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Exploring the Influence of Artificial Intelligence on Human Resource Management Practices: Implications for Organizational Effectiveness

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ABSTRACT
Artificial Intelligence (AI) is becoming integral to various organizational functions, including Human Resource Management (HRM). This research paper examines the impact of AI on HRM practices at Wardwizard Innovations and Mobility Limited, a prominent company in the electric mobility sector. The study explores how AI transforms key HR functions such as recruitment, performance management, employee development, and decision-making, along with its broader implications for organizational effectiveness. By analyzing current AI trends in HR, this research highlights the advantages and challenges of AI adoption and proposes strategies for enhancing HR practices through AI-driven solutions.

KEYWORDS: Artificial Intelligence, Human Resource Management Practices, organizational effectiveness

1. Introduction:

Artificial Intelligence (AI) transforms Human Resource Management (HRM) by streamlining operations, enhancing decision-making, and optimizing workforce management. As businesses focus on efficiency and innovation, AI-driven HR practices are gaining momentum, redefining traditional recruitment methods, performance assessment, employee training, and strategic planning.

This study examines the profound impact of AI on HRM and its broader effects on organizational effectiveness. AI-powered solutions, including machine learning algorithms, predictive analytics, and automation tools, are revolutionizing talent acquisition, improving workforce productivity, and strengthening employee engagement. By utilizing AI, organizations can make informed decisions, minimize biases, and create a more flexible and responsive work environment.

Despite its benefits, AI integration in HRM comes with challenges such as ethical concerns, data security risks, and resistance to technological adoption. While AI has the potential to significantly enhance HR functions, it is essential to recognize its limitations and adopt best practices that balance automation with human expertise.

This research aims to provide an in-depth evaluation of AI's role in HRM, analyzing both its opportunities and challenges. By assessing AI-driven HR strategies, the study seeks to offer

valuable insights into how organizations can refine their HR practices to boost productivity, improve employee satisfaction, and achieve long-term success.

Contemporary organizations, intricate networks of human talent and strategic goals, are experiencing a significant metamorphosis. Central to this change is the rapid adoption of Artificial Intelligence (AI) within Human Resource Management (HRM), a transformative shift poised to redefine how businesses acquire, nurture, and retain their most essential resource: their employees. This goes beyond a simple technological enhancement; it signifies a deep restructuring of the connection between companies and their workforce, fueled by continuous technological advancements and the ever-evolving pressures of a competitive global economy.

HRM has faced the intricate challenges of managing human potential for numerous years. From the time-consuming procedures of hiring and integrating new employees to the intricate intricacies of performance reviews and talent development, HR professionals have operated within an environment characterized by both potential and limitations. Traditional HRM, often weighed down by administrative burdens and hindered by biased decision-making, has struggled to adapt to the swift transformations impacting various sectors. The introduction of digital tools, such as Human Resource Information Systems (HRIS), provided a preliminary taste of automation and efficiency, simplifying basic functions and establishing a central database for employee information. However, these initial steps toward technological integration only addressed a fraction of the available possibilities.

The arrival of AI, particularly the convergence of machine learning, natural language processing, and robotic process automation, has inaugurated a new age of intelligent HRM. These technologies, capable of processing massive data sets, identifying trends, and automating complex operations, present unprecedented chances to refine HR workflows and boost organizational performance. For example, machine learning algorithms can forecast employee attrition, pinpoint promising candidates, and tailor educational programs, shifting talent management from a responsive to a forward-thinking approach. Natural language processing empowers systems to comprehend and interpret human communication, facilitating automated resume analysis, sentiment assessment of employee opinions, and the deployment of intelligent virtual assistants for employee assistance. Robotic process automation optimizes routine administrative tasks, allowing HR professionals to concentrate on strategic initiatives that foster corporate expansion.

Research objectives :

- To examine the impact of artificial intelligence (AI) on key human resource management (HRM) practices such as recruitment, performance evaluation, and employee training.
- To analyze the role of AI in enhancing efficiency, decision-making, and productivity within HRM functions.

- To evaluate the overall impact of AI-driven HRM practices on organizational effectiveness.

Research Questions:

- How does artificial intelligence influence key HRM practices such as recruitment, performance evaluation, and employee training?
- In what ways does AI improve efficiency, decision-making, and productivity in HRM functions?
- What is the overall impact of AI-driven HRM practices on organizational effectiveness?

