Leveraging Artificial Intelligence in Human Resource Practices: Elevating Efficiency through Transhumanism

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ABSTRACT

The current study examines the changing role of human resource management due to the integration of emerging approaches like geonomics, transhumanism and artificial intelligence in one way or other. Transhumanism and AI integration has significantly changed human resource processes, refining efficiency, accuracy, and strategic decision-making (Wenzel, R., & Van Quaquebeke, N., 2018). The major areas were impacted through AI includes Recruitment, employee engagement, performance management, and learning & development. Current study examines the review of existing literature related to AI integration in human resource management and transhumanist approach, particularly its impact, journal trends and related themes. A bibliography and content analysis of 75 articles selected through Scopus' structured database is framed for a detailed analysis. It is revealed that AI has the capacity to transform conventional human resource management processes in favour of more flexible and data-driven strategies. The study also provides the advantages, difficulties, and potential applications of AI in HRM, giving readers a comprehensive understanding of how AI and transhumanism is shifting the human resource environment. away. Various maternal outcomes included postpartum hemorrhage, peripartum hysterectomy and blood transfusion. Perinatal outcomes included preterm birth, still birth, NICU admission and death.

Keywords: *Artificial Intelligence, Employee engagement, Employee Participation, Learning and development.*

1. INTRODUCTION

Transhumanism, as it relates to HR, is the application of state-of-the-art technology to maximize human potential and increase organizational efficacy. By utilizing artificial intelligence, machine learning, and other cutting-edge technologies, this strategy seeks to improve the human workforce. Its roots are in the transhumanist movement, which advocates utilizing technology to overcome human restrictions. As regards to human resources, transhumanism predicts a time when technology will not only supplement but also promote the human aspects of work, resulting in a workforce that is more adaptable, efficient, and dynamic (Zanko, M., Badham, R., Couchman, P., & Schubert, M., 2008).

Using technology to automate a range of HR duties is at the core of transhumanism in HR. The AI enabled technology are modifying recruitment, training, performance measurement, and employee participation processes (Abraham, M., Niessen, C., Schnabel, C., Lorek, K., Grimm, V., Moslein, K., &Wrede, M., 2019). AI enabled technology can evaluate huge amounts of candidate records, such as to classify the best suitable candidate, eliminating unfairness and accelerating the hiring procedure. It also exempts HR staff members to concentrate on strategic decision-making.

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AI enabled technology also considerably increase employee commitment and retention rate. Through examining employee's data, artificial intelligence may identify frameworks and forecast probable problems like job dissatisfaction or attrition rate. Taking the necessary and timely actions based on these findings can improve employee satisfaction and attrition rates. It also assists personalized skill development opportunities, training modules, and wellness programs that are suitable for them (Vincent, V. U., 2021).The transhumanist objective is enhancing employee's capabilities and health that will matching with the level of personalisation that nurtures a more involved and encouraged workforce (Jarrahi, M. H., 2023). Performance controlling, that is also typically subjective and intermittent action, benefits significantly from the combination of artificial intelligence. Real-time tracking of employee performance is made possible by AI enabled technology solutions, that offer continuous, data-driven response (Van Geffen, C., Ruel, H., & Bondarouk, T., 2013). By exploring a series of factors, comprising expert comments and data analysis, this software are capable to propose broad and unbiased predictions. That will create an authentic and transparent work environment by assisting employees to increase their performance and support their individual objectives with the company's objective.

Transhumanism in HR has a vital role in training and development. Personalized learning programs that satisfy the distinctive needs and learning choices of every employee are made possible with the help of AI. It also confirm that employees obtain the abilities essential for their jobs by recognizing skill gaps and endorsing definite training programs (Stone, D. L., Deadrick, D. L., Lukaszewski, K. M., & Johnson, R., 2015). Moreover, technologies like augmented reality (AR) and virtual reality (VR) permit prospective opportunities for hands-on learning in organized environment, building extensive training experiences. These innovative methods help employees to retain more information and make them capable for difficult responsibilities. Additional benefit of combining AI into HR is improved personnel planning and management. Organisations can use predictive analytics that plans future employee demands based on past data and organizational goals, to make up-to-date decisions about employment, training, and allocation of resource (Marler, J. H., & Parry, E., 2016). Companies can increase inclusive effectiveness and productivity by actively confirming that they have the ability required to achieve their strategic goals.

Whereas transhumanism in HR has several merits, there are also demerits and ethical problems to deliberate. Data security, algorithmic bias, and the effect of automation on work are just a few of the questions that must be talked so as to confirm that AI is used correctly. Companies must confirm that vigorous data protection measures are prepared and that AI enabled decision-making practices are noticeable. The continuous assimilation of artificial intelligence into all HR processes has made it possible to put on predictive analytics and machine learning algorithms for more precise talent forecasts, retaining strategies, and custom-made employee progression plans from appointment to retirement (Bailey, C., Madden, A., Alfes, K., & Fletcher, L., 2017).

