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An Interdisciplinary Narrative On Artificial Intellegence And Human Resource Management

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Abstract

In today's dynamic business environment Artificial Intelligence (AI) has become a buzz word .In this competitive environment Human Resource Management (HRM) in integration with AI has altered the way of working by modernizing their processes, increasing the efficiency, productivity and adding value to the organization by reducing the cost. There is a change in the HRM processes of hiring, managing and retaining the talents.AI is helping the organization to gain the insight into the ways to engage their workforce. The motivation to conduct a research in the area of AI and HRM is based on the observation made by the authors that though the researchers from interdisciplinary area have contributed in this area, it is presented with fragmented body of information.

The basic objective of the study is to stimulate interdisciplinary narratives and analyse the articles and bibliographic information in AI and HRM through a systematic review. This study comprises the synthesis of 87 literature reviews taken from the Scopus data source for the years (2014 to 2023) in CS format upon screening employing the PRISMA 2020 guidance. The data were analysed with the help of R Studio Cloud - Biblioshiny software. The findings of the research reflect the continuous growth in the number of publications in the area of AI and HRM. This study contributes towards the conceptual, methodological, and thematic development of the researched topic and attempts to offer a holistic view of the research by bridging the gap in the present literature.

Key words: AI, HRM, Literature Review, Bibliometric Analysis, Interdisciplinary

INTRODUCTION

Artificial Intelligence (AI) emerged in mid nineteenth century and was observed as an artifact of science**. I**mplementation of AI and smart technology is dynamically transforming the workplace all across the world. Today conduct of business and its competition is not limited to local or domestic level companies but at international level, with the application of new technology the business processes are becoming less critical (Erixon 2018).In other words the organization needs to retain its competitive edge by adopting new innovative technological advancements.AI and machine learning is transforming the diverse activities of human resource management (Mitchell et al. 2013). In the field of human resource management, artificial intelligence has gained considerable attention and is increasingly being used to optimize HRM processes such as recruitment and selection, people analytics, and talent acquisition (Zhao & Liu, 2021).AI is helping the HR department in attracting ,recruiting, training ,retaining ,career development, compensation designing and mobility (Kamaruddin et al. 2019). This growing interest in

AI in HRM is supported by several studies that highlight its benefits. Some of these benefits include the ability of AI systems to produce reports and analyse employee data more efficiently than traditional HRM methods. AI systems also have the potential to streamline and automate recruitment and selection tasks, saving time and resources for HR professionals. Moreover, the use of AI in HRM can improve the accuracy and objectivity of decision-making processes, minimize bias in hiring and talent management, and improve overall organizational performance. However, despite the numerous benefits of AI in HRM, there are still challenges and barriers that hinder its full integration and adoption. The literature reveals a shortage of studies that explore the association between the effectiveness of HRM functions and AI. While AI has the potential to revolutionize HRM processes, several barriers exist that impede its progress, such as the complexity of HR phenomena, associated data challenges, legal constraints, and employee reactions.

AI technology has made a remarkable change in the labour market (Huang & Rust, 2018) but it has been also instrumental in elimination of approximately 45% of jobs at different levels (Berg, Buffie, & Zanna, 2018) .AI has increased social inequality (Levy, 2018), on the other hand researchers were of the opinion that it is beneficial in upgrading the jobs rather than replacing them (Autor, 2015).In other words AI has a positive influence in the future of human resource management and it has significant potential in its application (Malik, Budhwar, Patel, & Srikanth, 2020; Malik, De Silva, Budhwar, & Srikanth, 2021).

The study of AI and HRM is not only limited to HRM field due to its interdisciplinary nature. It was observed that HR tools based on AI depend on the development of technology and the knowledge for its application relies on social sciences. Researchers from different disciplines has added value to the repository in the knowledge of AI and HRM, like the scholars from computer science has been able to provide solutions to HRM problems through AI algorithms (Anandarajan, 2002), economists has contributed in the study of impact of AI on labour markets (Berg et al., 2018), Psychologist has worked on identifying the motivation level of job aspirants due to AI usage during recruitment (Van Esch, Black, & Ferolie, 2019) and also regarding the higher attrition rate (Brougham & Haar, 2020). Additionally, employees' resistance to the use of AI in HRM further complicates its widespread adoption. Many HR professionals lack the necessary skills and competencies to meet the challenges of AI application in HR processes, leading to a possible contrary attitude towards its implementation. Study of medical scholars has highlighted the resistance of medical employees towards AI usage (Abdullah & Fakieh, 2020).

