The Confluence of Life Skills, Sustainability and Artificial Intelligence in Human Resource Management

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Abstract

Artificial Intelligence (AI) has the potential to revolutionize the field of human resource (HR) management by enhancing life skills and promoting sustainability in businesses. This research looks at the connections between AI, sustainability, and life skills in HR to gain a better understanding of how these factors may help HR practices that are sustainable, the development of essential life skills, and the overall transformation of HR operations. By looking at these connections, this essay aims to provide HR professionals some ideas about how they may use AI to create a workforce that is more skill-oriented and long-lasting. AI's incorporation into HR processes has changed traditional workforce management, underscoring the significance of sustainable practices and the acquisition of vital life skills.

Keyword: AI, Sustainability, HR Skills

INTRODUCTION

The business environment is becoming more complex, which is driving a rapid evolution in human resource management (HRM). Artificial Intelligence (AI), sustainability, and life skills integration are driving this evolution. These components all have different effects on HRM results and practices. The purpose of this study is to clarify how these elements interact to influence HRM in the future.

HUMAN RESOURCE MANAGEMENT LIFE SKILLS

Meaning and Significance

Life skills include problem-solving, communication, emotional intelligence, and flexibility. They are also known as soft skills or interpersonal skills. For HR professionals to effectively manage and assist the workforce, they must possess these competencies (Goleman, 1998).

Application in HRM

Recruitment and Selection : Incorporating assessments for life skills during recruitment can enhance team dynamics and improve overall workplace culture (Robinson & Judge, 2013).

Training and Development: Life skills training programs can significantly enhance employee performance, engagement, and career development (Goleman, 1998).

Conflict Resolution: Effective conflict resolution relies heavily on interpersonal skills, which are critical for maintaining a collaborative work environment (Fisher, Ury, & Patton, 2011)

Opportunities and Challenges: Because life skills are subjective, measuring them is still difficult. Nonetheless, fusing life skills instruction with technology advances offers chances for more efficient and customized educational experiences. (Davenport & Ronanki, 2018).

Sustainability in HRM

Sustainability in HRM refers to practices that promote environmental stewardship, social responsibility, and economic viability. This involves creating policies and programs that align with broader sustainability goals (Ehnert, 2009).

Implementation Strategies

Green HRM: Green HRM methods include things like encouraging telecommuting, cutting back on paper use, and putting energy-saving measures in place (Renwick, Redman, & Maguire, 2013).

Corporate Social Responsibility (CSR): Creating projects that promote ethical behavior and community development is part of HR's management of CSR programs (Aguinis & Glavas, 2012).

Employee Well-Being: According to Kim and Lee (2018), sustainable HRM practices prioritize improving employees' general well-being, which includes their mental health and work-life balance.

Challenges and Opportunities

Balancing sustainability with business objectives can be challenging. However, this balance offers opportunities for innovation, enhanced corporate reputation, and increased employee satisfaction (Wright & Nyberg, 2017).

Artificial Intelligence in HRM

AI technologies such as machine learning, natural language processing, and predictive analytics are transforming HRM by automating tasks and providing data-driven insights (Bersin, 2018).

Applications

Recruitment and Selection: AI-powered tools streamline candidate screening, enhance job matching, and reduce biases (Upadhyay & Khatri, 2017).

Employee Engagement and Retention: AI analyzes employee data to predict turnover and develop retention strategies (Fitz-enz, 2010).

Training and Development: AI-driven personalized learning platforms cater to individual employee needs and track progress (Huang & Rust, 2021).

Challenges and Opportunities

Concerns about data privacy, ethical issues, and possible employment displacement are some of the issues that AI brings. However, it presents a great deal of potential for effectiveness and strategic decision-making (Bessen, 2019).

AI, sustainability, and life skills convergence in HRM

INTEGRATIVE METHODOLOGIES

AI and Life Skills: By providing individualized learning opportunities and instantaneous feedback, AI can improve the teaching of life skills (Davenport & Ronanki, 2018).

Sustainability and Life Skills: Including sustainability in life skills instruction promotes ethical decision-making and environmental awareness (Ehnert, 2009).

AI and Sustainability: AI can track sustainability indicators and improve resource management, which increases the effectiveness of sustainable HR practices (Huang & Rust, 2021).

CONCLUSION

The convergence of life skills, sustainability, and AI represents a transformative shift in HRM. Embracing these elements can drive more effective, responsible, and innovative HR practices that align with contemporary organizational and societal needs.

FUTURE RESEARCH DIRECTIONS

- Investigate the long-term impact of AI on life skills development and sustainability in HRM.
- Explore the effectiveness of integrated approaches in various organizational contexts.
- Assess ethical implications and develop best practices for AI in HRM.

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