2. LEVERAGING ARTIFICIAL INTELLIGENCE IN HUMAN RESOURCE

It is evident that now a day's human resources management is becoming to a greater extent inclined by transhumanism, a movement that endorses cultivating human condition via cutting-edge technologies. The objective of participating transhumanist ideas into HR is to develop broad business presentation, restructure operations, and get the best out of employees potential. Machine learning and artificial intelligence are two main areas where transhumanism and HR collide. These tools make hiring more effective by evaluating large volumes of data to find the top applicants, forecast worker performance, and even detect at-risk employees (Seeck, H., & Diehl, M. R., 2017). Artificial intelligence powered technologies analyse resumes, perform preliminary interviews, and determine cultural fit, greatly cutting down on the time and resources usually needed for hiring.

Additionally, the development of bio-enhancements and wearable technology is changing output and employee wellness. Wearable technology can track vital signs including heart rate, stress levels, and physical activity. By getting this real-time data can be utilized to customize wellness programs to meet the needs of each user. Employee happiness can be raised overall, productivity can rise, and absenteeism can be decreased with this proactive approach to health (Sullivan, J., 2021). Furthermore, although still in their infancy, bio-enhancements like genetic changes and cognitive implants have the potential to significantly expand human capacities and produce a workforce that is more imaginative and productive.

Technologies related to virtual and augmented reality also make a major transhumanist contribution to HR. With the immersive and engaging learning experiences these technologies offer, personalised training and development programs. Virtual and augmented reality can mimic real-world situations, giving workers a safe, controlled environment to enhance their abilities and make decisions (Parry, E., & Tyson, S., 2011).These practical methods improve retention of information and quicken the acquisition of skills, which eventually results in a workforce that is more capable and self-confident. Another transhumanist strategy that is gaining favour is the incorporation of automation and robotics into HR procedures. HR employees can focus on tactical areas like skill management, employee involvement, and organizational improvement by allotting repetitive and recurring work to automation (Leonidou, E., et al.,2020).These automated solutions are more correct and effective than human methods in handling compliance tracing, welfares management, and payroll handling. That will confirm a systematic HR function by dropping operating costs and reducing human mistake. But there are also practical and ethical matters with the increasing role of transhumanism in HR. Vigilant supervision is essential of subjects concerning

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to employee permission, data secrecy, and the chance of growing disparity. Confirming the security and privacy of data is vital as companies use wearable technology and artificial intelligence to gather further information (Engelsberger, A., Halvorsen, B., Cavanagh, J. and Bartram, T., 2021). Additionally, differences between employees who have expected bio-enhancements and those who have not could result from the outline of cognitive implants and other bio-enhancements, possibly providing increase to a new kind of workplace inequality. It is vital that HR directors describe detailed guidelines and principles that grip these questions and encourage a good place of work.

The Review of literature recommended that transhumanism has the capability to entirely change HR by developing cutting-edge technology to take full advantage of human capabilities, increase functional efficiency, and cultivate a more innovative and vibrant workforce (Jiang, S., & Liang, X., 2021). Even with the substantial advantages, HR professionals must successfully assign the moral and practical issues raised by these expansions. Companies can entirely apply transhumanism to encourage long-term prosperity and employee well-being by maintaining stability between technological amalgamation and a commitment to ethical behaviour (Martinez-Gile et al., 2019).

3. TRANSHUMANIST APPROACHES APPLIED IN ARTIFICIAL INTELLIGENCE AND HUMAN RESOURCE

Key Aspects	Description	Sources
Recruitment and Talent Acquisition	outlined strategies, employee engagement, and various mentorship programs, and career development plans	(Lochner, Katharina Preub, Achim, 2018), (Biswal, S.S. Ganesh, A. Madhavan, P.,2020) (Chakraborty, S. Giri, A. Aich, A. Biswas, S, 2020), (Bafna, Prafulla Shirwaikar, Shailaja Pramod, Dhanya, 2019)
Performance Enhancement	Identified different performance metrics and tools such as 360-degree feedback, management by objectives, and balanced scorecards through incorporate of AI.	Murali Krishna, M. Lavanya Devi, G, 2019), (Shanmugam, S. Garg, L.,2015)
Training and Development	Studied integration of technology in training programs, such as e-learning platforms, virtual reality training, and mobile learning applications	(Wang, Haoxiang Liang, Guihuang Zhang, Xingming, 2018), Popenici, Stefan A.D. Kerr, Sharon, 2017)
Employee Wellbeing and Support	Examined various factors that contribute to employee wellbeing, such as work-life balance, mental health support, ergonomic interventions, and workplace safety.	(Masum, Abdul Kadar Beh, Loo See Azad, Abul Kalam Hoque, Kazi, 2018), (Patel, D.A. Jha, K.N., 2015)
Workplace Automation	Explored implications of automation technologies, such as artificial intelligence, robotics, and machine learning on workforce demographics.	Esch, P. Black, J.S, 2019), (Jung, Y. Suh, Y., 2019)

Table 1.1 (Author Source)

