

# Changes Required in HRM Education for HR Professional to Overcoming the Challenges Imposed by Increasing AI in Workplace

Dr.swagatika Nanda ,Rabi Narayan Panda

## Highlights

- Addressing the challenges occurs through increasing use of AI in workplace
- Emphasizes the importance of AI in HRM education
- Changes requirements in HRM education for overcoming threats through increasing use of AI in workplace

## Abstracts

In the modern technological world the business scenario is drastically changed. Human resource is the importance asset for every organization. The frequent use of technology in the workplace greater impact on the HR professionals. In the recent changing technological environment AI has provide abundant opportunities in the workplace. The implementations of AI in organization require lot of knowledge required for HR professionals so changes required in the HRM educations. This study focuses the challenges faces by HR professional in the workplace and also focuses the changes requirements in various important aspects in HRM education. The researcher focuses on changes in HRM education in various importance aspects like communication, leadership, emotional intelligence, ethics, workforce management, adaptability, strategic thinking, data security, employee engagement, and upskills etc.This study open new ways for research to further understand the changes in HRM education for future HR professionals.

**Keywords:** Human resource, Modern, Technology, AI, HRM education

## 1. Introduction

In the present competitive technology business environment HR functions plays a vital role in bridging the gap between technology and human resource. As organizations strive to gain a competitive advantage effective HRM practices have become importance in driving the success. HR professional should ready to meet the challenges for future regarding increasing uses of AI in workplace. HRM education prepare professionals with the knowledge and skills necessary to manage an organization's most valuable assest that is human capital. AI & automation will continue to transform HR practices in future. It is important for HR professionals to stay informed and proactive in leveraging these technologies while prioritizing employee well-being and ethical consideration. This study try to attempt the challenges occurs through AI for HRM practices and also what are the changes requirements in HRM education for increasing use of AI in workplace.

## 2. Literature Review

Murugesan, et.al (2023). This study focused on AI in HR digitalization and practices in industry4.0. Data were collected from 271 experts working in IT, manufacturing and administration. Data was analyzed through SPSS tool and AMOS. The researchers found that adaptability human asset capability are upheld by five components of AI application areas of HR. Well-being and safety improvement were important components under the AI application in HR.

Kaur & Gandalf (2023). This study based on bibilometric review. 247 scopus indexed publications between 1993 t0 2020 to understand the key themes and related research. The researchers found that resource allocation, talent acquisition and training & development.

Palos-Sanchez.R.P. (2022). This article aims to perform a bibliometric analysis of the literature that addresses in a connected way the application and impact of AI in the field of HRM. 73 articles are used for the analysis. The

researchers found that constant growth and a positive future vision. Most of the researchers focused on the application of AI in recruitment and selection actions.

Prikashat.V, et.al (2023). This study presents a systematic literature review. 56 articles were used for this study. This study focuses the context and the theoretical content of HRM research. The researchers found that operational and financial organizational performance.

## **2.1 AI used in HRM practices**

**Recruitment-**AI analyzes the resumes quickly shortlist the applicants for specific place, saving time and improving recruitment process.

**Talent Acquisition-**AI power tools conduct initial candidates interviews, offering insight into qualifications and potential for the required position. This automation reduces the manual workload for HR professionals.

**Employee on boarding-**AI contributes to employee on boarding personalized plans tailored to individual needs enhances the on boarding experience. AI ensures a smoother integration into company culture from training modules to talent resources.

**Employee engagement and retention-**proactive analytics help industry potential issues. HR professionals with such insights can implement targeted strategies, fostering a positive work environment.

## **2.2 Challenges face by HR professional**

- Potential bias and discrimination in algorithms
- Risk of jobless and employee displacement
- Threat of employee privacy and data security
- Lack of human interaction and emotional intelligence
- Learning curve complexity
- Resistance to change
- skilling and up skilling initiatives

- Changes in organizational culture

### **3. Changes requirement in HRM education for overcoming the challenges occur through increasing AI in workplace**

To prepare future HR professionals for technological environment HRM education should be changes in various perspectives.

#### **Introduce AI related course in curriculum**

AI related courses need to be introduced into the core curriculum, ensuring that all students gain foundational AI knowledge and skills. HRM education should include fundamental of AI, data analytics, machine learning etc. HR professionals should be familiar with AI tools such as talent acquisition systems, performance management tools, employee engagement platforms etc.

#### **Training regarding ethical implications of AI**

HRM education should include the training on data security and privacy laws to manage the employee data carefully. HR professionals need to know about the ethical implications of AI in different important areas like hiring, promotions, performance appraisal.

#### **Change Management strategies**

HRM education should includes training regarding technical skills so that HR professionals are upgrading their skills and comfortably work with AI-driven changes in workplace. Existing employees are cope with the changes environment and also for new job requirements.

#### **Practical skills enhancement**

HRM education can introduce internship and hands-on-project so that students can prepare to work for AI-driven environment.

#### **Soft skills development**

Communication skills and collaborating across technical and non-technical skills is very much requirement for future professionals.

#### **Legal and compliance knowledge**

Work with AI technology HR professionals should know about the laws and regulations related to AI uses in the workplace.

#### **Changes in curriculum**

- AI & Machine learning fundamentals
- Data science & Analytics

- HR analytics & metrics
- AI-powered recruitment & talent management
- Virtual reality
- Digital transformation & change management
- Ethics and Bias in AI decision making
- AI for HR professionals
- Digital HR& AI
- Future of work and AI

## Conclusion

AI is the most important tools in Human resource management .Because it provides employee with a better experience and give HR professionals more time to spend on more valuable and repetitive work.AI and automation will continue to transform HR practices in the years to come. It is important for HR professionals to stay informed and proactive in leveraging the technologies while prioritizing employee well-being and ethical considerations.HRM education can help ensure that future HR professionals are not only equipped to work alongside AI but are also strategic in harnessing its potential while safeguarding human-centric values in the workplace.

## REFERENCES

1. Umasankar Murugesan, Padmavathy Subramanian, Shefali Srivastava, Ashish Dwivedi,A study of Artificial Intelligence impacts on Human Resource Digitalization in Industry 4.0, Decision Analytics Journal, Volume 7, 2023,100249, ISSN 2772-6622 <https://doi.org/10.1016/j.dajour.2023.100249>.
2. Kaur.M & Gandolfi.F. Artificial Intelligence in Human Resource Management: Recent Trends and prospects. Global journal of management and business research.23 (5), 2023. DOI:[10.1108/S1569-37592023000111B003](https://doi.org/10.1108/S1569-37592023000111B003).
3. Palos-Sanchez, P.R., Baena-Luna,P.Badicu., &Infante-Moro,J.C.(2022).Artificial intelligence and Human Resource Management: A Bibliometric Analysis. Applied Artificial Intelligence,36(1).<https://doi.org/10.1080/08839514.2022.2145631>.
4. Verma Prikshat, Mohammad Islam, Parth Patel, Ashish Malik, Pawan Budhwar, Suraksha Gupta, AI-Augmented HRM: Literature review and a proposed multilevel framework for future research,Technological Forecasting and Social Change, Volume 193,2023,122645,ISSN 0040-1625,<https://doi.org/10.1016/j.techfore.2023.122645>.
5. <https://lemonlearning.com>. AI&HRchallenges & opportunities in the workplace, June26, 2024.
6. [www.google.com](http://www.google.com).