



# The Impact Of Artificial Intelligence On Workforce Diversity And Inclusion: An HR Perspective

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## ARTICLE INFO    ABSTRACT

This work reveals how AI is reshaping the future of D&I in Human Resources. AI is a tool that can be used for improving business performance and making it more fair by increasing workplace diversification. One of the examples is the use of AI in sourcing by Unilever that led to the increase of the talent diversity by 16%. Such success was made possible by using bias-free data sets in training AI systems, and human supervision in the use of the systems. The study also shows the great promise of AI for enhancing workforce diversity and inclusion. When done correctly, AI can help avoid the biases that most people have, ease the process of recruitment and selection, and create opportunities for all employees. Lastly, the research insists that with the right measures put in place, AI is a key tool in enhancing work policies and culture and notably improving work environment fairness and diversification, organization productivity, and the well-being of the workers.

**Keywords:** Artificial Intelligence, Workforce Diversity, Human Resources, Algorithmic Bias, Recruitment Strategies, Data Diversity

## I. Introduction

In the modern day organizational management, AI has become a forceful weapon, especially in the operation of Human Resources. Among them are machine learning, natural language processing, and analytics that became possible to implement in conventional HR practices and extend their potential in terms of operational performance solutions. These advancements offer a great potential in enhancing the core operational areas of HR such as staffing, appraisal and training and development [5].

AI's potential for D&I is highly valuable today given the focus on creating diverse and inclusive workplaces. Effective approach of diversity means that equal opportunity is used as a tool for growth within the organization, leading to increased solution solving propensity, innovation, and employee satisfaction. A diverse workforce also means that the management can address problems in a more creative manner and the organization is bound to be more robust and creative. With AI being more involved in the HR processes, it has a possibility to minimize biases and inequalities and help organizations to fulfill the D&I objectives [6, 7]

In this paper, the positive impact of AI in the transformation of the HR processes as a way of enhancing diversity and inclusion is discussed. It discusses how AI can be utilised to eliminate conventional biases and improve functions like hiring, assessment and training. Furthermore, the research provides recommendations on how to apply AI to build better and more diverse workplaces and how to maintain ethical guidelines and standards [9, 10]

This paper will use a literature review and case studies to show how AI can be a force multiplier for D&I in HR. The findings will be useful to the HR practitioners to understand how AI can be used to support an inclusive organizational culture. Finally, this research will extend the discussion on how AI can be beneficial for workforce diversity and inclusion and how its negative effects can be avoided.[11, 12]

## II. Theoretical Framework

Understanding the Connection between AI and D&I in Workplace: In order to fully appreciate the ways in which AI enhances D&I in the workforce, it is important to review theoretical frameworks and concepts that

underpin the use of AI in HRM. It is from these theoretical frameworks that understanding can be gained on how AI can be leveraged to create a more diverse and inclusive organisational climate.[6]

### **A. Definition of Key Concepts**

In the HR context, AI can be described as a set of technologies that includes machine learning, natural language processing, and data analysis and that underpins recruitment, employee management, and performance review. By doing this, these technologies provide valid and therefore less prejudice determinations for the HR professions to make hence leading to better and more diversified organizational staffing [5]

Workforce diversity may be defined as the variation in people at the workplace in regards to race, gender, age, ethnicity, sexual orientation, and disability. Diversity benefits creativity and organisation because it provides a combination of varied skills, knowledge and experience. While diversity involves creating and maintaining a diverse work force, inclusion takes this a step further by making sure that people in the work force feel welcome, wanted and are able to give their best to the organization. AI can empower these goals in a way that guarantees equal opportunities for everyone by making practices and policies more liberal across different organizations in regards to their employees [8, 9]

