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A Study on Analyse the Impact of AI On Hr Functions in Active Software Systems Pvt Ltd in Erode

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ABSTRACT: This study look for artificial intelligence (AI) is transforming a Tactive software IT company in erode . This business uses artificial intelligence (AI) to improve productivity, decision-making, and customer experiences. Impacts of AI technologies have transformed operations in many different industries. Computer vision for improved data insights, natural language processing for intelligent automation, and machine learning algorithms for descriptive analytics and sample hundred are some of the key uses. This analysis used tools like chie squre and Annova. This abstract looks at how the company's strategic orientation, efforts for product development, and competitiveness in the market are shaped by the integration of AI. The company's use of Impact AI-driven solutions not only pushes the boundaries of technology capabilities but also sets new benchmarks for flexible, clever business solutions.

I. INTRODUCTION

Artificial Intelligence (Ai) Has Transformed Several Industries In Recent Years, And Human Resources (Hr) Is No Exception. Ai Technologies Are Being Used More And More In Hr Departments To Improve Decision-Making, Expedite Procedures, And Increase Efficiency. The Primary Goal Of This Research Is To Examine How Ai Has Affected Hr Operations At Tactive Software Solutions Pvt Ltd, a Renowned Erode-Based Technology Company. This Study Tries To Comprehend The Advantages, Difficulties, And General Efficacy Of Ai In Changing Hr Operations By Looking At How Tactive Incorporates Ai Into Hr Procedures. This Study Will Offer Insightful Information About The Function Of Ai In Contemporary Hr Management, Especially In The Setting Of a Fast-Paced Software Company.

II. STATEMENT OF THE PROBLEM

The Way That Businesses Manage Their Workforces Has Significantly Changed As a Result Of The Incorporation Of Artificial Intelligence (Ai) Into Hr Activities. Although Ai Has The Ability To Completely Transform Hr By Improving Decision-Making, Decreasing Biases, And Increasing Efficiency, It Also Comes With Some Risks That Should Be Carefully Considered. The Purpose Of This Study Is To Examine How Ai Affects a Number Of Hr Processes, Such As Hiring, Performance Management, Employee Engagement, And Learning And Development. Understanding How Ai-Driven Tools And Systems Impact The Efficiency, Equity, And General Dynamics Of Hr Practices Is The Main Issue This Study Attempts To Solve.

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III. OBJECTIVE

To Study The Factors Which Influences Ai On Hr Functions In Tactive Software Systems.
To Analyze The Impact That Has Been Created Ai In Tactive Software Solutions.

IV. SCOPE OF THE STUDY

Boost Performance Management In Tactive Software Solutions And Increase Employee Engagement And Experience.
In Order To Improve Hrm In Tactical Software Solutions,
Enhancing Dynamic Environment And Efficiency In Active Software Solutions.

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V. LIMITATION OF THE STUDY

Sample Size And Scope: Because The Study Only Looks At Tactive Software Solutions Pvt. Ltd. In Erode, It May Not Give a Complete Picture Of How Ai Is Affecting Hr Operations In Other Businesses Or Areas.

Time Restrictions: Because The Study Was Done Over a Limited Time, It Might Not Have Captured The Long-Term Trends And Consequences Of Implementing Ai In Hr Activities.

Employee Perception Bias: Based On Their Limited Exposure To The Technology Or Personal Prejudices, Employees' Opinions Of Ai In Hr Functions May Be Subjective.

Technological Variability: The Effects Of Various Ai Tools And Technologies On Hr Functions May Differ, And Not All Types Of Ai Implementations Or Their Particular Consequences May Be Taken Into Consideration In This Study.

VI. LITERATURE REVIEW

- Fishbien M., Ajzen I. 2023. Recognizing Attitudes And Forecasting Social Conduct. Prentice-Hall Englewood Cliffs, New Jersey.
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- In 2020, Angle H. L. And Perry J. L. An Empirical Evaluation Of Organizational
- Effectiveness And Commitment.Quarterly For Administrative Science, 26, 1–14.

Bailey T., Berg P., Applebee E., And Kalleberg A. L. (2021).The Benefits Of High-Performance Work Systems For Manufacturing. Cornell University Press, Ithaca, N.Y. The Impact Of Human Resource Systems On Manufacturing Turnover And Performance Was Studied

VII. RESEARCH METHODOLOGY

The process used to collect information and data for the purpose of making decisions. The methodology may include Publication research, Surveys and other Research techniques and could include both historical and present information.

7.1 Research Design

Research Design refers to the overall strategy that we choose to integrate the different components of the study in a coherent and logical way, thereby, ensuring that we will effectively address the Research problem. It constitutes the blueprint for the collection, measurement and analysis of data.

7..2 Descriptive Research

Large-scale dataset processing capabilities of machine learning algorithms enable predictive analytics to forecast consumer preferences and market trends with previously unheard-of precision. In effective human efforts Through intelligent catboats and automated responses, natural language processing capabilities enhance client interactions, improving service delivery and operational efficiency. In the meantime, computer vision technologies offer perceptive data interpretations for a variety of uses, such as augmented reality applications in product development or picture recognition in cyber security.

VIII. DATA COLLECTION METHOD

- Primary Data Source
- Secondary Data Source

8.1SIZE OF THE SAMPLE

The sample size is 100

8.2 STATISTICAL TOOLS USED

To analyze and interpret collected data the following statistical tools were used.

