

# AI in Human Resource Management

## How should firms apply AI in HRM?

This project is part of the use case business – Manchot research group "Decision-making with the help of Artificial Intelligence" (II) Supported by Jürgen Manchot Foundation (2022-2024); Project head: Jun.-Prof. Dr. Marius Wehner

## Objective

We expand findings from the first funding period on negative employee reactions regarding the use of AI in the context of career development and recruiting.

## Methods

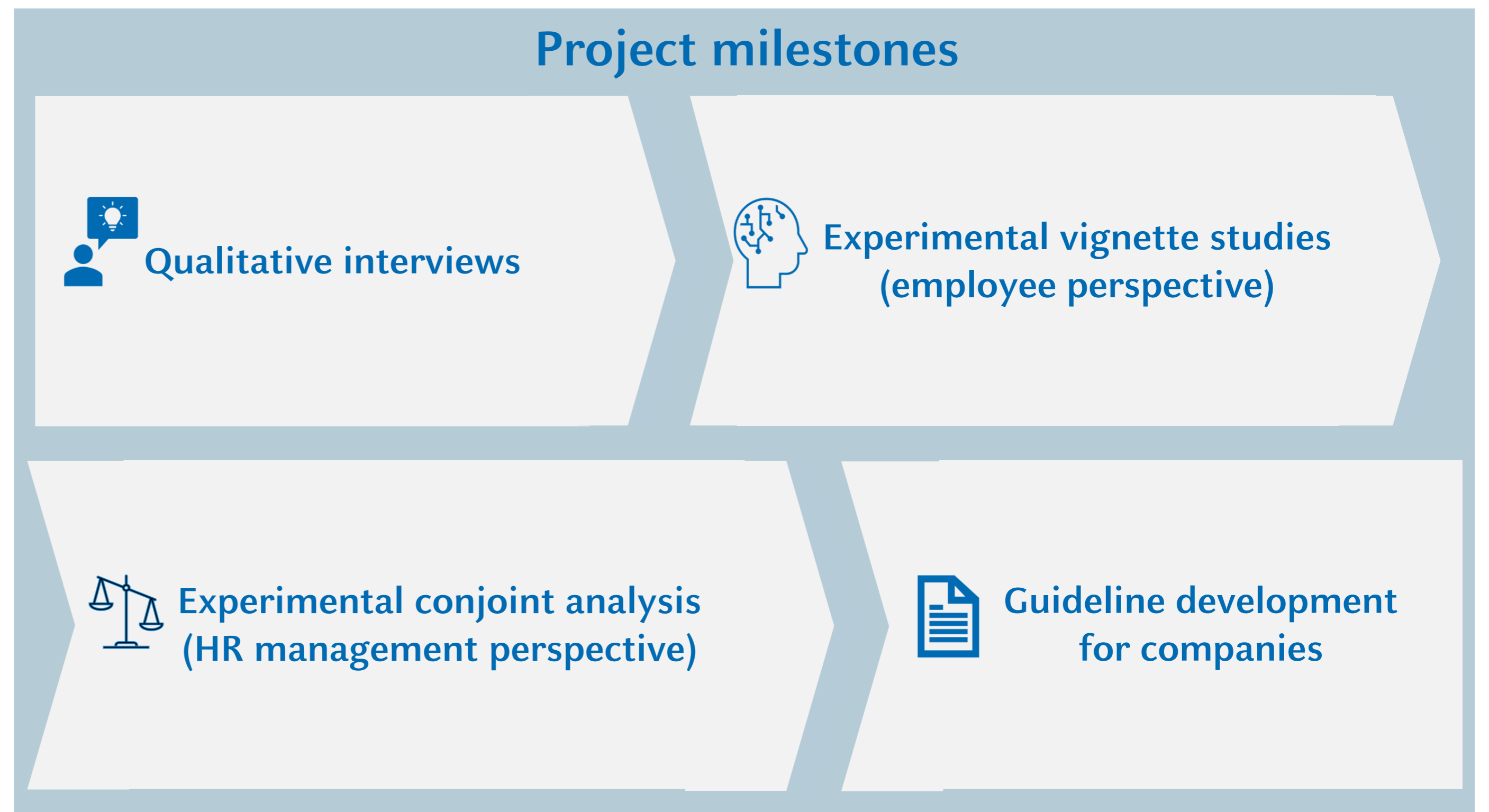
Qualitative and quantitative studies

## Core research questions

1. Which measures (e.g., higher transparency, stronger participation in AI-based planning) influence AI acceptance among employees?
2. To what extent does AI acceptance depend on the degree of personal involvement or context (e.g., salary increase vs. task distribution)?
3. Why and how do HR managers incorporate AI-based recommendations into their personnel decisions?

