

Research Proposal Title:**"Examining the Influence of Artificial Intelligence on Global Human Resource Development and Readiness of HR Departments".****University: Kalasalingam Academy of Research and Education****Introduction and Background:**

Artificial Intelligence (AI) is transforming industries globally, with Human Resources (HR) departments playing a critical role in integrating AI for efficient, data-driven, and personalized employee management. However, this rapid adoption of AI raises questions about HR departments' preparedness to leverage these technologies effectively and adapt to changing workforce demands.

My research aims to explore how AI impacts HR development globally and evaluate the readiness of HR departments to manage these changes, as well as the ethical, cultural, and skill-related challenges they may face.

This project will be useful to my organization Heidelberg India, for my current role as Regional HR for Asia Pacific, specifically in India and Malaysia.

Objectives:

1. To analyze the impact of AI on global HR practices, including talent acquisition, retention, training, and performance evaluation.
2. To assess the level of preparedness within HR departments for AI integration and identify gaps in skills, infrastructure, and mindset.
3. To examine ethical, cultural, and workforce-related implications of AI in HR, particularly concerning privacy, bias, and diversity.

Research Questions

- How does AI influence HR functions, and what are the key benefits and challenges?
- What is the current level of preparedness among HR departments globally for AI integration?
- What strategies can HR departments adopt to address ethical and cultural challenges in implementing AI?

Research Methodology:

The study will adopt a mixed-methods approach as guided by the Esteemed Guide of University of Kalasalingam.

Significance of the Study:

This research will contribute to a better understanding of how AI reshapes HR, highlighting the essential skills, training, and policies needed for HR departments to adapt in Multi-national companies and to the entire researchers fraternity. The findings will provide HR leaders, policymakers, and educators with insights to prepare the workforce effectively for an AI-driven future.

Expected Outcomes:

The study aims to offer recommendations for HR professionals, organizations, and policymakers on strategies to improve HR preparedness for AI, addressing workforce challenges and ethical considerations.

Conclusion:

This research is crucial for understanding AI's transformative potential in HR and ensuring global HR departments are equipped to manage and sustain AI-driven changes effectively.

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