### **B. The Intersection of AI, Diversity, and Inclusion**

The theoretical frameworks to describe how AI helps to support diversity and inclusion can also be discussed. For instance, social identity theory will help us understand how people categorize themselves and other people into different groups. In terms of AI, the algorithm is a tool that eliminates prejudice concerning the social identity of people and makes decisions based on fairness. As it is argued, whenever the appropriate AI is implemented within an organisation, biases are also controlled thus rendering treatment of employees fair [13] Equity theory, which norms inequality but in organization, insists on equal, fair and responsible AI systems. And when AI tools are programmed to filter out bias in decision-making processes like hiring or rating employees, then the use of the tools can go a long way in removing bias while making decisions on candidates or employees [1]

The diversity management theory points to the fact that diversity management is best done strategically. This is where AI comes into play as it allows the HR professionals to have the necessary data to support the means of diversity management. Workforce demographics can be assessed and potential changes, which can be made to enhance the diversity of the workforce, can be determined with the help of AI tools [5]

### **C. Relevant HR Theories Related to Diversity and Inclusion**

Some of the HR theories also stress that AI can help to improve the diversity and inclusion effort. Even human capital theory regards skills, knowledge, and experience as stock assets concerning organizational performance. AI has the potential to enhance talent management by enabling better assessment of employee competencies and the development of individual learning programs that would help organizations create a more diverse environment for everyone to succeed [3]

RBV theory posits that diversity status is a valuable and rare resource that can provide organisations with competitive advantage. AI, by identifying and sorting through huge and diverse talent pools, enables organizations to unlock the full potential of their human capital and create more value for their business [2]

Finally, organizational culture theory postulates that it is possible to enhance organisation culture by utilising AI, thereby increasing the rate of diversity sensitivity among the employees. The application of integrated AI can mean that the HR's practices contribute positively to promoting diversity, and thus can engage employees better, garner better results, and make the organization more satisfied [10]

## **III. AI Applications in Human Resources**

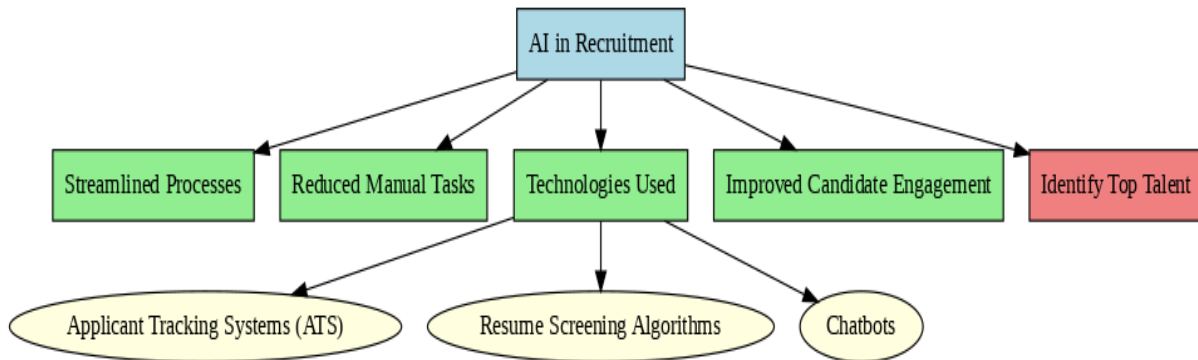
Transforming tradition to modern ways of doing things, improving efficiency, fairness, and inclusion, the integration of AI in HR has become the new order of doing things to achieve the best outcomes in the management of a diverse and multi-talented workforce. This section goes deeper into how AI supports major areas of HR practice, including recruitment, performance management, and employee training and development, as well as HR's critical function of driving workforce diversity and inclusion.

### **A. Recruitment and Hiring**

AI has transformed the recruitment industry by automating many of the processes and minimizing the amount of paperwork that HR practitioners perform. Technologies presented in fig 1 like ATS, resume screening algorithms, and chatbots have helped to minimize resume screening, qualifications verification, and first-stage interviews and enable recruiters to work with a vast number of applicants while minimizing expenses. This optimization helps companies to find the best candidates in a short period and enhance their relations with candidates [20, 21].