## Aim

The aim is to derive relevant factors that influence the meaningful use of AI and to identify suitable measures for ensuring an ethical and accepted use of AI.



## Preliminary findings

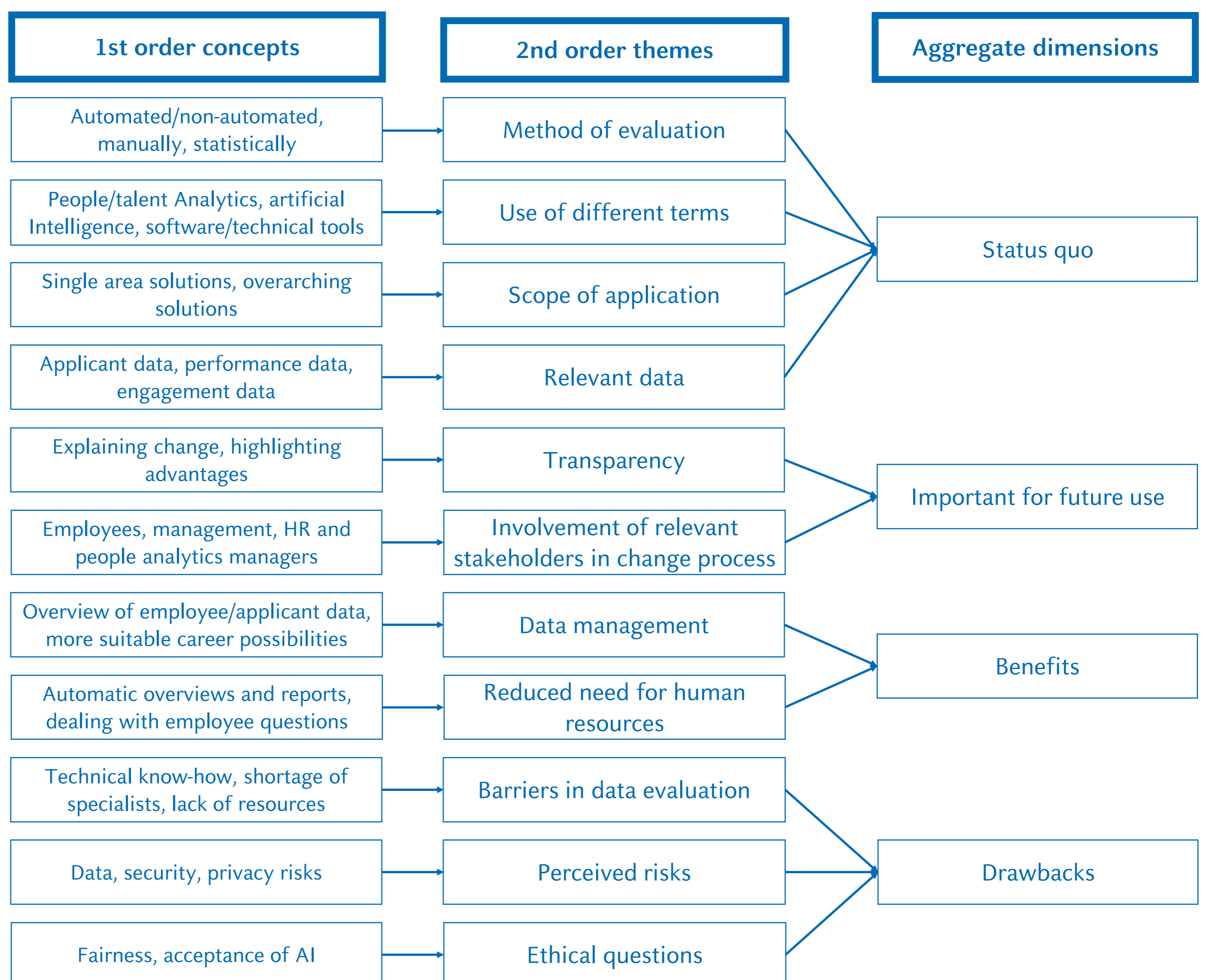


Figure 1: Preliminary findings from the qualitative interviews. Figure adapted from Gioia, D. A., Corley, K. G., & Hamilton, A. L. (2013). Seeking qualitative rigor in inductive research: Notes on the Gioia methodology. *Organizational Research Methods*, 16(1), 15-31.