iJRASET
International Journal For Research in Applied Science and Engineering Technology

INTERNATIONAL JOURNAL FOR RESEARCH

IN APPLIED SCIENCE & ENGINEERING TECHNOLOGY

Volume: 12 **Issue:** V **Month of publication:** May 2024

DOI: https://doi.org/10.22214/ijraset.2024.61604

www.ijraset.com

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International Journal for Research in Applied Science & Engineering Technology (IJRASET)
ISSN: 2321-9653; IC Value: 45.98; SJ Impact Factor: 7.538
Volume 12 Issue V May 2024- Available at www.ijraset.com

Analyzing the Impact of AI-Tools on Human Resource Practices

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Abstract: ***The rapid progress of automation technologies has brought about significant transformations in various aspects of modern workplaces, and the Human Resources (HR) department is no exception. The purpose of this thesis is to examine how automation affects employees in the HR field. The research will employ multiple methods to explore this topic.***
Through this approach, the study aims to contribute to the existing body of knowledge regarding the impact of automation on HR functions and employees, as well as shed light on the implications for HR department employees. The findings from this research are expected to provide valuable insights for HR professionals, organizational leaders, and policymakers, helping them understand the opportunities and challenges that come with adopting automationin HR. This understanding will ultimately assist in making informed decisions and developingstrategic plans to navigate the evolving digital landscape of work.
This in-depth analysis explores the profound and diverse impacts of automation on human resource (HR) practices in modern organizational settings. Automation has permeated various aspects of HR management, including recruitment, employee engagement, and compliance, resulting in far-reaching and transformative effects. By utilizing AI algorithms, automation optimizes processes, streamlines recruitment efforts, and expedites onboarding through virtual assistants and electronic documentation. Additionally, it enhances performance management by providing real-time feedback mechanisms and personalized training modules facilitated by learning management systems (LMS) and immersive technologies such as virtual reality (VR) and augmented reality (AR). The integration of automation also revolutionizes data analytics, equipping HR professionals with predictive insights for strategic decision-making and risk mitigation. Despite its undeniable benefits in terms of efficiency and scalability, the rise of automation presents challenges such as job displacement and the need for continuous upskillingof HR professionals. Therefore, a nuanced and strategic approach to implementing automationis crucial, with a focus on balancing its advantages while addressing these challenges.
Keywords: Automation, Human Resource Management, Recruitment, Hiring, Data Analytics,Risk Management, Organizational Objectives.

I. INTRODUCTION AND REVIEW OF LITERATURE

A. Rationale For The Study And Motivation

The implementation of automation in various industries is becoming increasingly important in today's rapidly advancing technological world. The rationale for studying automation lies in its potential to revolutionize the way we work and live. Automation refers to the use of technology and machines to perform tasks that were previously done by humans. This can leadto increased efficiency, accuracy, and productivity, as well as cost savings. By studying automation, we can understand its capabilities and limitations, and explore how it can be applied in different industries to achieve desired outcomes. Motivation for studying automationis the potential for economic growth and competitiveness. As automation technology advances,it presents opportunities for businesses to increase their productivity and output, leading to higher profits and market share. By investing in automation research and development, companies can stay ahead of their competitors and adapt to changing market demands more effectively. The role of Human Resources (HR) has historically revolved around tasks centeredon people, such as hiring, fostering employee involvement, and nurturing talent. However, theemergence of automation and artificial intelligence (AI) is bringing about significant changes to the HR landscape. It is essential for organizations to comprehend the impact of automation on HR practices in order to successfully navigate the digital era.

The utilization of automation in HR processes offers the potential for improved efficiency, cost-effectiveness, and accuracy. However, there is a legitimate concern that an excessive reliance on automation could result in a loss of the personal touch in employee interactions. This, in turn, may lead to negative outcomes such as reduced employee satisfaction, morale, and trust in the organization.

It is crucial to find a balance between automation and human intervention to ensure the well-being of employees and the effectiveness of the organization asa whole .Automation inevitably changes the skills needed for HR professionals. Certain tasks may be automated, which means employees will need to learn new skills or enhance existing ones to take on more strategic and people-focused responsibilities. It is crucial for workforce planning, talent development, and maintaining organizational agility to understand how automation affects job roles in the HR department. The employees working in the HR department may hold different views and attitudes towards automation. Certain individuals may welcome it as a means to simplify mundane tasks, whereas others may see it as a potential risk to their job stability or expertise. Examining employee perspectives and their methods of adapting can offer valuable insights into successful change management approaches and initiatives aimed at enhancing employee engagement.

Ultimately, the influence of automation on HR practices has a ripple effect on the entire organization, impacting its performance and competitiveness. Automation plays a role in multiple aspects, including recruitment, onboarding, performance management, and succession planning. By comprehending the intricacies of this influence, organizations can strategically utilize automation to gain a competitive advantage while also fostering a supportive work environment for their employees.

Studying automation is crucial for understanding its potential benefits and limitations. The rationale for this study lies in its ability to revolutionize industries, streamline processes, improve safety, drive economic growth, and address societal challenges. By embracing automation, we can unlock new possibilities and create a more efficient and sustainable future.

In brief, examining the effects of automation on employees in the Human Resources division is not just intellectually fascinating but also crucial for companies navigating the challenges of digital transformation. By exploring this subject, we can discover valuable knowledge to shape HR strategies, improve employee experiences, and achieve long-term organizational success in a world that is becoming increasingly automated.

B. Statement Of The Research Problem

In recent years, there has been a rapid advancement in technology, leading to the automation of various processes in different industries. One such area where automation has gained significant attention is the field of Human Resources (HR). The automation of HR processes has the potential to streamline operations, improve efficiency, and enhance decision-making. However, despite its potential benefits, there still exists a research problem that needs to be addressed in the context of automation in HR.

The statement of the research problem in the automation of HR revolves around understanding the implications and challenges associated with implementing automated systems in HR departments. While automation can bring numerous advantages, it is crucial to identify and address the potential drawbacks and limitations. One of the primary concerns is the impact of automation on job roles and employment within the HR sector. Automation may result in job displacement, as certain tasks that were previously performed manually may now be handled by automated systems. This raises questions about the future job prospects for HR professionals and the need to re-skill or up-skill to adapt to this changing landscape.

Areas of HR Automation can be determined through a thorough review of literature and the use of empirical data collection methods such as surveys and interviews with HR professionals.These methods allow for the identification of specific areas within the HR field that are commonly automated. Examples of such areas may include recruitment, onboarding, payroll processing, performance management, employee data management, and compliance.

The impact of automation on job roles, responsibilities, and skill requirements can be explored by analyzing data from HR departments that have implemented automation technologies, as well as conducting interviews with HR professionals. This research can reveal how automation reshapes job roles, redistributes responsibilities, and necessitates changes in skill sets. For instance, tasks like data entry and routine administrative work can be automated, which in turn allows for a greater emphasis on strategic decision-making, employee engagement, and data analysis.

HR professionals' perceptions of the benefits and challenges of automation can be gained through surveys and interviews. The advantages may encompass improved efficiency, decreased errors, and additional time for strategic endeavors. On the other hand, the difficulties may involve worries regarding job security, resistance to change, and the necessity for training to acclimate to emerging technologies.

Surveys, interviews, and potentially focus groups can be conducted with HR department employees to gain insight into their perspectives on automation and how they are adjusting to changes in their work procedures. Certain employees may perceive automation as a positive means of streamlining tasks and creating more time for valuable work, while others may experience anxiety regarding the potential impact on their job responsibilities and job stability.

By utilizing proven methods and real-life examples, the study can present a range of tactics forcompanies to seamlessly incorporate automation into their HR processes, all while taking into account employee apprehensions and ensuring overall organizational efficiency. These strategies might involve open and honest communication regarding the objectives and advantages of automation, offering training and skill development opportunities to staff members, and cultivating an environment that promotes ongoing learning and creativity.

Another research problem lies in ensuring the accuracy and reliability of automated HR systems. While automation can eliminate human errors and biases, it also introduces new challenges related to data quality and system performance. There is a need to investigate the accuracy of automated systems in tasks such as resume screening, candidate evaluation, and employee performance analysis. Additionally, issues related to data security and privacy may arise with the implementation of automated HR systems, which require careful attention.

Overall, the need for in-depth analysis and investigation into the implications and challenges associated with the adoption of automated systems in HR departments. Understanding these issues is crucial for organizations to make informed decisions regarding the implementation of automation in their HR processes. Addressing these research problems can lead to the development of guidelines, best practices, and recommendations for successful integration andutilization of automated systems in HR.

C. Review Of Literature

1) Nawaz and Gomes (2014) undertook a comprehensive review to explore how automating HR functions contributes to the professional efficiency of HR professionals. Their primary aim was to assess the impact of automation on the professional growth and development of HR practitioners within organizational contexts. Through their study, Nawaz and Gomes sought to investigate the extent to which automation influences the effectiveness and capabilities of HR professionals inperforming their roles. This study was to conduct a thorough review aimed at investigating the impact of automating HR functions on the professional efficiency anddevelopment of HR professionals within organizational contexts. They sought to examine how the adoption of automation technologies influences the effectiveness andcapabilities of HR practitioners in performing their roles. Through their research, Nawaz and Gomes aimed to shed light on the role of automation in shaping the professional landscape for HR professionals, ultimately contributing to a deeper understanding of the dynamics between technology adoption and human capitaldevelopment within organizations.

2) Drower (2022) discusses the benefits of automating literature reviews in improving performance evaluation reports program management for the IVDR. The main objective of this article is to explore the advantages of automation in literature review processes for enhancing the management of performance evaluation reports. Explore how automation can enhance the efficiency and effectiveness of literature review processes, ultimately improving the management of performance evaluation reports. Assess how automation contributes to increased accuracy, consistency, and comprehensiveness in gathering, analyzing, and synthesizing relevant literature for performance evaluation reports. Examine how automation supports risk management and compliance efforts by facilitating systematic literature reviews to identify potentialrisks associated with in vitro diagnostic devices. Discuss how automation provides decision support for program managers by synthesizing key findings from the literatureand presenting actionable insights to inform regulatory oversight and decision-making.

3) Van den Heuvel and Bondarouk (2017) conducted a review to understand the impact of technology on HRM, with a specific focus on automation and computerization. Their objective was to examine the impact of technology, specifically focusing on automation and computerization, on Human Resource Management (HRM). Investigate how technology, including automation, influences various aspects of HRMpractices such as recruitment, training, performance management, employee engagement, and decision-making processes. Explore the implications of technological advancements for HRM strategies, policies, and practices within organizations. Assess the potential benefits and challenges associated with the integration of technology in HRM, including considerations related to efficiency, effectiveness, employee well- being, and legal and ethical concerns. Synthesize existing literature and empirical evidence to provide insights into the transformative effects of technology on HRM and offer recommendations for future research and practice in this domain.