4. MATERIAL AND METHODS

The paper conducted a comprehensive systematic search of peer-reviewed articles, conference papers, and industry reports published between 2015 and 2023. It includes review of existing literature related to Transhuminism and AI, particularly its impact, journal trends and related themes. A bibliography and content analysis of 218 articles collected through Scopus' structured database is framed for a detailed analysis. From 218 articles, those articles had no relevance and written other than English language were eliminated. In totality 75 articles were selected for the evaluation purpose. The terms analysed includes AI-driven recruitment processes, employee engagement tools, performance management systems, and personalized learning and development programs, employee wellbeing and workplace automation. The present study, presented a systematic evaluation using the content Analysis method. The study examined how Transhuminism in HRM has helped companies with a particular focus on increasing efficiency and effectiveness. Figure 1.1 has been created for literature review using PRISMA model and content analysis.
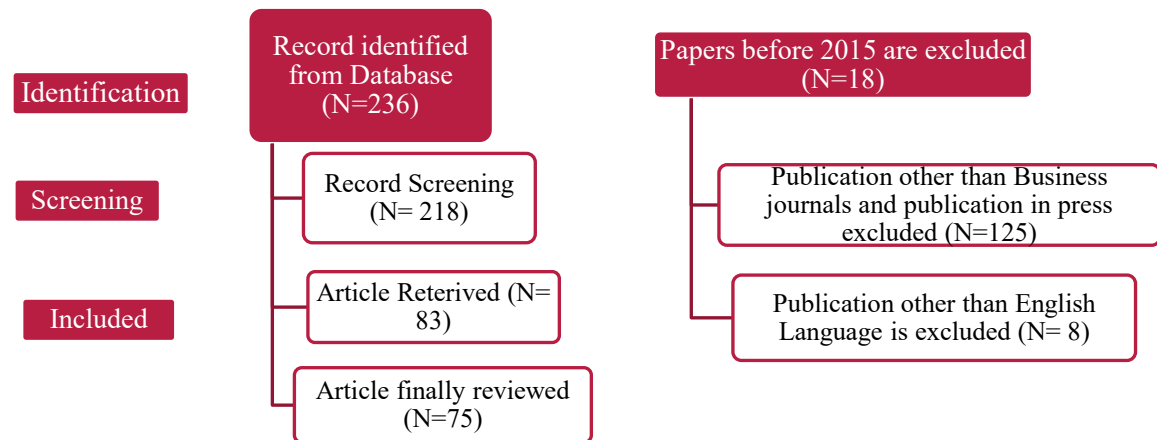
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Figure 1.1 PRISMA Model 2020 Diagram

(Author Source)

The purpose of this review is to determine the following research questions:

Research Question 1: What are the publications trends in the field of 'AI Integration in HRM?

Research Question 2: What are the major themes in the literature in Transhumanism approach in HR and AI?

Research Question 3: What are the barriers of AI Integration in HRM?

Research Question 4: What are the recommendations and future research on 'AI Integration in HRM?

Biblometric Analysis

Figure 1.2 depicts the annual trend of publications reviewed in the study. The integration of Artificial intelligence in HR considers being an emerging field. There is an upward inclination in publications in that field from 2009 onwards. It is expected from the review of literature that after 2009 companies started the adoption of AI enabled technology tools for human resource planning. Only 12 studies were published in 2009, followed by average of 20 publications per year from 2010 to 2019. However, there was a significant increase in 2020 to 2023 with 187 publications. This surge in publications is due to the increased focus on the AI technologies in human resource domain during that period. The R-squared value 0.84143 and coefficient of correlation value is 0.9173 indicate a statistically significant and continuous rise in published articles, highlighting the growing attractiveness of this research area.
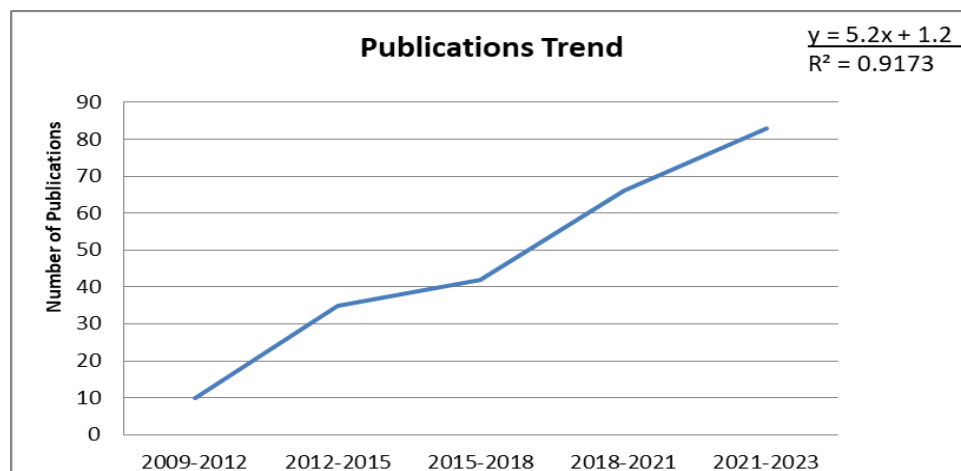

