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INTERACTIVE AI FOR MORE EFFECTIVE HUMAN RESOURCE MANAGEMENT

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Abstract:

Organizations are growing and increasingly in need of analytics and artificial intelligence, to help improve irresistible business functions. Has this trend achieved itself in the field of human resources (HR), and what do I mean in the context of human resource management? Is there a scenario where the entire HR function will profit into bots? While the widely used "people analytics" in HR is related to data collection on employees and measurement metrics, AI can be described as machine learning where applications have the ability to learn from decisions based on data collected, made, or recommendation out; Using media articles and academic journals.

Keywords: Artificial Intelligence**,** Human Resources

INTRODUCTION

AI reacts faster helping to draw insights and inferences that might entail bribery from human forces or remaining undetected at all. However, many HR professionals are reluctant to embrace this advanced technology, some feel that AI can never replace the empathy and insight of humans. There are doubts about the availability and quality of data and whether AI can add something new to what we already know about the dynamics of the workforce. Reality has bypassed this discussion. Digital intelligence is transforming the workplace. Human machines and learning work closely in neural networks, powered by an ever-increasing amount of data in the cloud and the use of big data and artificial intelligence to analyze and direct it. This force crosses a wide range of organizational and organizational boundaries and requires a major shift in thinking about how to implement and operate; As it is the most complex, most complex and data-driven business process, HR must rethink adding value and licensing to operate. The calls of human professionals will be, and always will be, critical to managing people. But AI will provide more time, more capacity, more budget space and better information to do so. Human Resource Management (commonly referred to as People Resources) includes everything related to the employer-employee relationship and revolves around supporting and managing the people in the organization and its associated processes. Seen as an essential business function indispensable to the effective operation of an organization, most larger organizations in the public and private sectors have their own human resource department, which opens up a wide range of companies and sectors to applicants. Successful organizations in the digital age use any number of methods to attract and engage top-tier talent. Having a strong brand and progressive culture is of course a huge help here, as is the ability to pay a premium for this talent. To get the right employees, digital leaders are increasingly adapting to the demands of top talent as these employees seek non-traditional roles, benefits, incentives, rewards, pay packages, and work environments. Empowerment is very crucial to their motivation. Core talent (both inside and outside the organization) must be given ownership over new initiatives and fill the void to improve their experiences in the workplace.

1 .Research problem

AI-powered digital hub structures and delivery hoods are an essential part of creating this concept (employing advanced technology for more effective human resource management). Tactically it helps build momentum step by step. beginning of the recruitment process; To show the rest of the organization what lies ahead by following the example, the researcher considers that finding the right talent at low costs and in less time is part of the business's assets, and it will be a big argument in the organization today for the benefit. But corporate leaders also want them to work well together (interactive artificial intelligence for human resource management), demonstrate strong cultural capabilities with the organization and employ advanced technology, the researcher believes that there is a need for HR professionals to facilitate this as well. An urgent need to enact laws to keep pace with the rapid development in AI technology.

2 .The purpose of the research

The purpose of following up on this phenomenon is that there is an urgent need in the labor market for organizations and companies to provide artificial intelligence technology, and there is competition in this market constantly and a race to obtain the latest

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available technologies before competitors own them. There is an expectation of an increase in the rate of the unemployed compared to previous years, the need to secure jobs for the unemployed (preparation before the disaster).

3 .Research hypothesis

To manage human resources more effectively with modern technologies that work interactively with superior artificial intelligence in terms of self-control in work tasks. Also, there is a need for organizations to reduce costs by relying on modern technologies, including in particular the progress made in the field of (AI). These activities allow the tasks to be carried out with extreme accuracy, accompanied by an expected possibility of risks and errors that cause burdens and damages that must be addressed and addressed. We also do not overlook that there are errors in drawing a clear vision of what laws need to be enacted in the near future, which directly affect the protection of human resource rights and equality in employment opportunities.

