

The Future Role of AI-Based Green HRM and HR Digitization Automation

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Abstract. The automating tedious and routine operations is part of HR digitization, which frees up employees' time to focus on more important duties. A leadership approach known as transformational leadership encourages staff members to perform at higher levels. HR digitization and the integration of AI technologies into routine HR procedures can be facilitated by transformational leadership. Artificial intelligence and digitization are essential for any organization to thrive and compete in the marketplace. Since people are an organization's most valuable resource, integrating digitalization and artificial intelligence into HR procedures is advantageous. This article's main goal is to thoroughly investigate how the implementation of a transformational approach to leadership incorporates AI and HR digitization with the goal of increasing organizational efficiency. This review article's primary goal is to improve the body of knowledge already available on the subject. The researchers ultimately concluded that transformational leaders make sure that change is handled skillfully to reduce disruption and optimize the advantages of AI and HR digitization. Furthermore, it was discovered that transformational leadership and artificial intelligence work in tandem to foster innovation, data-driven decision-making, and constructive organizational transformations. To learn more about the organization's implementation of GHRM practices, a survey was carried out. The respondents' data are as follows examining the connections between elements related to Green Human Resource Management (GHRM) rehearsals was probably the goal of connection examination. Pearson correlation coefficients and other statistical tools were used to evaluate the relationships between variables like hiring practices, employee training initiatives, and environmental sustainability results. Hierarchical supportability execution and GHRM practice are positively correlated, meaning that maintainability execution rises as GHRM practice does. In any case, a lack of significant links or negative relationships may indicate areas where GHRM drives and manageability goals need to be better aligned. Employers can use online resumes and applications to hire applicants, cutting down on the amount of paper trash. The talent is the foundation of innovation activities, and autonomous innovation is the driving force behind the long-term growth of IT companies.

Keywords: Artificial intelligence, Innovation, Green, Leadership, Digital HR.

1 Introduction

Artificial intelligence has grown in acceptance and appeal in enterprises since it has the potential to replace human cognitive abilities [1]. Humans and machines have come together as a result of increased HR automation, which has forced HR to handle tasks that require more human skills like empathy, creativity, and problem solving. When discussing artificial intelligence, data is crucial to its application in human resources operations. Within organizations, to continue to grow and promote, firms must acknowledge the importance of artificial intelligence and maximize its benefits due to heightened competition, a dynamic business climate, and technological breakthroughs [2]. When artificial intelligence is used in HR procedures, the results are more precise and flexible. Artificial intelligence has the potential to advance executive by offering insights. This branch of artificial intelligence uses algorithms and machine learning to evaluate massive amounts of information and delve deeper into hidden patterns that have previously escaped notice by enterprises. Businesses may easily incorporate artificial intelligence to detect fraud, forecast client purchasing trends, and produce customized ads to encourage purchases. In the modern workplace, workers come up with a number of strategies to expedite repetitive and boring jobs.

2 Related Work

The fair method for allocating human resources was presented in this work, and it is thought of as the creation of several teams. The method sorts the tasks according to the agents' contributions and assigns a descending rank based on working strength. To finish the mission, select the agents who have contributed more than the others to the group. Following group formation, distribute agents a second time to discuss their skill contributions.

Digitalization of human resources is one such development that is essential to raising employee performance. By enabling the digitization of several repetitive and tiresome HR duties, it expedites workers' critical work and frees up time for more significant pursuits. All HR procedures have changed as a result of HR digitalization, which has also aided in the production of more precise and trustworthy data for decision-making [3]. Automating administrative duties frees up more time for transformative leaders to coach and provide feedback to their team. Employee engagement and motivation will increase as a result, improving productivity, retention rates, and the culture of the company. Paperwork can get stranded in one spot, but digitization streamlines every step, increasing organizational efficiency by accelerating work. The entire organization will have a consistent experience if HR tasks are automated [4]. Transformational leadership enables the organization to handle changes, which aids people in adjusting to the ever-changing corporate environment [5]. A leader who aspires to be transformational should stay current on the newest technological developments and learn new abilities that aid in foreseeing future shifts. A team led by a transformational leader becomes a unit that surpasses its own capabilities and realizes its own potential. Others are encouraged to be creative and to seek out chances for personal growth by transformational leadership. The most necessary leadership in the current digital era is transformational leadership since they recognize and value change and know that organizations must have leadership that embraces organizational change in order to remain competitive when adjusting to new technologies. Since they understand that innovation is essential to remaining viable and competitive in the market, transformational leaders

