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<div align="center">**Research Proposal**</div>

<div align="center">**Impact of Artificial Intelligence on Talent Management and Organizational Efficiency**</div>

Introduction

Artificial Intelligence (AI) is transforming traditional business functions, with Human Resource Management (HRM) being significantly impacted. From recruitment to performance appraisal and employee engagement, AI-driven tools are increasingly integrated into HR functions. However, there is limited empirical research assessing how these changes affect HR practitioners, employees, and organizational outcomes. This research aims to investigate the multifaceted impact of AI on HR practices in both strategic and operational domains.

Research Objectives

➢ To examine how AI is transforming core HR functions such as recruitment, performance management, and learning & development.
➢ To assess the implications of AI integration for HR professionals' roles and competencies.
➢ To analyze employee perceptions of AI-driven HR practices and their effect on job satisfaction, fairness, and trust.
➢ To propose a framework for ethical and effective AI adoption in HRM.

Literature Review Summary

Current literature highlights AI's growing presence in HR, particularly in automating repetitive tasks, improving candidate screening accuracy, and enhancing personalized employee development. However, concerns such as algorithmic bias, lack of transparency, and data privacy persist. There is also a gap in understanding how AI reshapes HR professionals' roles and employee-employer dynamics.

Research Methodology

➢ Approach: Mixed-methods
➢ Quantitative: Surveys targeting HR professionals and employees across industries to assess perceptions, experiences, and outcomes related to AI tools.
➢ Qualitative: Semi-structured interviews and case studies of organizations that have implemented AI-driven HR systems.
➢ Data Analysis: Thematic analysis for qualitative data; regression and factor analysis for quantitative data.

Expected Outcomes

- A comprehensive understanding of the benefits and limitations of AI in HR practices.

- Insights into organizational readiness and workforce adaptability.
- A strategic framework for ethical AI adoption in HRM aligned with organizational goals.

Timeline

Year 1: Literature review, proposal refinement.

Year 2: Data collection (quantitative and qualitative).

Year 3: Data analysis and model development.

Year 4: Final writing and publication**.**

References
Academic Journals & Articles

1. Upadhyay, A. K., & Khandelwal, K. (2018).Artificial intelligence in talent acquisition: A review of AI applications in recruitment and selections. Strategic HR Review, 17(5), 255–258.
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Books

3. Bessen, J. E. (2022).The New Goliaths: How Corporations Use Software to Dominate Industries, Kill Innovation, and Undermine Regulation.Yale University Press.
4. Davenport, T. H., & Ronanki, R. (2018).Artificial Intelligence for the Real World. Harvard Business Review Press.