

Research Proposal – Topic 1 - Gen AI impact on employees at workplace.

This research proposal aims to explore the impact of Generative AI (Gen AI) on employees in the workplace. As Gen AI technologies transform task execution and employee roles, understanding their implications on job satisfaction, productivity, and skill development becomes essential.

The study will address several key objectives: assessing how Gen AI influences employee productivity and efficiency; examining changes in job satisfaction and engagement due to Gen AI integration; identifying the skills employees need to thrive alongside these technologies; and investigating the psychological and social implications of adopting Gen AI in the workplace.

Current literature indicates that while Gen AI can enhance productivity through automation, it may also lead to job displacement and shift in workforce dynamics. However, empirical research specifically focused on the employee experience is limited. This study will build on theories related to technology acceptance, job characteristics, and organisational behaviour to provide a comprehensive analysis of Gen AI's effects on employees.

A mixed-methods approach will be employed. Quantitative analysis will involve surveys distributed to employees across various industries to gather data on productivity, job satisfaction, and perceived impacts of Gen AI. Qualitative analysis will include in-depth interviews with employees and managers to gain insights into the social and psychological aspects of Gen AI integration. Additionally, case studies of organisations successfully implementing Gen AI will identify best practices and lessons learned.

Ultimately, this research aims to contribute valuable insights to the academic discourse on workplace dynamics in the age of AI. Recommendations for effective Gen AI implementation and training programs for skill development will be provided, benefiting both organisations and their employees as they navigate this technological landscape.

Research Proposal – Topic 2 - Gen AI's impact on human resource department at workplace

This research proposal investigates the impact of Generative AI (Gen AI) on Human Resource (HR) departments in the workplace. As Gen AI technologies evolve, their potential to transform HR practices—from recruitment and onboarding to performance management—necessitates an in-depth exploration of their effects on HR operations and employee experiences.

The study will address key objectives, including examining how Gen AI enhances recruitment and talent acquisition processes, exploring its implications for employee onboarding and training programs, assessing its influence on performance management and employee engagement, and investigating the ethical and organisational challenges posed by Gen AI in HR practices.

While existing literature suggests that Gen AI can streamline HR functions and improve decision-making, research specifically focused on its transformative effects within HR departments is limited. This study will build on theories related to technology adoption, organisational behaviour, and HR management to provide a comprehensive understanding of Gen AI's impact.

A mixed-methods approach will be utilized, involving quantitative analysis through surveys of HR professionals across various industries to gather data on Gen AI adoption and its perceived effects. Qualitative analysis will include in-depth interviews with HR leaders to gain insights into the strategic

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implications of integrating Gen AI. Additionally, case studies of organisations successfully implementing Gen AI in HR will identify best practices and lessons learned.

Ultimately, this research aims to contribute to the academic discourse on HR management by providing insights into how Gen AI is reshaping HR functions, offering recommendations for effective integration, and highlighting potential ethical challenges. The findings will help organisations optimize their HR practices and enhance employee experiences in the age of AI.

Research Proposal – Topic 3 – Green HR practices for future of work

I am excited to propose my PhD research on the topic of Green Human Resource (HR) practices and their role in shaping the future of work. As organisations increasingly prioritize sustainability in their operations, the integration of environmentally friendly practices within HR is becoming essential. My research will focus on how Green HR practices can enhance organisational performance, improve employee engagement, and promote corporate responsibility.

The first objective of my study is to examine the current state of Green HR practices across various industries. By conducting surveys with HR professionals, I will gather data on the prevalence and effectiveness of these practices. Understanding the landscape of Green HR will provide a foundational overview of how organisations are currently addressing sustainability within their HR functions.

Next, I aim to assess the impact of Green HR practices on employee engagement and organisational culture. I believe that when organisations adopt sustainable practices, it can significantly influence employees' motivation and sense of belonging. Through in-depth interviews with HR leaders and sustainability officers, I will explore how Green HR initiatives foster a positive work environment and contribute to a culture of sustainability.

Another key aspect of my research will be to explore the relationship between Green HR initiatives and organisational performance metrics. By analyzing data from organisations that have successfully integrated Green HR practices, I hope to identify specific performance outcomes linked to sustainability efforts. This analysis will help demonstrate the tangible benefits of adopting Green HR practices, not only for the environment but also for the overall effectiveness of the organisation.

I will also investigate the challenges organisations face in implementing Green HR strategies. This involves identifying barriers such as resistance to change, lack of resources, or insufficient knowledge about sustainable practices. By understanding these challenges, I can provide recommendations for overcoming them and highlight best practices that can serve as a model for other organisations.

The existing literature indicates the growing importance of sustainability in business, yet there is a noticeable gap when it comes to research specifically focusing on Green HR. My study aims to fill this gap by building on theories of sustainable development, organisational behaviour, and HR management. I believe that this research will offer valuable insights into the strategic role of HR in fostering a sustainable workplace.

To achieve my research goals, I will employ a mixed-methods approach. This will include quantitative analysis through surveys to gather data on Green HR practices and qualitative analysis via interviews to provide deeper insights into the strategic implementation of these initiatives. Additionally, I will

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conduct case studies of organisations that have effectively integrated Green HR practices to identify best practices and lessons learned.

My research aims to contribute significantly to the academic discourse on HR and sustainability. By providing insights into how HR can lead the charge in fostering a sustainable workplace, I hope to offer practical recommendations for organisations looking to implement effective Green HR practices. Moreover, I want to highlight the potential benefits of sustainability for organisational performance and employee well-being.

In conclusion, as the focus on sustainability intensifies, understanding the role of Green HR practices in shaping the future of work is crucial. I am eager to explore this topic and provide valuable insights that can inform organisational strategies and contribute to a more sustainable workplace. I look forward to your feedback and guidance as I embark on this important research journey.