There is substantial research in the area of AI-HRM from different disciplines having different prospective, but not enough contribution is there related to integration of interdisciplinary knowledge which is pertinent for the effective AI implementation and its future growth (Fountaine, McCarthy, & Saleh, 2019).The basic objective of this study is to present a comprehensive interdisciplinary narrative with the help of existing scattered knowledge from different disciplines and authors and also to explore the new direction for future research. The presented study analyses and discusses the existing literature for potential apparent issues in the area of AI-HRM where not enough attention has been paid by the scholars.

METHODOLOGY

Aria and Cuccurullo (2017) developed the Bibliometrix software named biblioshiny, a versatile R-based program for in-depth bibliometric examination of academic literature, enabling detailed studies on scientific mapping and visual applications. The biblioshiny software allows for systematic analysis of vast data to identify trends, current subjects, and shifts within subject areas, pertinent countries and voyage of specific keywords or theme of research thus encapsulating a subject. Scopus advanced search engine repository was selected because it has a comprehensive influence and comprises high quality scientific work published all over the globe (Parris and Peachey 2013).Scientific mapping technique was used for citation analysis, co-citation analysis ,authorship analysis, bibliographic coupling. Co word analysis was done to study the publication actual content using keywords mentioned by the authors themselves, or their common occurrence in titles, abstracts and the full articles to identify if thematic relationship exists between the different works to view the future of scientific field (Chen, H.; Wei, F.; Chen, X.; Chen, K, 2022, Methlagl, M, 2022, Saha, V.; Mani, V.; Goyal, P.2020),

DATA RETRIEVED FOR LITERATURE

PRISMA 2020 declaration was used for guidance in the review, which enabled general dissemination of investigation approach and discoveries. The main three subject areas include for the analysis were; Business, Management and Accounting, Social Sciences and Multidisciplinary fields. These three ranges were preferred as they display direct correlation with the main aim of our study and other non-relevant subject areas were excluded from the query. To encompass a broader spectrum all peer reviewed open access English language documents

published reputed journals were included in and others substandard documents were simultaneously excluded(Gutiérrez and Maz 2004; Podsakoff et al. 2005; Vlačić et al. 2021).Finally, as shown in Figure.1 when the steady PRISMA 2020 directions were followed a systematic query flow of data refinement was established through manual scrutiny of abstract, full text and keywords which ultimately documented a total of 87 suitable articles for the analyses.

Hence, this study selected articles that had: (1) an open access research published in a scientific journal, (2) peer-reviewed in English, (3) specifically associated with AI-driven technology used in human resource management operations, and (4) it included business management and accounting, social sciences, along with multidisciplinary disciplines.