genuinely care about ongoing development where creative ideas are thoroughly explored [6]. HR digitization facilitates transformational leadership by releasing positive leaders' time to give attention to on further vital planned duty and personal growth. Additionally, HR digitization helps transformative leaders build their teams and make well-informed judgments. Adopting HR digitization will enable leaders to improve their transformational leadership behaviors and give them the resources they need to lead effectively. Adopting HR digitization improves the caliber of HR procedures, which in turn improves the working environment for employees. The transition of HR procedures to the digitalization stage heavily relies on artificial intelligence. Artificial Intelligence is therefore necessary for businesses to transition to digital HR. Organizational leaders should use a transformative approach to ensure a smooth transition from standard HR procedures to the integration of AI and digitization of HR procedures. By automating processes, improving the caliber of judgments, and offering several other insightful insights, artificial intelligence has the potential to completely transform conventional HR practices. When AI is incorporated into HR procedures, it guarantees efficient HR procedures, lessens employee administrative workloads, and frees up HR specialists' time for strategic work that calls for human knowledge. It improves worker experiences, which helps businesses succeed [7]. This article attempts to investigate the application of AI and HR automation to the organization through a review of existing literature, which presents the proposed conceptual model of the study, due to the lack of resources that assess the facilitation of AI and HR digitalization through transformational leadership.

3 GHRM

An analysis of Green Human Resources This evaluation, which concentrated on Indian IT companies in India, directed the board's (GHRM) practices and their effects on ecological execution. The results show that IT companies in the area are promoting eco-friendly work practices among their staff members and actively engaging in GHRM processes. Surprisingly, the Green Representative Strengthening and Support strategy may be the primary factor in fostering employee loyalty and natural knowledge. Additionally, the review demonstrates a strong link between business ecological execution and GHRM principles. Although there was a similarly lower uptake of the Green Hierarchical Environment, Green Enlistment and Determination stood out as the most noticeable activity. Maintaining a Natural Presentation Data set (EPD) and collaborating with environmentally conscious suppliers rank highly among the best natural display outcomes, emphasizing the value of eco-friendly relationships and information sharing.

4 AI and HR digitization

A. The principal goal to conduct a thorough literature review on the ways in which transformational leadership prepares the way for AI and HR digitization [8]. Artificial Intelligence (AI) is a recent technological development that has significant economic consequences and supports a range of organizational tasks. For this new technology to be implemented successfully, human intelligence is required. The development of systems that can perform tasks under human supervision is known as artificial intelligence. Artificial intelligence has an impact on corporate operations and leadership, with the potential for significant changes. Artificial intelligence (AI) solutions, such as chatbots and predictive

analytics, are essential for improving staff support in businesses. AI tools enhance the strategic role of the HR department inside the company by personalizing employee experiences and supporting data-driven decision making. AI has the ability to greatly improve HR operations and overall employee productivity by automating repetitive and mundane processes and increasing employee engagement. Improved employee engagement is also directly impacted by the capacity to increase job satisfaction and promote teamwork. Adapting training programs to the needs of employees is greatly aided by artificial intelligence. AI also improves employee learning experiences by customizing them to each worker's tastes and offering tailored feedback and recommendations that promote a happy and encouraging workplace. Artificial intelligence has the ability to assist staff members in recognizing their strengths and shortcomings and in receiving feedback and performance support that is specifically tailored to their needs. The application of AI technology in business platforms is depicted Businesses' Use of AI Technology is the source.