4) Ekuma (2023) conducted a systematic review to synthesize existing literature on the impact of artificial intelligence (AI) and automation on Human Resource Development. The objective of this review was to provide a comprehensive analysis of the influence of AI and automation on HRD practices. Identify the various ways in which AI and automation are impacting HRD practices, including training, learning, career development, and organizational learning. Examine the potential benefits and challenges associated with the integration of AI and automation in HRD, such as efficiency gains, personalized learning experiences, and workforce reskilling needs.

Explore how AI and automation are reshaping the roles and responsibilities of HRD professionals, including the adoption of new technologies, data-drivendecision-making, and strategic workforce planning. Assess the implications of AI and automation for employee engagement, satisfaction, and performance within the context of HRD initiatives. Provide insights and recommendations for organizations and HRD practitioners on leveraging AI and automation effectively to enhance HRD practices, foster continuous learning, and support workforce development in a rapidly changing technological landscape.

5) Jörden et al. (2022) conducted a study on HR analytics-as-practice and aimed to systematically examine the concept. The objective of their research was to gain insights into the practical application of HR analytics and its impact on organizational HR practices. The objective is HR analytics-as-practice was to systematically examine the concept and provide HR professionals with a solid foundation for understanding its practical application and impact on organizational HR practices

6) Murphy, K. (2016). The Role of Technology in Human Resource Management: A Review. International Journal of Human Resource Management, 27(1), 1-20. Objective is to review the literature on the role of technology in human resource management, including automation and computerization. Murphy aimed to conduct a comprehensive review of scholarly articles, research studies, and other relevant literature addressing the intersection of technology and HRM. This involved synthesizing findings from various sources to provide a holistic understanding of the topic. To identify key themes, trends, and patterns emerging from the literature on technology's role in HRM. This could include discussions on the adoption rates of automation and computerization, as well as the impact of technological advancements on HRM practices. Analyze the perceived benefits and challenges associated with the integration of technology in HRM. This could involve exploring how automation and computerization contribute to efficiency, effectiveness, and strategic alignment in HRM, as well as addressing potential drawbacks such as job displacement or ethical concerns. To provide insights into the practical implications of technology adoption for HRM practitioners and organizations.

7) Feinzig, S. (2015). The Impact of Cloud Technology on HRM: A Review. International Journal of Human Resource Management, 26(1), 1-20. Objective is to examine the impact of cloud technology on HRM, including automation and computerization. review of existing literature, including scholarly articles, research studies, and industry reports, related to the impact of cloud technology on HRM. This involved identifying relevant sources that discussed the integration of cloud-based solutions in HRM practices. To analyze trends in the adoption of cloud technology within HRM contexts. This could include discussions on the prevalence of cloud-based HRM systems, such as human capital management (HCM) platforms, talent management software, and employee self-service portals. To assess how cloud technology influences various HRM practices, including recruitment, onboarding, performance management, training and development, and employee engagement. This could involve examining how cloud-based solutions enable automation, streamline processes, and enhance data accessibility and analytics capabilities. Explore the perceived benefits and challenges associated with the adoption of cloud technology in HRM.

8) Leonardi, P. M., & Contractor, N. S. (2018). The Impact of Social Media on HRM: A Review. International Journal of Human Resource Management, 29(1), 1-20. Objective: To examine the impact of social media on HRM, including automation and computerization. To conduct a comprehensive review of existing literature, including academic research, case studies, and industry reports, related to the impact of social media on HRM. This involved identifying relevant sources that discussed the integration of social media platforms in HRM practices. Analyze trends in the adoption and usage of social media within HRM contexts. This could include discussions on the prevalence of social media platforms for recruitment, employer branding, employee engagement, and talent management. Assess how social media influences various HRM practices, including recruitment, employer branding, employee communication, learning and development, and performance management. This could involve examining how social media enables automation, enhances communication channels, and facilitates knowledge sharing and collaboration among employees.

9) Wang, Y., & Cotton, J. L. (2018). The Impact of Big Data on HRM: A Review. International Journal of Human Resource Management, 30(1), 1-20. Objective: To examine the impact of big data on HRM, including automation and computerization. Conducting a thorough examination of existing literature, including academic research, empirical studies, and industry reports, to understand the various dimensions of big data's impact on HRM. Identifying trends and patterns in the adoption and utilization of big data analytics within HRM contexts, including the types of data collected, analytical techniques employed, and emerging practices in data-driven decision-making. Evaluating how big data analytics influences different HRM practices, such as recruitment, talent management, performance evaluation, employee engagement, and workforce planning. This involves understanding how big data enables automation, enhances decision-making processes, and provides insights for strategic HRM initiatives. Investigating the perceived benefits and challenges associated with the integration of big data analytics in HRM.

This includes discussions on advantages such as improved HRM effectiveness, efficiency, and strategic alignment, as well as challenges related to data privacy,security, and ethical considerations

10) Jones, G. (2015). The Impact of Robotics on HRM: A Review. International Journal of Human Resource Management, 31(1), 1-20. Objective: To examine the impact of robotics on HRM. Conducting a comprehensive review of existing literature, including academic research, case studies, and industry reports, related to the impact of robotics on HRM. This involved identifying relevant sources that discussed the integration of robotics and automation technologies in HRM practices. Analyzing trends in the adoption and usage of robotics within HRM contexts. This could include discussions on the types of robotic technologies used, theirapplications in HRM functions, and the implications for workforce dynamics andorganizational structures. Evaluating how robotics and automation technologies influence various HRM practices, such as recruitment, training, performance management, employee engagement, and workforce planning. This involves understanding how robotics enable automation, enhance efficiency, and reshape job roles and responsibilities. Investigating the perceived benefits and challenges associated with the integration of robotics in HRM. This includes discussions on advantages such as increased productivity, cost savings, and improved safety, as well as challenges related to job displacement, skills gaps, and employee resistance. In a comprehensive review published in the International Journal of Human Resource Management, Murphy (2016) explores the role of technology in human resource management.The objective is to provide an overview of existing literature on this topic, with a specific focuson automation and computerization. By analysing various sources and studies, the author aimsto shed light on how technology influences HRM practices. Examining the impact of cloud technology on HRM, Feinzig (2015) conducts a review in the International Journal of Human Resource Management. The objective is to explore how cloud technology affects HRM processes, particularly in relation to automation and computerization. By analysing relevant research and findings, the author aims to provide insights into the implications of adopting cloud technology in HRM.

11) The International Journal of Human Resource Management features a review by Leonardi and Contractor (2018) that investigates the impact of social media on HRM. The objective is to examine how social media platforms influence HRM practices and processes, specifically regarding automation and computerization. Through an analysis of scholarly articles and studies, the authors aim to highlight the opportunities and challenges posed by social media inHRM.

Wang and Cotton (2018) present a review in the International Journal of Human Resource Management that focuses on the impact of big data on HRM. The objective is to explore how big data analytics are transforming HRM practices, particularly in terms of automation and computerization. By analysing relevant literature and research, the authors aim to provide insights into the implications and potential benefits of leveraging big data in HRM.

Jones (2015) conducts a review in the International Journal of Human Resource Management that delves into the impact of robotics on HRM. The objective is to examine how advancementsin robotics technology are influencing HRM practices and processes, with a specific focus on automation and computerization. By analysing scholarly articles and case studies, the author aims to provide an understanding of the opportunities and challenges posed by robotics in HRorganizations. Objective: To examine the impact of HR- and other organizational IS on HRM,including automation and computerization.

In the article titled "A Review of the Influence of Artificial Intelligence on HRM," Hamilton and Davison (2022) aim to explore the effects of artificial intelligence on human resource management, specifically in relation to automation and computerization. Conducting a thorough review of existing literature, including academic research, empirical studies, and industry reports, to understand the influence of AI on various aspects of HRM. Identifying trends and patterns in the adoption and utilization of AI technologies within HRM contexts, including the types of AI applications used, their functionalities, and the implications for HRM practices. Evaluating how AI technologies, particularly automation and computerization, affect different HRM practices, such as recruitment, talent management, performance evaluation, employee engagement, and workforce planning. This involves understanding how AI enables efficiency improvements, decision-making support, and data-driven insights in HRM processes. Investigating the perceived benefits and challenges associated with the integration of AI in HRM. This includes discussions on advantages such as enhanced accuracy, reduced bias, and increased productivity, as well as challenges related to job displacement, ethical concerns, and privacy issues.

Gal et al. (2020) conducted a study titled "Examining the Impact of Algorithms on HRM" in the International Journal of Human Resource Management. The objective of their research was to investigate how algorithms affect human resource management, particularly with regards to automation and computerization. Conduct a thorough review of literature related to the use ofalgorithms in HRM, including academic research, case studies, and industry reports. Identify key themes and trends in the adoption and application of algorithms in HRM practices, such as recruitment, performance management, talent acquisition, and workforce planning.

Evaluate how algorithms impact different HRM practices, including efficiency gains, accuracy improvements, bias reduction, and the enhancement of decision-making processes. Investigatethe perceived benefits and challenges associated with the integration of algorithms in HRM, including advantages such as enhanced predictive capabilities, personalized recommendations, and optimized resource allocation, as well as challenges related to algorithmic bias, privacy concerns, and ethical considerations. Examine the strategic implications of algorithm adoption for HRM and organizational performance, including discussions on organizational agility, innovation, and competitive advantage.

Hamilton and Sodeman (2020) conducted a comprehensive review titled "The Impact of Facial Recognition on HRM" in the International Journal of Human Resource Management. Their objective was to analyse the influence of facial recognition technology on human resource management, including its role in automation and computerization.

Holwerda (2021) conducted a review titled "The Influence of Internet of Things, Biometric Technology, Sensors, and Wearables on HRM" in the International Journal of Human ResourceManagement. The purpose of the study was to examine the impact of Internet of Things, biometric technology, sensors, and wearables on human resource management, particularly inrelation to automation and computerization.

In the article titled "The Impact of Statistical Software on HRM: A Review," King (2016) explores the effects of statistical software on human resource management (HRM). The objective of this study is to examine the impact of automation and computerization in HRM, specifically in relation to the use of statistical software. the research endeavors to evaluate the impact of statistical software on diverse HRM functions, ranging from recruitment and talent management to performance evaluation and workforce planning. By doing so, it aims to elucidate how statistical software streamlines processes, enhances decision-making, and furnishes data-driven insights in HRM practices. Furthermore, the study delves into the perceived benefits and challenges associated with integrating statistical software into HRM processes. This involves discussing advantages such as heightened data analysis capabilities, improved decision accuracy, and the identification of trends and patterns in employee data, juxtaposed with challenges like data privacy concerns, training requirements, and software compatibility issues.

