



INTERNSHIP REPORT

“Study on recent advancements on Artificial Intelligence in Human Resource management and perception of Human Resource professionals about Artificial Intelligence at Sankara Eye Foundation, India

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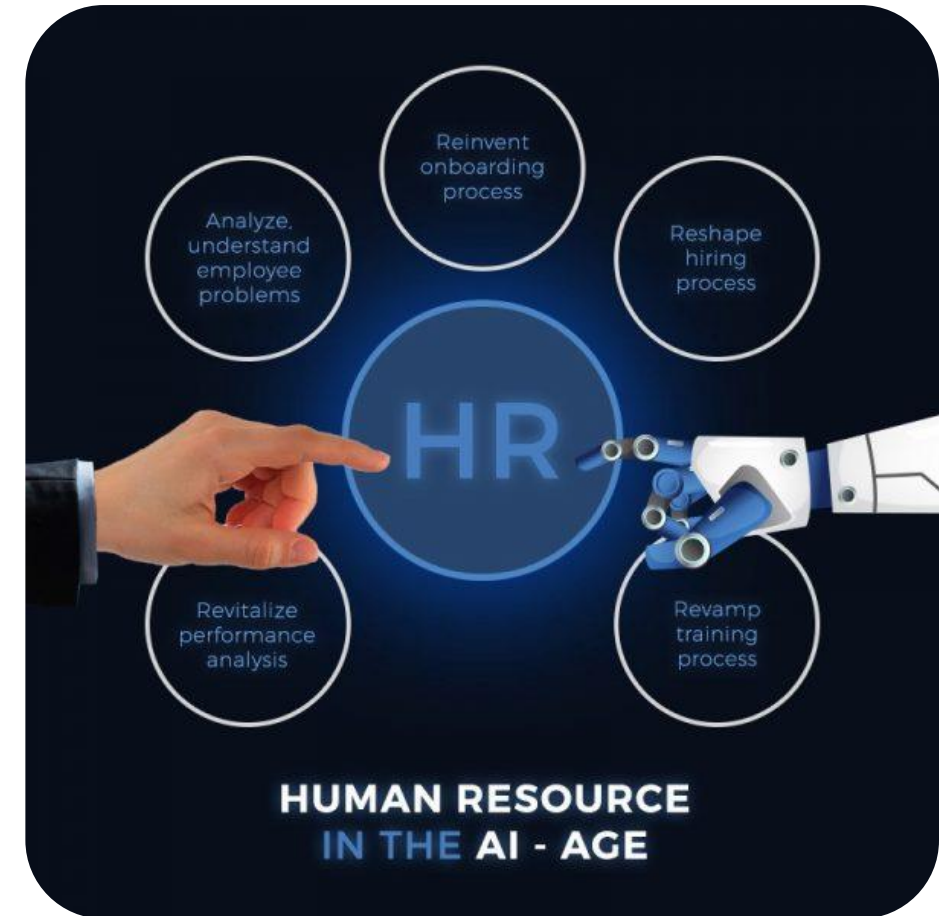
INTRODUCTION

- The emergence of artificial intelligence offers limitless opportunities to improve the efficiency and quality of Human Resource management in various industries.
- Nowadays, HR departments are embracing the digital revolution and employing a variety of techniques to streamline resources.

IMPORTANCE OF ARTIFICIAL INTELLIGENCE IN HR

PROCESS

- Enhanced Employee Experience.
- Data-Driven decision making.
- Automation with Intelligence



IN THE AI - AGE
HUMAN RESOURCE



RESEARCH OBJECTIVE:

- To study the recent advancements in artificial intelligence in Human resource management.
- To study the extent of use artificial intelligence in HR management in SEFI currently.
- To study the perception of HR professionals on use of AI technology at SEFI.

METHODOLOGY

Study Duration :

3 months
(March 29th to June 22nd)

Study Area :

This study was conducted
among Human Resource
professionals in Sankara Eye
Foundation, India.