Processing natural language is NLP is used to automate HR procedures like reviewing employee feedback, evaluating applicants, and screening resumes. NLP is therefore very helpful in better understanding and managing their applicants and workers. NLP tailored to HR is used to improve important HR procedures quickly and accurately, which helps with decision-making. Robotic Process Automation (RPA) in HR refers to the use of software robots to perform repetitive, boring, high-volume processes including hiring, screening, and managing massive amounts of employee data. Compared to people, these robots complete the duties far more quickly and precisely. The field of computer vision focuses on simulating the complexities of the human visual system. Its primary goal is to enable computers to emulate the human process of object recognition and interpretation in any image or video. Artificial intelligence is used in computer vision to enable computers to extract information from any visual input ,including pictures or movies. Deep Learning: This branch of artificial intelligence and machine learning mimics how people learn particular types of knowledge. These models are tools for automating tasks that often require human intelligence, including creating descriptions for pictures or turning audio into text .Conventional Interfaces: Even when programs have different initial structures, they allow users to recognize common patterns in how they are implemented. Applying function composition to this collection of pieces enables the natural representation of completely independent and separate applications [9].Physical Robotics: These robots are designed to resemble people in both look and behavior, as well as to have cognitive capacities that are normally associated with living things. These robots are made to assist people in their daily lives as well as in their careers[10].The percentage of businesses using AI technology is displayed .

5 Digitalization of HR

Technologies for HR digitization have the ability to change HR procedures and enhance employee satisfaction [10]. In addition to having the capacity to completely transform HR procedures, HR digitalization also increases the precision and uniformity of Strategic HRM practices, which boosts their efficacy. Organizations should develop a clear plan and vision for HR digitization since it will also yield insightful information for enhancing HR procedures. Although HR digitization is supposed to boost worker productivity and lower expenses, it can also result in job insecurity and lower worker satisfaction. argued that HR digitization enhances recruitment process by improving the employee experience and helping to retain top people[11]. The authors also suggest that bias in algorithms and other issues are

obstacles to HR digitization implementation. HR digitization may improve results for both the company and its employees while also assisting organizations in remaining competitive in this fast-paced economic climate. To make work easier, the majority of companies are investing in HR digitization [12]. HR digitization improves organizational effectiveness in addition to keeping businesses aware of market demands [13]. Reimagining the organization's culture and retraining employees' skills and expertise are essential components of HR digitization. Redefining the organization's HR procedures is therefore necessary to maintain market leadership and achieve success in the volatile business climate.

6 Leadership

Since transformational leadership primarily focuses on building the team's skills rather than merely rewarding or penalizing them for their performance, it is more effective than all other types of leadership. The key component of transformational leadership is that it significantly alters people's attitudes, values, and beliefs rather than just making little adjustments. When staff members start to accept the change process after realizing its advantages, a transformation occurs. A transformational leader can effectively convey these advantages to the staff. Transformational leaders may motivate their followers and team members to put aside their self-interested objectives and strive toward the team's and organization's shared purpose by developing trust with them. A transformative leader is able to inspire and satisfy his team, which enhances their performance [14]. The organization has demonstrated positive outcomes from transformational leadership [15]. According to change management, there is a favorable correlation with fostering trust, employee satisfaction, and an improvement in employees' organizational citizenship behavior. Claims in his book that transformational leaders inspire their group to excel at levels above and beyond their own capacities. Transformational leadership encourages followers to feel better about themselves in terms of accomplishing remarkable objectives. In addition to helping the team meet their personal needs as well as the needs of the business and the team, transformational leaders put the needs of the group ahead of their own goals and interests. It is believed that transformational leaders boost workers' self-efficacy by inspiring them to have confidence in themselves and take measures that will help them reach more ambitious objectives. Transformational leadership and HR digitalization by encouraging an innovative culture and offering the assistance and training needed to integrate the HR digitalization technologies, transformational leadership may open the door for the adoption, deployment, and use of these technologies [16]. Furthermore, it was shown that transformational leaders make sure to give the guidance required for the successful use of HR digitization technology. The effectiveness of HR digitalization for raising employee performance and improving organizational outcomes is positively impacted by transformational leadership because these leaders first recognize the significance of HR digitalization and then communicate that understanding to their staff, enabling them to use the technology appropriately [17]. According to the statement, transformational leaders are able to maximize the benefits of their team and HR digitalization technologies by successfully coordinating them with organizational objectives. According to a survey, transformational leaders give their staff members the assistance and instruction they need to make the most of HR digitalization technologies.