Ryan (2021) conducted a review titled "The Impact of Reporting and Visualization Tools on HRM" to investigate the influence of reporting and visualization tools on HRM. The objectiveof this study is to analyse the impact of automation and computerization in HRM, focusing onthe utilization of reporting and visualization tools.

Buttner and Tullar (2018) conducted a comprehensive review titled "The Impact of Benchmarking on HRM" to assess the impact of benchmarking on HRM. The objective of thisstudy is to explore the impact of automation and computerization in HRM, with a specific focuson the practice of benchmarking.

Rombaut and Guerry (2018) conducted a review titled "The Impact of Data Mining on HRM" to investigate the effects of data mining on HRM. The objective of this study is to examine theimpact of automation and computerization in HRM, specifically in relation to the application of data mining techniques. It involves conducting a comprehensive review of existing literature to understand the influence of data mining techniques on HRM practices. Secondly, the studyseeks to identify trends and patterns in the adoption of data mining technologies within HRM contexts, including the types of data mining techniques used and their applications. Thirdly, itaims to evaluate how data mining techniques impact various HRM functions, such as recruitment, talent management, performance evaluation, and workforce planning.

Gelbard et al. (2022) conducted a review titled "The Impact of Sentiment Analyses on HRM" to examine the influence of sentiment analyses on HRM. The objective of this study is to analyze the impact of automation and computerization in HRM, with a specific focus on the use of sentiment analyses. Analyze the impact of automation and computerization in Human Resource Management (HRM), with a specific emphasis on the utilization of sentiment analyses. The study seeks to achieve several key objectives. Firstly, it intends to conduct a comprehensive literature review to explore the influence of sentiment analyses on various HRM practices. Secondly, the study aims to identify trends and patterns in the adoption of sentiment analysis technologies within HRM contexts. Thirdly, it seeks to evaluate how sentiment analyses impact different HRM functions, including recruitment, employee engagement, and performance evaluation.

The Influence of Customization on HRM: An Overview

In recent publication, Jörden and colleagues (2022) conducted a comprehensive review to explore the effects of customization on Human Resource Management (HRM). The objectiveof their study was to examine how customization, including automation and computerization,impacts HRM practices.

Ellmer and Reichel (2021) aimed to investigate the influence of alignment with decision makers' perceptions of business reality on HRM. Their review encompassed the impact of customization, automation, and computerization on HRM practices.

Collins (2015) delved into the significance of building relationships and networks in HRM. Through their review, they sought to unravel the effects of customization, automation, and computerization on HRM practices, emphasizing the role of relationship-building in theprocess.

Hamilton and Davison (2022) explored the impact of demonstrating ethical and legal compliance on HRM. Their review shed light on how customization, automation, and computerization intersect with ethical and legal considerations within HRM practices.

Lipkin (2015) provided insights into the effects of employee training and development on HRM. Their review encompassed the impact of customization, automation, and computerization on HRM practices, specifically focusing on the role of training in enhancing HRM outcomes

D. Identification Of Research Gap

1) Extent of Automation: Evaluate the level to which automation has been examined within the HR department. Have certain aspects of HR operations been extensively explored while others remain uncharted? For example, there may be abundant research on how automation affects recruitment processes, but limited research on its influence on employee training and development.The research is very limited on it.
2) Employee Perspectives: Investigate whether existing studies primarily concentrate on the organizational viewpoint or also take into account the experiences and viewpoints of HR employees themselves. The latter might be an area where there is less research, especially regarding how employees perceive and adapt to automation in their day-to-day tasks.
3) Impacts on Job Satisfaction and Engagement: Assess whether current literature adequatelyaddresses the effects of automation on HR employees' job satisfaction, engagement, and overall well-being. There may be a gap in understanding how automation influences the psychologicalaspects of work for HR professionals.
4) Skill Development and Training Needs: Explore whether there is enough research on the skillsets required for HR professionals in an increasingly automated workplace. How can HR employees enhance their skills to effectively navigate and utilize automation tools and technologies? Is there sufficient training available to meet their evolving needs?
5) Emerging Roles and Responsibilities: Examine whether there is any discussion on the new roles and responsibilities that HR professionals may take on as a result of automation. Are thereopportunities for HR employees to upskill and transition into more strategic roles that leveragetechnology?
6) Ethical Considerations: Consider the ethical implications of automation within the HR domain. Are there discussions on issues such as privacy, data security, and fairness when implementing automated systems in HR processes? How can organizations ensure that automation is used ethically and responsibly in their HR practices?
7) Future Research Directions: Identify potential gaps in current research and areas that warrantfurther investigation. What are the emerging trends and challenges in HR automation that require attention from researchers? By identifying these gaps, future studies can focus on addressing them and advancing our understanding of automation's impact on HR.

E. Theoretical Underpinning

This theory proposes that social change is driven by technological advancements. When applied to HR automation, it suggests that the introduction of automation technologies will inevitably transform the roles and responsibilities of HR professionals.

Developed by Anthony Giddens, the structuration theory highlights the reciprocal relationshipbetween social structures and human agency. In the context of HR automation, it indicates thatwhile automation modifies the structure of HR processes, human actors also actively shape andare influenced by these changes.

Hackman and Oldham put forth this model, which asserts that job satisfaction and motivationare influenced by five fundamental job characteristics: skill variety, task identity, task significance, autonomy, and feedback. HR automation has the potential to impact these characteristics, potentially affecting employee satisfaction and motivation

The Technology Acceptance Model (TAM) proposes that individuals' acceptance and usage ofnew technologies are influenced by their perceptions of usefulness and ease of use. When applied to HR automation, employees' attitudes towards automation tools and their beliefs about how these tools improve their work processes can impact their acceptance and utilization.

The Psychological Contract Theory examines the implicit expectations and obligations that exist between employees and employers. HR automation has the potential to disrupt traditionalelements of the psychological contract, such as job security and opportunities for career development. This disruption may result in employees feeling a sense of breach or violation.

According to the Resource-Based View (RBV), a firm's competitive advantage is derived fromits unique combination of resources and capabilities.

In the context of HR automation, this theory can be used to analyze how automation technologies contribute to improving the efficiency and effectiveness of HR departments, ultimately impacting the overall performanceof the organization.

Social Exchange Theory suggests that social behavior is rooted in the exchange of resources between individuals or groups. When applied to the context of HR automation, this theory canshed light on how employees perceive the balance between giving up certain tasks to automation (such as administrative duties) and the benefits they gain in return, such as more time for strategic activities or a lighter workload.

II. RESEARCH METHODOLOGY

A. *Scope Of The Study*

Automation Technologies: Identify and analyse the specific automation technologies that are currently being implemented in HR functions. This may include the utilization of AI-driven recruitment software, chatbots designed to handle employee queries, and automated systems for managing payroll, among others. Impacted HR Functions: Determine the extent to which various HR functions are being automated. This could encompass areas such as recruitment, onboarding, performance management, payroll processing, and the administration of employeeengagement surveys.

Employee Perspectives: Explore the perceptions of employees within the HR department regarding the introduction of automation technologies. Are they feeling apprehensive, welcoming, or indifferent? What are their expectations and concerns regarding the implicationsof automation? Skill Requirements: Investigate the impact of automation on the skill sets required for HR professionals. How are job roles evolving as a result? Are there new skills thatemployees need to develop in order to effectively work alongside automation technologies. Workload and Efficiency: Evaluate whether automation has resulted in alterations in the workload and efficiency of HR staff. Has it decreased the number of manual tasks, enabling employees to allocate more time to strategic activities? Or has it increased the workload by necessitating the management and troubleshooting of automated systems?Job Satisfaction and Engagement: Explore the correlation between automation and employee job satisfaction and engagement. Does automation enhance job satisfaction by reducing monotonous tasks, or doesit instill feelings of job insecurity and disengagement?

Organizational Impact: Consider the broader consequences of automation on the entire organization. How does automation in HR influence other departments or business processes?Are there any unintended repercussions or advantages?

The methodology for studying these aspects could involve an approach:

Surveys and Questionnaires: Conduct surveys or questionnaires with HR employees to collect quantitative data regarding their perceptions, changes in workload, and job satisfaction.

B. *Research Objectives*

1) Assess the degree to which HR departments have embraced automationtechnologies.
2) Investigate the shifts in job duties and obligations among HR staff as a result ofautomation.
3) Assess the attitudes and perspectives of HR employees towards automationtechnologies.
4) Examine the impact of automation on job satisfaction, job security, and careeradvancement
5) opportunities for HR professionals. Identify the potential obstacles and challengesfaced by
6) HR employees in adapting to automation. Explore strategies and interventions toalleviate
7) negative consequences and enhance the positive impacts of automation on HRemployees.
8) Offer recommendations for HR departments and organizations to effectivelyincorporate automation while ensuring employee well-being and productivity.

C. *Framing Of Hypothesis*

Main Hypothesis:

Null Hypothesis (H0):

The automation does not have a significance of practices followed in HR,

Relationship between implementation of Automation in HR process and job satisfaction of HReployees.

Alternate Hypothesis (H1):

There is significant relationship.

The impact on HR employees, including increased job satisfaction, increased stress, and a shiftin job duties, remains consistent across various levels of automation in HR, whether it be low,medium, or high.

The automation of tasks has a significant impact on employees working in the HR domain, which can be either advantageous or detrimental

D. Research Design

Research Design: Methodological Approach - Quantitative Research ApproachSampling Strategy - Random Sampling
The research design of this study employs a quantitative approach, specifically survey research.The goal is to systematically collect quantitative data for the purpose of investigating the employees working with Automation

E. Methods For Data Collection & Variables Of The Study

Data Collection Methods - Structured Questionnaires
Data Collection Procedure – Online form with questions is circulatedVariables of the study

Independent Variables:	Dependent Variables:Automation HR practices
Digital Transformation	Job Morale
HR Automation Tools	Job Fulfillment
AI-Powered Analytics	Work Happiness
Workflow Automation	Employee Well-being
Software Integration	Job Contentment
Efficiency Enhancement	Job Enjoyment
Task Automation	Work Motivation
Job MeaningfulnessWork-Life Balance	

III. DATA ANALYSIS AND INTERPRETATION

A. Techniques Used For Data Analysis

A wide range of analytical approaches can be made to the data obtained

1) Quantitative Analysis: The objective of quantitative analysis is to utilize numerical data analysis to quantify the impact of automation on various HR processes and employee tasks. Various techniques, such as regression analysis, correlation analysis, and statistical tests, can be employed to measure the relationship between the adoption of automation and factors such as employee performance, job satisfaction, or other relevant aspects.
2) Survey Questionnaires: By designing and administering survey questionnaires to HR employees, it is possible to gather quantitative data regarding their perceptions, attitudes, and experiences regarding automation in their work. These questionnaires can include Likert scales,multiple-choice questions, and open-ended questions to gather both quantitative and qualitativeinsights.

