

Elective Course 7: Artificial Intelligence (AI) in Human Resource Management

Course Type:	PS: Program Specialisation	Course Credits:	2
Course Code:	H3PE515	Course Duration:	30 Hours

Course Objective:

- To introduce students to foundational concepts of artificial intelligence and its applications in human resource management.
- To equip students with knowledge of AI-driven tools and platforms used for recruitment, on-boarding, and employee engagement.
- To develop analytical skills for interpreting AI-driven HR analytics, predictive models, and decision-making processes.
- To critically assess ethical and regulatory considerations related to AI integration in HR practices.
- To provide practical exposure to AI technologies through hands-on projects, enhancing strategic HR decision-making capabilities.

Course Outcomes:

- CO1: Understanding of Artificial Intelligence (AI) and its applications in Human Resource Management (HRM).
- CO2: Apply AI-driven tools and techniques in HR functions.
- CO3: Analyse ethical and legal considerations in AI-powered HR decision-making and implementation.
- CO4: Evaluate and develop practical expertise in AI-powered HR analytics and process automation.
- CO5: Create and integrate AI Models in HRM.

Unit/ Module	Content	CO Mapping	Hours Assigned
1	Introduction to AI in HRM <ul style="list-style-type: none">● Overview of Artificial Intelligence (AI) and Machine Learning (ML)● Evolution of AI in HRM● The Role of AI in Enhancing HR Functions	CO1	3

2	AI in Talent Acquisition and Recruitment <ul style="list-style-type: none"> ● AI-Based Resume Screening & Applicant Tracking Systems (ATS) ● Adoption of AI in Task automation, Recruitment, and Talent acquisition ● Chatbots and Virtual Assistants for Candidate Engagement ● Predictive Analytics for Hiring Decisions ● AI in Diversity and Inclusion in Hiring ● HR Metrics 	CO1, CO2	4
3	AI in Employee Engagement and Performance Management <ul style="list-style-type: none"> ● AI-Driven Employee Feedback Systems ● Sentiment Analysis and Employee Experience Monitoring ● AI for Performance Appraisals and 360-Degree Feedback ● Personalized Learning & Development with AI 	CO3	4
4	Usage of AI in various functions of HR <ul style="list-style-type: none"> ● Using AI in Workforce Planning ● Using AI in On-boarding ● Using AI in Employee Training ● Using AI in Performance Management ● Using AI for Employee Retention 	CO2, CO3	6
5	AI in HR Analytics and Decision-Making <ul style="list-style-type: none"> ● Workforce Planning with AI ● Predictive HR Analytics for Retention and Productivity ● AI-Powered Compensation & Benefits Optimization ● HR Metrics & Dashboards for Data-Driven 	CO3, CO4	3

	Decisions		
6	Ethical, Legal, and Future Implications of AI in HRM <ul style="list-style-type: none"> ● Ethical Challenges of AI in HR (Bias, Privacy, and Transparency) ● Legal & Compliance Aspects of AI in HR ● The Future of AI in HRM – Trends and Innovations 	CO3	3
7	Challenges and Future Opportunities of AI in HRM <ul style="list-style-type: none"> ● Challenges of AI adoption in HRM ● HRM digitalization Success and Future Opportunities. ● AI in Career Succession Planning of Employees 	CO4, CO5	3
8	Emerging Trends of AI in HRM <ul style="list-style-type: none"> ● AI in Sustaining Green HRM ● Emerging trends of AI based HRM ● Benefits of Synergizing AI and HRM ● AI in Compensation & Benefits ● AI in Compliance 	CO5	4

Textbooks:

1. Artificial Intelligence for HR: Use AI to Support and Develop a Successful Workforce – Ben Eubanks
2. The Future Workplace Experience: 10 Rules for Managing Disruption in Recruiting and Engaging Employees – Jeanne C. Meister & Kevin Mulcahy
3. Human + Machine: Reimagining Work in the Age of AI – Paul R. Daugherty & H. James Wilson
4. Ben Eubanks (2018). Artificial Intelligence for HR: Use AI to Support and Develop a Successful Workforce. Kogan Page Publishers, 2018
5. Strohmeier, Stefan (2022). Handbook of Research on Artificial Intelligence in Human Resource Management. Edward Elgar Publishing, 2022

Reference Books:

1. Reports from Gartner, McKinsey, and Deloitte on AI in HR
2. Case studies from Harvard Business Review (HBR)