Figure 1.2 Number of publications year-wise and total citations

Source- Author Compilation

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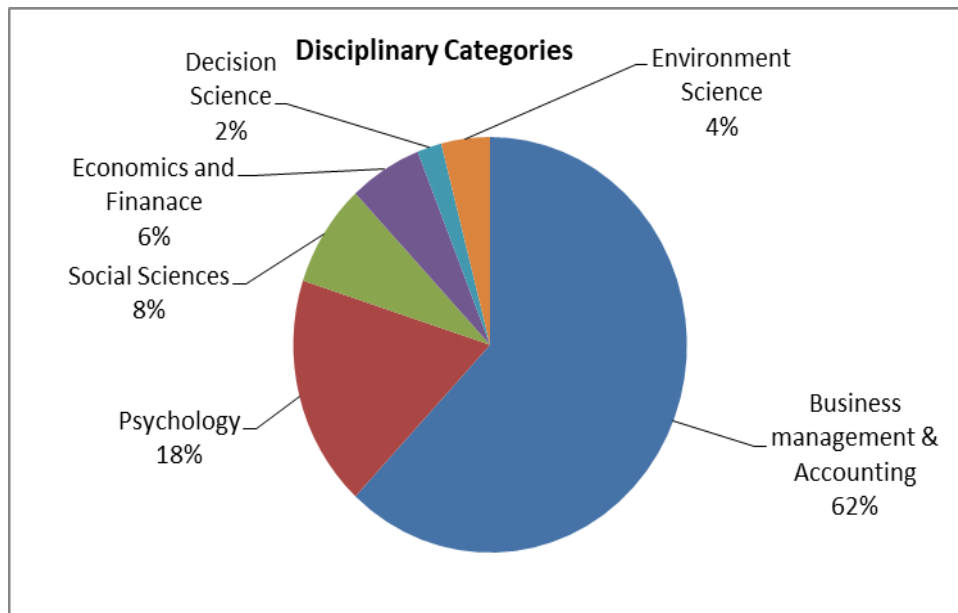Dr. Nidhi Aggarwal, Ms. Divya Namdev, Dr. Santosh Bali

Fig. 1.3 Percentage of records from various disciplinary categories

Source-Author Compilation

The relevant disciplinary categories that yielded the papers for review were represented in Figure1.3 as a pie chart. The studies were mainly listed in business, management, and accounting journals, followed by psychology and social sciences. The majority of the review of literature from business management and accounting that comprises of 62% whereas psychology field contributes 18% and social sciences and other allied subjects contributes 20 %. The number of papers and percentage of citations progressively increased over the year, which shows the importance of studies related to the application of AI and transhumanist approach of HRM. The literature review revealed that the studies were centred on the application of AI in HRM.

Content Analysis

The study conducted on 236 publications. From the review of literature it is evident that, there is a sharp increase in importance in the subject between 2015 and 2020. The number of publications 79% of the overall research confirms to this "Growth Period". It is also critical to understand how this change in the area of interest for HR analysis has been influenced by Transhuminism and the development of AI. In particular, 79% of the publications published in the last five years (2015-2020) specifically addressed recruitment processes, performance management systems, and personalized learning and development programs. Malini and Srinivas (2020), for instance, discuss how AI is altering a number of HRM jobs, including hiring, training, learning and development, performance management, employee wellbeing and workplace automation. The remaining papers, which make up 22.6% of the total, deliberate how AI is being developed to ease HR's managerial amount of work so that it may emphasis on its strategic responsibilities. Tewari and Pant (2020) elaborated that AI is allowing robots to make decisions based on available data sets and behavioural configurations that are more accurate than those made by humans. As a result of this change, which forces all employees that can be automated to be done by computers, HR professionals are assuming more strategic and analytical responsibilities. It is significant to note that just 62% of all topic areas in the Scopus database are enclosed by business, management, and accounting papers, in terms of the field of knowledge in which they are published. The current study demonstrates that how transhumanist approaches in HR boosting its efficiency. These domains include recruitment processes, employee engagement tools, performance management systems, and personalized learning and development programs, employee wellbeing and workplace automation. It is possible to contend that the on-going developments in AI signify, on the one hand, a unique approach for improving employee performance and managing workforces. However, there are still many concerns to be conclusive when implementing AI in HRM (Johnson, R., & Nguyen, L., 2020).
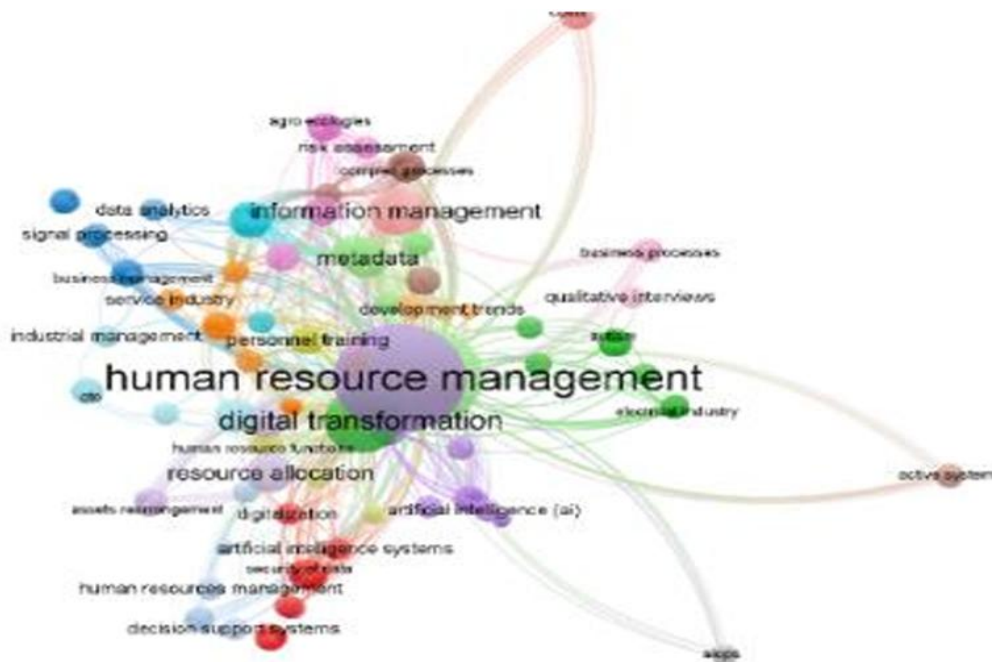
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Figure 1.4 Co-occurrence of Terms