Source of Data :

- Questionnaire
- In-depth Interviews.
- Desk review of available literature.

Sample size :

18

Study design :

Cross-sectional

Data Analysis :

The collected data was
analyzed using Microsoft Excel
& Graphical representation was
done using bar and pie chart.



FINDINGS

- Many robotic process automation software is currently in trend.
- Most of the organisations use AI technology in the department of HR for their day-to-day activities.
- Few AI technology software, their features, and the vendors are analysed.
- These applications mentioned below vary in terms of ROI (return on investment), opportunities for growth and cost.

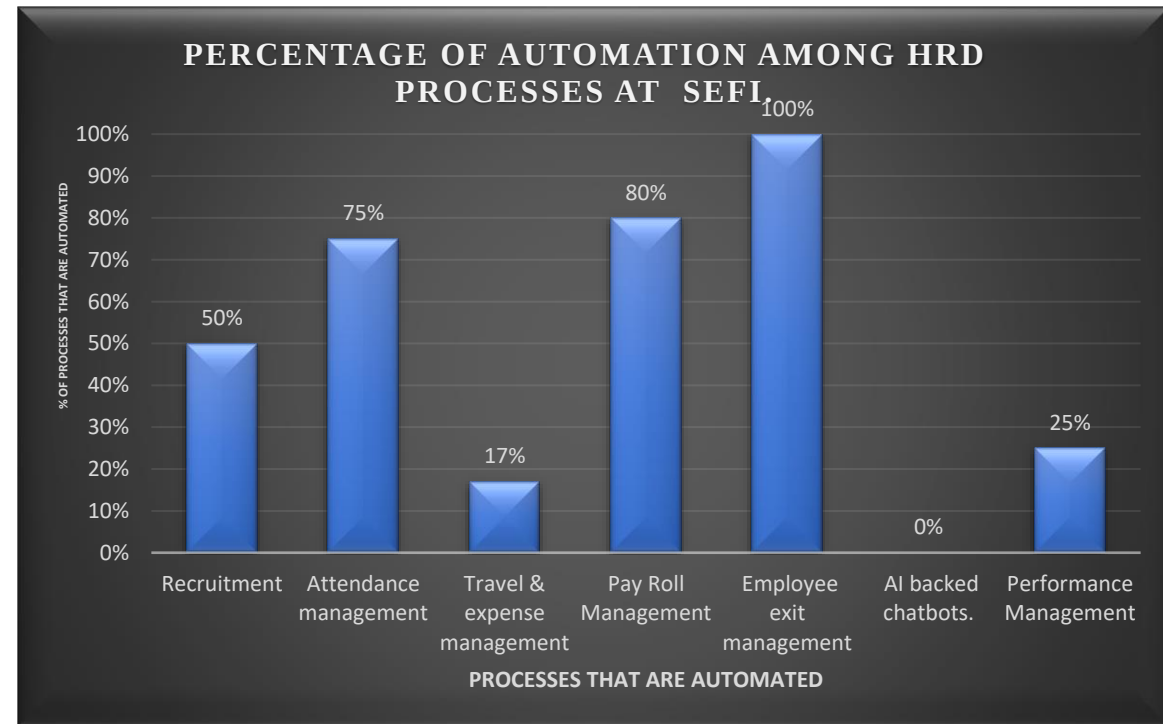


Review of current trends on use and impact of Artificial Intelligence in Human Resource Department

<u>ORGANISATION</u>	<u>SOFTWARE COMPANY</u>	<u>PROCESS AUTOMATED</u>	<u>IMPACT</u>
Zydus Hospital	MARUTI TECHLABS	Chatbots for employee related queries.	70% reduction in manual efforts
Wakefit	TURBOHIRE	Entire hiring process	33% reduction in time to interview. 40% better evaluation of candidates .
Deloitte	UIPATH	Pay roll, Processing time.	Processing time reduced by 85%.
Exicom Tele systems limited	DARWIN BOX	Travel reimbursement Attendance management.	80% reduction in manual efforts.
Siemens healthiness	VARIANT (IBM)	Incentive Management	Reduce time spent on implementation and rollout of variable compensations plans by 90%. Reduce time spent on auditing and compliance by 80%. Improve accuracy of payments by 90%.
Infosys	INFOSYS BMP	Employee experience. Compensation and benefits support.	65% reduction of manual efforts .83% reduction in average handling time with zero errors.