The other impressive advantage of the use of AI in the selection process is that it can handle bias minimization. It becomes possible for organizations to use the AI algorithms in that it clearly assesses the candidates in regards to their qualifications, skills, and experience and could not be partial in this process due to their race, gender, or age. This mean that there is an increased representation of the different demography, thus

enhancing creativity in the organization. Nonetheless, efforts should be made to design AI systems, which are designed to associated fairness because there is a probability of rediscovering prejudices when algorithms are trained with poor historical data. Through regular AI checks and reviews, organisations can guarantee that AI is beneficial to their DEI agenda [17].

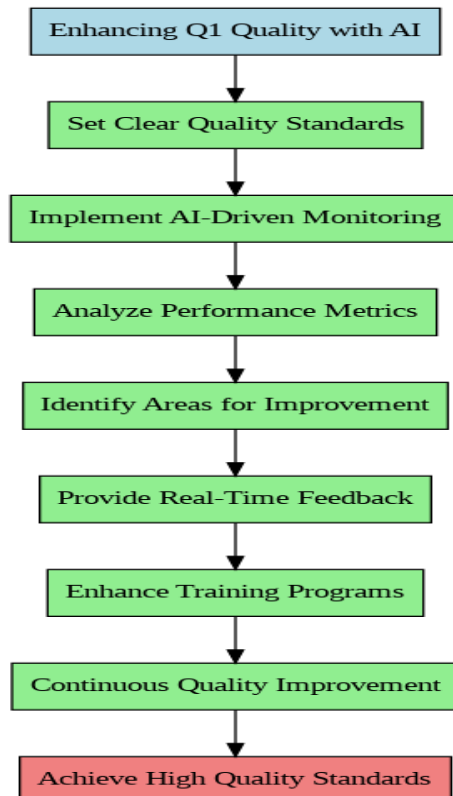


**Figure 1:** Revolutionizing Recruitment with AI

**B. Performance Evaluation**

AI is also being implemented in performance evaluation whereby the use of techniques such as appraisals will be made more objective since AI is data-driven. Some of the drawbacks of the traditional performance evaluation systems include the fact that it is very subjective in that people’s bias can be seen to affect the results. AI solves this challenge by providing real-time monitoring of the performance indicators of employees, KPIs, and behaviors. This leads to objective and clear assessment of employee performances consistent with objective performance indicators rather than subjective inputs [16].

Also, AI can monitor workers’ performance constantly rather than setting yearly or monthly performance evaluations, enhancing organizations in recognizing the needs for improvements in time. This projected approach provides a good chance for a timely intervention in order to assess and to give the necessary training for the creation of better and improved employee relation in a given organization. As with all deeply embedded technological solutions, the issue of employee privacy could become a major concern when AI-based monitoring is taken to the extreme; therefore, the question of transparency and privacy must be well balanced and should be applied ethically such AVR’s are pro-diversity and will afford each candidate a fair chance to prove themselves for career advancement opportunities in an organization..



**Figure 2:** Enhancing Quality Standards in Performance Evaluation through AI

Figure 2 indicates how AI improves quality standards in performance assessment procedures. It explains how to develop quality standards, establish AI-based control, assess results, recognize deficiencies, give on-site feedback, and improve education practices. This systematic approach ensures that there is ongoing enhancement of the quality of the evaluation, hence better evaluation results.

### C. Employee Development and Retention

AI is also becoming useful in the area of development of its employees through offering of relevant learning and development opportunities. Artificial intelligence-based learning systems can help to evaluate the abilities of the employees, define the gaps and suggest the training that could be useful, and correspond to the company's initiatives and personal development of the employee. This makes the employees more committed and allows minority and underrepresented workers to get the assistance they require to thrive [14]

In addition, the AI technique provides the HR department with insight into likely employee turnover based on factors like satisfaction, levels of engagement, or work-life balance. Because high performers and key employees are often at greatest risk for turnover, early identification of at-risk employees can help organizations to take preventative action to retain these workers. AI can also help with the internal mobility by showing the promotion possibilities, so that everyone including minorities has a fair shot at getting a promotion.