Source- Author's compilation through VOSviewer

5. ELEVATING AI EFFICIENCY THROUGH TRANSHUMANISM

There are several areas of human resources, such as recruitment and talent acquisition, performance improvement, training and development, employee welfare and workplace automation are being considerably impacted by artificial intelligence. It also restructures the recruiting process in recruitment and talent acquisition by mechanizing repetitious operations like resume screening and initial candidate outreach (King, K. G., 2016).The large volumes of applicant data can be analysed by machine learning algorithms, which can then use this information to forecast future performance based on historical employment patterns and select the best fits based on job needs. Artificial intelligence powered chatboats offer prompt answers to applicant questions, guaranteeing a smooth communication channel and improving the applicant experience. AI can assess cultural fit by evaluating candidate responses in interviews using natural language processing, which enables businesses to create more harmonious and organized teams.

AI also assists the process of performance evaluation in terms of improving performance. With the application of advanced analytics employee productivity can be tracked, that can spot trends and opportunities for development (Budhwar, P., 2022). It also analysed data from a variety of sources, including emails, project management software, and communication platforms, to offer performance insights for both individuals and teams. Managers are able to address performance concerns with focused interventions, timely feedback, and well-informed decision-making thanks to this real-time analysis. AI enabled technology solutions forecast performance trends for the future, allowing for the proactive maintenance of high levels of output and staff engagement (Seeck, H. and Diehl, M.R., 2017).

AI has a huge impact on development and training as well. Artificial intelligence powered personalized learning involvements guarantee that workers receive instruction tailored to their individual requirements and learning preferences. AI systems study data on worker performance to find skill gaps and suggest suitable training programs. It provides flexible learning trajectories by adapting the step and content according to the employee's progression. Virtual reality and augmented reality technologies suggest extensive training settings where employees can improve their abilities in the real world. This personalized interactive training method improves overall worker competency and speeds up the acquisition of new skills. AI tools also develop employee support system and welfare practices. Wearable technology and AI-driven health apps track indicators related to mental and physical health, providing employee access to real-time information that supports them to accomplish their health. Based on individual health data, AI-driven platforms offer customized wellness references, comprising workout programs, stress-reduction strategies, and dietary guidance sittings. Chabot's for mental health suggest immediate support and information, promoting mental health awareness and reducing the disgrace attached to asking for support. Artificial Intelligence pull down absenteeism, develops productivity, and grows employee satisfaction by improving active wellbeing management.
By using AI enabled technology work automation is powering repetitive and managerial tasks, renovating HR processes.

AI enabled technology solutions are more accurate and skilful than physical techniques at handling operations like payroll

processing, welfares administration, and compliance tracking. With the integration of automated process computerization with current HR systems, organisations can deliberate on strategic efforts by restructuring workflows, and reducing errors. This amount of automation promises a constant and satisfying work experience in addition to improving operational efficiency.

Artificial intelligence is transforming human resources through improved hiring and talent acquisition, performance management, training and development, employee welfare, and workplace automation. An organization improves decision-making, accelerate procedures, and foster a more positive and productive work atmosphere by utilizing AI's capabilities. The broad impact of AI on HR practices as follow-

6. AI IN RECRUITMENT

AI-driven hiring procedures have primarily transformed traditional hiring procedures by developing and streamlining many recruitment steps through the use of cutting-edge technologies. Using machine learning and artificial intelligence algorithms, these processes increase overall efficiency, enhance decision-making, and automate time-consuming tasks (Mishra, S., & Mishra, D. 2019). Large volumes of application data may be quickly and accurately estimated by AI-enabled technologies, which then select the top applicants based on predefined criteria like experience, talent, and cultural fit (Siau, K., & Wang, W., 2018).It also lessen the time and resources essential for physical evaluation by using chatboats or virtual assistants to conduct first interviews, screen candidates, and read resumes using natural language processing algorithms. Predictive analytics algorithms also support recruiters to make data-driven hiring decisions by examining candidate accomplishment and turnover rates (Chou, 2014; Kao et al., 2020).Additionally to moving up the practice of finding and selecting the right talent, AI enabled technology recruitment processes also minimize unfairness by aiming on unbiased standards, which inspires inclusivity and diversity in the recruitment process (Cascio, W. F., & Montealegre, R., 2016). Recruitment timelines are reduced, selection quality is better, and overall recruitment process effectiveness is upraised for companies while employing artificial intelligence (Amgun et al., 2007; Soomro and Shah, 2015). These benefits help in the company's increased agility and effectiveness in the talent acquisition market.

