

Harnessing The Power of Ai and HR Technology to Drive Global Talent Efficiency and Employee Engagement

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ABSTRACT

As the global business landscape evolves at an unprecedented pace, HR technology—particularly Artificial Intelligence (AI)—is reshaping how organizations manage talent, optimize operations, and drive employee engagement. This paper delves into the transformative potential of AI and integrated HR technologies in enhancing global talent efficiency and enriching employee experiences. Focusing on the implementation of personalized learning platforms such as LinkedIn Learning, the paper illustrates how these technologies create tailored, dynamic HR services that adapt to individual employee needs. Moreover, advanced HR technologies leverage data analytics, empowering organizations to make more precise, data-driven decisions regarding talent acquisition, performance management, and retention. While the promise of AI-driven HR is significant, a critical question remains: Can AI and automation ever truly replace the human element in HR, or are we creating a "Frankenstein" system that risks losing the empathy and intuition central to effective people management? As we continue to develop and rely on AI, there is a growing concern that this "Frankenstein monster" could inadvertently begin to erode the very jobs it was designed to improve. This paper explores these emerging trends, offering insights into how organizations can harness HR technology for sustainable growth, while also addressing the ethical considerations of balancing automation with the human touch.

Keywords: Automation; Human Strategy; Innovation; People Systems and Processes; Workforce Redesigning