That being said, it is crucial to remain as close to the processes that involve AI as possible, at least in part. However, developing good relations and creating an encouraging climate is impossible without personal contacts, and this is where the use of AI technologies can only improve the effectiveness and fairness of the process. When the best of artificial intelligence and the best of human leadership are used in an organization, organizations can achieve the best for the employees and they will never feel left out.

## IV. Benefits of AI for Workforce Diversity and Inclusion

AI's Contribution to Workforce D&I; AI technology has great potential to improve the status of D&I within the workforce. When well-planned and effectively included into HR activities, AI can become an effective weapon against misconceptions in hiring or promoting employees, in enhancing data investigation procedures and providing better results for fair decision-making. This section describes the main application of AI in the pursuit of D&I objectives and the improvement of policies to combat workplace disparities.

**Table 1:** Benefits of AI for Workforce Diversity and Inclusion

<b>Benefit</b>	<b>Description</b>
<b>Enhanced Efficiency</b>	Automates repetitive tasks, making the recruitment process faster and more efficient.
<b>Improved Accuracy</b>	Reduces human bias in candidate selection, ensuring consistent evaluation standards.
<b>Larger Pool of Talent</b>	Expands access to global applicants through automated sourcing, increasing the talent pool.
<b>Better Candidate Match</b>	Utilizes data-driven insights to predict candidate success more accurately.
<b>Cost Reduction</b>	Lowers hiring costs through streamlined processes, minimizing resource expenditures.
<b>Decisions Based on Data</b>	Employs analytics for strategic recruitment decisions, providing quantifiable measurements.
<b>Better Candidate Experience</b>	Offers personalized application processes and engages candidates with timely interactions.

There is a lot of evidence that AI has a positive impact on workforce diversity and inclusion as presented in Table 1. Increased efficiency refers to the automation of the various processes to help reduce time taken in the recruitment process. Optimization of the accuracy has the effect of minimizing the influence of the human factor in the selection of candidates and increasing the uniformity of the assessment. AI also sources globally, which means that more opportunities are available to a diverse group of talents. The mismatch can be reduced since better information is used to predict success in a given match. Furthermore, AI's influence the reduction of the costs as hiring procedures become efficient, therefore leading to the decrease of the resources spent. The recruitment decisions become more strategic with the data-based decisions and they provide measurable values. Finally, AI increases the candidate experience by customizing the application process and providing timely engagement.

### A. Reduction of Human Bias

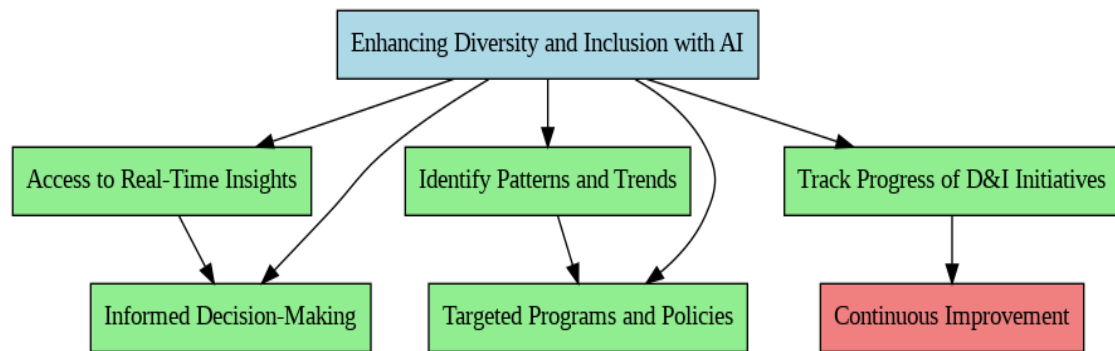
Probably the greatest strength that AI holds for the HR function is that it has the potential for the elimination of bias, which is a common occurrence in the present day, especially in the processes of recruitment, promotions, and other HR exercises. AI can be especially detrimental and are often unintentional as they