4 .Importance of research

The importance of this research paper lies in the possibility of enhancing the organization's finances by employing advanced technology using (AI) and employing it in a way that allows the integration between the human element and the interaction of artificial intelligence in the organization. There are also burdens resulting from replacement, and one of the disadvantages of using artificial intelligence is the gradual increase in unemployment at high rates after the disappearance of millions of jobs. "By 2020, artificial intelligence will create ten million new jobs, but he added that this huge growth will lead to the disappearance of millions of jobs.

5 .Research limits

.This research is objectively limited to the importance of employing interactive artificial intelligence to manage human resources in the organization.

.The search is limited to a period of six months.

.The research is limited to reading research and scientific articles in the field of (AI).

6 .Research Methodology

This research paper will depend on the inductive and descriptive method in order to know the truth and learn to be part of the beginning of later studies.

CHAPTER ONE
ARTIFICIAL INTELLIGENCE
And human resources management
The first topic
Define artificial intelligence

According to the numerator (2006), artificial intelligence is advancing rapidly. While science fiction often portrays AI as robots with human-like characteristics, AI can include anything from Google's own search algorithms to IBM's Watson (the international machinery and business company) to autonomous weapons. Artificial intelligence today is more properly known as narrow AI (or weak AI), as it is designed to do a narrow task (for example, only face recognition, only search the Internet, or only drive a car). However, the long-term goal of many researchers is to create an AI while a narrow AI may outperform humans whatever its specific task, such as playing chess or solving equations. In the near term, the goal of keeping AI's impact on society useful is spurring research in many areas, from economics and law to technical topics such as verification, honesty, security, and control, while it may be little more than a minor annoyance if a laptop crashes. If it is controlling your car, your plane, your pacemaker, your automated trading, your system or your power grid. Another short-term challenge is to prevent a devastating arms race in lethal autonomous weapons. In the long run, the important question is what will happen if the search for strong AI succeeds, and the AI system becomes better than humans at all cognitive tasks. Designing AI systems is itself a cognitive task. Such a system can undergo recursive self-improvement, resulting in an intelligence explosion that leaves the human mind far behind. By inventing revolutionary new technologies, this superintelligence may help us eradicate war, disease and poverty, so the creation of powerful AI may be the biggest event in the world. Human history, some have expressed Experts worry, though, that it might be the last, too, unless we learn to align AI's goals with our own before they get too smart. There are some who question whether strong AI will ever be achieved, and others who insist that creating superintelligence is guaranteed to be useful. Artificial intelligence is a branch of computer science that aims to create intelligent machines. It has become an essential part of the technology industry.

High-tech and specialized research related to artificial intelligence. Fundamental problems with artificial intelligence include programming computers for certain traits, such as:

-Knowledge.
-Logic.
-solving problems.
-Learning.
Planning.
The ability to manipulate and move objects.

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Knowledge engineering is an essential part of AI research. Machines can often act and interact like humans only if they have abundant information about the world. AI must be able to access the objects, classes, properties, and relationships of all to implement knowledge engineering. Adopting common sense and the ability to think and solve problems in machines is a difficult and tedious approach. Machine learning is another essential part of artificial intelligence. Learning without any kind of supervision requires the ability to identify patterns in streams of inputs, while learning with proper supervision involves classification and numerical regression. Classification determines which class the object belongs to and regression deals with obtaining a set of examples of numerical inputs or outputs, thus discovering functions that enable appropriate outputs to be generated from particular inputs. Mathematical analysis of machine learning algorithms and their performance is a well-defined branch of theoretical computer science often referred to as computational learning theory. Machine understanding deals with the ability to use sensory inputs to infer different aspects of a world, while computer vision is the ability to analyze visual inputs with some sub-problems such as facial and body recognition and gestures. Robotics is also a major area of artificial intelligence. Robots require intelligence to handle tasks such as object manipulation and navigation, along with sub-problems of localization, motion planning, and mapping.

