
Will AI be Taking Over the HR in the Near Future?

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Enterprises are the foundation of a country's economy, and the world has seen three modern upsurges in the past that originated from major innovative leaps in the last two hundred years. Presentation of mechanical machines began Industry 1.0 (18th century) trailed by power fuelled Industry 2.0 (19th century) and then PC and web empowered Industry 3.0 (20th century) (PWC Report, 2017). In the 21st century Industry, 4.0 come into existence.



Fig1:(<https://www.studymalaysia.com/education/top-stories/the-fourth-industrial-revolution-ir-4.0-and-what-it-means-for-students-like-you>)

The HR space is not resistant to the change and it also processes through technological disruption. Fourth industrial revolution is characterised by innovative technologies like IoT, big data analytics, AI high-speed data networks like 4G and 5G. Due to globalisation of the economy and the competition between organisations, the insertion of advanced technology has become essential and realistic for all process there is no doubt that Artificial Intelligence has totally changed the HR field and has viably made a more exhaustive and skilled method of satisfying different HR capacities. With the effectiveness of AI in HRM functions, there arises a perception that AI is going to replace the people in various HR functions. But as we know there are two sides of the coin and in the same way, AI comes with positive as well as negative consequences. The cutting-edge innovation, with a fair and smart methodology, can end up being a boon for the associations as opposed to being a curse.

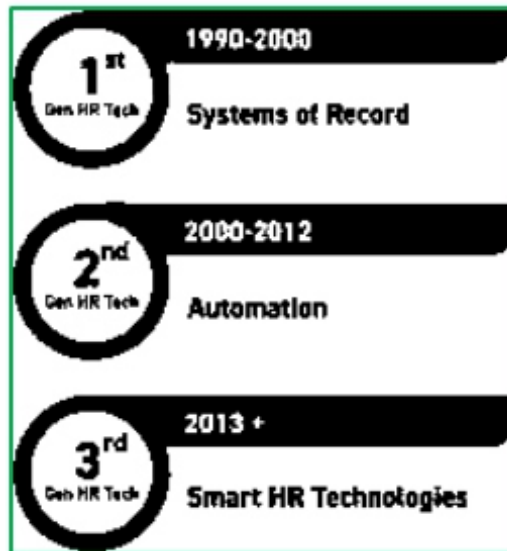


Fig2: <http://oat.ai/the-beginners-guide-to-ai-in-hr/>

The organisations should be trained, retrain and change the activities within the organisation to adjust the human and machine parts for utilization of innovation. With appropriate training given to the employees, the association between man and machine can be made highly productive for the organisation. AI has been advancing at a tremendous pace and it's just a matter of time until AI replaces a huge number of blue-collar and even a great many white-collar jobs. When many jobs will be replaced by robots the new jobs are always created. For example, if a surgeon job is replaced by a human then we need people to maintain the robot and individuals to programme the robots for betterment. In such cases, there is a job transition only and jobs don't disappear. There are many new jobs on the horizon that people never imagined earlier. Some popular and growing jobs are in web designing, app development, cloud services and countless more. AI can only replace monotonous and repetitive jobs and AI cannot perform the jobs with more human perfection as needed Jobs that required human touch like a salesperson, entertainer, etc will open up.

With the entrance of AI, there are many new industries that come into existence. We can say that the jobs that were lost due to the emergence of AI, remerged with new skill set by giving rise to new industries. As AI takes over the mundane jobs it's simply fewer things for HR to do, thus giving them ample time and energy to take on bigger tasks like making strategy and plan to achieve organisational goal. Leslie Joseph, a Principal Analyst of Forrester, discovers that it is “unlikely” that AI can abolish the ‘human’ from the calculation. AI and automation can make HR specialists more viable by giving them control of their time and exertion, and by enhancing their capacities with the knowledge that prompts better dynamic." AI enable HRs to be an important association of the organisation and accomplishing the objectives around worker's experience, culture and individual techniques. Sonali Misra, Head HR, Bain and Company (India), accept that in HR Tech, AI, will enhance and not replace

human ability. "There has been critical discussion on the upsides and downsides and I trust it is irresponsible to believe that in this computerized age, HR will stay resistant to change.

Computer-based intelligence will gate better on routine assignments and guarantee the HR colleagues focus on appreciated around added substance work," says Misra. Exploration and counselling firms across the globe are anticipating an increase in AI reception as an empowering agent of better HR measures. This is upheld by Anand S, VP - TechVision, Frost and Sullivan, who says that their examination demonstrates the HR Tech reception rate to be around 20-25% in created showcases, and is foreseen twofold over the following five years. An IBM study discovered 66% of CEOs and half of HR personnel recognized the worth that intellectual advancements can bring to HR. The organisation, hence, should be proactive with this innovative move of mainly AI in HR functions as in general computerized environment grows. For example, Anusha Suryanarayan, CHRO of Signify, accepts that with recent college grads joining the workforce, all parts of inner cycles and frameworks have become versatile driven and are being formed by collection of clever information outfitting. Anyway, what do the future HR jobs resemble in the light of arising advances? Anand S of Frost & Sullivan says HR will witness the rise of more strategic and analytical roles. "Several large organisations are now investing in the role of talent scientists - someone who uses data science to identify talent and predict hiring outcomes," he cites as an example.

AI can only automate the mundane works of HR personnel and by using the free time, HR employees can become specialised employees. Consequently, we accept that human and machine working in concordance will prompt the stages and frameworks needed to meet HR objectives!!