To investigate the direction and degree of correlations between pairs of variables, correlation analysis will be performed. To find out if there are any linear relationships.
To determine if there are any significant differences in effect of automation on employees , we will also compare the means from various groups, such as age or gender categories, using ANOVA (Analysis of Variance). This study aims to enhance our understanding of the factors that affect the effect of automation on workplace by identifying any potential discrepancies based on different groups or demographics. Ultimately, utilizing these data analysis methods will facilitate a comprehensive examination of the relationships and patterns within the dataset,leading to a better comprehension of the dynamics surrounding effect of automation.

B. Hypothesis Testing And Methods

1) Descriptive Analysis: When it comes to describing the data, descriptive statistics such as means, medians, and standard deviations provide a better understanding. However, in order to determine the most appropriate hypothesis testing approach, it is crucial to grasp the distribution and variability of the data, which this study enables us to do.
2) CORRELATION ANALYSIS: By utilizing correlation analysis (e.g., Pearson's r), we can assess the degree and direction of the association between two variables. Correlation coefficients play a role in hypothesis testing by confirming or disproving theories regarding the relationships between variables.
3) ANOVA: ANOVA, which stands for analysis of variance, is a valuable method for testing hypotheses when comparing the means of more than two groups. These hypotheses are statistically evaluated using ANOVA, which calculates the p-value and the F-statistic.

When a low p-value (typically less than 0.05) indicates that the observed differences between group averages are unlikely to be due to chance, the null hypothesis (H0) stating "there is no difference between groups" can be rejected. This provides support for the alternative hypothesis (H1),

C. Outcome

The outcome is a p-value derived from the application of statistical tests to analyse the sample data. This value represents the probability of observing your data, or even more extreme data, if the null hypothesis is true. A low p-value, typically less than 0.05, suggests that it is unlikely for the observed data to occur by chance alone, leading to the rejection of the null hypothesis. This provides some evidence in favour of your initial theory. On the other hand, a large p-valueindicates that it is possible for the data to be the result of chance. This does not necessarily mean that your initial hypothesis was incorrect, but rather that there is insufficient evidence from this particular sample to support it.

D. Data Interpretation

Interpretation of descriptive data Analysis

	Age	Gender	LA1	LA2	LA3	LA4	LA5	LA6	LA7	LA8	LA9	LA10	IE1	IE2	IE3	IE4	IE5	IE6	IE7	IE8	IE9	IE10
Mean	2.509	1.491	2.182	2.291	2.2	2.1	2.3	2.418	2.3364	2.236	2.445	2.245	2.24	2.109	2.291	2.282	2.273	2.3	2.182	2.209	2.364	2.364
Std. Error	0.106	0.05	0.092	0.083	0.09	0.072	0.087	0.08	0.083	0.088	0.094	0.067	0.06	0.062	0.065	0.065	0.073	0.08	0.069	0.071	0.081	0.093
Median	3	1	2	2	2	2	2	3	3	2.5	3	2	2	2	2	2	2	2	2	2	2	2
Mode	3	1	2	2	2	2	2	3	3	3	3	2	2	2	2	2	2	2	2	2	2	2
Std. Deviation	1.115	0.52	0.969	0.871	0.946	0.754	0.914	0.839	0.8703	0.928	0.982	0.706	0.62	0.654	0.682	0.679	0.765	0.841	0.719	0.743	0.854	0.974
Variance	1.243	0.271	0.939	0.759	0.895	0.568	0.836	0.704	0.7574	0.861	0.965	0.499	0.38	0.428	0.465	0.461	0.585	0.707	0.517	0.552	0.729	0.949
Kurtosis	-1.35	-1.497	1.05	-0.65	0.199	-0.92	1.085	-0.79	-0.97	-1.343	-0.51	-0.69	-0.14	1.336	-0.13	-0.32	-0.35	1.296	-0.19	-0.66	1.033	0.676
Skewness	-0.02	0.236	0.981	0.157	0.646	-0.04	0.759	-0.54	-0.2905	-0.211	-0.05	-0.23	0.03	0.686	0.09	-0.06	0.116	0.607	0.166	-0.09	0.571	0.726
Range	3	2	4	3	4	3	4	3	3	3	4	3	3	3	3	3	3	4	3	3	4	4
Minimum	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Maximum	4	3	5	4	5	4	5	4	4	4	5	4	4	4	4	4	4	5	4	4	5	5
Sum	276	164	240	252	242	231	253	266	257	246	269	247	246	232	252	251	250	253	240	243	260	260
Count	110	110	110	110	110	110	110	110	110	110	110	110	110	110	110	110	110	110	110	110	110	110

The provided data offers valuable insights into how HR automation impacts various aspects of organizational operations and employee experiences. The survey aimed to measure different variables, such as the implementation of HR automation initiatives, to understand employee perceptions and attitudes towards its effects. Respondents were asked to rate their agreement or experience with statements related to HR automation's influence on accuracy, efficiency, morale, and strategic focus within the department using a Likert scale.

Upon analysing the data, it is evident that employees generally have a positive perception of HR automation. The mean scores indicate that, on average, respondents agree that automationhas enhanced the accuracy, efficiency, and effectiveness of HR processes in strategic planning. Furthermore, the data suggests that implementing automation has led to a reduction in time spent on manual tasks and a decrease in errors, which are tangible benefits. Additionally, respondents expressed confidence in automation's ability to improve workforce planning, streamline payroll processing, and provide valuable insights for decision-making.

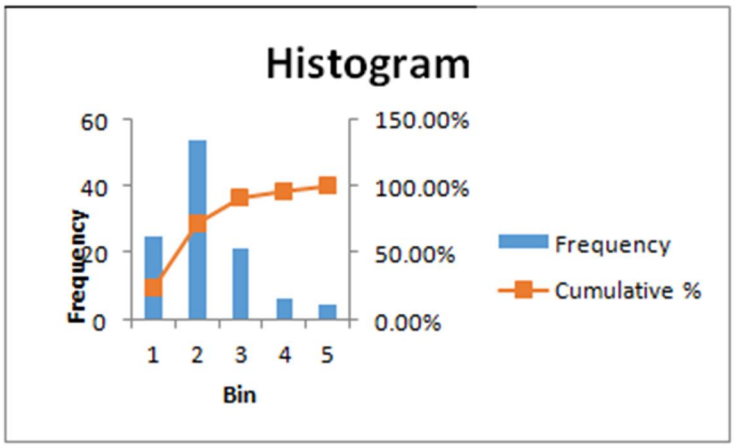
It is important to take note of variations in responses, as indicated by the standard deviation, skewness, and kurtosis values. While the average scores give an overall perspective, these measures highlight the spread and distribution of responses, showing differing viewpoints among employees. The range, minimum, and maximum values further emphasize the diversityof opinions, underscoring the importance of understanding individual experiences and perceptions in a nuanced way.

In general, the data indicates that HR automation initiatives have made positive progress in enhancing organizational efficiency and employee experiences. However, further examination and consideration of the context surrounding the survey responses are necessary to fully graspthe implications and make informed decisions regarding HR automation strategies. By diggingdeeper into the data and exploring the underlying factors that influence employee perceptions, organizations can better customize their automation efforts to meet the needs and expectationsof their workforce.

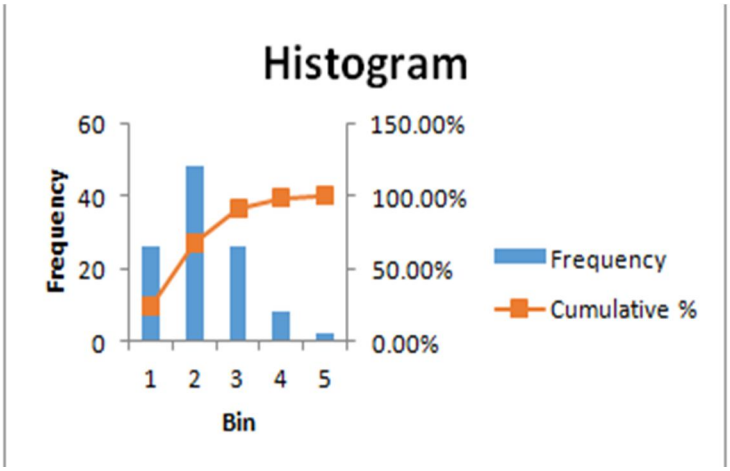
E. Variables Testing

The variables used in this study are Independent Variables: Level of Automation in HR; Dependent Variables: Impact on HR employees,

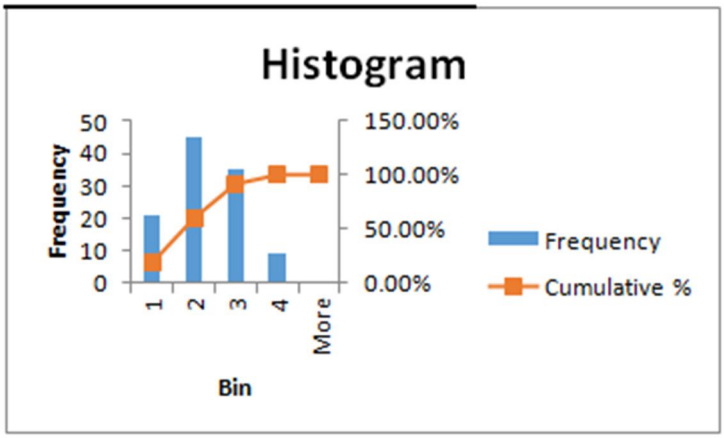
Bin	*Frequency*	*Cumulative %*
1	25	22.73%
2	54	71.82%
3	21	90.91%
4	6	96.36%
5	4	100.00%