The second topic

Interactive artificial intelligence and human resource management

Artificial intelligence has the potential to take your HR experience to a higher level. Just like Donald Southern, HR specialist at Resumes Planet, he explained, "AI can help you handle hiring, productivity, and retention more efficiently than traditional HR methods, and at the same time, it also allows you to do so more efficiently. faster than ever." Let's see, here is exactly how AI does it. Artificial intelligence is transforming our lives at home and at work. At home, you might be one of the 1.8 million people who use Alexa at Amazon to control lights, home appliances, unlock your car, and get the latest stock quotes for the companies in your portfolio. In all, Alexa is described as having over 3000 skills and is growing every day. In the workplace, artificial intelligence is evolving into a smart assistant to help us work smarter. AI is not the future of the workplace, it is the present and the present today. IBM and a number of startups are targeting intelligent assistants, also known as chatbots, or computer algorithms designed to simulate a human conversation, to recruit employees, answer HR questions, or customize learning experiences, and a survey of 400 senior resource staff found Human Resources by the IBM Institute for Business Value indicates that half of the survey sample recognize the power of cognitive computing in transforming key dimensions of HR, such as HR processes, talent acquisition, and talent development. Just as marketers discovered the power to personalize the shopping experience, HR leaders began experimenting with blogging to transform the employee experience, investment in AI accelerated significantly in AI, rising from $282 million in 2011 to $2.4 billion in 2015, an increase of 746% in five years, and in 2016, this continued to increase with nearly another $1.5 billion invested in more than 200 AI-focused companies in 2016. We can summarize the benefits of integrating artificial intelligence and human resource management in the following points:

1 -Acquisition of talent:

With artificial intelligence, you can remove tons of stressful and monotonous work from your HR managers. Specifically, a talent acquisition program can scan, read and evaluate applicants and quickly remove 75% of them from the recruitment process. This is a huge benefit because it allows the volunteer to spend more time analyzing and evaluating only a small group of qualified candidates. In such circumstances, HRUs increase dramatically. of the quality of hiring decisions. Plus, companies save a lot of money this way because they don't have to pay for bad hiring decisions.

2 -Qualification:

Hiring promising talent is not the only concern of HR departments. Adaptation is the second step in the process as many potential customers cannot be fit into the new environment due to lack of setup procedures. That is, new employees demand a lot of attention, and it is often impossible to allocate enough time to each one of them. In this case, the AI steps are defined. They define the setup procedures for each individual situation; This has proven to be very productive. Indeed, given that new workers who passed well-planned preparation programs had significantly higher retention rates than their peers who did not have the same opportunity.

3 -Training:

With so many technological changes happening almost every month, it is vital that all employees continue to learn and improve professional skills. AI can successfully plan and organize training programs for all employees. Online courses and digital classes are the most popular solutions in this regard. But this is not the only function of AI because it also determines the best

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time frame for new cycles and new schedule lessons so that it suits the preferences of all employees individually.

4 -Performance analysis:

Participation and productivity are essential qualities of successful professionals. However, most companies struggle to find individuals who have these traits; That is why it is easy to monitor their behavior and analyze KPIs. Using AI tools, HR managers are empowered to set concrete goals and let all units run in small increments. This type of work is easier to monitor and evaluate and generates better overall results. And of course, it not only improves productivity but also detects team members who consistently show disengagement.

5 -Keep:

As difficult as it is to hire talented employees, it is difficult to keep them on your team; This is why nearly 60% of organizations consider employee retention to be the biggest problem. It can identify individual correlations and reveal who should get a raise or may be unhappy with the work life balance, this analysis gives HR professionals scope to be proactive and solve the problem even before it actually happens. Artificial intelligence is everywhere these days - from simple calculators to flight controls and space operations. It also allows HR executives to improve results and monitor employees more efficiently. In this study, we show you 5 ways to use AI in human resources. Finally, be sure to use these suggestions in your daily business and share your thoughts on them in the comments.

The third topic

Artificial intelligence tools to develop human resource management

Organizational leaders and HR executives have the belief that integrating AI into HR functions such as setting up and managing benefits can improve the overall employee experience and expand their expertise. According to a 2017 IBM survey of 6,000 CEOs, "Expanding Experience: How Cognitive Computing Is Transforming HR and the Employee Experience," 66 percent of CEOs believe cognitive computing can create significant value in HR, half of resource managers support human resources, saying that they recognize that cognitive computing has the potential to transform key dimensions of human resources. And 54% of HR administrators believe that cognitive computing will influence key roles in an HR organization.