ARTIFICIAL INTELLIGENCE AT SEFI

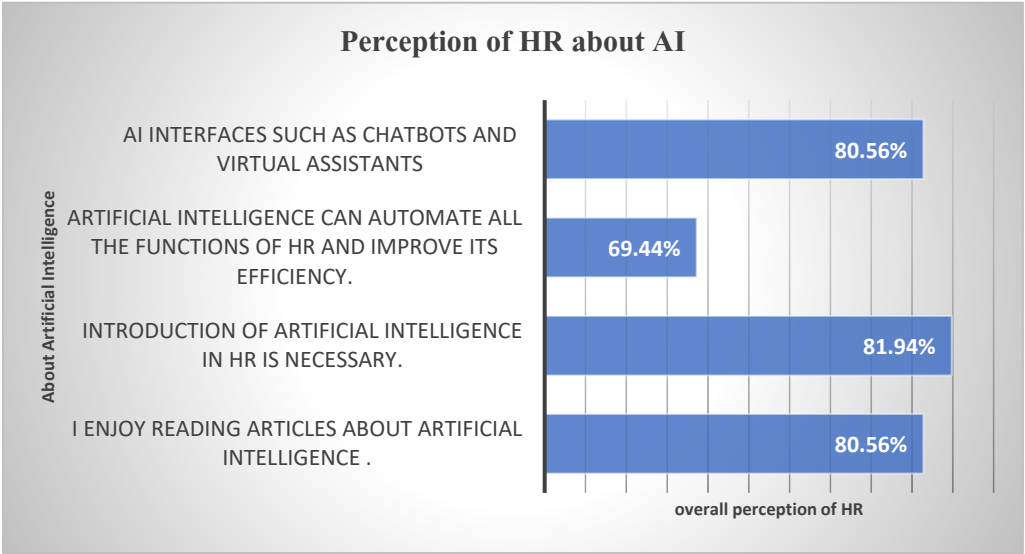
- At SEFI, robotic process automation is extensively in use.
- Processes that are automated –
 - Pay roll.
 - Attendance Management.
- Initially it took 27-man hours to complete Pay roll for each month. After implementation of robotic process automation, it was reduced to 2hours.



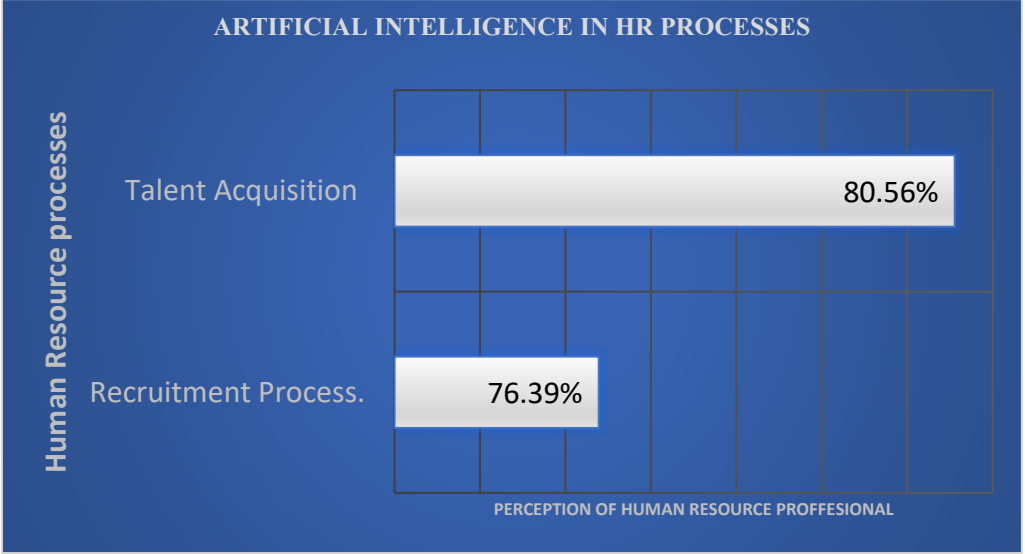
Bar graph representing percentage of automation among Human Resource processes at SEFI.

