

Integrating AI in HR: A Comprehensive Analysis of HRIS Impact on Employee Engagement, Decision-Making, and Organizational Performance

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Abstract

This research investigates the impact of integrating Artificial Intelligence (AI) in Human Resources (HR) through Human Resource Information Systems (HRIS), focusing on the quality of HR practices, employee engagement, decision-making, and organizational performance. Utilizing Structural Equation Modeling (SEM), the study provides a comprehensive analysis of data collected from various organizations that have adopted AI-enhanced HRIS. The research aims to quantify and understand the correlation between the adoption of advanced HRIS and improvements in HR management and organizational outcomes. Key areas of exploration include enhancements in HR operational efficiencies, precision in decision-making processes, and the influence of AI-driven HR practices on employee engagement levels. Additionally, the study examines the overarching effect of these factors on the overall performance of organizations. The findings are expected to offer valuable insights into how AI integration in HRIS can be leveraged to optimize HR functions and contribute to organizational success, thereby guiding future HR strategies and technological implementations in the field of human resource management.

Keywords: AI, decision-making, employee engagement, HR practices, organizational performance