Not everything is perfect, though, as the Professional Human Resource Association (HRPA) reported in a 2017 survey that 52 percent of respondents indicated that their businesses were unlikely to embrace AI in HR departments in the next five years. Some 36 per cent believe their organization is too small to do so, while 28 per cent say their senior leadership does not see the need for such technology.

Personal employee experiences. In their study, IBM officials discussed how AI could be effectively weaved into an employee onboarding program. New employees who usually want to meet people and get information might not know where to go, they might ask their office neighbor, but what if she works in a different department? "What if Joe was greeted with new employment information on his mobile device that was built for his first assignment?" IBM officials wrote in the report about transforming human resources with artificial intelligence.

IBM is looking to create a system that will answer the employee's most pressing or important questions to help boost speed. For example, AI can make training suggestions or provide names, locations, and contact information for people it has to research with on its first day or so. The AI operator can also inform the same employee that a new rental website page contains a lot of useful information.

1 -Supporting cognitive decision-making:

IBM officials, who naturally promote their AI capabilities through IBM Watson, have also demonstrated the ways in which cognitive engines can help employees access key day-to-day decisions in the workplace. Typically, members of the HR team have to handle these tasks.

Vacation Requests - Employees who want vacation stays are informed that they are unlikely to be approved because many others have already booked vacation in that time frame.

determine your mood - an employee takes the invitation of the client; After the call, the employee receives feedback that he appears anxious and should take a break before his meeting.

Team Training - When an organization wants to take a more systematic approach to employee training, team managers are provided with a list of training opportunities for team members.

Recruitment - The hiring manager is provided with information that the company's recruitment approach is not working because it is interviewing very few candidates. Cognitive solutions can help organizations take advantage of multiple data sources and uncover new insights to help companies develop candidate profiles. Among other things, automating

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"repetitive, repetitive, low-value tasks" Kate Guarino, director of human resources operations for Pegasystems, said AI offers an opportunity for HR to automate "additional, repetitive, low-value tasks" and increase the focus on more strategic work. She cited an example of HR spending time processing the steps for creating a new employee (allocating space, providing a laptop, etc.). Saving time in these arenas can also help HR teams focus on making sure they focus on "value-adding work such as mentoring and ongoing feedback".

Rob May, CEO and co-founder of Tala, said as AI tools automate common HR tasks such as managing benefits and arranging common questions and requests, HR teams will be "free to do more creative and strategic work that is characterized by influencing the success of their companies.

2 -Employment:

Applicants and employees expect customized experiences tailored to their unique needs as they apply for a new job, select appropriate benefits or explore development opportunities. Guarino said companies have implemented "artificial intelligence recruiting firms" to automate timed interviews, provide continuous feedback to candidates and answer their questions in real time. This allows "human recruiters to spend more time turning candidates into employees," Guarino said.

3 .The Smartest People Analytics:

Guarino added that companies have been collecting data on their customers for years to gain insights into predicting future behavior. She said HR teams have a lot of catch-up in leveraging these people's analytics. "Determining which data to track, analyze, manage and protect will enable AI to play a greater role in human resources," Guarino said. "In the never-ending war for talent, companies will look for innovative ways to attract the best talent. Technologies that enhance the candidate experience and meet the candidate's digital expectations will help differentiate companies from one another".

4 -Eliminate bias:

In a survey by the Association for Professional Human Resources, researchers found that even when employers strive to be inclusive, they may subconsciously lean toward candidates who are more similar to them, or what they call "unconscious bias." A previously discovered psychological tool called the Implicit Association Test shows that individuals' unconscious word associations indicate bias. These biases find their way into job descriptions, as well as resume selections. Now, thanks to artificial intelligence, algorithms can be designed to help employers identify and eliminate patterns These biases in the language they use to improve their job communications and welcome diverse applicants".