PRISMA Flow Chart

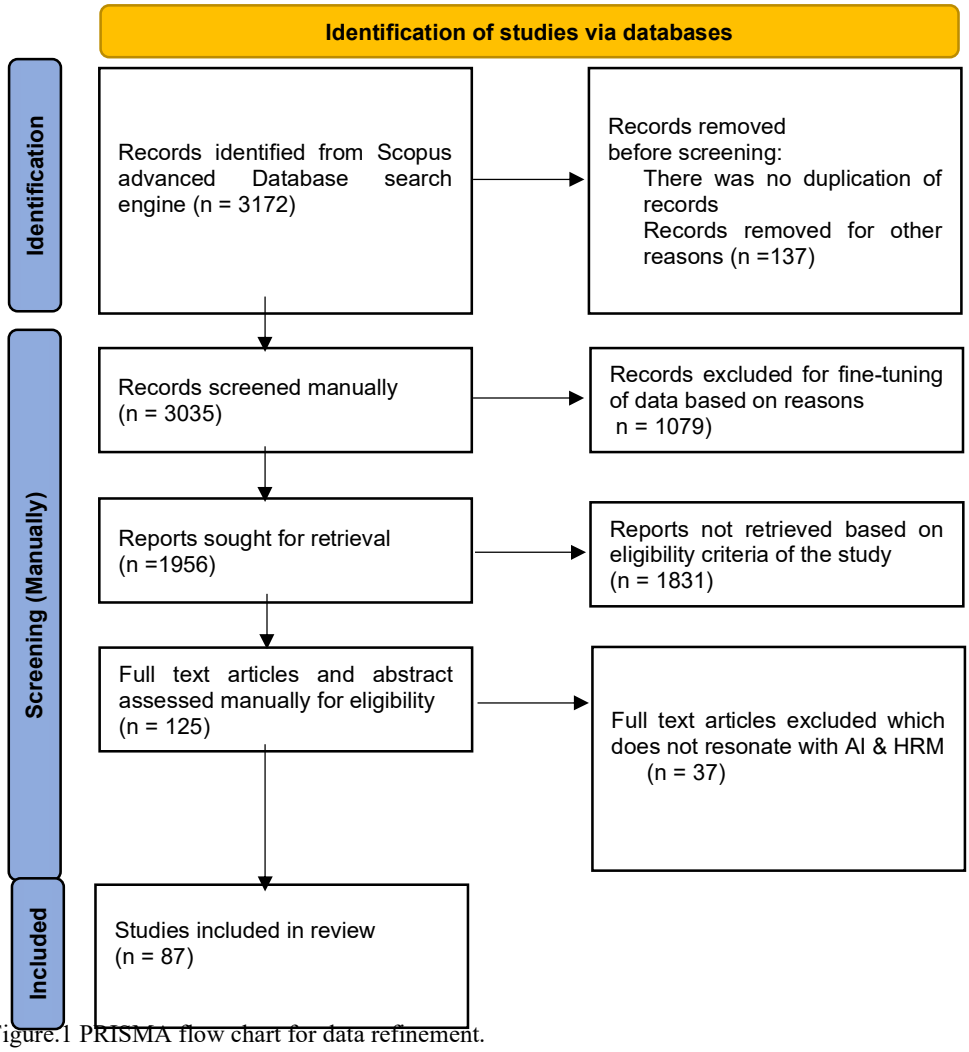

Figure.1 PRISMA flow chart for data refinement.

ANALYSING LITERATURE

The final data set downloaded, shown in Table 1, consisted of 87 publications generated during the time of 2014–2023, exhibiting a total of 67 scientific peer-reviewed journals with the upward trajectory indicates that AI is poised to become one of the most significant global advancements having an estimated yearly growth rate of 49.36%. There are 423authors, with an international co-authorship rate of 41.38%. The number of keywords plus 467 equals 467, while the total number of references is 6006.

Table1: Main information of the retrieved dataset

Description	Results
MAIN INFORMATION ABOUT DATA	
Timespan	2014:2023
Sources (Journals)	67
Documents	87
Annual Growth Rate %	49.36
Document Average Age	1.4
Average citations per doc	20.49
References	6006
DOCUMENT CONTENTS	
Keywords Plus (ID)	467
Author's Keywords (DE)	340
AUTHORS	
Authors	415
Authors of single-authored docs	8
AUTHORS COLLABORATION	
Single-authored docs	9
Co-Authors per Doc	4.9
International co-authorships %	41.38
DOCUMENT TYPES	
article	87

DISCUSSION

Articles produced

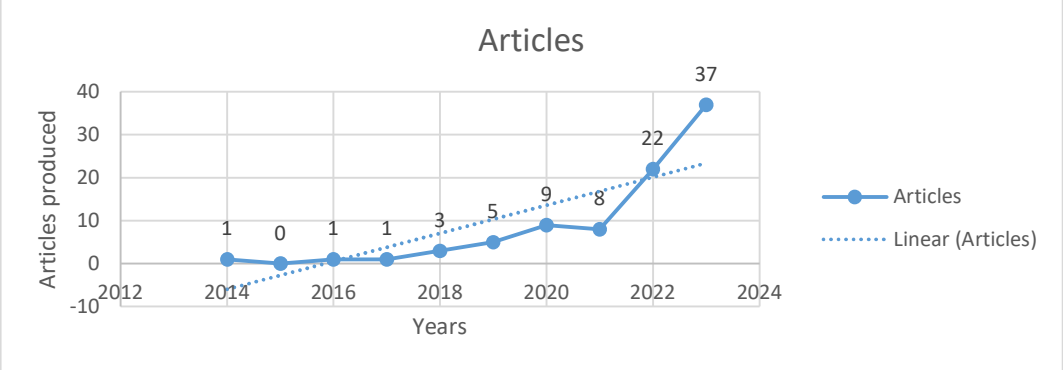

Figure.2 Total number of articles published during 2014-2023.

In the beginning, the total number of publications annually remained in a single-digit range of one; however, slowly yet steadily, the publication trend curve began to climb as shown in Figure. 2; however, by 2021, the frequency of publication had gone down nonetheless eventually after that the number of research articles in the field of artificial intelligence(AI) driven human resources management (HRM) has grown significantly, with 22 publications in 2022 and 37 in 2023, reflecting the growing trend of AI integration in HRM. This digital transformation technology offers new challenges to HRM but also helps companies adapt to changes in various domains. It has been observed that AI-driven technology is a powerful solution to HR challenges, and new solutions are emerging, making digital HR procedures a constant and evolving field.

