

Overview of Challenges and Opportunities of Using Artificial Intelligence in Human Resource Management Practices

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Abstract

Purpose: This theoretical investigation was created to explore the potential opportunities and challenges of practicing artificial intelligence in human resource management.

Design/ methodology/ approach: 100 articles were downloaded to analysis the challenges and opportunities of using Artificial Intelligence in Human Resource Management and 20 articles were rejected by the irrelevancy, rest of 80 articles were used to develop this conceptual literature analysis.

Findings: Based on this research study, it is clearly evident that AI create huge impact on HRM practices both positive as opportunities and negative as challenges ways. In order to succeed on the emerging environment, AI should be collaborated with the HRM practices. Therefore, challenges of AI need to be overcome and opportunities of AI need to be utilized in a proper way.

Practical implication: According to this study, literature analysis provides proper insight to HR practitioners to understand how AI interconnected with HRM practices and it will help to develop comprehensive HR plan in order to have the better HR administration in all the HR practices it will lead to the effective performance in the present organizations.

Research Limitations: Researcher was developed this study as conceptual review without any statistical support and survey results with only 80 basic related articles.

Originality Value: Only the rare studies were conducted to analysis the challenges and opportunities of using AI in HRM while most of those focused the concept superficially but this study compiled the deep and overall opportunities and challenges of using AI in HRM in one look.

Keywords: *Artificial Intelligence, Human Resource Management, Augmented Intelligence, Robotics, Automation*