Chapter 11
Transhumanism in Human Resource Management:
Transforming the Workforce

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ABSTRACT

This chapter explores the transformative potential of transhumanist technologies in human resource management. HRM has the potential for a major evolution as developments in biotechnology, artificial intelligence (AI), and neurotechnology

continue pushing human capabilities' limits. The first section of the chapter gives a general summary of transhumanism and its tenets, highlighting the movement's emphasis on using technology to improve human physical and cognitive abilities. After that, it looks at how these technologies are currently incorporated into HRM operations, emphasizing important areas like recruitment, employee development, and performance evaluation. The chapter provides real-world examples and case studies to demonstrate transhumanist technologies' benefits and practical uses in HR process optimization. Virtual reality (VR) and augmented reality (AR) offer immersive training experiences that increase employee learning outcomes, while AI-driven algorithms and big data analytics improve recruitment by pinpointing the top applicants with never-before-seen accuracy.

1. INTRODUCTION

An exciting new period for global commerce is being ushered in by transhumanism, which exists at the nexus of technology and mankind. Although there is a great deal of room for innovation and commercial expansion, there are also difficult management and ethical issues to consider.

In 1990, Max More wrote, "Transhumanism is a class of philosophies that seek to guide us towards a posthuman condition," which is how transhumanism is currently understood. However, transhumanism has two different meanings: transhumanism and trans-humanism. While the former is an inclusive term of ideologies and technological advancements that include expanding human potential and capabilities beyond what is currently possible, the latter kind of transhumanism is far more controversial. Some define transhumanism as the deliberate fusion of humanist thought with technological advancement in the pursuit of a posthuman state; the notion of transhumanism is based on the straightforward humanist tenet that "humans ought to utilize their innate abilities of rationality to regulate and optimize their lives." (Devlin, 2014).

Over the last 20 years, transhumanism—a movement with no clear definition—has grown. It encourages the use of a multidisciplinary perspective to comprehend and assess the potential benefits that technological advancements offer for improving humankind's state of affairs. Current technologies like genetic engineering and information technology are discussed, as well as those that are predicted to emerge over time like molecular nanotechnology and AI (Bostrom et al. 1999; Bostrom 2003). The following figure, Fig. 1, shows 11 transhuman adaptations. Using "bio transformative innovations " to "enhance" the human bio to surpass is at the heart of transhumanism.

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