DATA-ANALYSIS

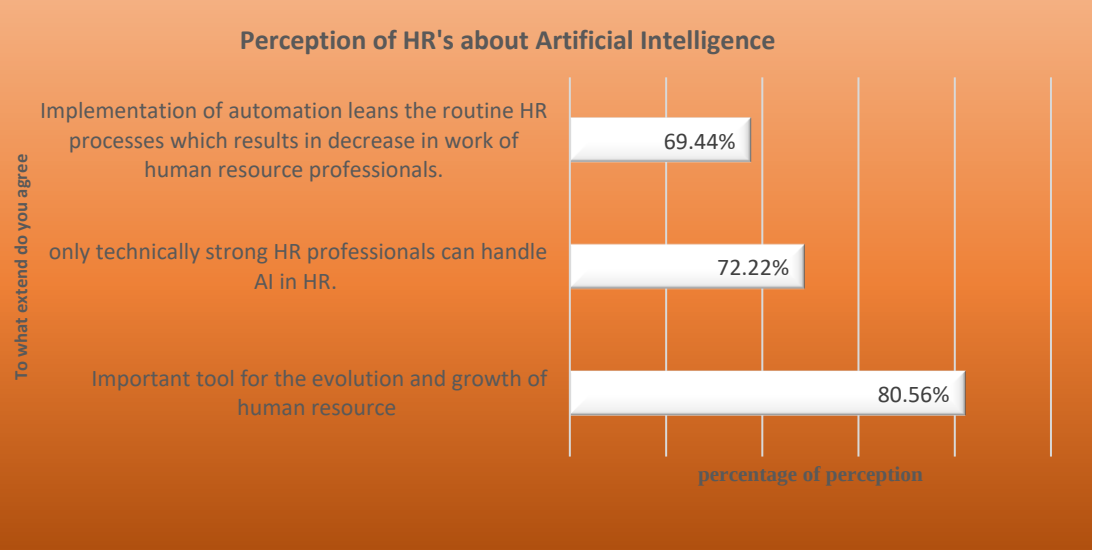
Perception of HR about AI

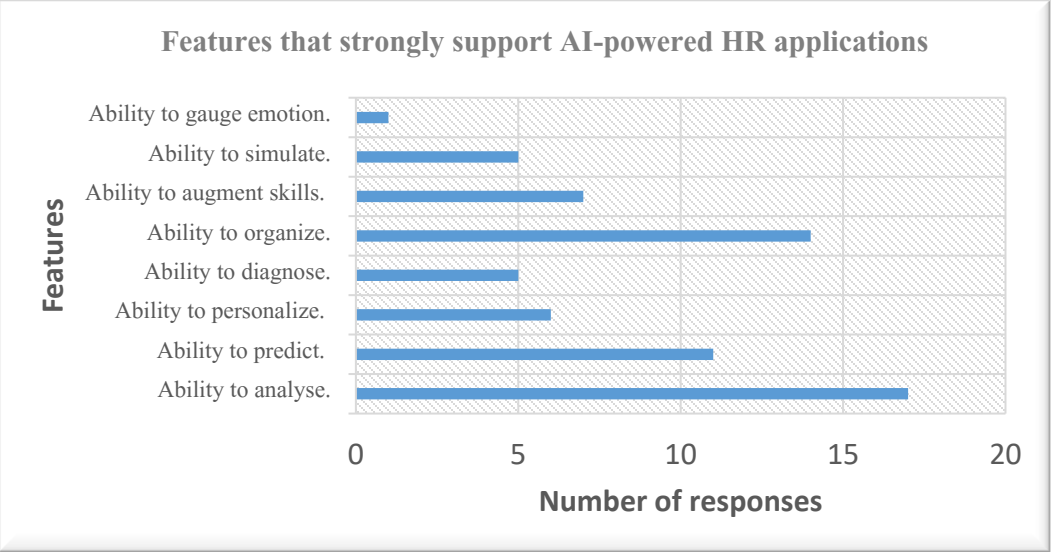


ARTIFICIAL INTELLIGENCE IN HR PROCESSES