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8.3 SIMPLE PERCENTAGE ANALYSIS

Simple Percentage Analysis is the method to represent raw streams of data as a percentage (a part in 100-percent) for better understanding of collected data.

$$\text{Percentage analysis} = \frac{\text{Number of respondents}}{\text{Total number of respondents}} \times 100$$

8.4 CHI-SQUARE TEST

The chi-squared test is used to determine whether there is a significant difference between the expected frequencies and the observed frequencies in one or more categories. A

$$\chi^2 = \sum_i \frac{(O_i - E_i)^2}{E_i}$$

Where, χ **2** = Chi-Square value, $\mathbf{O_i}$ **=** Observed frequency and $\mathbf{E_i}$ = Expected frequency

8.4 Annova Test

When Annova Assessing The Results Of Consumer Interactions Enabled By AI-Powered Chat bots That Use Natural Language Processing, ANOVA Can Be Quite Helpful. Through An Analysis Of Variations In Customer Satisfaction Metrics Or Response Times Among Various Chatbot Setups Or Deployments, The Business Can Maximize Operational Efficiency And User Experiences.

IX. ANALYSIS AND INTERPRETATION OF THE STUDY

1. CHI SQUARE TEST

The relationship between age and adoption of mobile banking.

NULL HYPOTHESIS:

H0: There is no significant relationship between the **AGE** and the **AI TECHLOGY**.

ALTERNATIVE HYPOTHESIS:

H1: There is no significant relationship between the **AGE** and the **ADOPTION OF IMPACT OF AI.**

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	36.046[a]	6	.000
Likelihood Ratio	10.704	6	.098
N of Valid Cases	35		

a. 10 cells (83.3%) have expected count less than 5. The minimum expected count is .03.

INTERPRETATION:

The null hypothesis is rejected and the alternative hypothesis is accepted since the calculated value is higher than the table value. The adoption of using mobile banking and age are significantly correlated.

ANNOVA

ANNOVA TEST

The relationship between age and adoption of mobile banking.

NULL HYPOTHESIS:

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H0: There is no significant relationship between the **AGE** and **THE MAINTAINING HIGH MORALE**

ALTERNATIVE HYPOTHESIS:
H1: There is no significant relationship between the **AGE** and the **THE MAINTAINING HIGH MORALE**

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
Very Ineffective *Very Effective	10	21.3%	37	78.7%	47	100.0%
Ineffective *Very Effective	8	17.0%	39	83.0%	47	100.0%
Netural *Very Effective	10	21.3%	37	78.7%	47	100.0%
Effective *Very Effective	10	21.3%	37	78.7%	47	100.0%

Report

Very Effective		Very Ineffective	Ineffective	Netural	Effective
1	Mean	1.00	1.00	1.00	1.00
	N	10	8	10	10
	Std. Deviation	.000	.000	.000	.000
Total	Mean	1.00	1.00	1.00	1.00
	N	10	8	10	10
	Std. Deviation	.000	.000	.000	.000

INTERPRETATION:
The table summarizes a dataset of 47 examples that were categorized as "Very Ineffective," "Ineffective," "Neutral," "Effective," and "Very Effective." Eight to ten cases fall into each category, with a higher percentage (78.7% to 83.0%) of cases rejected and a smaller percentage (21.3% to 17.0%) of cases included. With a mean score of 1.00 and a standard deviation of 0.00 for each effectiveness category, the data for these categories show no variability and consistent evaluations within each included group.

X. FINDINGS

- Artificial intelligence (AI) has revolutionized several elements of human resources (HR) management through its integration into HR operations. The enhancement of the hiring procedures is one of the most noticeable effects. AI-driven technologies can quickly and effectively sort through enormous volumes of applications to find the best applicants based on predetermined standards, saving HR personnel time and effort.

- AI-powered may also arrange interviews, respond to frequently asked questions, and manage first impressions with candidates, improving the candidate experience and freeing up HR staff to work on other important projects.

- AI has also completely changed performance management and employee engagement. HR may proactively address disengagement and unhappiness by using AI algorithms to examine employee data and find trends and patterns that may suggest these concerns. AI in performance management

XI. SUGGESTION

- Artificial Intelligence (AI) becoming a part of HR operations is changing the way businesses handle their labor force. AI applications in HR are improving decision-making processes and simplifying administrative work.

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- AI-driven algorithms, for example, can sort through a lot of resumes and find the top applicants based on predetermined criteria, saving a lot of time and work during the initial screening process. Furthermore, by examining trends in feedback and communication, AI can offer insights on employee engagement.

- This can assist HR departments in taking proactive measures to resolve problems and boost morale at work. Adopting AI in HR is not without its difficulties, though. Data privacy is an issue, as is the possibility of biased algorithms that could

XII. CONCLUSION

In summary, the incorporation of Artificial Intelligence (AI) into Human Resources (HR) operations signifies a revolutionary change with far-reaching effects. Through automation and predictive analytics, AI has greatly expedited the hiring process, allowing HR professionals to make data-driven decisions quickly and accurately. Additionally, AI-powered solutions enable improved candidate evaluations, encouraging more equitable and impartial hiring procedures. Nonetheless, obstacles like moral dilemmas and the requirement for HR staff to receive advanced training in order to properly use AI continue to be crucial.

REFERENCES

BOOKS

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2. Book Title: Ben Eubanks, Author: "AI for HR: A Practical Guide to AI-Powered Recruitment, Engagement, and People Analytics Summary: This useful manual offers information on how artificial intelligence (AI) may be used in HR to improve hiring procedures, raise employee satisfaction, and use people analytics to make strategic decisions. - Link: [AI-HR-Practical-Recruitment-Engagement on Amazon](https://www.amazon.com/dp/1735909207)
3. Book Title: "A Leader's Guide to the AI-Powered Workplace"

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