Research Hypotheses:

- H1: AI-driven HRM practices significantly enhance recruitment, performance evaluation, and effectiveness of employee training.
  - (TAIHRP: Total of Artificial intelligence in Human Resource Practices :- Independent Variable)
- H2: Implementing AI in HRM improves efficiency, decision-making, and productivity.
- H3: AI-driven HRM practices positively contribute to overall organizational effectiveness.
  - (TOE: Total of Organizational Effectiveness:- Dependent Variable)

2. Literature Review

Artificial Intelligence Technology in Human Resources Management Practices:

Artificial Intelligence or AI is the buzzword of sorts for computer science practitioners, the HR communities, and its equally fascinating experts across the globe. There are raging debates on whether AI will be enabler or replacement agent for the Human Resources in any organization and the arguments on the either side of the debate are equally interesting and potential areas of research:

Lawler, (1996) investigated the impact of an expert system used as a decision aid in a job evaluation system. Both psychological and performance outcomes were analysed. They predicted that human resource management would increasingly depend upon machine-based applications shortly. Their findings regarding decision-making performance anticipated greater performance under expert system than the paper-and-pencil condition. The study suggests that an expert system can exceed, or be equal, in the accuracy of a conventional problem-solving approach under certain circumstances. Thus the study does indicate that it is feasible to develop expert systems that replicate some nontrivial problem solving competencies in the HRM field.

MacCrory et al., (2014) has examined the changes in the skill content of 673 occupations between 2006-2014 to understand better the impact of technological change on demand for different skill compositions. The analysis used in the study is principal component analysis to identify obvious and latent dimensions of different skills, and the findings will be valuable for future research in skill-based technical changes.

AI has transformed several functions of HRM. Furthermore, the literature indicates the growing importance of AI tools for HRM activities. These technologies have further innovated new

functionalities in HRM, specifically for HRM such as data mining, cloud computing, application of mobile technologies, big data, and SMAC (social media, analytics, cloud) **(Bondarouk, 2014)**

V.K. Jain73 (2014) attempted to study the impact of information technology on HR practices. He analysed the role of technology in HR. It is observed that there is a shift in HR functions from traditional personnel management methods to upgraded technical ones. He mentioned that the task of HR professionals had been simplified with new technological tools, and various HR functions can be effectively managed through the use of computers and IT tools. Nevertheless, the role of HR has become more challenging in the organization.

Strohmeier & Piazza, (2015) have elaborated the central functionalities of Artificial Intelligence Techniques and the basic requirements of Human Resources Management based on the technology-task fit approach. The potential of Artificial Intelligence in Human Resource Management is explored based on six scenarios: turnover prediction, candidate search, staff rostering, HR sentiment analysis, resume data acquisition, and employee selfservice. It is found that any AI technique needs to be more effective than the already existing HR techniques. In this way, AI applications need to fit with HR task requirements and have to outperform the established techniques

The transformation of HR technologies has also revolutionized the practices of HRM with the introduction of functionalities of online recruitment, training, or competence management (**Stone et al., 2015).**

Tomassen, (2016) addressed the susceptibility of jobs to computerization primarily and focused on the adoption of micro perspective exclusively on the functions of HR professionals. One of the significant findings of the research is that Machine learning does not appear to form any potential threat for HR professionals. It is felt that line and top management will still need to work closely together and discuss work-related challenges and opportunities with HR experts. It is stressed that when the Machine learning system becomes an integrated part of HRM practices, ML has the potential to take over the administrative and repetitive tasks and leave HR people with more time to create value for the organization, and all HR decisions are backed up with data and added value to HR.

Holland & Bardoel, (2016) have explored different facets of the good and dark side of technology and how new waves of innovative technology like artificial intelligence, big data, and cloud technology also lead to remarkable changes in the way people work. It is stated that these advancements in technology can facilitate an unprecedented level of surveillance of work and electronic monitoring of employees both within and outside the workplace, and this scenario have the potential to produce a "deadly combination," to be more clear when connected with human resource practices designed to nurture high commitment and trust relationship. This may result in a negative impact on the work and employees, what is called as the dark side of the technology. consulting organizations/ industry-specific practitioner articles/ insights, and books on this topic are part of the literature reviewed. The study of the existing literature on AIT indicates AIT has enabled organizations with key functionality to optimize cost, boost higher productivity, and provide the strategic capability. The

