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

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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.

Keywords: Artificial Intelligence (AI), High-potential employees, Identification, Development, Employee data, HR analytics, Employee attributes, Performance, Turnover rates, Retention rate, Predictive analytics, Leadership potential, Training programs and Developmental needs, educational opportunities, Mentorship programs

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