The Role of AI in Identifying and Nurturing High-Potential Employees and Retention

B Loknath Reddy

Student

Global Institute of Business Studies, Bengaluru, India

Abstract*: The determination and development of high-potential employees within organizations increasingly depend on artificial intelligence. AI systems can analyse employee related data by utilizing advanced HR analytics, finding employee attributes, employee performance, employee turnover rates, and in order to decrease retention rates that are associated with high performance and leadership potential. HR managers can utilize predictive analytics based on this data-driven approach to forecasting which employees will perform well in future leadership positions. AI also allows training and development programs that are related to the particular advantages and areas of improvement for high-potential employees, so educational opportunities are interesting and Related. It considers compatibility criteria between the employee and the employers. AI enhances the mentorship training programs that measure the developmental needs of mentors and mentees, which creates meaningful relationships that develop career growth and organization success.*

Copyright to IJARSCT
www.ijarsct.co.in

DOI: 10.48175/IJARSCT-23311

ISSN
2581-9429
IJARSCT

75