amalgamation of Information Technologies and Human Resource Management (HRM) has brought forth improved efficiency, impacted service delivery, provided standardization, empowered managers, and transformed HR functions (**Parry & Tyson, 2011; Bondarouk & Brewster, 2016) Coleman & Martindale, (2017)** discussed that companies need to proactively involve their labor force in the implication of AI and chatbots in human resource management practices. It is suggested that organizations should not simply replicate what other organizations are doing with AI tools and automation; rather, the HR professionals must experiment with new technologies and methods in order to avoid the negative consequences. As AI technologies require huge financial and personal investment, HR experts should have a robust business case for which they can experiment with AI technologies and how they are going to deploy the technology for the benefit of the employees and organization. It is stated the biggest challenge that HR professionals these days will confront is reskilling themselves in repurposed HR functions that are automated.

Sriram & Gandhi, (2017) focused on how ML has replaced certain functions of Human Resources Management in the IT industry. The paper has discussed the congruence of ML with HR functions, namely Recruitment, Training & Development, Performance management, employee engagement, and Compensation Management. While there is a fear among HR functionaries that AI and ML would replace various HR functions, the study has mentioned that there is no basis for such apprehension. It is recommended that HR people should reorient and upgrade their skills to the next level. It is concluded that intelligent AI systems and ML can greatly help Human Resource Management overall.

Jared Lindzon (2017) found that 41% of respondents have fully implemented or made significant progress in adopting AI technologies in the workforce. Yet, only 15% of global executives say they are prepared to manage a workforce "with people, robots, and AI working side by side." As AI becomes much sophisticated, leaders will eventually need to decide where to place human employees, which tasks are best suited for machines, and which can be done most efficiently by combining the two. While AI technologies are still in their infancy, it will not be long before every organization is forced to develop its own AI strategy to stay competitive. Those with the HR teams, training programs, organizational structures, and adaptable staff will best prepare for this fast-approaching reality.

Reilly, (2018) has taken a broad approach in this article to include AI-dominated technologies or AI subsets such as expert system, decision-making system, robotics, Natural language processing, algorithm-driven technologies, autonomous and augmented intelligence under the umbrella of AI and explored the impact of AI on HR functions. Based on the various sources and theoretical understanding, the article identified that interface between the workforce and technology at work is extremely situational; adapting to the situation is critical to boosting the positive potential and curtailing the detrimental side-effects of AI. The following are the key recommendations to the HR professionals on getting the most out of AI, 1. Be clear on the objectives. 2. Be driven by business needs rather than technology-driven. 3. To understand precisely the digital strengths and bottlenecks of the organization. 4. To develop HR practices that are data-savvy. 5. To build adapting and learning attitude into HR crew.

Oksanen, (2018) examined how technology-oriented recruitment tools are being used in recruitment these days and how Finnish recruitment officers and professionals perceive the prospects of disruptive technologies like AI in the recruitment process. It is stated that it can be challenging for huge organizations to introduce the latest technologies because of much hierarchy and slower decision-making. Nevertheless, it is concluded that each organization, at least at some level, would have AI involved in its recruitment system; for instance, an applicant has applied to an organization and is now able to retrieve his details automatically. So, it is considered that AI has to a certain degree, become commonplace; rather, its existence may be difficult to sense and detect. **Schweyer & Advisor, (2018)** demonstrated that Artificial Intelligence already assists organizations to find, attract, hire and train talent by predicting what individuals want and ensuring that their skills and attributes match the organization's needs. It is stated that AI boosts employee performance and engagement by leveraging what AI knows about individuals by delivering precise information and providing interventions as and when needed to help employee performance. It is stressed that advanced people management and reward program design using artificial intelligence is already deployable and possible. It is recommended that reward program owners concentrate on understanding and applying advanced predictive analytics and AI to employee motivation, performance, and engagement; if not, others certainly will**.**

Ben Eubanks83 (2018), in the book "Artificial Intelligence for HR: Use AI to Support and Develop a Successful Workforce," stated that HR people need to get grips with AI and the way AI is changing the world of work. It is stated that AI for HR empowers HR professionals to leverage maximum potential and to create a more talented and productive workforce. It is ensured that currently, HR experts understand completely what AI is and what AI means to HR functions, wrapping almost every aspect of HR starting from recruitment, employee engagement, retention, and learning & development. Along with the positive perspectives, the challenges that can arise from AI, such as data privacy and algorithmic bias, and how to confront those challenges are discussed critically. It is concluded with practical advice, case studies, and research from various global organizations like IBM, Unilever, and Uber to equip the HR professionals with the knowledge they need to harness AI to the fullest.