- **Three field plot**

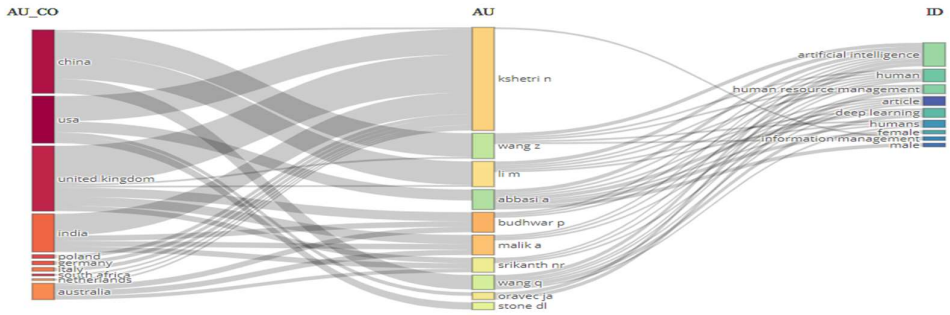

Figure 3 Three field Plot between Authors Countries- Authors –keywords.

This Sankey chart (three-field plot) depicts two associations that have been standardized using keyword-country-author. The more substantial rectangular nodes in every group enable better visual analysis of the connections among the components being examined. The brightness of the hue and the shape of the rectangle suggest significant associations within terms. The countries and authors illustrate top five keywords are artificial intelligence (AI), human, human resource management (HRM), article and deep learning. Author Kshetri M has incoming flow count of ten countries (China, USA, UK, India, Poland, Germany, Italy, South Africa, Netherlands, and Australia) and outflow count of one keyword (information management) next author Wang Z has an incoming flow count of two countries (China and UK) with outflow count of five keywords (artificial intelligence, human, human resource management, humans and information management) then thirdly author Li M has an incoming flow count of two countries (China and UK) with outflow count of five keywords (artificial intelligence, human, deep learning, human resource management and humans) making them top three authors with best connections in the list.

- **Sources**

Bradford law and production and h index

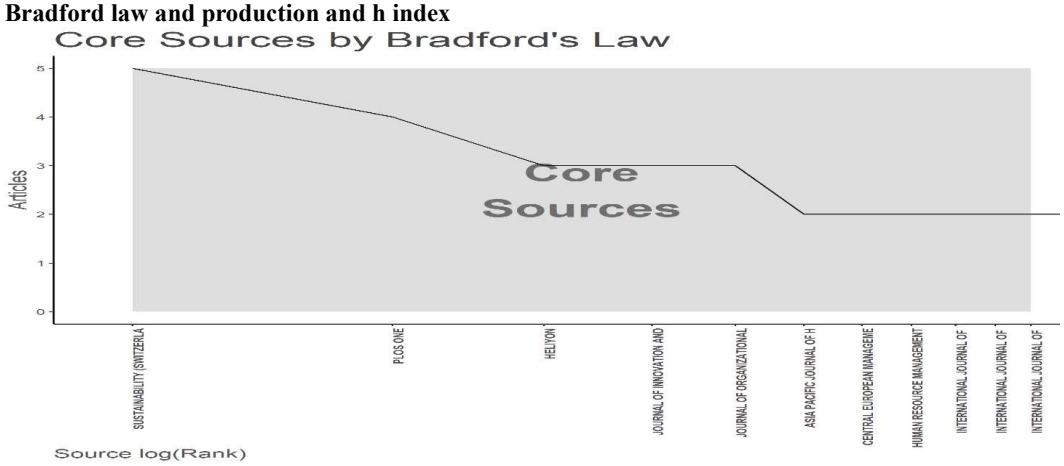

Figure 4: Bradford's law core source graph

Table 2: Branford's rule source ranking

SO	Rank	Freq	Zone	H-Index
Sustainability (Switzerland)	1	5	Zone 1	4
Plosone	2	4	Zone 1	3
Heliyon	3	3	Zone 1	2
Journal of Innovation and Knowledge	4	3	Zone 1	3
Journal of Organizational End User Computing	5	3	Zone 1	1
Asia Pacific Journal of Human Resources	6	2	Zone 1	1
Central European Management Journal	7	2	Zone 1	1
Human Resource Management Review	8	2	Zone 1	2

International Journal of Knowledge Management	9	2	Zone 1	1
International Journal of Production Research	10	2	Zone 1	2

Considering Bradford's rule, a study of significant sources indicated which journals were most appropriate in the ranking of scientific articles. From table 2 it has been inferred that the most of the articles concentrated in the first zone, with top five ranked specific journals which are Sustainability (Switzerland)with h-index of 4,Plos One with h-index of 3, Heliyon with h-index of 2. Journal of Innovation and Knowledge with h-index of 3 and Journal or organizational and End User Computing with h-index of 1)proving particularly notable scientific contribution. It also indicates that, while numerous additional sources are available, the five journals represent an integral part in promoting awareness of new knowledge on the subjectFigure.4.