7. AI IN EMPLOYEE PERFORMANCE MANAGEMENT

Applying AI in employee performance management is fast changing the way organizations monitor, measure, cultivate, and optimise employee performance in today's organisations. AI systems have been found to be capable of carrying data, learning and using sophisticated analytics such that they can effectively analyse data concerning employee and bring about valuable insights (Engelsberger, A. , Halvorsen, B. , Cavanagh, J. and Bartram, T. , 2021). They make available to managers and employees actual performance information and feedback, besides serving as a tool for tracking critical performance variables. Such measurements are customer satisfaction coefficients, sales indicators, and share of completed contracts. Besides, administrating ordinary ratings and appraisals, technology performance management systems powered by AI provide suggestions for staff's on the job development pertinent to one's talents, deficits, and career aspirations. In the same vein, managers can prevent problems and enhance the organisational climate by harnessing AI to perform sentiment analysis of the messages and interactions of their subordinates. The goals of performance management are realized by using AI to predict expected performance and to analyse how to improve the areas that require particular attention, thus making the process of workforce planning and related talent development much more efficient for firms. Unlike the conventional, time-honoured evaluation exercise that keeps employees keen on their performance for up to a year or more before their next evaluation, Artificial Intelligence offers consentaneous feed of performance data that encourages constant learning and adaptability. This helps to match the personal and organizational motives easily, hence achieving organisational objectives. Lastly, utilization of AI solutions in the process of employee performance management overcomes the disadvantages of subjectivity, injustice, and lack of transparency of particular assessments, and on the other hand, helps employees develop in modern work environment (Nankervis, A., 2021). This is also applied in monitoring as well as performance appraisal in organizations. Feedback and support-giving tools such as Better Works and 15Five, which enable managers to provide particularised feedback and encouragement, provide AI facilitated technology information about personnel productivity. However, issues of data protection and fairness and balanced algorithm are important to factor so as to be fair to all participants.

8. AI IN EMPLOYEE ENGAGEMENT

Whereas in the past AI was still struggling to recognize and meet employee demands, helped by technology it is making an ever-growing influence on employee engagement. Systems implemented with artificial intelligence explore various information flows, such as the opinions of the employees, work productivity, as well as their interactions to address the issue of the level of engagement and the overall mood of the workers. Moreover AI requires technology; chatboats and virtual assistants help to create friendly relationships with employees and provide timely assistance, answer on questions, and improve the communication between staff and managers. These tools help in creating and enhancing the climate of the organization which when friendly and worker-friendly makes the workers more productive and satisfied with their jobs. AI also gives the system a capacity to predict potential problems before they cause output and morale to drop. AI also supports the area of risk assessment and predictive analysis; this makes it possible to make early diagnoses that if not handled could

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lead   to   loss   of   productivity   and   employees'   demoralization.
AI also increases the level of individualization of work experiences with opportunities of focused learning and development, awards and rewards, as well as career progression matching the interests of a particular worker (King, K.G., 2016). AI fosters an environment that is always improving and encourages others for change, which improves diversity and empowers the employees. As a consequence, improvements in relation to levels of interaction, performance, and staff turnover are achieved within the context of employing organisations.

While Artificial Intelligence matures, the influence it will exert on employees' communication initiatives will be tremendously significant, and this makes it more and more necessary to cultivate employee relations within the regime of digitalization (Enholm, I. M., et al., 2022).

9. AI IN HR ANALYTICS

There is no doubt that use of Artificial Intelligence in Human Resource field is changing the way companies looking at large datasets to analyse workforce. AI embedded technology solutions and analytical packages may work on several sets of HR data and measure demographic data, performance data, recruiting data, and employee engagement data to extract insights and potential trends from them. Thanks to the modern machine learning algorithms and NLP, AI can analyse not only the structured data from sources such as salary database, social networks, or surveys but also the unstructured ones, like the performance reviews. This makes it possible to capture all the main aspects of the employees' experience and perceptions. In the usage of big data in HR, the use of AI helps in the projection of future trends especially retention, absence, turnover, talent acquisition among others. With help of calculating probabilities and correlations, artificial intelligence helps HR specialists to create effective strategies for employees' training, motivation and re-creation, as well as in the choice of new employees. AI enhances decision-making as well. AI-driven analytics systems may automate time-consuming tasks like data cleansing and reporting, freeing up HR staff to focus on strategic projects and employee-focused activities. Using AI, organizations may lessen the biases in their decision-making, gain a better understanding of their human dynamics, and more successfully align their HR strategy with their business objectives. Artificial intelligence in HR analytics eventually helps businesses to make wiser, more flexible HR decisions that promote efficiency, success, and performance in today's competitive environment.

10. BARRIERS OF AI INTEGRATION IN HRM AND ETHICAL CONSIDERATIONS

The use of artificial intelligence to enhance human capacities and boost productivity by transhumanist HR techniques, but before these advantages can be fully realized, a number of significant barriers must be overcome (Lee, K., & Williams, M., 2022).These barriers like cross organizational, ethical, and technological boundaries, they provide challenges that businesses must carefully sail across. Two of the biggest challenges are data security and privacy. As part of the HR AI implementation process, a sizable amount of private and sensitive employee data needs to be collected, handled, and evaluated. Ensuring the confidentiality and integrity of sensitive information is essential to preventing breaches and improper use. Businesses require very strong cyber security protection to ensure that they do not fell prey to cyber criminals when protecting the employee's information. The other threat associated with algorithms is bias and prejudice of the algorithm. It is also worth mentioning the problem of feeding knowledge, for when artificial intelligence systems learn from historical data they can replicate the existing biases and use them for decision-making. The idea that it is all possible that humans are programming the algorithms in the acquisition of unfair recruitment activity, organizational performance analysis or evaluation, and promotions is a worrying factor for every HRM (Lee, K., & Williams, M., 2022). For the purpose of ensuring the fairness in the AI systems auditing and monitoring should be performed continuously so as to reduce and minimize the bias. In order to overcome this particular barrier, it is only possible to create 'fair' datasets, and establish additional constraints as regards to the interpretation of the algorithms.