contribute to slow or stagnation of the representation of minorities in the labor market. AI, when applied and integrated in the right manner, will assist in evaluating and selecting candidates and employees with regards to their capabilities, qualifications, and previous performance without regard for their color, gender or age [19]. For example, intelligent resume filtering tools can choose to strip certain attributes about the candidate that might give the employer a preconception about the applicant such as name or address. This makes it possible for the HR professionals to work on merit-based hiring since this would increase the employment of qualified diversity. But it is necessary to prevent these AI systems from learning from discriminated and discriminative data sets. The results also highlighted the biggest potential issue with AI systems – they only reproduce the data they were trained on and, when trained only on historical data, can make biases worse. AI check-ups and update must be carried out frequently to prevent the system from prejudice in the HR processes.[20]

### B. Enhanced Data Analytics

It also enhances the capacity of HR to provide data on various issues regarding D&I. In this case, with the use of AI, the HR professionals can be able to get real time information on the demographic composition of the workforce, the distribution of the various demographic groups, engagement levels and other such factors. These insights enable organizations to make decision that is in line with the set diversity and inclusion plans [15]

AI can especially sort out segmented disparities, including the gaps of pay, promotion, and retention between groups of employees. When these aspects are identified by the help of AI, organizations can work on different targeted programs and policies that will ensure equal employment opportunities for all employees. Moreover, AI can monitor the effectiveness of D&I initiatives for a particular period and then give feedback to the HR leaders to refine their approach amid the continual enhancement of the approach.



**Figure 3:** Leveraging AI for Enhanced Diversity and Inclusion in HR

Figure 3 shows the role of AI in strengthening D&I in the HR context. These components include real-time access to demographic data on the workforce, patterns and trends, for example, differences in pay and promotions, decision-making, and the introduction of specific programs and policies. Besides, it stresses the need to monitor the performance of D&I efforts for improvement over time.

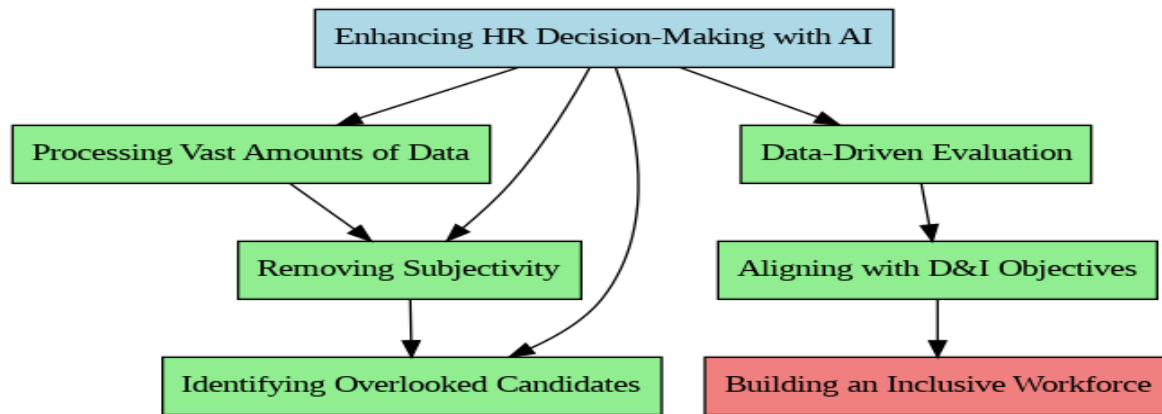
### C. Improved Decision-Making

AI supports cognitive operations of HR and their decisions because it is capable of analysing large amounts of data in a short amount of time and with no bias towards D&I. Through this, AI avoids decisions based on general imagination but they are forced to come up with real options that need to be implemented. This makes the decision making process more fair and more transparent [18].