7 Methodology

The research design for this work is descriptive and both primary and secondary data were utilized. An online survey with 15 questions was administered in the period January–March 2024. It drew responses from 120 participants (60% IT workers, 25% HR professionals, and 15% academicians). The survey concentrated upon adoption of Green HRM and HR digitization patterns. Data were analyzed with the use of Pearson correlation analyses and other statistical techniques to understand correlations among hiring procedures, training programs, and sustainability outcomes. The analysis was further complemented by secondary data from peer-reviewed journals and conference proceedings as well as industry reports.

8 Result and analysis

Transformational leadership fosters a culture that encourages employees to use HR digitalization tools to make informed decisions and supports data-driven decision making. By giving leaders the resources and technology they need to assist their staff, HR digitalization promotes transformative leadership. Additionally, it was discovered that HR digitization fosters a culture of ongoing learning and development, which in turn supports transformational leadership. Additionally, it claims that by empowering them to establish a more dynamic and creative work environment, HR digitization can assist in spotting skills shortages and provide the necessary training. Transformational leadership facilitates HR digitization, which boosts organizational performance by giving leaders more time for productive activities like employee development and coaching. In general, it is believed that transformational leadership is essential to the effective use of HR digitalization technology. Leaders find it even easier to implement HR digitization when their organizations have an innovative culture. Higher performance can result from employees adopting HR digitalization technology, which transformational leaders can foster by fostering a supportive culture. It Table1 has been discovered that transformational leaders embrace these technologies and urge their staff to follow suit[18].

Table 1. HR Digitalization.

Team Employees		
S. No	Leadership	Artificial intelligence
1	Transformational leaders facilitate the acceptance of HR digitization by offering a clear vision and communicating the technology's application in an effective manner. It was discovered that transformational leaders foster an innovative and learning culture that makes it easier for HR digitization to be adopted.	A leader that possesses transformational leadership will be able to welcome change in its early phases and create an environment and culture that encourages staff members to do the same.

	Transformational leadership and artificial intelligence	
2	The organization's work environment is significantly impacted by the advent of artificial intelligence and its incorporation into business procedures. Beyond that, leaders and the leadership style they employ have been significantly impacted by the integration of artificial intelligence. The progress and integration of artificial intelligence into enterprises are greatly aided by transformational leaders. The highlights how artificial intelligence may empower workers, freeing up leaders' time from mundane duties to concentrate on important areas. Artificial intelligence technologies help create plans using real-time data and speed up the	Transformational leaders promote artificial intelligence integration by cultivating an organization's supportive and flexible culture. Artificial intelligence technologies improve transformational leadership by providing real-time data and decision support. Artificial intelligence algorithms large volumes of data may be processed by intelligence, giving executives insightful information for predictive analytics and decision-making.
3	implementation of those tactics since they supply real-time data. This kind of adaptability is crucial in this dynamic and ever-evolving business climate. It explores how artificial intelligence may uncover data trends to improve understanding of workflows and worker effectiveness.	Adoption of AI and confidence in its application are encouraged by transformational leadership. thus, places a strong emphasis on using AI into group projects in order to make better decisions. The asserts that a leader's ability to succeed depends on their ongoing interaction with the environment.

This allows them to be acutely aware of the important cues amid the outside problems that can present risks or disturbances or even be a possible partner for their vision[19]. Artificial intelligence is crucial to leadership because it enables leaders to take advantage of opportunities and overcome obstacles in a dynamic and complicated business environment [20]. With the advent of artificial technologies in the workplace, leaders will need to meet numerous demands from both the businesses and the individuals while also overcoming numerous obstacles. Artificial intelligence will give more weight to the soft parts of leadership, like a leader's disposition, actions, and personality qualities, which will help them lead their team toward common goals and a feeling of purpose. As mentioned, artificial intelligence serves as a useful tool to assist human decision-making rather than taking the place of it. According to AI-powered HR analytics platforms such as IBM Watson Talent and Oracle HCM Cloud [7,11], executives can concentrate on strategic decisions by automating repetitive HR tasks. Artificial intelligence streamlines processes, but it also maintains important relationships through regular one-on-one conversations, team-building exercises, and the promotion of a cooperative environment. The nature of the study is descriptive. The secondary data collecting method was used to get the data needed for this investigation. The research entailed examining information from current research publications, resulting in the development of conclusions.