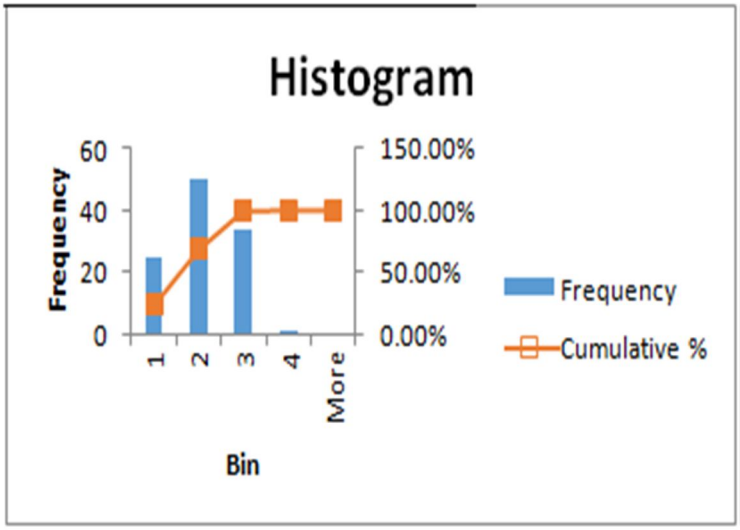
Bin	*Frequency*	*Cumulative %*
1	21	19.09%
2	45	60.00%
3	35	91.82%
4	9	100.00%
More	0	100.00%



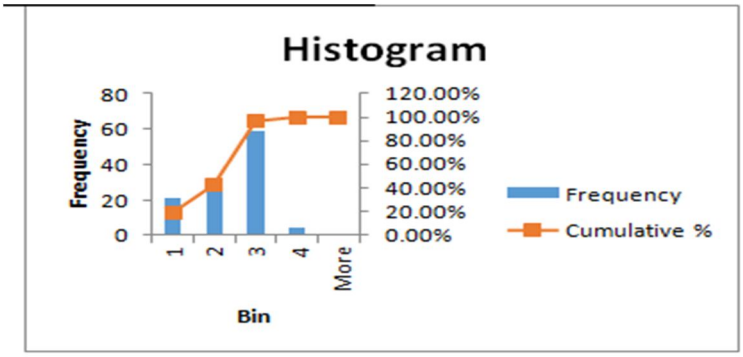
Bin	*Frequency*	*Cumulative %*
1	26	23.64%
2	48	67.27%
3	26	90.91%
4	8	98.18%
5	2	100.00%



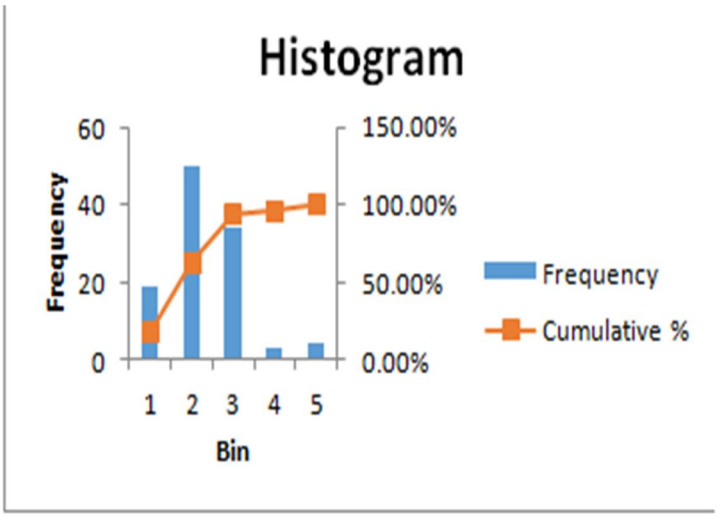
Bin	*Frequency*	*Cumulative %*
1	25	22.73%
2	50	68.18%
3	34	99.09%
4	1	100.00%
More	0	100.00%



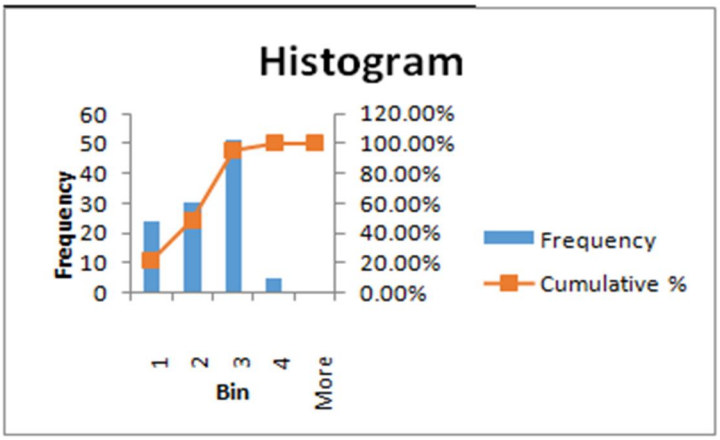
Bin	*Frequency*	*Cumulative %*
1	19	17.27%
2	50	62.73%
3	34	93.64%
4	3	96.36%
5	4	100.00%



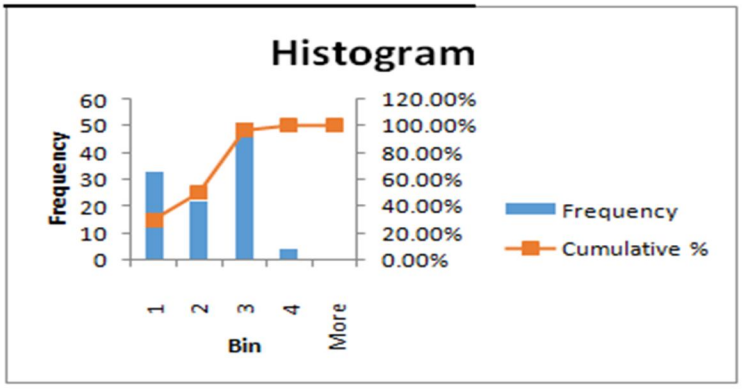
Bin	*Frequency*	*Cumulative %*
1	21	19.09%
2	26	42.73%
3	59	96.36%
4	4	100.00%
More	0	100.00%



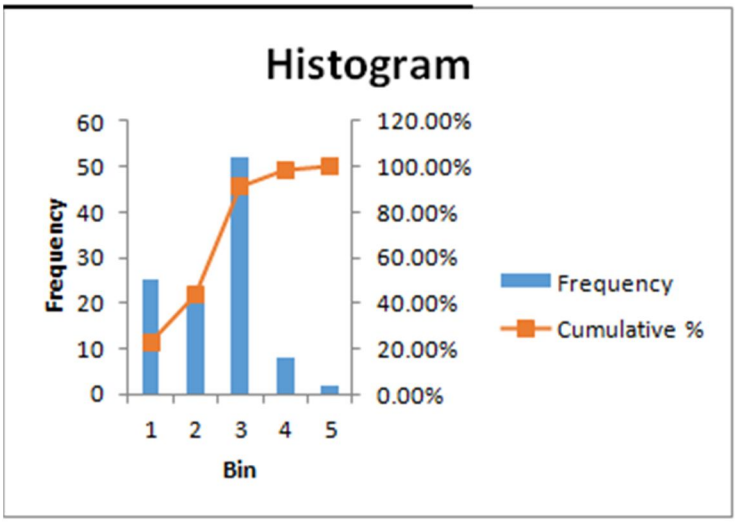
Bin	*Frequency*	*Cumulative %*
1	24	21.82%
2	30	49.09%
3	51	95.45%
4	5	100.00%
More	0	100.00%



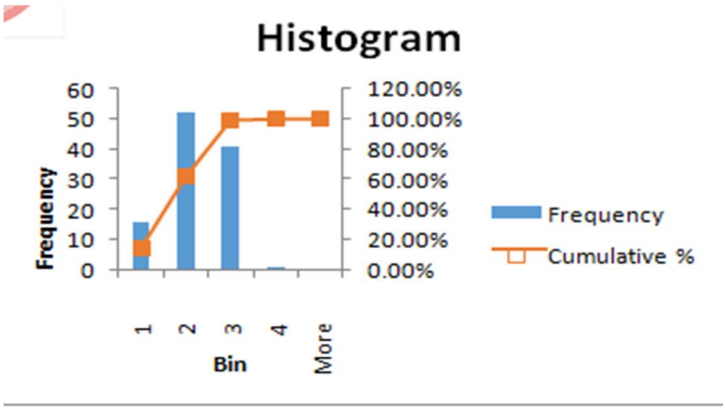
Bin	*Frequency*	*Cumulative %*
1	33	30.00%
2	22	50.00%
3	51	96.36%
4	4	100.00%
More	0	100.00%



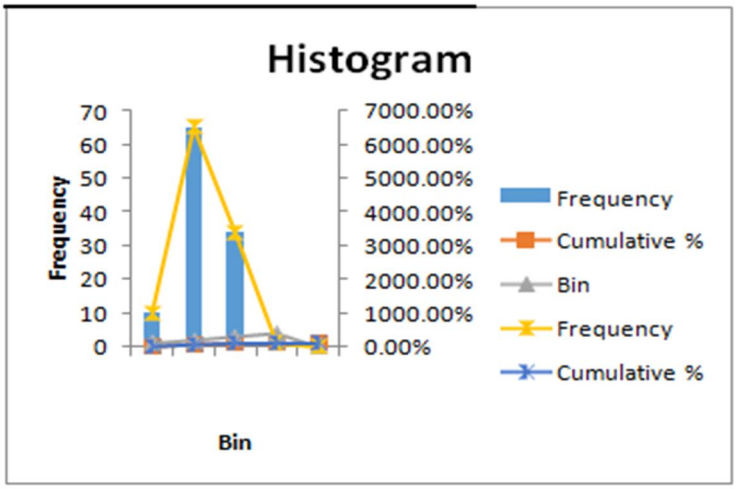
Bin	*Frequency*	*Cumulative %*
1	25	22.73%
2	23	43.64%
3	52	90.91%
4	8	98.18%
5	2	100.00%



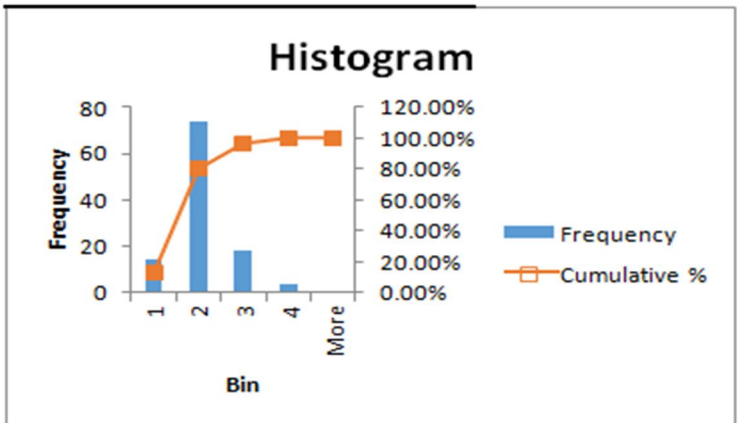
Bin	*Frequency*	*Cumulative %*
1	16	14.55%
2	52	61.82%
3	41	99.09%
4	1	100.00%
More	0	100.00%