Another issue is the relationship between AI and employment and job insecurity. As much as the implementation of artificial intelligence in a human resource department entails advantages, it may lead to the dismissal of human resource personnel. To the extent to which AI can perform repetitive and administrative assignments so HR professionals will have more time to concentrate on strategic projects. AI adoption could experience resistance because of the claim that it threatens occupation. To reduce this, organisations should highlight the other role that AI has and ensure that HR professionals are given training to change their career paths so that they can fit in new positions that require with the AI technology. There is a need to explain to the employees those aspects which would make them understand as to how the application of AI is more of a complement to human abilities than a threat or a replacement of the same.

Ethical issues have a mainstream influence on AI implementing in HR. The use of AI for purposes of monitoring the employee behaviour and performance has a disadvantage of privacy invasion and surveillance. Due to the increasing employee anxiety, organizations should set necessary ethical norms and public rules on the AI application in HRM to reduce employees' concerns. More challenges involve the organisation's readiness and culture. Therefore, the main challenge when using AI in the HR is changing the stance and culture of the organization. Challenges in AI-driven HR solutions include resistance to change, risk aversion, and lack of awareness of AI benefits. All of these issues can be addressed if there are

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adequate training and educational support, as well as promoting an understanding and embracing of innovation and change. Engagement of top management is therefore very important in the implementation of AI in the HR and the quick delivery of this change. At last, it may not be easy to implement the AI in the HR department because of certain technological issues and suchlike. For the adoption of AI solutions it is necessary to invest a large amount of money in processing power, data storage and AI software. There are instances whereby some of these technologies cannot be applied to a number of firms especially those of a smaller scale because of capital constraints. In addition, it might also be technically complex and maybe require technical skills to implement the AI in the existing human resource routines and practices (Vincent, V. U., 2021). The adoption of AI in the HRM also creates questions of Employment, job loss and the general ethicality of involving technology in the assessment as well as management of people asset. These are the technological challenges and through partnerships with the AI providers, cloud computing solutions, and setting aside cash for technical training, the organizations can be able to overcome them. Inspiriting as transhumanist HR deployment may be for raising the organizational efficiency and over-stretching human capabilities via AI (Parry, E., & Tyson, S., 2011). Challenges in data privacy and security, in avoiding biases in algorithms, in tackling employment issues, handling ethical issues, creating organisational preparedness, and getting over technological barriers are critical to taking AI into HRM. Thus, potentially, organizations may use AI to build a workforce that is even more efficient, elastic, and responsive with those barriers taken off the table.

Incorporeal of AI in HRM has several benefits, however, it also comprises of certain risks, and questions associated with ethical issues.

According to Cascio and Montealegre (2016) some ethical issues include; accountability of decision made by AI, obtaining consent of the employees and protecting their privacy, making decision of AI transparent. Integration also involves the commitment of a lot of funds in technology platforms, staff education as well as skills in data processing to enable proper integration and use (Mishra & Mishra, 2019). Interference of the stakeholders and workers who lack trust in the AI technologies or those who are out rightly job scared can also pose as barriers for any integration attempt that may be made (Lee and Kim, 2020).

HRM professionals and organisations also need to understand and apply ethical standards, make clear rules regarding the legal use of AI, and ensure constant screening and assessment of AI systems to eliminate biases and ensure fairness in decision making (Martin & Freeman, 2003).

11. FUTURE DIRECTIONS

When it comes to specific possibilities of transhumanist approaches in HR activities, it is on the verge of an extraordinary revolution in the sphere of the workplace (Krosinsky, J. , & McKinnon, K., 2019). Another aspect of influence is the use of machine learning and artificial intelligence in order to create and augment the velocity of the human capital tasks. The time consuming activities such as recruitment, training, performance appraisal and others by incorporating artificial intelligence can be handled by HR professionals to gain more strategic and indispensable assignments. These systems are able to process massive amounts of data in order to identify the most suitable candidates, forecast employees' performance and suggest individual development programs with the purpose of improving skills in the process(Vrontis, D. , Christofi, M. , Pereira, V. , Tarba, S. , Makrides, A. , & Trichina, E, 2021). Transhumanist viewpoints also strongly emphasize maximizing human potential, which includes enhancing the well-being and productivity of employees. With the ability to evaluate and improve both physical and mental health, wearable technology and bio-monitoring tools offer real-time data that can be used to tailor work environments and wellness programs (Nankervis, A., 2021).These personalised approaches will encourage healthier lifestyles, reduce absenteeism, and increase overall job satisfaction. Furthermore, workers' cognitive capacities could be enhanced via cognitive growth, which could be accomplished through advanced neuro technology, permitting them to process information faster and solve issues more skilfully (Jarrahi, M. H., et al., 2023).   Another vital component is the potential to improve workplaces that are more comprehensive and manageable. Modern technologies of providing the support could make disabled workers mitigate difficulties (Demmke, C., 2020). Virtual and augmented reality may help in learning of new skills and adaptation to changes in companies through diverse options of training and development.