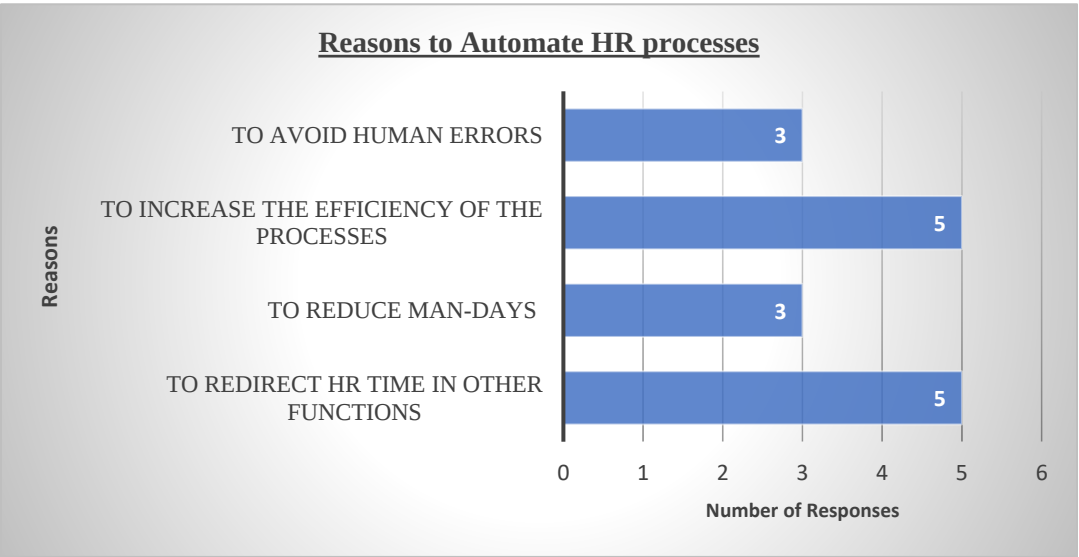


PERCEPTION OF HUMAN RESOURCE PROFESSIONAL ABOUT ARTIFICIAL INTELLIGENCE

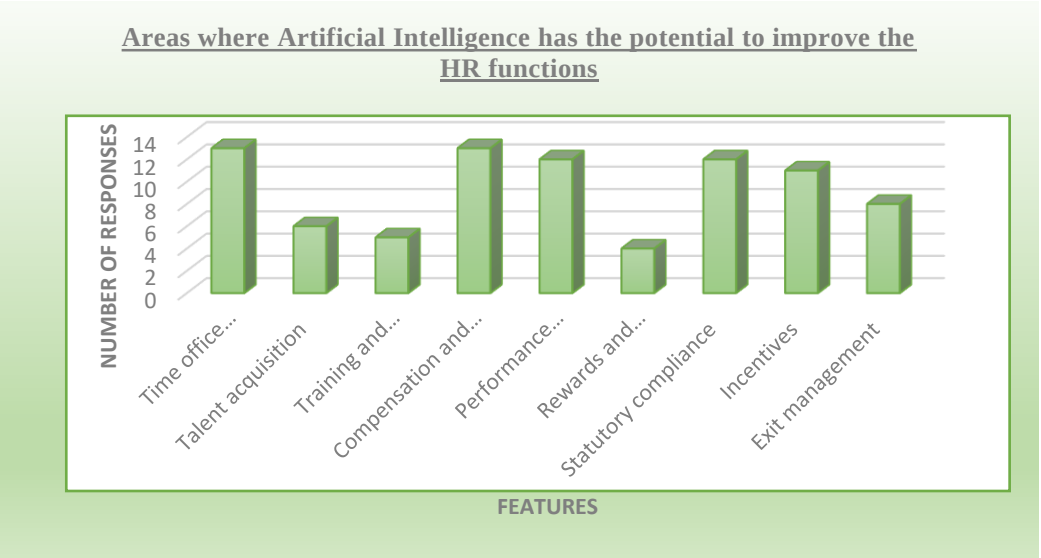




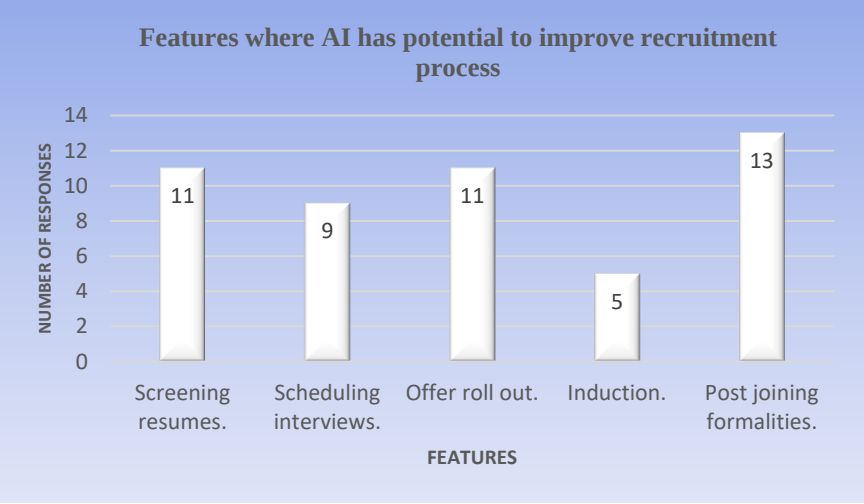