9 Result and Discussion

Followers of transformational leadership are challenged to perform at higher levels and go beyond their comfort zones. However, HR digitization also has the potential to offer insightful information for enhancing HR procedures, which would benefit the organization and its workers. The effectiveness, uptake, and deployment of HR digitalization technologies are significantly impacted by transformational leadership. Together, these two result in a workforce that is more engaged and productive. Accordingly, HR digitization is also a useful instrument for transformational leadership since it enables them to concentrate more on the growth of their staff members and fosters creativity and innovation.

According to the report, transformational leadership fosters an innovative culture within the company, which makes it possible for HR digitization technologies to be adopted, implemented, and used. Employees under transformational leadership are always encouraged to be creative and innovative because they want to use fresh approaches rather than the same old conventional ones. Additionally, transformational leaders provide their staff members the training they need to embrace new technologies so they can use them efficiently and error-free. These results were in line with those of the studies conducted. Additionally, Fig 1 is based on secondary data collected from published reports of HR service providers, consolidated from sources [3,4,7]. The categories were derived from literature review and validated using industry reports.

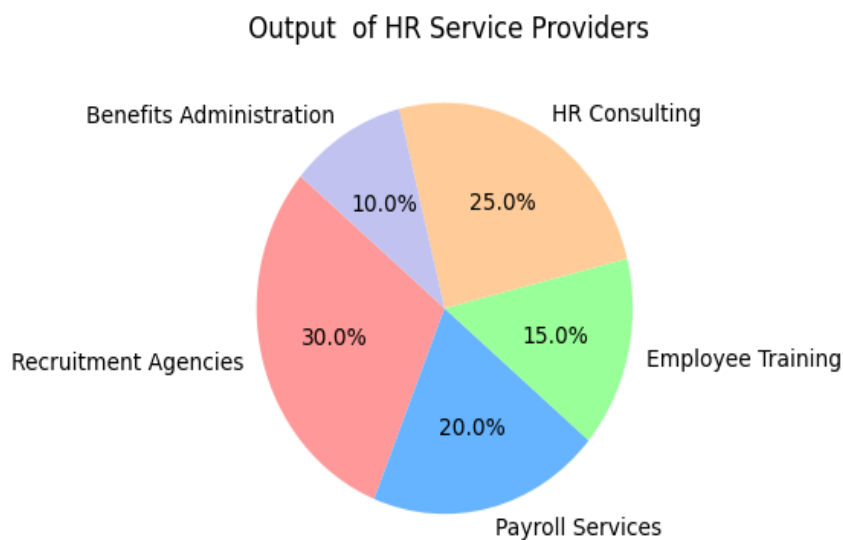


Fig. 1. Output of HR Service Providers.

These results were consistent with the research conducted . This study also discovered that when transformational leaders effectively convey the goals and plans for putting HR digitalization technology into practice, adoption of HR digitalization becomes trouble-free. The results were consistent with those of study.

Regarding AI and Transformational Leadership, a number of authors have demonstrated the critical role transformational leadership plays in the uptake and integration of AI technologies into corporate operations. According to this study, transformational leaders use artificial intelligence more often for a significant portion of their decision-making support because AI technologies give them access to real-time data and algorithms that can process massive volumes of data to give them insightful information for decision-making. This Fig 2 presents outputs of Green HRM practices observed in Indian IT companies. Data were compiled from survey responses (N=120) conducted between Jan–Mar 2024, combined with insights from prior research [19].

