


# Chapter 12

## Transhumanist Approaches in HR: Boosting Efficiency With Artificial Intelligence

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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.*

DOI: 10.4018/979-8-3693-8855-6.ch012

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## 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 (Wenzel & Van Quaquebeke, 2018). 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 et al., 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 et al., 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.

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, 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, 2023; Kaur, 2024). 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 et al., 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 et al., 2015). Moreover, technologies like augmented

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