses, 80.40% of the participants fall within the 18–25 age group, and 85.30% identify as male.
- Among the respondents, 51.00% are employed, and 56.90% strongly agree that their organization embraces AI technologies in HR functions. A significant portion, 54.90%, still handle queries manually, while 78.40% report that their organization uses chatbots.
- Additionally, 40.20% indicate that their company utilizes chatbots specifically. Half of the participants are already familiar with Artificial Intelligence, and 36.30% agree that they experience AI integration in their daily work.
- Furthermore, 48% express agreement with the given statement related to AI, and 42.20% believe it will enhance diversity and inclusion within their workplace.
- According to the responses, 50.00% of participants indicated that more than half of the technology in their organization is currently being utilized. About 29.40% described their companies as being behind the curve in terms of technological advancement. When it comes to recruitment practices, 23.50% felt that the application of AI technology is very effective in enhancing the process.
- Additionally, 39.20% mentioned that AI is used only to some extent within their organization. Half of the respondents are already familiar with Artificial Intelligence, and 36.30% agreed that they encounter AI in their day-to-day work. Furthermore, 48% expressed agreement with the related statement on AI implementation
- Survey results show that 50.00% of respondents believe that more than half of the available technology is being utilized within their organization. Around 29.40% consider their companies to be behind the curve in adopting new technologies.

- Regarding recruitment practices, 23.50% stated that the application of AI technology is very effective in improving these processes. Additionally, 39.20% reported that AI is implemented only to some extent in their workplace.

SUGGESTIONS:
- While half of the people surveyed said their organizations are using more than 50% of available tech that also means there's still a lot of potential being left untapped. Companies can take a closer look at where technology isn't being used to its full potential and explore how tools like AI can help make work easier, faster, and smarter for their teams.
- Almost a third of respondents feel their company is behind when it comes to technology. That's a sign that some teams may be struggling with old systems or aren't sure how to start embracing new tools. These organizations might benefit from some guidance—like a simple tech roadmap or training sessions—to help them catch up without feeling overwhelmed.
- Only about one in four respondents see AI as very effective in recruitment, which suggests some people may not be seeing the full benefits yet. Companies could focus on showing how AI can actually *support* HR teams—helping with tasks like sorting resumes or scheduling interviews—so recruiters can spend more time connecting with the right candidates, not buried in admin.
- A large portion of respondents said their companies only use AI to some extent. That's a good starting point, but it also means there's more that can be done. Companies might look into other areas—like employee engagement or internal communication—where AI can help make work more efficient and enjoyable.

CONCLUSION:

The world is constantly becoming more prone to technology due to globalization which implies organization have to stay up to date in order to be competitive. Human Resource Management (HRM) is more important than ever. With technological advances also comes the opportunity to streamline activities that previously have had to be carried out by humans. It is of the highest importance to consider and evaluate the impact technology might have on the area of HRM and specifically Talent Acquisition, Talent Management, Compensation & Benefits and Learning & Development. Hence AI is still a work in process and even though human is more required in HR functions to get that technological advances AI should be brought in the functions of HR.

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