In Table.3 the most relevant document which has secured the first rank with highest total citation of 281 is (Dwivedi, YK 2023) titled "*Opinion Paper: "So what if Chat GPT wrote it?" Multidisciplinary perspectives on opportunities, challenges, and implications of generative conversational AI for research, practice, and policy*" which was published in the International Journal of Information Management focused on the Multi industry-based research with an aim to review Chat GPT's opportunities and challenges in potential applications in banking, hospitality, tourism, and information technology they concluded that Ch atGPT is a generative AI technology which holds potential in learning but faces practical, moral, philosophical, and legal challenges, that further necessitates international collaboration to maximize its benefits. Second highest total citation of 214 was of document (Mercado JE, 2016) titled "*Intelligent Agent Transparency in Human–Agent Teaming for Multi-UxV Management"* published in the journal of Human Factors focused on an empirical study of Human -Robotic coordination field industry with an objective to analyses the impact of agent visibility on worker efficiency, confidence, and workload within the human-agent collaboration for multi robot management they found out that increased openness enhances worker performance, confidence, and usability, but reduces effort and response times. Then on the third place with a total citation of 198 comes (De Mauro A, 2018) titled "*Human resources for Big Data professions: A systematic classification of job roles and required skill sets*" published in the journal of Information Processing and Management focused on the providing a detailed conceptual overview of the professional workforce and skills required in Big Data companies and education industry, aiding HR in recruiting, and developing talent there finding were stated that data Scientists' diverse skills impact business, technology, and value generation. The 'Big Data Job Families vs. Skill Groups A matrix' aids in recruitment campaigns and curriculum.

- **Most global cited document**

Table. 3 Most relavant documents

Paper	Article	Objective	Method	Conclusion	industry	Keywords
Dwivedi YK, 2023, International Journal of Information Management	Opinion Paper: "So what if ChatGPT wrote it?" Multidisciplinary perspectives on opportunities, challenges, and implications of generative conversational AI for research, practice, and policy	ChatGPT, a technology with potential applications in banking, hospitality, tourism, and information technology, presents opportunities as well as obstacles. It does, however, provide issues like as privacy risks, disturbances to privacy, and potential biases and	Review based Research	ChatGPT, a generative AI technology, has significant potential in various learning settings but also presents practical, moral, philosophical, and legal challenges. In educational institutions, the lack of established norms and codes of	Multi industry-based research	Conversational agent Generative artificial intelligence Generative AI ChatGPT Large language models

		misinformation.		conduct can lead to issues. Authorities struggle to penalize criminals with legal consequences, and international collaboration is needed to maximize the benefits of ChatGPT in various settings.		
Mercado JE, 2016, Hum Factors	Intelligent Agent Transparency in Human–Agent Teaming for Multi-UxV Management	Researchers studied the impact of agent visibility on worker efficiency, confidence, and workload in human-agent collaboration for multirobot administration.	(ANOVAs). multivariate analyses of variance (MANOVA)Bonferroni alpha correction	The study reveals that increased openness boosts worker performance, confidence, and usability but decreases workers' effort and response times.	Human - Robotic coordination field industry	intelligent agent transparency, human–agent teaming, multi-UxV management

Demauro A, 2018, Inf Process Manage	Human resources for Big Data professions: A systematic classification of job roles and required skill sets	The text provides a comprehensive overview of the professional workforce and expertise needed in Big Data companies, aiming to provide a data-driven description of job responsibilities and skills required for businesses to leverage Big Data, aiding HR and managers in recruiting, and developing human resources in desired areas.	Review / Conceptual study	Data Scientists are diverse professionals with both hard and soft skills, impacting business procedures, technology, and value generation. Their statistical knowledge is not enough to give organizations a competitive advantage. The 'Big Data Job Families vs. Skill Groups A matrix' can help create recruitment campaigns and curriculum for companies and educational institutions.	Corporate and Education Industry	Big Data Business Intelligence Human resources management Machine learning Topic modelling
Zhu J, 2020, Plosone	Deep transfer learning artificial intelligence accurately stages COVID-19 lung disease severity on portable chest radiographs	Deep-learning CNN will assess COVID-19 severity on chest radiographs, comparing traditional and transfer learning methods, ensuring accurate illness severity values from qualified chest radiologists.	Correlation analysis, means and standard deviations, Fleiss' Kappa inter-rater agreement, (R2), p-values, (MAE) and (ROC) analysis.	Transfer learning is more effective for small datasets and improves performance indicators. Training duration is reduced without compromising performance. The transparency index and geographical extension	Medical Industry	Covid-10, AI, Lung Disease, Chest Radiologist, Deep Transfer learning