Jia et al., (2018) have proposed an AIHRM framework based on the six dimensions of HRM and the Status quo of AI technologies. The study also revealed the combination of AI technologies with the dimension of HR, such as planning, recruitment, training and development, performance management, and employee relationship management. The recruitment and training dimensions with AI were exclusively analysed with the case analysis of Leap.ai and the online training of Baidu. It also provided suggestions and recommendations for applying and developing AI in human resource management. **Michailidis, (2018**) states Artificial Intelligence; blockchain and other allied technological advancements are affecting almost all aspects of our life, resulting in some profound modifications in human resource (HR) practices in both business and non-profit organizations. It is stated that the impact of artificial intelligence and blockchain application in human resource practices, particularly in the recruiting industry is clear. It is stressed that artificial intelligence is assisting to improve the

selection of a diversified pool of candidates by means of an algorithm assessment platform, which in turn can reduce biases and maximize objectivity. It is found that artificial intelligence technologies are transforming the human resource task, despite it appears costly, the benefits of AI like time-saving outweigh the cost. Over time, it is believed that artificial intelligence technologies will disrupt recruitment and human resource practices in their entirety. could be then re-imaged to rise above what mere machines can do (The Economic Times, Mar. 2018) .

Surbhi Jain (2018) stated that the HR department needs to embrace new technologies like AI in the future and not fear them. Human resources need to take advantage of tech disruption to save time and energy for newer and better purposes. The HR function could be then re-imaged to rise above what mere machines can do (The Economic Times, Mar. 2018) **Peter Cappelli et al. (2018)** considered the gap between the promise and reality of AI in human resource management and suggested how progress might be made. They identified four challenging areas such as 1) complexity of HR phenomena, 2) constraints imposed by small data sets, 3) ethical questions associated with fairness and legal constraints, and 4) employee reaction to management via data-based algorithms. They advised a few principles to address these challenges, such as casual reasoning principle across the stages of the AI life cycle, randomization to help with algorithmic-based decisions, and formalizing processes is also necessary to build good algorithms. They believed that AL management in HR will progress forward on both levels of efficiency and appropriateness.

In their report, **Guenole & Feinzig, (2018**) the IBM Smarter Workforce Institute, have summarized the learnings they congregated by interviewing the human resource executives and experts responsible for implementing AI into the HR function at IBM. The personal interviews revealed AI is indisputably effective in HR, and it has been stated in the report that IBM HR's experience is that AI can be used in almost all areas of an organization, including hiring, training, compensation, career planning, and HR support. The report has broadly described the benefits which IBM has seen post-implementation of AI.

HR is envisaged to be a 'key transformation player' in the adoption of technologies and in reducing resistance to change **(Thite, 2018)** talent acquisition, learning, HR strategy, performance management, compensation, and employee engagement, along with related AI technology applications. AI strengthens HRM functionality to identify actual performers and future leaders by eliminating bias (**Buck & Morrow, 2018).**

As a function, HR has needed to reimagine how work needs to be done differently with AI and related technologies **(Manuti & de Palma, 2018). Piyush Jain (2018) and his company Sim Palm**, have been building applications for eight years. Recently, clients have started to see demands to build apps that involve artificial intelligence and machine learning. This had pushed HR to enhance skills in AI and ML tools, so that it can be implemented in the built products. Anticipation is that the future will demand more from clients to build apps with AI so that products are smarter and more intelligent.

Wright & Atkinson, (2019) focused on Artificial Intelligence and its growing influence on the recruitment industry. Specifically, the study has explored the way how the implementation of AI will influence employers' and candidates' roles throughout the recruitment process. The

initial research outcomes have been contrasted with the existing literature; as a result, a new recruitment process is recommended to be followed. The process will demand important technological and structural changes in the recruitment process, but it will also allow the HR teams to enhance the efficiency and effectiveness of talent acquisition approaches. Recommendations have been made to consider the introduction of AI into existing recruitment practices.

Prieto, (2019) has focussed on the challenge of increased incorporation of AI into the different elements of project execution. The article has not intended to suggest avoiding incorporating AI forms such as ML & NLP in everyday project activities; rather, the article is intended to emphasize the development AI can bring in large complex projects in the construction and engineering field. It is mentioned that the rate of AI technology adoption is accelerating, and AI will be leading the way soon. It is stressed that AI will greatly impact the project itself and how we do it. When highlighting the potential use of AI in various projects, it is found that AI has great potential in HR activities such as candidate identification, screening, performance management, retention management, HR analytics, and services.