AI when integrated with the HRM system has the capability of revolutionizing how organisations define, develop and manage talent. Through AI sovereign technology, companies can use predictions on big amounts of data to anticipate ways and means of getting and managing workforce (Cascio & Montealegre, 2016).

In addition, AI enables not only less discriminated, but also more efficient recruitment through filtering of the CV's, evaluating candidates' skills through the online tests, initial interviews conducted with the help of chat bots or other virtual means (Lee & Kim, 2020). This accelerates the rate at which employees are recruited and also improves the quality of the employees that is recruited by pin point the most suitable candidates who are suited for the job and the organization at large (Mishra & Mishra, 2019). HR personnel's may also leverage AI to get further understanding of employee attitude and performance, which will lead them to intervene and try to increase employee satisfaction as well as performance. An enabling technology of AI is predictive analytical where the system can predict leaders, turnover of employees or recommend the best career path for the employees, all of which makes it possible to retain talent and have the right career path (Siau & Wang, 2018).Businesses who keep using AI into HRM will benefit from enhanced employee experiences, more operational

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efficiency, and strategic alignment with corporate goals (Nocker, M., &Sena, V, 2019). These benefits will provide them a competitive advantage in a rapidly evolving global market.

12. IMPLICATIONS OF THE STUDY

There are lot of practical implications of transhumanism approach of HRM when associated with artificial intelligence. There is no doubt that it has the potential to significantly boost productivity, but until then, HR professionals are needed because of their capacity to give emotional intelligence, understand involved human interactions, and raise a positive work environment (Brown, P., & Smith, J., 2021). It will be difficult for future HR practices to take use of AI's benefits while stabilising and increasing the human aspects of the workplace, which are vital for both employee satisfaction and business success (Johnson, B. A. M., Coggburn, J. D., & Llorens, J. J., 2022). Due to the increasing competition and the complexities of business HR professionals will need to remain attentive and flexible to confirm that the incorporation of new technologies bring into line with the overall goals of raising a fair, supportive, and effective workplace (Hamilton, R. H., & Davison, H. K., 2022). The review of literature also pinpoint on the ethical and privacy concerns while adopting AI integration in HR. The handling and collection of individual data raises important questions about permission, data security, and the potential for surveillance. Companies using these cutting edge technologies need to authorize that vigorous data protection processes are followed and that AI applications are implemented in an ethically and openly responsible manner. Brown, P., & Smith, J., 2021 also highlight that in what manner AI will impact and afraid those if automation is not managed correctly, it could lead to job shifts or aggravate already-existing systems. There must be a balance between technological advancements and the human component of HR as suggested by Cascio, W. F., & Montealegre, R., 2016.

The successful integration of AI in HRM in the future will depend on making a culture of trust and cooperation between humans and machines as well as finding stability between technological innovation and ethical responsibility. Companies that leverage AI to develop HRM capabilities may create a vibrant and strong workforce that supports with strategic goals, giving them a persistent competitive edge (Dastin, J., 2020).

Transhumanist techniques are being used in HR, however this raises ethical and privacy concerns as well. With the purpose of certify data security and defend employee privacy, great care must be taken when gathering and using individual data over biometric monitoring and AI enabled technology analytics (Martin, K., & Freeman, R. E, 2003).Furthermore, apprehensions occur that technology could aggravate disparity if fair access to improving technologies is not delivered.HR authorities will need to approach these questions vigilantly, keeping an emphasis on human-centric values and creating a balance between technological developments and ethical concerns (Guszcza, J., & Prufer, S, (2018). In this way transhumanist approaches in HR continue to spread, there will be sufficient opportunity for innovation and development in workforce management. Employers may create further complex, supportive, and effective organisational structures as people and business organisations' improved capabilities and efficient HRM execution with superior technologies. However, the ethical and privacy issues should be looked at to allow the proper use of the above-mentioned tactics; and technology should be used to complement human elements, not totally dominate it as a part of HR (Lee, S., & Kim, Y., 2020). Even though AI has the potential to greatly enhance HRM practices, careful consideration of the challenges and ethical implications is required to fully reap the benefits of AI while upholding organizational integrity and employee rights.

13. CONCLUSION

The current study concludes that transhumanism approach in human resource management definitely boost the efficiency with the help of technology enabled tools. The study of systematic review of literature highlights the application of AI and related transhumanist technologies that considerably increase HR efficiency by mechanizing recurring processes, improving managerial decisions and personalizing employee experiences (Vincent, V. U., 2021). Since large datasets can be managed more speedily and precisely than with past systems. This results in more fair and unbiased results by streamlining the selection and recruitment process and dropping unfairness. Moreover, AI-driven data is providing comprehensive understanding on employee performance and engagement that will leads to provide personalised training programs according to the employee's skill ability (Hao, K., 2020). Furthermore, the bibolometric analysis highlights the way AI technologies improve employee involvements by proposing personalized career development plans, real-time feedback tools, and targeted training sessions. Increased productivity and job happiness are the results of all these qualities. Though, there are still many concerns to be resolved when implementing transhumanist approach in HRM. There is a lot of future scope in this area and still wider areas need to be covered under transhumanist approach and the integration of HR.

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