For instance, AI can enhance hiring by identifying the candidates from the disadvantaged group that may not be hired by traditional hiring methods. With the help of competency, experience, and growth rate AI can offer a more precise assessment of candidates' fit for particular positions. This results in the expansion of the pool of candidates being considered for a position to include candidates that meet the organization's D&I goals.

In general, AI supplements the strategies applied for developing a diverse and inclusive workforce since all decisions reflect the corporate D&I plan. AI is instrumental in creating and sustaining equitable and ethical Human Resource Management in the modern, diverse workplace.





**Figure 4:** Empowering HR Decision-Making with AI for Enhanced Diversity and Inclusion

Figure 4 shows how AI supports the HR decision-making process to improve Diversity and Inclusion (D&I). The main elements which are emphasized include the capacity to handle large volumes of data; the capacity to eliminate biased decisions; and the capacity to make objective decisions. AI also helps to find the candidates who are often missed and assesses their potential by competency, allowing an organization to bring in more diversity into its workplace.

## V. Challenges and Ethical Considerations

There is much potential in AI to help increase D&I in the workforce, but businesses face a number of ethical issues to address in order to effectively unlock this potential. Table 2 summarizes some important factors such as, algorithmic bias, transparency, trust in employees, and legal issues. If such challenges are managed in advance, AI can be leveraged for creating equal opportunities with a diverse workplace.

### A. Algorithmic Bias and Discrimination

One of the biggest issues with AI is that it can learn prejudiced from the data it is fed and use them as its own prejudiced, without realizing it. For example, Amazon's AI tool for recruiting was trained to select male candidates because resumes were written mostly by men. That is why we come to the conclusion that to train AI, it is necessary to use a wide variety of datasets, free from prejudice, and periodically analyze the fairness of the models themselves. To avoid such occurrences organizations need to make constant efforts and updates in their AI systems in a bid to make hiring non-bias [24].

### B. Transparency and Accountability in AI Systems

It means that there can be mistrust in the AI decision-making in case of no transparent flow of actions for employees and candidates. There is a need for organizations to share how the AI systems work, what contributes to the decisions made, and who made those decisions. Thus, companies can build trust, and employees and candidates can see why AI produces specific results. When organizations take responsibility for the AI decisions, they reduce the perceived unfairness since people have confidence in the decisions made by the organizations [25].

### C. Employee Perceptions and Trust in AI-Driven Processes

It means that the implementation of AI systems depends on trust. It will also be important for employees not to accept self-organizing performance assessment or award promotion determinations made by the computer if the employee thinks this is not fair or if there is no human intervention. In this case, to depict model credibility and create confidence, it is recommended that organizations offering and implementing such an AI service should make clear that such systems are meant to guide decision-making procedures rather than offering sole, authoritative decisions. A "humanization" of the AI, whereby employees can challenge or even appeal AI-based decisions, and transparency will all enhance the levels of trust within an organization [26].

### D. Compliance with Diversity Regulations and Standards

It is important to ensure that the AI systems use anti discriminant laws and diversity regulations in various systems. AI systems should be tested from time to time in compliance with the law requirements and to see that they do not open ways that was not intended and result into discrimination. For instance, there was some discontent concerning HireVue that also employs artificial intelligence in video tests, it is possible to observe the necessity of careful legal management. It will also ensure that AI systems do not violate legal requirements by providing a strong governance structure for tracking AI's performance on diversity [27].

**Table 2:** Challenges and Ethical Considerations of AI in Recruitment

<b>Category</b>	<b>Description</b>
<b>Algorithmic Bias</b>	AI systems can reflect biases in training data, leading to discriminatory outcomes.
<b>Transparency</b>	Lack of clarity in AI decision-making can hinder understanding and trust among employees and candidates.
<b>Trust Issues</b>	Employees may distrust AI systems, particularly regarding performance evaluations and promotions.
<b>Data Privacy</b>	Handling of sensitive employee data raises concerns around privacy and potential breaches.
<b>Legal Compliance</b>	AI tools must adhere to anti-discrimination laws, necessitating regular audits for fairness.
<b>Accountability</b>	Ambiguity around who is responsible for AI-generated decisions complicates accountability.
<b>Informed Consent</b>	Ensuring candidates understand how their data is used presents challenges in transparency and ethics.
<b>Diversity of Data</b>	AI's effectiveness relies on diverse training data; non-inclusive datasets can reinforce inequalities.