Bar graph representing Features in AI powered applications.



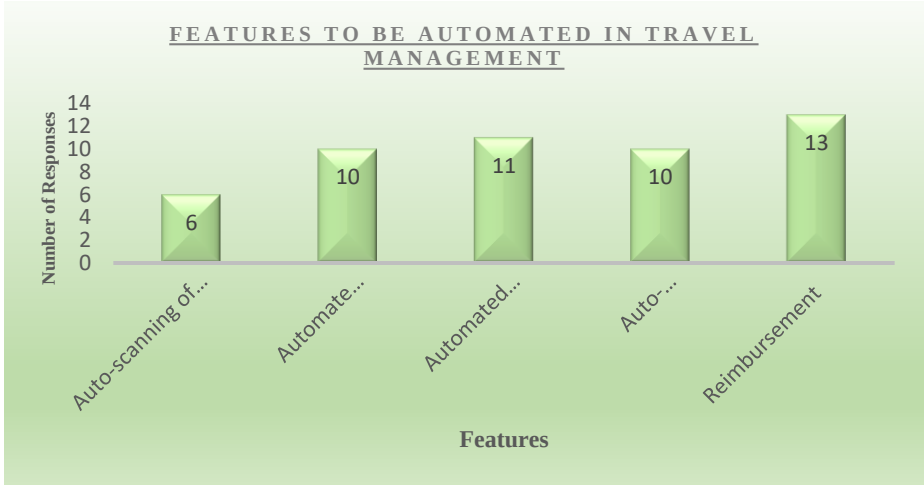
Bar graph showing reasons to automate HR processes.



