

|                         |   |
|-------------------------|---|
| 1. Record Nr.           | UNINA9910918695703321   |
| Autore                  | Tursunbayeva Aizhan   |
| Titolo                  | Augmenting Human Resource Management with Artificial Intelligence :<br>Towards an Inclusive, Sustainable, and Responsible Future // by<br>Aizhan Tursunbayeva   |
| Pubbl/distr/stampa      | Cham : , : Springer Nature Switzerland : , : Imprint : Springer, , 2024   |
| ISBN                    | 3-031-75266-X   |
| Edizione                | [1st ed. 2024.]   |
| Descrizione fisica      | 1 online resource (171 pages)   |
| Collana                 | Contributions to Management Science, , 2197-716X  |
| Disciplina              | 658.3   |
| Soggetti                | Personnel management<br>Business information services<br>Business ethics<br>Human Resource Management<br>IT in Business<br>Business Ethics  |
| Lingua di pubblicazione | Inglese   |
| Formato                 | Materiale a stampa  |
| Livello bibliografico   | Monografia  |
| Nota di contenuto       | 1. Artificial Intelligence and HRM -- 2. Contemporary HRM: Evolution, Trends, and Factors of Influence -- 3. Navigating AI: Implications for the World of Work and HRM -- 4. Leaving (operational) HRM to AI -- 5. AI Applications to Assist with Relational AI -- 6. Augmenting HRM with AI: From Diversity and Inclusion, and Sustainability to Neurotechnologies -- 7. AI for HRM: Organizational enlightenment or an ethical minefield? -- 8. A multi-level Responsible AI approach to tackling AI Challenges -- 9. AI adoption and Change Management -- 10. AI and the Future of HRM Work -- A final reflection. |
| Sommario/riassunto      | The potential of Artificial Intelligence (AI) to reshape Human Resource Management (HRM) practices is profound, but it also presents challenges that require careful consideration, particularly in terms of ethics, inclusivity, and sustainability. However, knowledge about whether and how this transformation is actually occurring remains limited. This book aims to provide a theoretically informed and empirically grounded examination of AI's role in shaping the future of HRM and work. The book explores HRM technologies using a  |

configurational approach, which views HRM practices as a blend of operational, relational, and transformational elements. It consistently addresses the dual perspectives on AI—its transformative potential and the concerns surrounding its disruptive impact on the future of work and management. In doing so, the book draws on ongoing original research, including an analysis of vendors' value propositions and insights from scholars and experts. Real-life applications of AI in HRM are also thoroughly covered, offering insights into algorithmic management, AI-driven relational HRM configurations, and AI-augmented HRM. The book dedicates significant attention to the ethical implications of AI and how they can be addressed through Responsible AI principles. Ultimately, it establishes a framework for future research and practice, serving as a crucial reference for scholars, practitioners, and policymakers.

---