AI can also expose managers with candidates who may have come under scrutiny due to the human tendency to favor candidates with similar qualities or competencies. Saberr CEO Tom Marsden told researchers at HRPA that algorithms are devoid of these trends, which allow managers to go beyond gut feelings and rely on data-driven assessments instead.

5 -Identification of the employee on the road:

Veriato's VII platforms are designed to assign employees who might head to the checkout door, track employee computer activity - emails, keystrokes, web browsing, etc. for normal patterns of activity in the organisation. Based on this knowledge, the researchers note, "it extracts outliers and reports them to the employer and also detects changes in the overall tone of employee communications to predict when employees are considering leaving." As much as AI continues to disrupt the HR technology landscape, Guarino noted that HR teams need to balance these cognitive technological advances with transparency. She also said, "HR leaders and practitioners need a clear understanding of how decisions are made to mitigate non-alignment. in injecting bias into their programs." "This transparency will be essential in making sure that employees have confidence in the new technology."

CHAPTER II

The first topic

New artificial intelligence techniques contribute to the development of human resource management

According to Gersberg (2016), AI techniques enable real-time analysis (theorising, investigation and drawing conclusions) of data by people who do not have special skills in data analysis. Potential intelligence or artificial intelligence in human resource management (HR) is explored in six selected scenarios, which are as described below:

-Predictive prediction of artificial neural networks.

-Candidate search with knowledge-based search engines.

Analysis of human resource tendencies with text analysis

Scheduling employee lists with genetic algorithms

-Resume data acquisition with information extraction

-Employee self-service through interactive voice response

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-The most difficult task in HRD is to determine the cost-effectiveness of training according to its observations and due to the branching and evolving feedback resulting from the improved production results of the employees who participated in it. The objective of the human resource development system is to bring the knowledge, skills and experience of employees into line with the indicators required at different levels: enterprise strategy, branch activity, work duties.

According to Minsky (2007), one of the fundamentals of modern management is computing. Rapid changes in the business environment require rapid responses. In these circumstances, traditional methods of developing information systems through programming on Turing machines must be replaced by the creation of continuous adaptation systems with a natural interface, AI technologies meet these requirements, especially AI techniques that focus on reproducing the principles of human intelligence. In our opinion, the rise of artificial intelligence is impossible without the acquisition of elements of self-awareness and self-growth. Achieving such elements provides the independence of AI and will simplify its training. For economic reasons, many jobs will be performed by software or intelligent machines rather than humans in the future. The difference in this respect will not be significant between physical and cognitive work, but primarily between routine and non-routine work In the future, in addition to the traditional division of the company into departments such as sales, supply chain, production, research and development (R&D) and finance, the IT department will be which will be of great importance. Under certain circumstances, this will require an internal reorganization, because a distinction must be made between data analysts and traditional IT specialists. The results of data analysts and data scientists are indispensable for many other departments, so an interface must be established that ensures that information is transmitted without delay to responsible offices internally, if possible. Eventually, the large data space will gain more importance, but not just the sections that have to be better connected. Companies have to focus on their core competencies and will outsource in a cost-effective manner, including production and services. Professional contact between companies and their external providers will be key to success in the digital world. Especially in large companies, the number of different levels must be reduced; Small organizational charts are essential. The Internet of Things provides a direct connection between a customer's computers and its suppliers or service providers. The old hierarchical level is no longer able to meet the needs related to this flexibility. It is possible that a change in leadership in a particular work group if another employee has better technical knowledge in the particular area, not only in the internal organization, but also the single workplace will be the target of many changes. Cloud computing allows internal data to be accessed from everywhere, while digitization enhances the use of automated data processing and facilitates quick decisions. According to Libowitz (2001), Interconnection of single employees with new technologies allows ease of communication and enables better information exchange. Therefore, the relevant facts needed to make decisions and the results of big data analytics are collected by the right contact person. This leads to more autonomy for the individual employee. This type of data abstraction saves a lot of time that employees can use on other tasks. As already mentioned, smart assistant systems can help simplify or even perform a part of the daily work of employees, and this applies to individual physical and cognitive work steps equally, especially for stressful activities, the process of automating work steps is a benefit for employees. Sometimes, effective collaboration with the bot or system is only possible if the employee is trained. As a result of technical development, such training can be flexible in terms of place and time, and the advantages of such working groups are that the information comes directly, is aggregated and considered interactively on a regional basis by experts in the field. Since the integrated personnel are interconnected, it is assumed that information can be purchased quickly because the exchange of uncomplicated information is possible at any time, thus; Cross-border experiences and good communication of employees lead to optimal products and services. Moreover, the concerned employees are supposed to be able to share the work, so an appropriate alternative is available if one of the employees is ill. Employees no longer have to work together at the same time and place to exchange work-related information or to coordinate operations and thus, can work in an efficient and coordinated manner, even when work is conducted in different time zones. However, it should be noted that members of a virtual work group often do not have personal contact with their immediate colleagues, especially in the case of home office work, communication is possible only via technical devices, which can lead to isolation of employees and less creative ideas. Furthermore, collaboration works best if members are able to seamlessly communicate with each other in terms of language and content. As a side effect of these new working groups, the level of hierarchy in the company will change. In parallel with the creation of matrix structures, some predict the introduction of