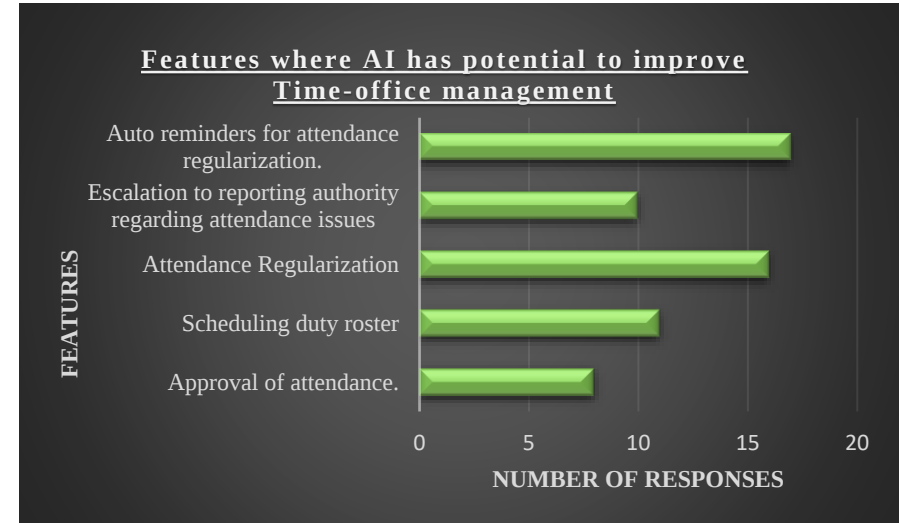
Graph showing Areas where AI improves HR functions.



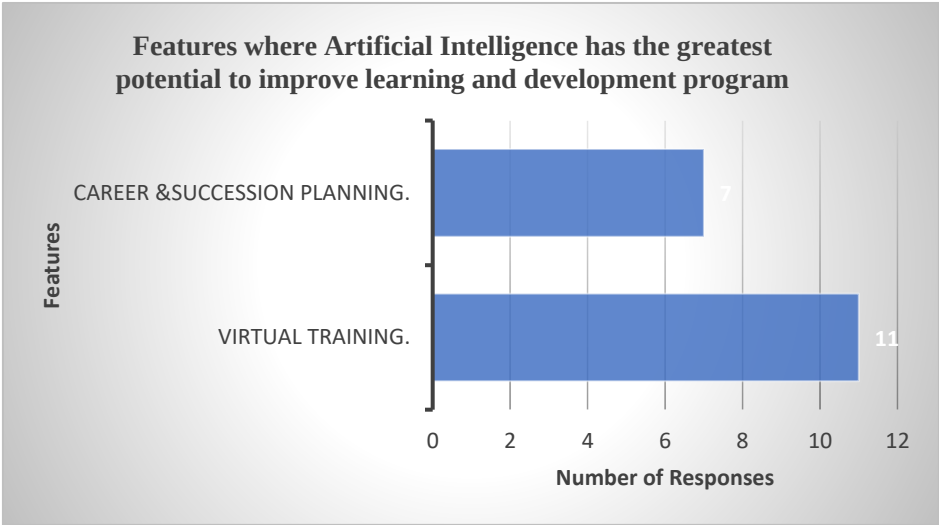
Bar graph representing the perception of HI in improvement of Recruitment process using AI.



Bar graph depicting the features that are to be automated in Travel Management.



Bar graph representing the features where AI can improve Time-office management.



Bar graph showing features of Artificial Intelligence in Learning and development

CONCLUSION

- It was found that HR professionals at SEFI appreciate implementation of Artificial Intelligence in certain processes.
- Several strategies have been developed to incorporate Artificial Intelligence in Human Resource Management activities at SEFI.
- AI does not replace but rather assists HR professionals.
- AI has a bright future in HR, but that integrating it into HR has several difficulties that must be solved in order to fully benefit from it.



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Thank you!!!