

## ARTIFICIAL INTELLIGENCE IN HUMAN RESOURCE.

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**Abstract:** *Artificial intelligence is developing in a very wide way in the present time and it is able transfer its level of influence to every field in existence. Through this article, we will dwell in detail on the place and role of artificial intelligence in people's lives. It also reveals about the wonderful aspects of artificial intelligence that are being transferred to people's lifestyle.*

**Key word:** *Artificial intelligence, human resources, technologies, neural networks, deep learning.*

### INTRODUCTION

Nowadays, many changes and developments are taking place around the world which are related to various topics. But one of the most used among them is artificial intelligence, which is one of the greatest achievements of the 20th century, that is, the technological era, because at the moment, the conveniences of artificial intelligence are leading us to success.


1.The importance of Artificial intelligence

2.Human resources and Artificial intelligence

It is a fact that many doors of opportunities are being opened to us by Artificial intelligence and these doors are creating a great environment of support for humanity. It can be seen that Artificial intelligence is working in the right way as created by scientists, because Artificial intelligence is the source of the project targeted by the researchers to serve humanity, to create material and spiritual conditions for them, and to be able to transfer more knowledge to them. As an example, many improvements can be shown: The first one can deliver the resources and information used in the work and lesson process to the listener in a more effective and easier way, and it takes less time to prepare them, which saves the user time and reduces mental fatigue. In addition, 20 years ago, disabled people could not move and do the activities they wanted, but at the same time, they are achieving this happiness with the help of Artificial intelligence, which can predict the cause of diseases and treat them. Also Artificial intelligence gives us a chance to relieve and feel our lost moments and people, even for the short time, with the help of creating an artificial world and atmosphere.

But just as everything has a positive side, there are also negative aspects, and artificial intelligence also has negative effect on people. In addition, it is reducing the level of human thinking and in some sense, people prefer to work with artificial intelligence. Sometime s





there are cases where people some quotes people are using artificial intelligence for their malicious purposes. For example, the cyber attack that is known to many people today. They are implementing such intentions through artificial intelligence.

Artificial technology in recruitment:

How Artificial Intelligence is changing the Context of Emerging Profit Controls. Organizations can evaluate and improve the performance of their employees. In general, there are communication gaps in various aspects of work process evaluation and some has wrongful and harmful effects. Also delays in effective exposure results that satisfy employees, There is another level of objectivity in use Artificial intelligence processes large amounts of data ,provides real-time feedback, and performs calculations. This will help conduct regular performance evaluations and look for top performers, any issues transfer real-time and ensure thar employees and employers are more motivated and productive. Artificial will make the Prime Minister less biased and unfair and offer van efficient way comparing results with organizational goals and volume of work performed employees (Lilia Ghedabna et al. 2024).


Artificial intelligence in IT :

Artificial intelligence is capable of analyzing historical data and anticipating problems hardware or software system problems and finding solutions for them. Optimization artificial intelligence in the operation of information technologies with the process performed continuously by automating tasks or sharing resources. Artificial intelligence helps in the creation of computer programs and development of useful algorithms for tasks such as decision making, speech recognition and pattern recognition from the data. Artificial intelligence plays an important role in managing information problems technology sector. The integration of artificial intelligence into IT has many advantages including further improving innovation efficiency and effectiveness.

Challenges and opportunities:

Despite the many benefits and availability of artificial intelligence, it has a lot of impact on our RHM. It has become a topic at the moment.one of the debates is the question of whether Artificial intelligence is replacing humans or not. Nevertheless, as predicted by many researchers, Artificial intelligence is placed in organizations, especially it's the implications for HRM or people management are very complex, challenging and pervasive and the importance of research is made up of ethical problems. When organizations intend smoothly, when incorporating Artificial intelligence into their HRM, they ethical or moral issues industries and organizations and relevant public interests are considered to ensure the production of Artificial intelligence investments, Artificial intelligence integration often presents a number of dilemmas, because it encourages ambiguities and mutual problems due to the conflicting interests of different stakeholders because it with e-HRM and





Technological HRM. For example, the emergence of spying technology like the technologies used in HRM and cleaning monitoring often associated with Double Loop The panopticon is putting out a guard of great moral dilemmas and firms to deal with their employees and the Asian societies within which they operate. It is emphasized that organizations in Asia need them. Ensuring that Artificial intelligence is used in socially responsible ways consistent with its goals and objectives, the value system, norm, beliefs and culture of the host societies. Businesses are more likely to thrive Artificial intelligence can gain the trust of its key stakeholders by allaying their potential concern and fears can have a transformative effect on its people when implemented in the workplace. (This is an Open access article distributed under the terms of the Creative Commons Attribution License(<http://creativecommons.org/licenses/by/4.0>), which permits unrestricted use, distribution, and reproduction in any medium, provided the original work is properly cited.page-16).

Conclusion: The role of artificial intelligence in human resources is increasing, which can easily solve problems that are more difficult for humans to solve in many untapped and difficult areas has been closely helping people. Currently, many developed and rich countries are using artificial intelligence to increase the level of productivity and make work faster and more efficient. In addition, artificial intelligence not only improves work efficiency and education it is no exaggeration to say that it has reached the peak of his success in the field.

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