Parry & Battista, (2019) identified many recent technologies that are likely to impact the future of work and consequently have implications for the human resource function. It is suggested that innovative technologies like AI, robotics, AR and VR, wearables, and blockchain can impact work and employees significantly. The intensity and speed of this impact are very largely on advancements in the technologies themselves and the readiness of organizations to adopt them. It is indicated that the Human resources function has a crucial role in assisting employees to navigate the changes to the domain of work, specifically concerning work organization, skill development, and mental health.

Pandey & Khaskel, (2019) explored areas of AI implementation in the HR function and perception of the Current workforce, i.e., Gen Y on AI implementation in HR. To be more specific, the HR themes such as talent acquisition, human capital management, employee engagement, and learning & development were identified, which are perceived as areas where the application of AI is possible. Qualitative research was carried out, and Gen Y employees were interviewed, and a deep-learning model was created to get a clear picture of the perception of the young professionals. It is found that a clear majority of the sample believed that AI must be implemented in the existing HR systems. It is implied that AI will enter HR roles, and the young working population is ready for it. It is concluded that the perspectives of the current workforce make it clear that AI is the future of HR. It is stressed that human resource practices need to reboot themselves to observe AI in almost all HR functions.

Munir, (2019) analysed how AI can help project managers in organizations. It is stated that different Artificial Intelligence tools and applications can assist project managers in the coming future, such as chatbots, Zivebox, and Rescoper. It is mentioned that project management AI is fundamentally a system that can administer diverse projects with limited resources and low cost. By using the power of AI, the tasks and jobs can be done autonomously, helps in decision-making related to the projects, and assists in identifying the skills and capabilities of team members. Project management AI is proposed to foster a safe environment with an eco-system

for knowledge management and delivers tireless vigilance and objectivity. **Johansson & Herranen, (2019)** researched the implications of Artificial Intelligence in the recruitment and selection process. The study investigated at which point AI can be introduced in the conventional recruitment process and studied the impact of AI on the recruitment process. The results showed that not many organisations now utilize AI in major parts of the recruitment process. It is also suggested that the most suitable parts of recruitment activities for implementing AI are pre-selection and communication with candidates. The key benefits of AI were observed to be speeded quality and elimination of repetitive routine tasks; at the same time, the major hurdle was seen as the organization's readiness towards the latest technologies. **Rodney et al. (2019) highlighted the application of AI in the recruitment process and, more specifically**, how AI has reshaped and transformed the job application and selection process in recent days. It was reported that the use of Artificial Intelligence and Automation in interviewing and assessing candidates assisted organizations in increasing revenue streams by cutting down superfluous expenses in the recruitssment process, consequently raising the cost-effectiveness of the organizations. It is recommended that various approaches be implemented to build artificial intelligence-related skills. It has also been found that emotions are linked to artificial intelligence, which generates significant outcomes. The effect of artificial intelligence on the workforce is also exclusively analyzed and highlighted.

Chang, (2020) attempted to study artificial intelligence in personnel management to develop the concepts of the APM Model. The research findings helped develop a new AI in Personnel Management (APM) model. The APM model unfolds itself in three levels, followed by the potential outcome. The three levels are comprised of "organizational, managerial and individual job levels." The outcome is comprised of "organizational performance, employees' well-being, and staff turnover rate."

Berhil et al. (2020) studied various human resources issues, IT solutions for human resources issues, and artificial intelligence solutions for human resources issues. According to the opinions of HR experts and computer scientists, it is found that several HR Analytics were proposed using AI algorithms, models, and methods. The finding shows rapid, observed development, increased interest, and competition in applying AI in HR. The most concentrated HR issues were analysing and predicting recruitment, skills management, human resources development, attritions, and turnover. On the other side, the proposed solutions were known technologies like Business Intelligence, Big Data, Data Mining & Data Warehouse, some known software, frameworks, and AI algorithms.

Niehueser & Boak (2020) examined the attitude of employees in organisations towards introducing AI into their working methods and pondered the implications of AI in Training & Development. The researchers conducted Semi-structured interviews among employees using and not using the AI technology (seven using AI technology and hundred and nine who had not) data was gathered. It was found that the introduction of AI remarkably improved the speed and efficiency of work procedures. It is also found that employees who used the AI technology were positive about its effects, signifying that it was easy to use, robust, and highly productive.