The challenges and ethical consideration of AI in recruitment are outlined in the following table below Table 2. Bias in AI systems can be defined as situations where AI systems reproduce bias in their training data to produce discriminative results. Transparency is an issue as with AI there are questions regarding how certain decisions have been arrived at, this can lead to distrust from employee and candidates. In connection with this, some problems are associated with the lack of trust in AI, including when using them to evaluate employees' performance and promotions. Another issue is data privacy because processing personal information of the employees is a concern for data breaches. This means that verifying compliance with state laws against discrimination for fairness means conducting routine audits. Organizational accountability is made even a little complex as there seems to be uncertainty regarding who is to blame for AI-generated decisions. Also, there are ethical dilemmas in guaranteeing informed consent—so that the candidates are aware of how their data is utilised. Finally, the nature of data is important as bias in data leads to the reproduction of bias in the society.

## VI. Case Studies

### A. Successful Implementations of AI in Diverse Workplaces

Virtually every business has benefited from the use of AI in increasing workplace diversity and inclusion, proving that technology is a force for good. Perhaps the most striking example is Unilever, which uses AI in the selection of candidates since it is important not only cognitive skills, but also emotional. Unilever's digital interviews and games based on AI allowed the company to shift from focusing on traditional qualifications, while eradicating bias at the same time. From this approach, the organisation was able to achieve a new record of employee diversity of 16 percent within record time and at a lesser cost of hiring compared to previous times. Unilever's positive experience of using AI is a good example of how, when AI is well implemented, it can help to reduce time spent on recruitment and make it more fair [22, 23]

Likewise, IBM has also use AI to eliminate bias in the company through the HR department in issues like job advertising and recruitment besides performance evaluations. When IBM used AI to bring down bias, it opened up opportunities for a more diverse workforce. These implementations show how AI can assist organizations to be able to tap into diverse talent pool and thus create more robust and effective teams [28]

### B. Overcoming Challenges to Create Positive Outcomes

In fact, even when difficulties were identified in the first place, organizations have been able to make changes to their AI systems to embrace diversity and inclusion. For instance, Amazon in the past faced algorithmic bias in an AI recruiting tool that it recently scrapped. This challenge was an excellent reminder of the need to keep improving the AI tools and confirming that data feeding into them is diverse, and free from biases. By learning from these lessons, organisations such as Amazon and other organizations have learned lessons on how to design better AI systems that would be fair and inclusive [24, 25].

In the same manner, HireVue, who provides video interview assessments through the use of AI, engaged issues associated with bias and privacy of algorithms through the reinforcement of its understanding and management systems. With continuous enhancement and focus on ethical AI application, HireVue established the company's intention of employing AI for diversity with ethical standards. These examples illustrate how companies can address the early obstacles and transform them into strengths that help improve AI adoption and organization's performance [29].

### C. Key Lessons from Successful AI Use in D&I Initiatives

The success of organizations like Unilever and IBM provides valuable lessons for businesses seeking to leverage AI to promote diversity and inclusion:

- **Data Quality:** Making sure that the AI systems are trained on balanced data is one of the most basic ways of trying to be fair. Annual reviews of data and algorithms safeguard that AI remains relevant and effective in contributing to organisation's D&I goals.
- **Human Oversight:** AI assessment complemented by other human assessment can prove useful in decision-making. That is why Unilever uses AI in combination with human interviews to avoid bias, and AI works in parallel with human insights.
- **Transparency and Trust:** Accountability and transparency that IBM has demonstrated by explaining the role of AI in decision making is the way to go.
- **Continuous Improvement:** The legal and ethical issues are also regularly updated in organizations, so effective AI systems are adjusted to meet the new requirements, as in the case of Amazon and HireVue.