				provide similar disease severity information. Medical personnel need precise training and motivating systems to prioritize patients, estimate risk, and allocate resources effectively due to the shortage of ICU beds and ventilators		
Caputo F, 2019, Manage decis	Innovating through digital revolution	The study aims to explore the connection between soft skills, information technologies, and Big Data, aiming to create a feasible link to enhance business efficiency.	Structural equation modelling (SEM).	The study indicates a strong correlation between human resources traits like job ambition and social abilities and a company's financial performance, while also highlighting the indirect impact of big-data operations on these relationships.	IT Industry	Big Data, Artificial intelligence, soft skills, High-tech European firms

Scholz RW, 2018, Sustainability	Unintended Side Effects of the Digital Transition: European Scientists' Messages from a Proposition-Based Expert Round Table	The report categorizes unseen vulnerabilities and compares findings with a 2017 Japanese ERT to provide a broader perspective on vulnerabilities that are not yet widely recognized and require additional research policy measures.	follow-up content analysis (based on cluster analysis) resulted in an interactive, structured (Delphi-like method) method	The use of digital data, including algorithms, requires trans disciplinary procedures to ensure ethical practices. AI-powered robots could replace human workers, restructure supply chains, and promote platform economics. This shift could alter socioeconomic actors' involvement in profit networks. Advances in technology are causing a post-fuel business and disrupting traditional democratic processes.	Multi industry-based research	digital transformation; digital curtain; digital vaulting; unintended side effects (unseen's), proposition-based expert round tables
Kong H, 2021	Influences of artificial intelligence (AI) awareness on career competency and job burnout	The research aims to explore the impact of various factors on hospitality industry personnel, aiming to educate both staff members and supervisors.	Structural equation modelling (SEM)	The study found a correlation between AI knowledge and workplace exhaustion, but no significant correlation was found between AI knowledge and professional capabilities. The	Hospitality Industry	Artificial Intelligence, AI awareness, Career competency, Job burnout, Organizational commitment

				association between AI knowledge and professional competence was facilitated by organizational dedication.		
Vottoam, 2021, INT J INF MANAG DATA INSIGHTS	Artificial Intelligence in Tactical Human Resource Management: A Systematic Literature Review	This research explores AI implementation in HRM literature to identify strategic HRIS elements and their depiction, as well as the SLR approach applied, based on publicly available sources and literature.	Systematic literature reviews	The peer-reviewed literature shows a significant disparity between administrative and technical HRIS procedures, with task-driven and data-driven elements dominating. Additionally, academic research on employee benefits and remuneration systems is lacking.	Multi industry-based research	Artificial Intelligence, Human Resource, Information Systems, Machine Learning, Decision Science, Human Resource Management Systems
Malik A, 2022, Internaional Journal of Human Resource Management	May the bots be with you! Delivering HR cost effectiveness and individualised employee experiences in an MNE	The study explores the impact of a shift from policy-oriented HRM methods to AI-mediated, personalized HRM procedures on worker satisfaction and efficiency in human resources management, as well as	Qualitative case study design	The use of AI-enabled programmers, virtual, online, and human aides in HRM functions has improved the organization's HR cost-effectiveness, enhanced employee experience, and led to increased commitmen	Technology consulting Industry	HRM practices; artificial intelligence; hyper personalisation; individualisation; employee experience; MNEs; India

		the potential effects on employee conduct and mindsets.		t, contentment, and lower turnover behavior among employees.		
Trocin C, 2021, TECHNOL FORECAST SOC CHANGE	How Artificial Intelligence affords digital innovation: A cross-case analysis of Scandinavian companies	The study aims to create a systematic framework for analysing how AI facilitates digital innovations by analysing information acquisition and assessing the potential of AI affordances in generating digital innovation and verbalizing decision-making through data-driven legitimization.	Multiple case study approach	The study presents an AI-affordance-innovation framework that connects participants, AI, objectives, organizations, and projects for innovative workflows in the era of smart machines. It uses the affordance-actualization theory to design unbiased methodologies for handling large amounts of data while adding value. AI allows for personalized forecasting based on individual preferences and helps organizatio	Multi industry-based research	Artificial Intelligence (AI) Digital innovation (DI) Affordance Actualisation Grounded theory (GT) Human Resource Management (HRM)

				ns achieve their digital innovation goals.		