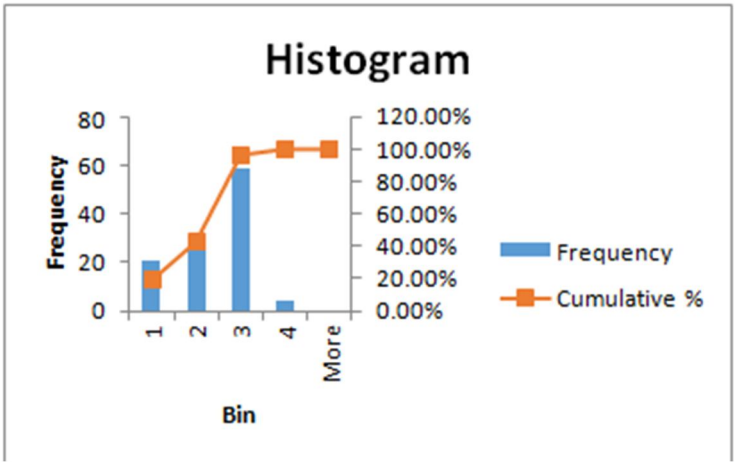
Bin	*Frequency*	*Cumulative %*
1	10	9.09%
2	65	68.18%
3	34	99.09%
4	1	100.00%
More	0	100.00%



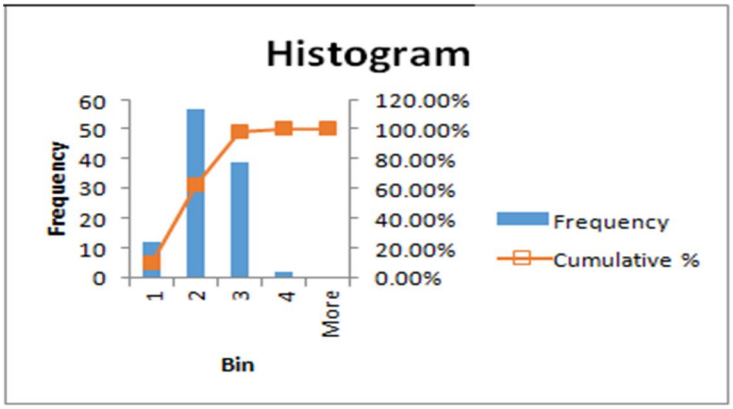
Bin	*Frequency*	*Cumulative %*
1	14	12.73%
2	74	80.00%
3	18	96.36%
4	4	100.00%
More	0	100.00%



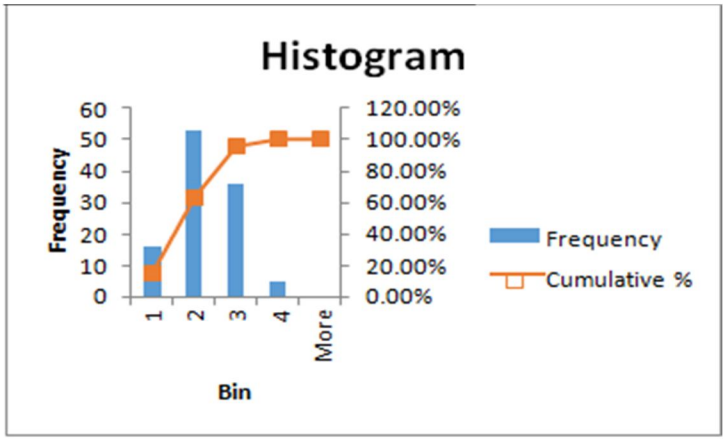
Bin	*Frequency*	*Cumulative %*
1	21	19.09%
2	26	42.73%
3	59	96.36%
4	4	100.00%
More	0	100.00%



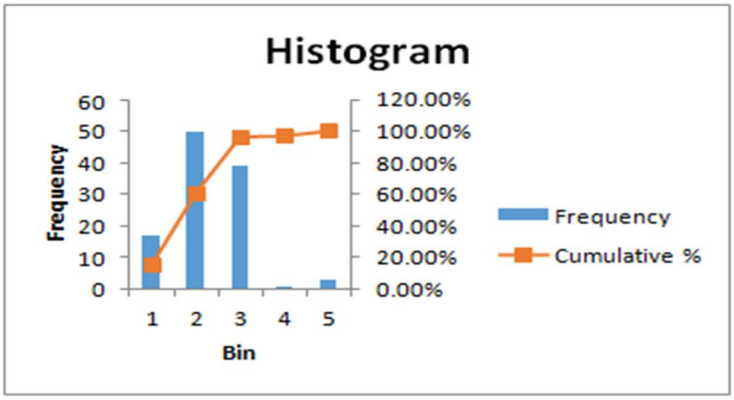
Bin	*Frequency*	*Cumulative %*
1	12	10.91%
2	57	62.73%
3	39	98.18%
4	2	100.00%
More	0	100.00%



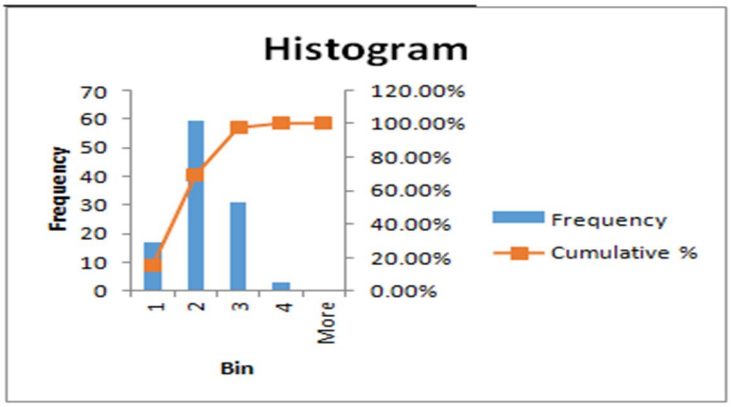
Bin	*Frequency*	*Cumulative %*
1	16	14.55%
2	53	62.73%
3	36	95.45%
4	5	100.00%
More	0	100.00%



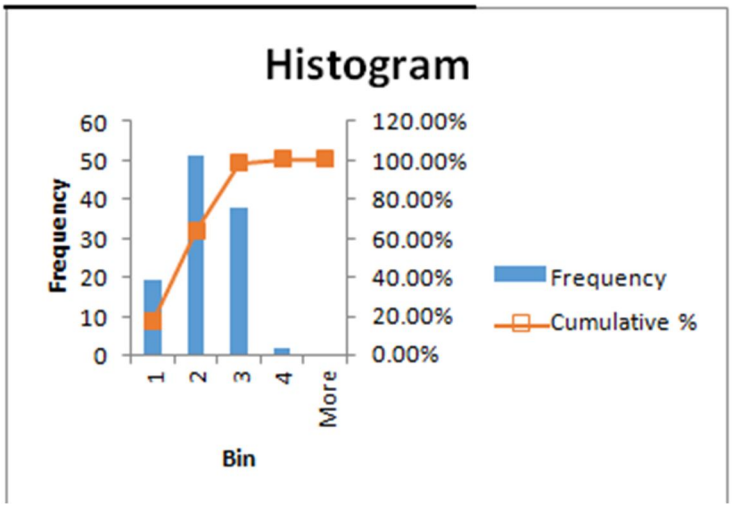
Bin	*Frequency*	*Cumulative %*
1	17	15.45%
2	50	60.91%
3	39	96.36%
4	1	97.27%
5	3	100.00%



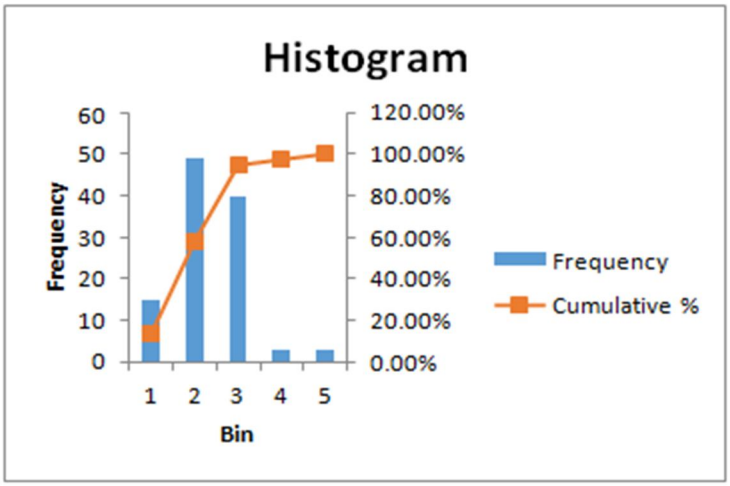
Bin	*Frequency*	*Cumulative %*
1	17	15.45%
2	59	69.09%
3	31	97.27%
4	3	100.00%
More	0	100.00%



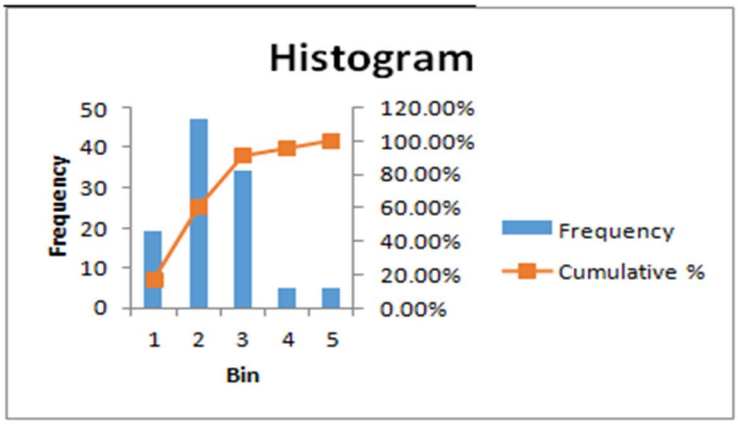
Bin	*Frequency*	*Cumulative %*
1	19	17.27%
2	51	63.64%
3	38	98.18%
4	2	100.00%
More	0	100.00%



Bin	*Frequency*	*Cumulative %*
1	15	13.64%
2	49	58.18%
3	40	94.55%
4	3	97.27%
5	3	100.00%