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coordinated collective labor agreements by international operating groups, the goal of which will be to establish uniform rules for all employees around the world. For example, with regard to working hours, advanced training options or business trips, in order to create a level playing field, this idea may simply sound good but its implementation will be complicated. Although there are binding agreements under international law relating to core issues, such as the prohibition of child or forced labor or compliance with uniform standards for occupational safety, the senders of these agreements are generally only countries. For example, the ILO does not have a harmonized collective labor law either at the international or European level, this is due to the different systems of national labor law. In some countries, labor law is not subject to certain rules, while in others it is not law under collective agreement invalid due to corresponding legal regulations. Thus there is a significant degree of legal uncertainty for companies, which is why only transnational collective agreements are considered as group-wide case regulation tools. The increasing globalization and digitization of society and the huge range of services offered by independent contractors on the Internet make it easier for companies to move areas of activity or service sectors to other areas (outsourcing). In addition to production facilities, call centers or warehouses are located in countries with low employment or weaker economic regions. The awarding of contracts for software and programming services to foreign freelancers is a typical example of the practice of outsourcing in the digital sector, in the United States. For example, about 1.5 million jobs have disappeared in the production sector due to the prospects for cheap production in China. Another form of outsourcing or "virtual private workgroup" is joint ventures. Globalization leads to stronger operational and strategic cooperation between two competitors, even if it exposes their core competencies. However, larger companies are responsible for outsourcing jobs. Employees will demand more independence and will focus on many different career paths - sometimes in different branches or countries - rather than having a 9-5 job. According to Umaboy (2005), the global trend is that employment will occur outside traditional labor structures with increased self-employment. Young highly qualified employees, in particular, like their independence and will focus their work on developing innovative solutions for a changing client base. The digital worker of tomorrow will no longer want to work in hierarchically organized companies and do the same work every day, and will be less dependent on just one employer. The previously described scope of all kinds of independent services will lead to another problem: What legal system is applicable in cross-border cases? Private international law has some solutions, such that jurisdiction is where the service is provided, the place where the permanent "employer" address or the worker's residence is. International tribunals for arbitration are a good way to avoid problems such as such jurisdiction or the length of legal proceedings.