Hmoud & Várallyai, (2020) reviewed past proposed models, a set of literature, and articles

on the most frequently used AI solutions for the human resources acquisition process to analyse and understand better the past contribution. The study has found that AI offers optimistic solutions for employers to optimize the recruitment process by eliminating time-intensive redundant tasks such as sourcing, filtering, and screening applicants, neutralizing human biases, and enhancing the overall quality of the hiring process. The literature review suggested that AI will

If used extensively and widely, AI will gradually eliminate routine and monotonous administrative tasks and produce effective results. **Bhardwaj et al., (2020**) analysed AI, its existence and significance in various HR functions.AI is observed to replace routine jobs in HR functions with less intervention by humans. AI has been found to perform better than human beings by reducing turnover rates and increasing talent retention. Many companies have used Artificial Intelligence and machine learning in the field of human resource management, where AI plays an important role in recruitment, selection, hiring, analysing performance, collecting data on employees, providing real-time information, and providing accurate information, according to the study **Kaushal et al., (2021)** analysed 344 articles retrieved from Scopus and Emerald databases. A thorough literature evaluation was conducted in conjunction with the bibliometric analysis to present an Artificial Intelligence and Human Resource Management Integration (AIHRMI) framework. The cluster analysis method was used, and five clusters of articles and research papers were identified. The analysis revealed that most studies in this area concentrated on HRM practices: recruiting, selection, onboarding, training and learning, performance analysis, talent acquisition, management, and retention. **Singh & Shaurya (2021)** found that using a mixed approach comprising both quantitative and qualitative designs, removing monotonous tasks, increased quality, and speed were the main positive outcomes of using AI in HRM practices. AI is expected to take over administrative chores in both the recruitment process and HRM in the recruitment activities, influencing job fit and recruitment outcomes. The traditional recruitment process would be enhanced by AI, which would provide more possibilities for both job hopefuls and employers.

3. Research Methodology

Research Design:

This study employs a quantitative research design to analyze the influence of Artificial Intelligence (AI) on Human Resource Management (HRM) practices and its implications for organizational effectiveness. A descriptive and correlational research approach will be used to assess the relationship between AI-driven HRM practices and key organizational outcomes.

Research Approach:

A deductive approach will be followed, where hypotheses will be developed based on existing theories and tested using statistical methods. A survey research method will be utilized for data collection.

Population and Sampling:

Target Population: HR professionals, managers, and employees implementing AI in HRM processes.

Sampling Technique: Stratified random sampling will ensure representation across different industries and organizational levels.
Sample Size: At least 100 respondents will be surveyed to ensure statistical significance.

Data Collection Method:

Survey Instrument: A structured questionnaire will be developed to measure perceptions of AI implementation in HRM and its impact on organizational effectiveness.
Measurement Scale: A 5-point Likert scale (1 = Strongly Disagree to 5 = Strongly Agree) will be used.

Data Analysis Methods:

Descriptive Statistics: Mean, standard deviation, frequency, and percentage distributions.
Inferential Statistics:
Correlation Analysis to assess the relationship between AI-driven HRM practices and organizational effectiveness.
Regression Analysis to examine the impact of AI in HRM on key organizational outcomes.
ANOVA (Analysis of Variance) to compare variations in perceptions across different industries and job roles.
Software Used: Data will be analyzed using SPSS or R software.
Validity and Reliability
Cronbach's Alpha: Used to ensure the reliability of the survey instrument.
Content Validity: The questionnaire will be reviewed by HR and AI experts for clarity and relevance.

Ethical Considerations:

Informed Consent: Participants will be informed about the study's purpose before participation.
Confidentiality: Responses will remain anonymous to protect participant privacy.
Voluntary Participation: Respondents can withdraw from the study at any stage.

Limitations of the Study:

The study focuses on organizations implementing AI in HRM, limiting generalizability to firms without AI adoption.
Self-reported survey responses may introduce bias.
The study does not consider qualitative insights that could provide deeper context on AI's impact.

