


Chapter 14


Future-Ready HR: Advancement, Transhumanism, Artificial Intelligence, and the Metamorphosis of Workforce Dynamics in the Era of Technological Advancement

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ABSTRACT

Artificial intelligence (AI) is revolutionizing human resource (HR) practices by streamlining processes, enhancing decision-making, and improving employee experiences. Through the lens of transhumanism, which advocates for using technology to enhance human capabilities, AI's role in HR is increasingly seen as a means to augment productivity and potential. AI automates routine tasks like recruitment and onboarding, allowing HR professionals to focus on more strategic aspects of

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their roles. It also facilitates continuous performance monitoring and employee engagement by providing data-driven insights, fostering a culture of continuous improvement and personalized employee experiences. However, the integration of AI in HR also raises ethical concerns, such as ensuring fairness, transparency, and data protection, underscoring the need for a balanced approach that advances both technology and humanity.

1. INTRODUCTION

AI has giant changes in different sectors, including human resource management (HRM) (Anderson & Taylor, 2023). AI is helping the HR professionals in the way they perform their tasks and handle the job in a way that is more effective and efficient. The objective of this chapter is to explore the role of transhumanism in the context of AI integrated HR practices and how it lays down the contours of new work paradigm (Kumar, 2022; Roberts, 2022).

AI will support the HR professional, improving their decision-making while becoming more effective and improving the organization's efficiency, productivity, and the humanity in the workplace (Smith, 2022; Nguyen, 2023). For instance, AI can reduce time-consuming processes such as resume filtering and scheduling of interviews to provide an opportunity to the personnel in the human resource department to engage in valuable activities in the organisation. Analytics allows HR to get more intricate efficiency and productivity patterns, loyalty scores and other metrics, and thus make more considered decisions and offer more individual-focused experiences to the employees. These capabilities are not only making operations work better but make working in general better for the employees (Garcia, 2020; Thompson, 2021; Johnson, 2023).

The possibility of becoming smarter than humans through the use of technology is becoming more important in the modern society hence transhumanism. Transhumanism is an ideology which presupposes the further development of human capabilities by enhancing technologies, thus, improving physical, mental and, emotional health. Considering transhumanist paradigms, it directs the development of applying AI to extend human capacity in the context of human resources to optimize productivity, employee support, and organisational camaraderie. This alignment of AI and transhumanism has more importance towards technology's potential of creating good workplace transformation (Roberts, 2022).

This chapter will give an initial insight on what transhumanism is, its principles and its goals in order to lay the foundation on how those ideas can be applied to the field of human resource. These include enhancement, lifespan extension, cognitive development and overall well-being that will be elucidated in relation to HR

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