

AI Model to Improve HR Decision-Making with Machine Learning Predictions Algorithm

Akwi Helene Fomude*, Chaoyu Yang**, George K. Agordzo***, Appiah Vincentia Serwah*, Linda Abangbila*

* School of Economics and Management, Anhui University of Science and Technology, Huainan 232000, China

**School of Artificial Intelligence, Anhui University of Science and Technology, Huainan 232000, China.

***School of Mathematics and Big Data, Anhui University of Science and Technology, Huainan 232000, China

Corresponding Email: yangchy@aust.edu.cn

Abstract — Artificial intelligence (AI) has the capability of making decisions in real-time using well-before techniques and computer technologies built through data analysis to instantly adapt and learn to provide more complex actions to circumstances. Human resource management (HRM), which incorporates both the human aspect and the use of AI tools, can provide employees with a better perception. The component of HRM decision-making by AI technologies has not been hindered by a restricted awareness of the theoretical underpinnings of AI integration; however, the enhanced usage of artificial intelligence and advancements in AI qualities have put a greater emphasis on the moral values and administrators influencing AI development for using Data-driven forecasting have been suggested for HRM to use to forecast employee desires and revenue growth. The emphasis on decision-making in AI technologies is abruptly shifting to strategies. Machine learning concentrates on enabling computers to make logical conclusions by educating them to adapt to shifts in innovation or to new knowledge. While ML is an enhanced form of AI that analyses data to find similarities and alters program action steps, AI simplifies and converts data into a format that is simple to grasp. It emphasizes the development of Algorithms that will enhance HR choices by utilizing machine learning to create precise forecasts.

Keywords : AI model, HR decision-making, predictions, Machine-learning, Algorithm

Authors



Helene Fomude Akwi obtained her Bachelor's Degree in Education from the University of Buea, Cameroon, and later, a Diploma in Entrepreneurship and Business Development (HRM) at the PAID, West Africa, and a Master in Management Science, from Anhui University of Science and Technology, China. She is currently working on her Ph.D. in Management and research interests include Management, Administration, and PM project management



Chaoyu Yang (Prof) is in the Institute of Artificial Intelligence, Anhui University of Science and Technology, China, An Hui, Huai Nan, P. R. China. He also Lectures in the School of Mining and Management Engineering. His major field of study is in the Frontier of Management Science, Artificial Intelligence, and Machine learning and its related applications.



George K. Agordzo is currently doing his research in Information Security Engineering at the School of Mathematics and Big data, at Anhui University of Science and Technology, China. His research interests include Machine Learning, Big Data, Process Mining, Information Security, and its related applications.



Appiah Vincentia Serwah, studied Purchasing and Supply Chain Management at Kumasi Technical University, Ghana. She did her Master's degree in Business Administration at Shijiazhuang Tiedao University, China. She is currently pursuing a Ph.D. program in Management Engineering. Her research field has to do with Business Administration and Management.



Linda Abangbila, is a Graduate student at the School of Economics and Management, Anhui University of Science and Technology, Huainan, China studying Management Science and Engineering. And also obtained Community Development(Bsc) from (UDS), Ghana. Her research interests include Project Management, Community Development, Social Welfare, and Logistics management.