THE FUTURE OF HRM: INTEGRATING MACHINE LEARNING ALGORITHMS FOR OPTIMAL WORKFORCE MANAGEMENT

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ABSTRACT

HRM & machine learning (ML) together can help in producing more insightful data to make decision making quite easy. This study focuses mainly on how ML is changing the human resources (HR) tasks with a specific emphasis towards hiring, performance management and retention. According to the research, machine learning increases the strategic importance of HR professionals rather than replacing them. The study stresses the importances of HR practitioners to acquire skills in data interpretation and evaluation via case studies, Delphi methodologies and questionnaires. These results point to the absolute importance of HR specialists and at the same time specify a way in which ML can improve labor procedures with reliable scientific basis.

KEYWORDS: *Machine Learning, Human Resource Management, HRM, Delphi Study, Data-Driven Decision Making, HR Skills.*