

The Ai-powered Hr Revolution: Navigating Analytics, Automation, and the Future of Work

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Abstract

The rapid integration of Artificial Intelligence (AI) is fundamentally redefining Human Resources Management (HRM), particularly within the intricate domain of International Human Resources Management (IHRM). This paper explores the transformative potential of AI-driven analytics, automation, and their impact on the future of work, promising unprecedented efficiencies in talent management and real-time workforce insights. However, the widespread adoption of AI in HR simultaneously raises critical concerns regarding ethical implications, data privacy, and the preservation of the human element in increasingly digitalized workplaces. This study critically examines how AI is reshaping HRM practices within dynamic global work environments.

The paper addresses three pivotal questions. First, it explores how AI-driven HR analytics can be meticulously designed and implemented to ensure fairness and transparency in talent management, actively mitigating biases and fostering equitable opportunities across diverse global workforces. Second, the paper analyses the crucial role of IHRM in strategically guiding organizations through the adaptation to AI-powered systems, including the imperative of fostering new skill sets, managing organizational change, and developing robust global policies that account for AI's unique challenges. Finally, this paper examines how businesses in global cities can effectively balance the imperative of automation with the enduring need for meaningful human interaction to genuinely enhance employee experience and foster engagement within an increasingly digital workforce. This paper provides a timely and essential platform for exploring the multifaceted opportunities and challenges of AI in HR, ultimately contributing to a deeper understanding of its implications for the future of work in a globally interconnected world.

Keywords: Artificial Intelligence (AI) Human Resources Management (HRM) International Human Resources Management (IHRM) Ai-Driven Analytics Automation Future of Work Talent



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