However, there is a big problem with the culture of "party", "sharing" or "work on demand", which is the sharing of economic risk between employer and employee. In the past it was customary in some countries for the employer to bear this risk in the first place; If there is not enough work or if the employee stays at home due to illness, the employee must be paid at least until the employment relationship ends. These risks are not shared in this way in the on-demand culture. Generally, independent workers become responsible for their social security in the future. For example, such an external supplier who is very sick does not have to be paid to operate, but simply does not get any new orders. Thus, the risk of entrepreneurship shifted towards the independent. However, awarding contracts to independent contractors is a legitimate expression of the modern economy, which has certain advantages for both parties. Wilinsky (1983), the central issue when dealing with autonomous systems is occupational safety, for this reason; Previous work with production robots was marked by safety fencing and safety zones. For example, there are similar standards in both Europe and the United States that define safety zones for insurance law reasons. In most cases, the robot performs tasks that are extremely dangerous to humans or that are simple and require significant force. In fact, human and machine usually do not work together because humans are only allowed access when the robot is stopped or the robot automatically turns when humans approach it. Before a company can use intelligent systems, it must familiarize employees with the system, depending on the complexity of the system, and this includes introducing employees to the basic technical architecture. Employees must understand this in order to be able to exploit the full value of the system. Moreover, the technical assistant machine must be adapted or adapted to the needs of humans, which means that the company must give allowances for required improvements that do not usually appear until they are put into use in the specific workplace. The harmony between the operator and the assistive technical machine is best if the operator can adjust the machine to his own needs, which usually however require the employee to deal with the assistive system in advance. So far, robots have basic auxiliary functions. They support humans in individual production steps or

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even answer employee questions. Intelligent, interactive blogs can grow from little helpers to holistic workplace helpers. Gazzaniga (2008), if one believes many tech pioneers such as Bill Gates, Elon Musk or Stephen Hawking, human intelligence will be surpassed by AI within 15 years. If this development continues, it must be assumed that in the near future, it will not be a human who makes the decisions, but a robot with AI. If robots are making key decisions and outperforming humans in their jobs, this could change the overall positive attitude toward the industry. However, the state of development so far is that humans still have full power to make decisions and that only assistive functions are assigned to robots, at least in the processing industry, the question is whether the decision-making capacity of robotics will be beneficial, unlike many humans , the autonomous regime does not make its decisions on the basis of instinct, but on the basis of purely objective criteria. The bot announces an emotionless decision, so there will be fewer misunderstandings in communication. Still, leaving the power to make decisions with humans has the critical advantage of promoting social acceptance of systems in an organization. What is relevant, however, is the content of the decision. Hence international liability standards with clear rules are required. For example, responsibility can be transferred to the manufacturer, a proportional distribution of responsibility can be established between the end user and the manufacturer of the autonomous system, or a black box such as in a level can be installed in the system to find out who is responsible for the defect, and alternatively, such a driver's license can also be placed so that The fully responsible passenger in the front seat seated next to the driver bears full responsibility alone, while the student driver - being the intelligent system in the case of autonomous driving - is disregarded under the liability law. Based on the principles of current legislation, it appears that strict operator liability and detrimental liability of the auto-system manufacturer will apply in most countries (eg US, Germany, UK). Here the reason for the operator's responsibility is that the operator uses the autonomous system and has overall responsibility. in relation to compensation claims against the vehicle owner; One answer is that there will usually be no fault on the owner's part if the system fails technically, because the system will control the vehicle. However, if this were the case, it would lead to incalculable liability risks for system manufacturers and would eventually raise the question of whether such a system was insurable. On the other hand, the question arises for the car owner how to secure it against software errors. In the future, the car owner may be able to purchase third-party liability insurance that allows teleportation. New business areas can emerge for insurance companies As with big data analytics, the huge amount of data brings risks of creating a transparent driver or employee if the vehicle is used for commercial purposes. This data can be derived from the movement, behavior, and personalities of the driver or front passenger in a fully automated system.

Furthermore, the question arises of the rights of the employee representatives who will be consulted. In most European countries, employee representatives have the right to be consulted whenever there is a safety or environmental risk, and therefore when contact with the employee is expected. It seems inevitable that driverless cars used in commercial buildings will come into contact with employees. Woods, D. D., Roth, and Bobble Jr. (1987), Risk analyzes must be performed beforehand in a company in order to protect employees when working with robots. In addition, the so-called Machinery Directive sets out the minimum standards to which all machine products in Europe must adhere. Among other things, the directive provides for the manufacturer's risk assessment for any device. The term mechanism is defined as:

An assembly, equipped or intended to be provided with a drive system other than the effort of a human or animal used directly, and consisting of related parts, at least one of which moves together for a particular application. So the bots are 'automated' for routing purposes. The machine may only be operated after a safety briefing has been made regarding the individual workplace of the employee working with the machine. It is also recommended to regulate the use of systems by setting policies, in the event of technical difficulties in the system, these differences should also be included by the machine manufacturer in its risk assessment.