**Table 3:** Positive Analysis of AI Implementations in Diversity and Inclusion

Category	Description
<b>Successful Implementations</b>	Unilever: Leveraged AI for cognitive and emotional assessments, resulting in a 16% increase in diversity while reducing hiring time and costs.
	IBM: Used AI to identify and mitigate bias in HR processes, creating a fairer and more inclusive workforce.
<b>Overcoming Challenges</b>	Amazon: Adapted AI practices to learn from initial bias issues, emphasizing the importance of unbiased data and continual refinement.
	HireVue: Improved transparency and governance in AI video assessments, demonstrating a commitment to ethical AI deployment.
<b>Lessons Learned</b>	Data Quality: Diverse, unbiased data is essential for AI systems to produce fair and inclusive results.
	Human Oversight: Combining AI with human judgment can mitigate bias and create better outcomes, as seen in Unilever's process.
	Transparency and Trust: Open communication about AI usage fosters trust and accountability, as demonstrated by IBM.
	Continuous Improvement: Organizations must continually refine AI systems to adapt to diversity and ethical standards, as shown by Amazon and HireVue

Table 3 presents positive analysis of AI implementations in diversity and inclusion and the following are the major successes and lessons. Unilever applied AI for cognitive and emotional evaluation that increased diversity by 16%, and decreased hiring time and expenses. A diverse workforce was created by IBM using AI technology to eliminate bias for job applicants in their HR systems. The situation changed when Amazon encountered problems; the flaws were initially related to bias, and the company stressed the utilization of bias-free data and constant enhancement. Likewise, HireVue improved the transparency and governance of its AI video assessments and provided evidence of ethical practice of AI. These case reviews have shown that the need for diverse and bias-free data, human supervision to curb bias, the need for openness and the need to continuously develop AI solutions to meet set ethical standards.

### VII. Future Directions

AI is expected to expand its future development to further improve its application in the field of HR, especially on the issue of D&I. New trends reveal the possibility of developing an AI system for real-time bias detection during the recruitment and evaluation processes in organizations. New advanced AI models will help in forming and improving the decision-making process, which will lead to a better environment in the workplace. It is suggested that stakeholders should give priority to the following recommendations: enhancing the openness of the AI operations, finding the right balance of the AI and human decisions, and the improvement of the AI regulation standards. The investigated topics reveal multiple future research opportunities: to improve AI fairness, examine the potential benefits of AI for EE and organization success, and define legislation concerning AI-based HR methods. If these innovations are adopted, AI can be used to enhance a positive workforce and equality.

### VIII. Conclusion

This particular review pays much attention to certain groundbreaking possibilities of AI in enhancing work diversity and inclusiveness of HR operations. AI can significantly improve the D&I strategies as it offers organizations new approaches to creating a more diverse environment. The case of Unilever and IBM show



that extensive approach to teach AI, using gender and race neutral data, along with the implementation of human review function could favor results. By encouraging the early and positive social interaction with people, coupled with adequate explanation of the use of AI within the firm, organizations can ensure that workers and applicants develop confidence in the new systems.

Despite problems like algorithmic bias, case studies of the organizations reveal best practices which can help other organizations to avoid the pitfalls that may lead to ethical and legal repercussions from poor data management practices.

The consequences for HR practices are numerous and favourable. Ethical AI use is crucial for creating systems that are indeed equitable, and that are built to be ethical. AI should complement the existing strategies in human resources, and the organizations should adopt both AI and the views of the employees. Good leadership will see increased trust in the use of AI in making decisions as the leadership ensures that mean biases are fought out constantly.

Last but not the least, AI is a great chance to increase the number of diverse and inclusive employees in the modern workplaces. Similar to other business successes around the planet it depends on ethical practices and the continuation of improvement. Thus, investing in improving AI systems and guaranteeing their proper application in HR, the organization will be able to use AI to change the relationships within the employees and create conditions that will be suitable for all the workers.

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