- **Affilation &Countries Production withTotal Citation (TC)**

All authors' affiliations are broad, as seen in Table 4. three educational institutions distinguish themselves above the rest of the universities, notably the University of the Witwatersrand, South Africa, Pennsylvania State University, USA, and Poznan University of Technology, Poland which have published the most research papers (21, 7, and 6 accordingly).

Table . 4 Top 10 Affilations production

Affiliation	**Articles**	**Country**
University of the Witwatersrand	21	South Africa
The Pennsylvania State University	7	USA
Poznan University of Technology	6	Poland
Stony Brook University	6	USA
Sun Yat-Sen University	6	China
Swansea University	6	UK
Shanghai Jiao Tong University	5	China
Carnegie Mellon University	4	USA
Eindhoven University of Technology	4	Netherlands
Norwegian University of Science and Technology	4	Norway

Table .5 Countries Production and TC

Country	**TP**	**TC**
USA	62	473
China	48	102
UK	39	305
South Africa	33	27
Poland	21	53
Germany	20	6
India	17	127

Table. 6 Top 10 Countries Collaboration

From	**To**	**TP**	**Combination**
United Kingdom	Australia	6	Developed-Developed
China	United Kingdom	4	Developed-Developed
India	Australia	3	Developing-Developed
United Kingdom	Finland	3	Developed-Developed
United Kingdom	India	3	Developed-Developing
USA	United Kingdom	3	Developed-Developed
Australia	Denmark	2	Developed-Developed

Italy	13	303	Australia	New Zealand	2	Developed-Developed
Australia	12	72	Australia	Saudi Arabia	2	Developed-Developing
Netherlands	12	25	China	Australia	2	Developed-Developed

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After the investigation, studies inspecting the top 10 countries' outputs towards AI with HRM revealed that (see Table. 5 & 6) the United States of America, with 62 papers, ranks highest in terms of study production, followed by China and the United Kingdom, with 48 and 39 documents, respectively. South Africa has 33 documents, Poland has 21, Germany has 20, India has 17, Italy has 13, Australia, and the Netherlands each possess 12 articles overall. Furthermore, USA with 473 and UK with 305 has the highest has second highest Total Citations (TC) closely followed by Italy with 303(TC) then comes a developing nation India with 127 (TC). It was also disclosed that UK, Chinathe Australia has the maximum collaboration network strength with other nations. AI's global adoption has attracted sectors from all backgrounds, including established, developing, and economically disadvantaged nations, to improve future possibilities and progress. As AI technology flourishes, major AI powers are working towards goal alignment. The US, UK, and China are aiming to become international AI superpowers, with India also showing significant potential with noteworthy development in this area which shows significant potential. Furthermore, the three field plots presented earlier in this paper accurately stated that all the top nations have shifted their focus to AI, HRM, deep learning, and information management significantly during last few decades.

- **Thematic Mmapping & Keywords**

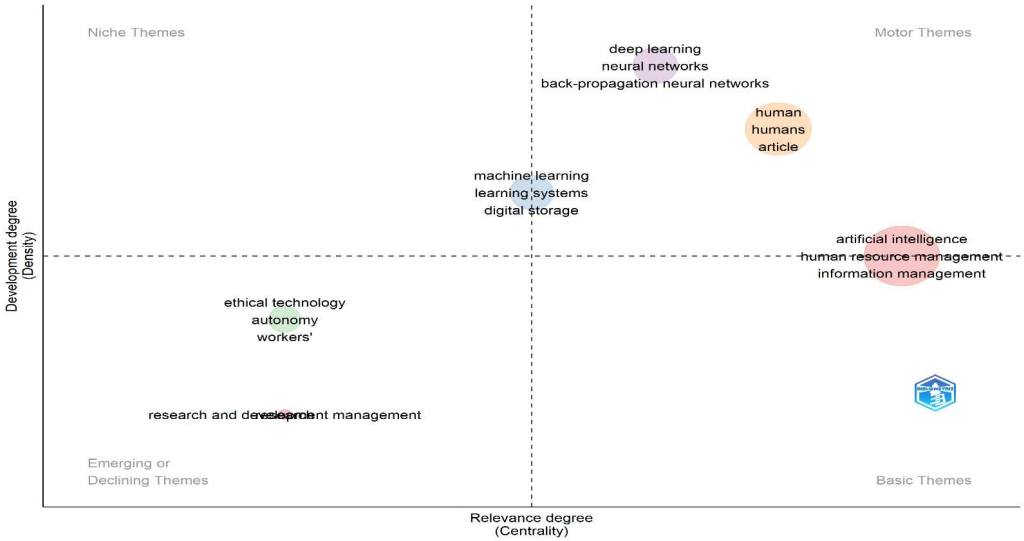

Figure. 5. Thematic mapping of keywords.