CHAPTER III
CONCLUSION AND RECOMMENDATIONS

First: the conclusion

-The rapid development in the artificial intelligence industry and the race between companies to reach products from robots and self-control in some devices, equipment and vehicles reached advanced stages during the last decade of the 21st century, due to the urgent need by institutions and companies to employ artificial intelligence.

-The process of recruiting human beings requires spending more time in converting candidates into employees, as it needs more time to complete the recruitment process (recruiting, training, sorting files and other tasks of human resources management in the organization).

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-The classic managerial mentality of some managers does not see the importance of using smart software (employing and integrating artificial intelligence for some human resource management tasks).

One of the benefits of using AI is to reduce costs to a minimum and also eliminate resistance and rejection of orders and implement them without any delay, negligence or waste of available time and preserving raw materials from damage and theft, as the recruitment process is based on programming jobs on a robot that is able to perform The required job according to specific criteria that can be updated according to the work need, that is, it is possible to update, add and delete orders through the click of a button on the robot used. Accuracy and quality will benefit the consumer and the beneficiaries of the service available.

Accepting the use of artificial intelligence in organizations will add a burden on governments by increasing the unemployment rate, and will also create confusion in the classification of the process of employing artificial intelligence to protect individuals from discrimination and deprive them of competition for available job opportunities.

-As well as the risks resulting from the use and employment of artificial intelligence, exposure to a cyber attack in some cases on smart systems, there is also the risk of the robot or self-control getting out of control or being exposed to programming errors.

The disadvantages are the errors and defects that occur in the work of the artificial intelligence technology, which are indisputable.

-It is expected that countries will face new challenges that require a digital economic and legal vision that meets the requirements of the current development.

The ability to penetrate systems, change programming by the hacker, and cause costly material damage, sabotage can be expected.

-There are burdens of maintenance costs that need artificial intelligence specialists, which are currently rare specializations.

-They are very sensitive systems and devices that are susceptible to damage and damage, as they need a special environment.

Second: Recommendations:

It is useful to integrate artificial intelligence into human resources management while empowering the administration with the authority to make decisions, by adopting smart systems designed according to the components and requirements of each job, which reduce wasted time and contribute to sorting out requests for appointment, housing, motivation and management tasks away from bias and discrimination in treatment.

-There are disadvantages that must be monitored and evaluated through experimental work to avoid errors and address defects through the development of (AI) constantly, which requires updating programs and subjecting them to more experiments to avoid potential risks.

-The researcher found a future need to enact laws regulating the process of using artificial intelligence and employing it at acceptable rates, to maintain job opportunities that are sufficient for the growth in the population and to reduce the level of unemployment.

-The researcher believes that a fair tax policy should be followed in the event that some institutions wish to increase the percentage of artificial intelligence employment, by imposing taxes on institutions that wish to employ artificial intelligence at a reasonable and satisfactory rate for both parties, to be classified in the budget to support the salaries of the unemployed.

-The researcher found a need to develop an annual plan to provide job opportunities by following a feasible mechanism or by relying on specialists to create job opportunities, which could be a partnership between the public sector (the state) and the private sector (investors), and to impose conditions, including the employment of human resources in certain proportions.

-The researcher believes that there is an urgent need for specialists in addressing sabotage attacks via the Internet. Cyber security has become a necessity and part of the requirements of the next stage. Cybersecurity is considered the backbone of digital transformation in organizations in general (more effective cybersecurity will be a feasible process to protect administrative systems and self-control technologies).

The researcher believes that it is possible to define the employment of artificial intelligence in general as ((a process of employment based on reducing costs to a minimum, producing goods and providing services with accuracy and high quality, using robots or self-control of devices and equipment through performing jobs without bias or waste of time and effort The raw materials, away from the need to hire new people or replace the personnel working in some jobs, are followed by burdens and risks.

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