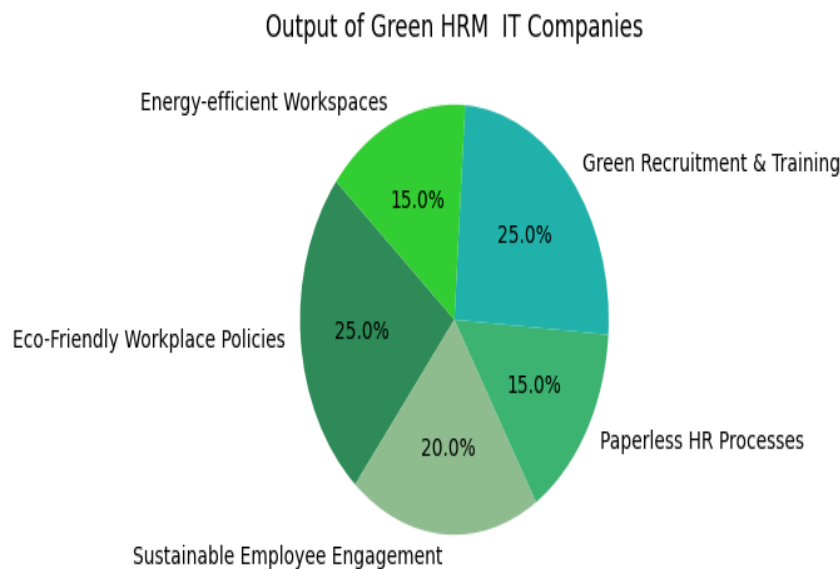


Fig. 2. Output of Green HRM IT Companies.

Additionally, this study has shown that artificial intelligence is crucial in enabling leaders to handle a range of business-related issues and seize beneficial chances in a dynamic and complicated business environment. Additionally, this was shown in a study conducted by [19].

10 Future scope

Relationship analysis guides crucial decision-making for next drives by offering significant insights into the effectiveness of GHRM methods and their influence on hierarchical manageability. The review philosophy goes into detail on a few steps to gather experiences on the reception of green human assets. Rehearsals for the GHRM board are held at the association. Recruitment, planning, board implementation, and employee commitment are just a few of the broad human resource management topics that the study has been carefully crafted to cover. It has also been anticipated that the examination procedure will guarantee representation from a range of representative socioeconomic classes, offices, and professional occupations in order to capture a broad hierarchical perspective. Thirdly, replies have been

obtained using information-gathering techniques like online surveys and meetings. There are likely holes in this cycle, though, that might entail examining tendency to see if any worker groups were overrepresented or underrepresented, which would distort the findings. A comprehensive grasp of GHRM implementation inside the company may also be hampered by low response rates, a narrow study scope, or mistakes in the survey design.

The Human resources are a type of resource that may be shared businesses need to update their perspective on hiring and utilize both internal and external human resources effectively.

11 Conclusion

In summary, research shows that transformational leadership fosters an innovative culture, ongoing learning and development, and the smooth adoption of new technology, all of which have a favorable impact on HR digitization. A clear strategy for introducing new technology, such the digitalization of HR and the use of artificial intelligence, is also promoted by transformational leaders. While artificial intelligence and digitization assist the organization streamline HR procedures and free up leaders' time to concentrate on more important duties, transformational leadership is required to guarantee that HR digitalization technologies are used correctly. In addition to assisting in the adoption and integration of AI technology, transformational leaders also benefit from AI by providing crucial information and support during crucial decision-making processes. The report also highlights the numerous non-financial and financial benefits of putting green HRM into practice. The study concludes by outlining doable steps HR managers may take to include environmental sustainability into HR duties and promote an eco-friendly workplace culture. This work significantly adds to the literature review by providing practical recommendations and insightful analysis. For HR managers entrusted with integrating green HRM and sustainability practices into their own organizations, it is a useful tool. This requires IT companies to choose the most skilled workers, conduct scientific evaluations, refine the incentive structure, and so forth. Therefore, developing an HR management system for creative people resources is the fundamental step in increasing the effectiveness of innovation. In addition, it is also important for IT companies to improve their core competitiveness.

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