Particular	Options	No. of responses	Percentages%
	18-25	41	41%
	26-35	21	25%
	36-45	25	21%
	46-55	10	10%
	56 & Above	9	3%
	Total	**100**	**100%**
GENDER	Male	53	47%
	Female	47	53%
	total	**100**	**100**

LOCATION	Rural	22	22%
	Urban	21	57%
	Suburban	57	21%
	Total	**100**	**100%**

Data Interpretations & Results:

Demographic Analysis:

Interpretation :

A survey of 100 people shows a clear leaning towards younger participants, with 41% being between 18 and 25 years old. There's a near-equal split between men and women, though slightly more women (53%) took part. The majority of those surveyed live in suburban areas (57%), while rural and urban representation is much lower, at 22% and 21% respectively, indicating the survey results might be more reflective of suburban opinions.

Quantitative Analysis:

1. Case Processing Summary			
		N	%
Cases	Valid	100	100.0
	Excluded	0	.0
	Total	100	100.0
a. Listwise deletion based on all variables in the procedure.			

INTERPRETATION:

- The dataset consists of 100 valid cases, with 0 cases excluded, meaning that all data points were included in the analysis.
- The dataset was processed using listwise deletion, ensuring only complete cases were analyzed.

2. Reliability Analysis		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.728	.722	14

INTERPRETATION:

- Cronbach's Alpha = 0.728 (Based on Standardized Items:0.722) for 14 items.
- A reliability coefficient above 0.7 indicates a high level of internal consistency among the items.
- This suggests that the scale used for measurement is highly reliable.

3. Correlation Matrix			
		TAIHRP	TOE
Correlation	TAIHRP	1.000	.552
	TOE	.552	1.000
Sig. (1-tailed)	TAIHRP		<.001
	TOE	.000	

INTERPRETATION:

- Significant correlations between variables:
  - **TAIHRP & TOE** ($r = 0.552$, $p < 0.001$)
- These correlations suggest strong positive relationships between the variables.

4. Kaiser-Meyer-Olkin (KMO) and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.500
Bartlett's Test of Sphericity	Approx. Chi-Square	35.434
	df	1
	Sig.	<.001

5. Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
TAIHRP	100	12	26	19.24	2.753	.227	.241	.651	.478
TOE	100	14	30	22.78	2.827	.229	.241	1.533	.478
Valid N (listwise)	100								

INTERPRETATION:

- **KMO** =0.5 : This indicates a moderate level of sampling adequacy. A value above 0.5 is acceptable for factor analysis.
- **Bartlett's Test** (Chi-Square =35.434, df = 1, $p < 0.001$): Indicates that the correlation matrix is not an identity matrix, confirming that factor analysis is suitable.

INTERPRETATION:

- **TAIHRP**: Mean = 19.24, Std. Dev = 2.753
- **TOE:** Mean =22.78, Std. Dev = 2.827
- Skewness & Kurtosis values suggest the data distribution is moderately skewed.

Hypothesis Testing :

H1: AI-driven HRM practices significantly enhance recruitment, performance evaluation and

employee training effectiveness.

A. Variables Entered/Removed			
Model	Variables Entered	Variables Removed	Method
1	TAIHRP	.	Enter

a. Dependent Variable: **TOE**
b. Independent Variable: **TAIHRP**
All requested variables entered.

B. Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.552[a]	.305	.298	2.369	.305	42.948	1	98	<.001

a. Predictors: (Constant), TAIHRP

C. ANOVA						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	241.074	1	241.074	42.948	<.001[b]
	Residual	550.086	98	5.613		
	Total	791.160	99			

a) Dependent Variable: TOE
b) Independent Variable: TAIHRP

INTERPRETATION:

- $R^2 = 0.305$: TAIHRP explains 30.5% of the variance in TOE.
- $F(1, 98) = 42.948$, $p < 0.001$: The model is statistically significant.
- ANOVA results confirm that TAIHRP significantly predicts TOE.

H2: Implementing AI in HRM improves efficiency, decision-making, and productivity

Model	R	R^2	Adjusted R^2	Std. Error of Estimate	F-Statistic (p-value)
1	0.75	0.5625	0.551	0.68	48.75 (0.000)

Interpretation: The model explains **56.25%** of the variance in **Total Organizational

Effectiveness (TOE)**. The **p-value (0.000)** indicates a statistically significant relationship.

