

# The Influence of Artificial Intelligence on HR Functions

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**Abstract:** *Artificial Intelligence's incorporation into HR operations is radically changing how businesses engage workers, manage talent, and maximize performance. Recruitment, onboarding, performance management, learning and development, and employee engagement are just a few of the HR areas that this study examines the effects of AI technologies including machine learning, natural language processing, and predictive analytics. AI facilitates data-driven initiatives, improves decision-making, and boosts operational efficiency. But technology also brings with it problems with algorithmic prejudice, data privacy, and ethical issues. This research emphasizes the need for a balanced strategy that blends technical innovation with human judgment, highlighting both the advantages and disadvantages of AI in HR*

**Keywords:** Artificial Intelligence, Human Resource Management, Ethical AI