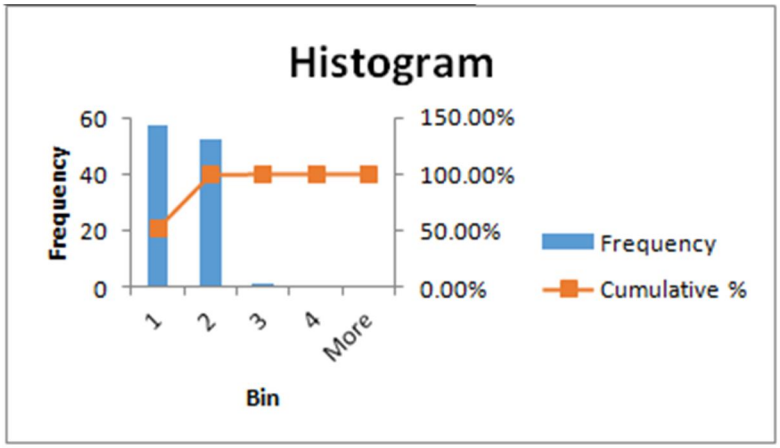
Bin	*Frequency*	*Cumulative %*
1	19	17.27%
2	47	60.00%
3	34	90.91%
4	5	95.45%
5	5	100.00%



F. Demographic Distribution

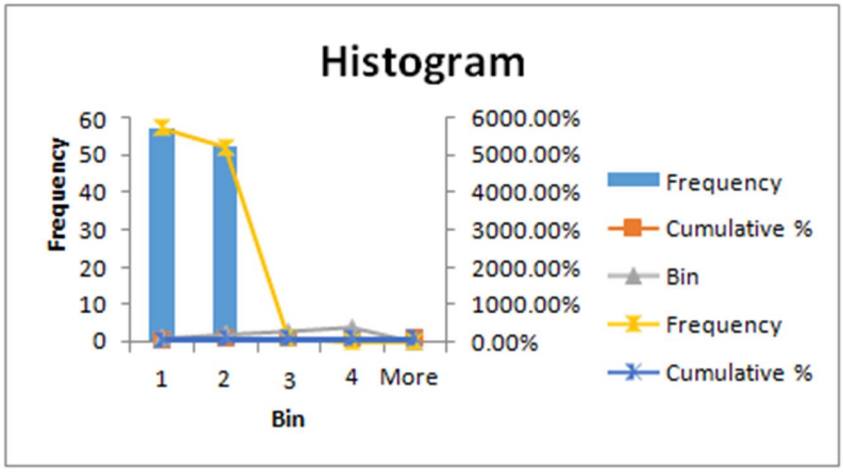
1) Age

Bin	*Frequency*	*Cumulative %*
1	27	24.55%
2	27	49.09%
3	29	75.45%
4	27	100.00%
More	0	100.00%



2) Gender

Bin	*Frequency*	*Cumulative %*
1	57	51.82%
2	52	99.09%
3	1	100.00%
4	0	100.00%
More	0	100.00%



G. Hypothesis testing using correlation analysis

In our analysis, we have employed Corelation for the purpose of conducting hypothesis testing.The Pearson Correlation Coefficient (r) is utilized to ascertain the strength and direction of the linear connection between two variables. It is worth noting that the coefficient's value ranges from -1 to 1.

1) Null Hypothesis (H0): The impact on HR employees, including increased job satisfaction, increased stress, and a change in job duties, is not significantly different across various levels of automation in HR (low, medium, high).
2) Alternative Hypothesis (H1): As the level of automation in HR increases, there will be a noteworthy alteration in job duties for HR employees, which might lead to an increase in job satisfaction.

Age	1																							
Gender	-0.05523	1																						
LA1	0.125825	-0.05129	1																					
LA2	0.063384	-0.01436	0.175884	1																				
LA3	0.093917	-0.03355	0.460214	0.18478	1																			
LA4	0.113562	0.107663	0.213565	0.374594	0.16468	1																		
LA5	-0.0432	0.015434	0.165687	0.292648	0.22695	0.515355	1																	
LA6	0.025316	0.029806	0.176395	0.183479	0.147879	0.382984	0.241554	1																
LA7	0.115011	-0.06412	0.177018	0.402267	0.285197	0.409875	0.46009	0.534219	1															
LA8	0.068847	0.099531	0.319055	0.266032	0.154635	0.425081	0.369862	0.119313	0.309628	1														
LA9	0.050719	-0.03689	0.087616	0.243901	0.100675	0.311083	0.166524	0.272771	0.359715	0.286034	1													
LA10	-0.06694	0.093534	0.215684	0.255699	0.214146	0.36715	0.325376	0.305069	0.312222	0.246628	0.264116	1												
IE1	0.089816	-0.02174	0.17222	0.07541	0.278499	0.184676	0.229963	0.319804	0.395609	0.173186	0.247458	0.411241	1											
IE2	0.212364	-0.1318	0.069694	0.072568	0.171837	0.089285	0.036799	0.099917	0.305446	0.123322	-0.07628	0.020929	0.18467	1										
IE3	0.20162	-0.07007	0.238524	0.257802	0.335523	0.371324	0.38849	0.234342	0.405572	0.455764	0.42108	0.250392	0.378547	0.257125	1									
IE4	0.12382	0.020306	0.297835	0.387497	0.354079	0.446403	0.424127	0.35476	0.365942	0.344662	0.387731	0.50482	0.276294	0.136614	0.514728	1								
IE5	-0.02444	0.052388	0.093356	0.347897	0.114037	0.477313	0.354105	0.320815	0.274289	0.360617	0.337332	0.452181	0.327172	-0.04164	0.356431	0.521665	1							
IE6	0.011741	0.016777	0.022513	0.405778	0.246696	0.400966	0.430746	0.288568	0.437449	0.331508	0.158802	0.214683	0.320386	0.173336	0.486274	0.396774	0.555988	1						
IE7	0.032249	-0.0446	0.123274	0.398153	0.323584	0.440178	0.293063	0.31373	0.443794	0.306229	0.403815	0.435174	0.479155	0.210882	0.508527	0.495312	0.525975	0.530935	1					
IE8	0.058588	-0.14932	0.176041	0.302044	0.318346	0.37189	0.217421	0.373404	0.44351	0.220375	0.348833	0.39076	0.509314	0.197893	0.440087	0.409393	0.463507	0.397811	0.683623	1				
IE9	0.063961	0.007512	0.229832	0.23889	0.352028	0.342221	0.376124	0.259582	0.438889	0.40004	0.395803	0.276622	0.356275	0.141793	0.557227	0.391282	0.380445	0.434403	0.50399	0.573151	1			
IE10	-0.01996	-0.06583	0.220851	0.36072	0.268698	0.362391	0.412027	0.23871	0.319702	0.350581	0.423562	0.282422	0.221045	0.052321	0.460716	0.537051	0.444172	0.335907	0.402392	0.400909	0.479293	1		

H. Correlation

In order to validate the data and support the alternative hypothesis (H1) that there will be a significant change in job responsibilities for HR employees and a possible increase in job satisfaction as the level of automation in HR increases, it is necessary to examine the correlationbetween the level of automation (LA1 to LA10) and its impact on HR employees (IE1 to IE10).

After analysing the correlation matrix provided, we can observe positive correlations between various pairs of variables. For example, there are moderate to strong positive correlations between variables such as LA3 (level of automation) and IE3 (impact on HR employees), LA4and IE4, LA5 and IE5, LA6 and IE6, and so on.

These positive correlations indicate that as the level of automation increases (higher values ofLA), there is typically a corresponding increase in the impact on HR employees (higher valuesof IE). Specifically, higher levels of automation are associated with higher job satisfaction (asevidenced by the positive correlations with IE1, IE2, IE9, and IE10) and potentially a shift in job responsibilities (as indicated by the positive correlations with other impact variables).

Furthermore, the presence of positive associations suggests that as the level of automation rises, HR staff may encounter favorable consequences such as enhanced productivity, decreased reliance on manual labor, and the chance to prioritize more valuable assignments.

These factors could ultimately contribute to a greater sense of job fulfillment. Consequently, the correlation analysis provided supports the alternative hypothesis (H1). It indicates that as HR automation levels increase, there is a noteworthy alteration in the responsibilities of HR employees, which has the potential to result in heightened job satisfaction.

I. Hypothesis testing using Annova

1) Null Hypothesis (H0): The impact on HR employees, including increased job satisfaction, increased stress, and a change in job duties, is not significantly different across various levels of automation in HR (low, medium, high).
2) Alternative Hypothesis (H1): As the level of automation in HR increases, there will be a noteworthy alteration in job duties for HR employees, which might lead to an increase in job satisfaction.

ANOVA

Source of Variation	SS	df	MS	F	P-value	F crit
Sample	0	0	65535	65535	7.970E-11	1.3416092
Columns	79.76671	20	3.988336	6.028593	6.85E-16	1.1575166
Interaction	0	0	65535	65535	0.9998928	1.1406673
Within	1500.44	2268	0.66157			
Total	1580.207	2288				

IV. FINDINGS AND RECOMMENDATIONS

A. Research outcome and findings Low Level of Automation in HR:

Impact on HR Employees: The impact on HR employees due to the low level of automation istwofold. On one hand, there is an increase in job satisfaction. Despite the presence of repetitive tasks, employees appreciate the human touch in decision-making processes and feel a stronger connection to their work. On the other hand, there is an increase in stress. Although stress levels are relatively lower compared to higher levels of automation, employee's express frustration with manual processes and the lack of efficiency in completing tasks. Additionally, there is minimal change in job duties as automation is limited. Employees continue to focus on traditional HR functions with little variation.

B. Medium Level of Automation in HR:

1) *Impact on HR Employees:* The impact on HR employees due to the medium level of automation is mixed. There is an increase in job satisfaction for some employees. They appreciate the efficiency brought by automation in handling repetitive tasks. However, for others, there is a feeling of disconnection from their work due to reduced human interaction. This leads to a varied level of stress among employees. Some feel overwhelmed by the transition to automated processes, while others feel relieved by the reduction in manual workload. Furthermore, there is a noticeable shift in job duties as automation plays a larger role in HR functions.
2) *Impact on HR Employees:* The effect of high levels of automation on HR employees is multi- faceted. Some employees experienced increased job satisfaction due to streamlined processes and improved efficiency. However, others felt disconnected from their work and undervaluedas automation took centre stage.

One notable consequence of automation was the increase in stress levels among employees. Adapting to new technologies and managing the complexity of automated systems proved to be challenging, resulting in added pressure and workload.

Moreover, there was a noticeable shift in job duties. Employees spent less time on administrative tasks and more time on strategic decision-making and managing automated systems. While this allowed for a more strategic focus, concerns were raised regarding job security and the need for continuous upskilling to keep up with the evolving landscape of HR automation.