The Bibliometrix-generated thematic map can utilize the tactical schematic technique with four separate quadrants for the thematic mapping of the major keywords in the area of AI and HRM (Cobo et al., 2011). The Figure5 . Within zones 1, 2, 3, and 4, every quadrant represents an assortment of themes which are; Niche Themes, Motor Themes, Emerging or Declining Themes and Basic Themes. The colourfull bubbles represent interconnected clusters, with titles indicating the most frequent search terms. Their dimensions are determined by keyword recurrence and their location on the graph. Centrality is an international assessment of a node's ranking relative to adjacent nodes, indicating the significance of a theme in a specific research area. Density is a local parameter representing each node's position relative to neighboring nodes, guiding a theme's growth trajectory. There is no bubble in the niche themes thus suggesting that no keyword is specified is in this quadrant. In the motor theme, there are three bubbles with three terms respectfully, where the orange bubble consisting of (humans, humans, and article keywords has the second highest level of 6 occurrence density with second highest centrality ranking of also 6. The blue bubble, which consists of (machine learning, learning systems, and digital storage) keywords, has centrality ranking of 4 and density ranking of 5. Here it is also interesting to note that the purple bubble consisting of (deep learning, neural networks, and back-propagation neural networks)has the highest density ranking of 7, whereas the centrality ranking is

5.In the emerging or declining themes, the green bubble consisting ethical technology, autonomy, and workers) has a centrality ranking of 2 and density ranking of 3. of videos bubble would be considered an emerging theme with low centrality, null density, and an occurrence value of 6, then the pink bubble consists research and development showcasing the lowest centrality and density ranking of 2 and 1.5 this may be linked to the nature and framework towards the AI & HRM field. The keywords (artificial intelligence, human resource management and information management) fall in basic themes. This red bubble takes a highest centrality ranking of 7 because they are the utmost universal and cross-cutting as compared to the other three specific themes with a density level of 4.

Table7. Top 10 keyword occurance and percentage covered.

Terms	Frequency	%
artificial intelligence	35	15%
human resource management	18	8%
human	8	4%
deep learning	7	3%
female	7	3%
humans	7	3%
information management	7	3%
male	7	3%
article	6	2%
decision making	5	2%

The top keyword in the dataset is artifucial intellengece (AI) having the occurance of 35 and it covers 15% of the dataset, then comes human resource management (HRM) with 18 occurances and covers 8 % of the data closely followed by human with 8 occurances and coviring 4 % data. Additionaly (deep learning, female, humans infrmation mangemnet and male)all these keyword have similar occurance and data coverage rate of 7 and 3%.

CONCLUSION AND FUTURE IMPLICATIONS

The study contributes significantly to the understanding of the impact of AI and HRM, providing a structure for previous studies. Through bibliometric analysis and systematic literature assessment, the study identicates the academy's insufficient focus on these two issues, the field of AI-HRM is still in early stage and fragmented studies are conducted from different disciplines .Although analysis of literature reflects the importance of AI with significant global advancements having an estimated yearly growth rate of 49.36%. That is very much evident from the highest citation of multidisciplinary articles in the area of AI and HRM. It has been observed that the different disciplines are weak in theoretical development and that indicates that the current field is practice oriented. The findings have significant implications for organizational leadership and administration, particularly HRM.The text provides a comprehensive understanding of AI and HRM, enabling individuals to develop long-term strategies for utilizing AI and machine learning in underexplored job markets in developing countries. It also explains fundamental processes in AI and HRM across various enterprises.They reveal key concepts that can help HR executives understand the actions and tendencies of organizations implementing AI-related HRM. It is crucial for business management to stimulate the creation and implementation of AI assets to encourage the adoption of artificial intelligence in the business context.Businesses may get ready for AI revolution by progressively constructing their own data analysis infrastructure and strengthening business information administration.Concerning the key study lines developed through this investigation, it has become vital to emphasize the importance of undertaking investigations that concentrate not merely on the utilization of AI in human hiring and selection but additionally on other aspects of the domains of HR management. Consequently, it might be appropriate to perform research on AI's impact on HRM among company workers.

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