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A Study on Leveraging Artificial Intelligence in Educational Institutions: Enhancing Human Resource Management Practices

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Abstract

The way that technology is transforming enterprises around the globe enables the incorporation of educational institutions into HRM practices an essential field of research. The ramifications, difficulties, and opportunities related to the integration of educational institutions into HRM are explored in this abstract. Artificial intelligence (AI) offers a plethora of resources and algorithms that have the ability to significantly transform HR procedures, such as talent management, performance reviews, hiring, and employee engagement. AI-powered

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automated screening techniques increase the effectiveness of candidate selection, leading to a more bias-free and productive hiring process. Insightful data on employee performance parameters is another benefit of AI-driven analytics, which supports information-driven strategies for talent development and retention.Despite these obstacles, educational institutions offer an abundance of prospective advantages in HRM. By automating routine tasks and applying predictive analytics, HR managers can devote greater attention to strategic projects and employee development. This would eventually result in a workforce that is more adaptable and resilient . Moreover, AI-driven insights empower HR departments to promptly adapt to evolving organizational requirements, fostering a culture of innovation and ongoing improvement.

Keywords: Educational institution. Artificial Intelligence (AI). Human resource management.

1 Introduction

Among the key determinants of an industry is technology. Robots have taken over human labor in production sectors since the 19th century. Human labor was replaced by machinery as the third revolution got underway in the 1970s when desktop computers and the internet entered the job market. The modern workplace is incorporating technological advances such as machine learning (ML) and educational institutions, which will bring about a shift in the business landscape.A corporation, establishment , community or similar entity that is committed to advancing a specific cause or purpose, particularly one that is public, educational, or philanthropic, is referred to as an educational institution. Educational establishments are essentially a platform for the development of human resources (Gonda, 2014). Reactive tactics, subjective decision-making, and labor-intensive procedures have been the hallmarks of HRM. But the introduction of AI technology has transformed everything, providing hitherto unseen chances to improve HR operations and boost corporate effectiveness. A new era of effectiveness, flexibility, and creativity in human capital management is brought about by the combination of Educational institutions and HRM. Even though there are still obstacles to overcome, AI has the unquestionable ability to revolutionize HR procedures and promote corporate performance. As we continue to explore this changing environment, we must ethically adopt AI and use its ability to assist individuals and organizations in overcoming the challenges of the contemporary workplace.

Duchessi, O'Keefe, and O'Leary's (1993) in the research paper covered how technological innovation in educational institutions affects staff administration, organizational structure, personnel transfers and downsizing, cost savings and improved services, and accountability and ownership for decision making.Kapoor's (2010) in this study the significance of business intelligence and its relevance to human resource management have been

discussed . In order to examine the business intelligence and data analytical capabilities integrated into human resource management modules, the researcher in this study examined the top business intelligence service provider. Palos-Sánchez et al.'s (2022) in the research article the role of human resource management in educational institutions was highlighted . According to the report, the majority of businesses employ contemporary technology in their HR departments, including cloud-based HR systems, performance appraisal techniques, and recruitment procedures.Cüneyt Dirican's (2015) researched the potential adverse consequences of robotics and educational institutional business on an organization's overall functions, including production, sales, performance management, strategic thinking, managing client relationships, banking systems, coaching, training, taxes, and so on. His research paper, "The Impact of Robotics, Educational Institution Business and Economics," details the results of his investigation. The authors of the research paper "Educational institution technologies in human resource development," Buzko et al.'s (2016), reflect on the obstacles posed by AI in the field of human resources, emphasizing that the technology is unable to determine the efficacy of training expenditures. The writers of the research report observed that educational institutions' technologies enable humans to analyze data quickly.

(R & Bhanu Sree, 2018). Recruitment through Artificial Intelligence: A Conceptual Study is the title of the research study. The researchers have explained the ways artificial intelligence functions in hiring, emphasizing the crucial role that educational institutions play in the hiring process. Educational institutions assist with hiring, employee relations, interview scheduling, applicant screening, and auto-generated messaging.H.'s (2018),Under the heading of Educational Institution and the Future of Work: Human-AI Symbiosis in Organizational Decision Making, he published a research paper. The research articles addressed how AI can benefit humans. Educational institutions have been beneficial in making decisions, managing uncertainty, and addressing the ambiguity of decisions made in an organization.Mon et al.'s (2023), The researcher sheds light on artificial intelligence's (AI) significance in human resource management in the research paper, A Study on Role of AI in Human Resource Management. According to the author, AI can be beneficial in the workplace and may assist HR professionals in understanding how they operate and seeing issues and trends ahead of time.

2 Research Objectives

- To examine the manner in which artificial intelligence affects the function that academic institutions play in improving HRM procedures.
- To assess the adoption of HRM techniques by educational institutions in different sectors and organizational environments currently .
- To look into the hurdles and impediments to the incorporation of educational organizations in HRM.

3 Research Methodology

Descriptive research design is the approach used in this investigation. The researcher employed secondary data in the course of research. The secondary data was gathered from published materials, survey reports from numerous research organizations, online portals, blogs on HR, and research papers.