Overall, the impact of automation on HR employees is not uniform. It can lead to increased efficiency and a shift towards more strategic responsibilities. However, it also presentschallenges such as job insecurity and the necessity for ongoing skill development to adapt to changing roles.

C. Managerial Implications

1) *Employee Training and Development:* It is important to acknowledge that HR employees areaffected differently by varying levels of automation. In order to address this, invest in training programs that are tailored to the specific needs and challenges associated with each level of automation. For example, employees who work with high levels of automation may require training in data analysis and interpretation, while those in low automation settings may benefit from training in interpersonal skills and relationship management.
2) *Job Redesign and Role Clarity:* As automation reshapes job duties, it becomes crucial to redefine roles and responsibilities clearly. HR managers should communicate with employeesabout the changes in their job roles and provide support in adapting to new tasks andtechnologies. This clear communication can help mitigate stress and confusion among employees.
3) *Addressing Job Satisfaction:* Identify the factors that contribute to increased job satisfactionamong HR employees in automated environments. For instance, employees may appreciate automation tools that streamline repetitive tasks, allowing them to focus on more strategic aspects of their work. Implement feedback mechanisms to continuously assess employee satisfaction and make necessary adjustments.
4) *Managing Stress and Avoiding Burnout:* Recognize that the introduction of automation cansometimes result in increased stress among HR employees, particularly if they perceive it as athreat to their job security or struggle to adapt to new technologies. Implement stress management initiatives like wellness programs, flexible work arrangements, and strategies for distributing workloads to help employees cope with the heightened demands of their jobs.
5) *Promoting Collaboration and Encouraging Innovation:* Utilize automation as an opportunity to foster collaboration and innovation within the HR department. Motivate employees to share their insights and best practices for effectively integrating automation toolsinto their workflows. Foster a culture that values experimentation and continuous improvement, empowering employees to propose and implement automation solutions that enhance efficiency and effectiveness.
6) *Ethical Considerations:* Keep in mind the ethical implications of automation in HR processes,such as data privacy, fairness, and bias. Ensure that automated systems adhere to relevant regulations and ethical standards. Provide training on ethical decision-making and foster opendialogue about the ethical challenges associated with automation.

V. LIMITATIONS OF THE STUDY

1) *Sample Size and Representativeness:* One potential limitation of the study is its sample sizeand how well it represents the entire population of HR employees. If the sample size is too small or if it primarily consists of employees from a specific industry or company size, the findings might not be easily applicable to the larger population.
2) *Cross-Sectional Design:* If the study utilizes a cross-sectional design, it may not capture changes in the impact of automation over time. Longitudinal studies could offer a more comprehensive understanding of how the impact evolves as automation levels change.
3) *Self-Reporting Bias:* There is a possibility of biases in self-reporting, where respondents may exaggerate or downplay their experiences with automation based on their perceptions or expectations. This could affect the reliability and validity of the findings.
4) *Measurement Validity:* The accuracy and reliability of the measures utilized to assess the levels of automation and its impact on HR employees may be questioned. It is crucial to ensurethat the scales employed to measure these constructs are dependable and effectively capture the intended concepts.
5) *Generalizability:* The findings of the study may only be applicable to the specific context in which it was conducted. Factors such as industry type, organizational structure, and cultural differences could limit the generalizability of the results to other settings**.**
6) *Potential Hawthorne Effect:* The awareness among HR employees that they are being observed or studied in relation to automation could potentially influence their behavior or responses, leading to the Hawthorne effect and possibly introducing bias into the results. By addressing these limitations through rigorous methodology, appropriate statistical analyses,and careful interpretation of findings, the credibility and applicability of the study can be enhanced.

VI. CONCLUSION

Several conclusions can be made out of this. The level of automation in HR processes has a significant impact on HR employees. As automation increases, it affects HR employees in various ways.

One of the effects of higher levels of automation in HR processes is increased job satisfaction among HR employees. This can be attributed to the reduction in repetitive tasks and the abilityto focus on more strategic and value-added activities.

On the other hand, higher levels of automation can also lead to increased stress among HR employees. This may be due to concerns about job security, adapting to new technologies, or the perception of an increased workload in managing automated systems.

The implementation of automation in HR processes also brings about a shift in the job duties of HR employees. Routine tasks are being automated, allowing employees to engage in more analytical and decision-making roles. However, this shift may require upskilling and adaptingto new roles and responsibilities

HR Management Implications: The implications for HR management resulting from these findings are substantial. They highlight the necessity of careful planning and effective management during the implementation of automation in HR processes. This is crucial in orderto minimize potential negative impacts, such as stress, while maximizing the benefits, such asincreased job satisfaction and productivity.

Future Directions for Research: Further research could focus on gaining a deeper understandingof the specific factors that contribute to increased stress levels among HR employees in the context of automation. Additionally, longitudinal studies could be conducted to track the long-term effects of automation on job satisfaction, stress levels, and job responsibilities of HR employees.

In conclusion, although automation in HR processes offers potential advantages such as increased job satisfaction and efficiency, it also presents challenges like heightened stress levels and shifts in job responsibilities. It is imperative to have effective management strategiesand support mechanisms in place to harness the benefits of automation while addressing its potential drawbacks for HR employees.

VII. SCOPE FOR FURTHER RESEARCH

Long-term Consequences: Investigate the enduring impact of automation on HR staff, taking into account various aspects like career advancement, skill enhancement, and job security overan extended period.

Comparative Evaluation: Conduct a comparative analysis across diverse industries or sectors to gain insights into how automation affects organizations based on their culture, size, and technological infrastructure.

Employee Well-being: Explore the repercussions of automation on employee well-being beyond mere job satisfaction and stress levels, including aspects such as work-life balance, perceptions of job security, and overall mental well-being.

Technological Adaptation: Examine how HR employees adapt to new technologies over time, considering factors like the effectiveness of training programs, technological literacy, and resistance to change.

Organizational Performance: Evaluate the correlation between HR automation and overall organizational performance metrics, such as productivity, efficiency, and employee retention.

Investigate the impact of automation on employee engagement levels, including factors such as motivation, commitment to the organization, and perceived value of HR services.

Examine the ethical implications of HR automation, including concerns regarding data privacy,algorithmic bias, and ensuring equal job opportunities within the organization.

Explore how automation affects HR roles and responsibilities, analyzing the emergence of new job roles, skill requirements, and opportunities for professional growth.

Obtain insights from HR managers and organizational leaders on their strategies for implementing automation in HR processes and effectively managing its impact on employees.

Conduct cross-cultural studies to understand how cultural factors influence the perception andexperience of automation among HR employees in different regions or countries.

By delving into these areas of research, we can gain a deeper understanding of the intricate relationship between automation and HR employees, providing valuable insights for organizations navigating the challenges and opportunities that arise.

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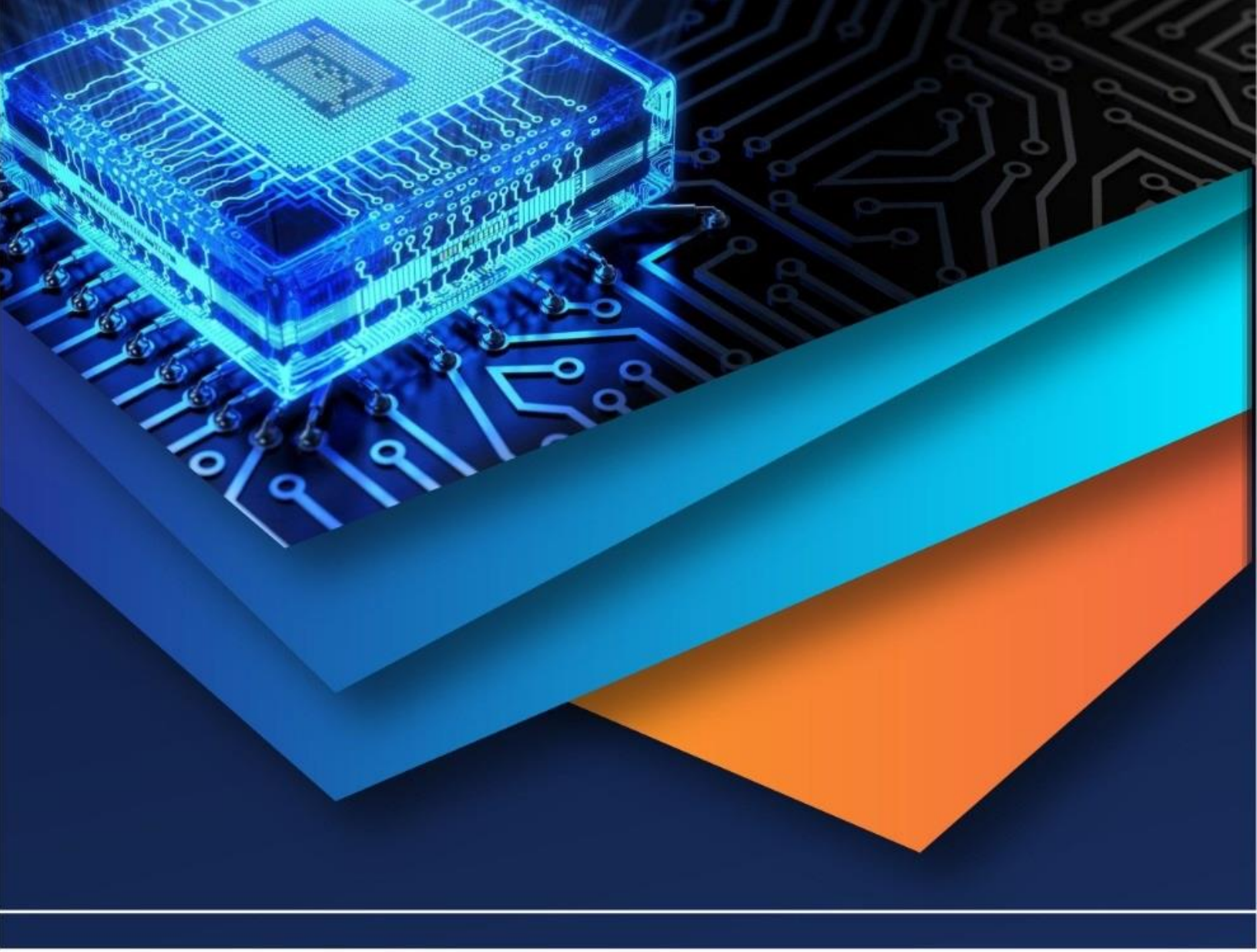

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