H3: AI-driven HRM practices positively contribute to overall organizational effectiveness.
(TOE: Total of Organizational Effectiveness:- Dependent Variable)

Predictor Variables	B	Std. Error	Beta	t	Sig. (p-value)
(Constant)	1.25	0.45	—	2.78	0.007
AI Efficiency	0.40	0.10	0.38	4.00	0.000
AI-based Decision-Making	0.35	0.12	0.33	2.92	0.004
AI-driven Productivity	0.50	0.09	0.46	5.56	0.000

Interpretation:All AI-driven HRM predictors (**efficiency, decision-making, productivity**) have a **significant positive impact** on **Total Organizational Effectiveness (TOE)** ($p < 0.05$). **AI-driven Productivity ($B = 0.50$, $p = 0.000$)** has the strongest impact among them.

4. Discussion:

With a sample size of only 100 cases, the study may not fully represent the broader organizational landscape. Expanding the sample would enhance the applicability of the findings to a wider range of organizations.

Discussion on TAIHRP Significantly Predicting TOE with Strong Explanatory Power:

The results suggest that Technology-Artificial Intelligence HR Practices (TAIHRP) play a vital role in predicting Technology-Organizational-Effectiveness (TOE) factors with significant explanatory power. This indicates that advancements in HR technology, including AI-powered recruitment, automated performance assessments, and digital training systems, substantially impact an organization's technological preparedness, structural flexibility, and responsiveness to external environments. The strong predictive capability of TAIHRP underscores its influence in shaping how organizations adopt and utilize technology in their HR functions. This emphasizes the need for investing in AI-driven HR solutions to boost efficiency and drive innovation in human resource management.

Discussion on Dataset Reliability and Suitability of Factor Analysis:

The reliability of the dataset confirms that the data is stable and trustworthy for meaningful analysis. A strong level of internal consistency and validity ensures that the responses accurately reflect the intended constructs. Given the dataset's reliability, factor analysis is a suitable approach as it helps uncover hidden patterns and categorize related variables. This technique efficiently simplifies data complexity while identifying key factors that impact HR

technology adoption, organizational effectiveness, and employee engagement. This methodological strength enhances the credibility of the study's findings, providing valuable insights for informed decision-making.

Discussion on Correlations Indicating Meaningful Relationships Between Variables:

The existence of strong correlations among variables indicates meaningful interconnections between the studied factors. For example, a positive correlation between AI-driven HR practices and employee performance evaluation suggests that AI tools contribute to greater efficiency and objectivity in HR decision-making. Likewise, the link between technology adoption and organizational effectiveness implies that companies implementing AI-based HR solutions often see enhanced productivity and increased workforce engagement. These relationships reinforce the study's theoretical framework and offer practical insights for organizations seeking to improve their HR functions through technology integration.

5. Conclusion:

The study on Wardwizard Innovations and Mobility Limited emphasizes the crucial role of Artificial Intelligence (AI) in Human Resource Management (HRM) and its influence on organizational effectiveness (TOE). The results reveal a strong positive correlation ($r = 0.552$, $p < 0.001$) between AI-driven HRM practices (TAIHRP) and organizational performance, indicating that AI adoption in HR functions enhances efficiency, decision-making, and workforce management.

The regression analysis ($R^2 = 0.305$, $p < 0.001$) demonstrates that AI-driven HRM practices account for 30.5% of the variance in organizational effectiveness, reinforcing the significance of AI integration in recruitment, performance evaluation, and employee development. Additionally, the reliability analysis (Cronbach's Alpha = 0.728) confirms the consistency of the measurement scale, ensuring the reliability of the study's findings.

However, the research acknowledges certain limitations, such as a restricted sample size, the cross-sectional study design, and the exclusion of other potential HR influencing factors. To enhance the robustness of the results, future research should expand the sample size, include additional HR variables, and adopt a longitudinal approach.

In conclusion, the study establishes that AI adoption in HRM serves as a key driver of organizational effectiveness at Wardwizard Innovations and Mobility Limited. By integrating AI technologies, the company can streamline HR processes, enhance employee experiences, and improve overall business performance, positioning itself for long-term success in an evolving corporate environment.

Suggestion:

- Future studies should include a **larger and more diverse sample** across various industries to enhance the generalizability of the findings.
- Further research should explore other HRM aspects such as **employee engagement,**

leadership styles, and organizational culture to gain a more holistic understanding of TOE.

- To assess the long-term effects of AI-driven HRM on organizational effectiveness, future studies should adopt a **longitudinal research design** rather than a one-time analysis.
- Organizations should focus on **minimizing AI biases and promoting ethical AI usage** in HR processes to enhance fairness, transparency, and trust.
- Companies should invest in **training HR professionals** to effectively use AI-based tools, enabling data-driven decision-making and improving overall HRM efficiency.

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