4 Role of Educational Institutional in HR

To improve its ability to effectively handle HR, the HR department is currently embracing the digital revolution and utilizing cutting-edge technology like digital platforms, automation, and artificial intelligence (Wahdaniah et al., 2023) The majority of business enterprises use educational institutions or digital HR technology, such as chatbots, machine learning, and robotic process automation, to support various aspects of human resource management, including hiring, onboarding, screening, and interviews. The significance of educational institutions in human resource management is as follows:

1. Recruitment: The researcher Amla, Majnu ; Malhotra, Meenakshi's (2017) in their paper defined that only 40 percentages of companies and industries are using artificial intelligence. Organizations like SAT, Facebook, GE are using digital technologies in screening, interview, and identify the new talent for the recruitment process in an organizational. Through AI recruitment manager can examine the application and candidate can get quick response. Chat box system or automated answering machine plays essential role to solve the quires and problems regarding the process of recruitment in an organization.

2. Screening and Interview Process: Educational institution is helpful in automating the interview process by examining them with word or speech patterns exams. Through Ay software digital interview can take place and AI also helps to improve the candidate experience. Tools like Amy and Clara are used to scheduling interviews, working meetings.

3. Reduce Administrative burden: In an organization HR have to play multitasking roles where using technology and Educational institution companies try to reduce workload. AI provides solutions of problems and it helps to increase the efficiency of HR in an organization.

4. Selecting: AI human resource manager can able to trace right candidate in short time of span and technology will helps out to identify the suitable candidates as per required skills sets.

5. Reduce Discriminations: Artificial Intelligence is currently being used to lessen partiality and will contribute to greater workplace openness. An organization may decide on a resume in this manner. Job descriptions can be analyzed using AI software.

6. Increase Efficiency: Educational institutions will aid in minimizing employee layoffs in the workplace. Numerous robotic tasks have been implemented to enhance workplace productivity. Data collection, report filing, data copying, needed data identification from existing information, processing, data collection for payroll and HR systems, and other tasks are examples of robotic tasks.

7. Enrich workplace learning: These days, digital technologies and computers can handle the back-end work in industry. With the use of computers and contemporary technology, industries are able to handle data analysis, give immediate feedback during training, and change their course of action in response to input they get. Businesses adopted Microsoft 365, which facilitates employee work and boosts office productivity, to save time. AI tools are employed, such as Wade & Wendy (for career growth), Obie and Niles (that is, for content sharing), Engazify (for feedback), and Duolingo (for learning) (Amla, Majnu ; Malhotra, Meenakshi, 2017).

5 Benefits of Educational Institution in HR

- Minimize the workload on the organization's administrative employees.
- It will be help in the selection of the best applicant for the role and acquiring talent .
- It can operate effectively and transcend human constraints.
- Error probabilities will be reduced.
- It will keep the various departments' workflows intact.
- Employee engagement at work is going to improve as a result.
- It will mitigate the tendency for decision-making to be biased.

6 Challenges of Educational Institution in HR

First and foremost, if educational institutions are utilized, an enormous number of employment will require replacement; additionally, the organizational structure will be shattered, and an a great deal of transactional management tasks like data analysis, employee relations, primary recruitment, compensation, training, etc. will be handled by them, displaying enterprise managers superfluous. As more educational institutions are used, the labor force will decline and the unemployment rate will rise annually. Numerous low-end employment will be impacted, for instance, by Foxconn's extensive employment of robots to replace manufacturing line workers, as well as by unsupervised stores and driverless autos.There will be fluctuations in the demand for labor due to the rapid advancement of new technology like artificial intelligence.

Technology in educational institutions has lowered the number of individuals working in low-paying employment, but it has likewise raised the cost of equipment upkeep for businesses. It also elevates the bar for both the amount and caliber of experts working in educational institutions. There is currently a clear lack of skilled workers in the artificial intelligence space, particularly experienced employees who are proficient in the field's fundamental technologies. This will surely drive up the cost of maintenance for businesses that provide products to educational institutions. The only way we can appropriately address the lack of talent in AI is by establishing a solid framework for its widespread use. In the future, we want to concentrate on constructing skilled personnel training systems for educational institutions utilizing both a mechanism and mode . Every company's most valuable asset is its staff, and the AI system may have an influence on management levels, which will foster fearlessness in the intellects of the workforce. Selecting the right person to manage artificial intelligence systems is one of the industry's main challenges, and the HR department may find it challenging. Another restriction and difficulty is that technology is displacing the HR department's authority and role in everyday decision-making within a firm.

7 Conclusion

The industrial sector is expanding at a staggering rate in this age of competition. The primary challenge impacting industries is managing ongoing improvement. Most sectors are using current innovations to improve efficiency and for routine tasks. Digital technologies and tools for educational institutions are being recommended by the vast majority of researchers and professionals to industries. Numerous businesses in the human resource department are employing machine learning and educational institutions. AI is a key component of recruiting, selection, recruiting, performance analysis, data collection about employees, real-time information delivery, and accurate information delivery.

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