



Information and Brokerage Event
Horizon Europe 2023 Call
Co-Funded by the DST, Government of India



HORIZON-CL4-2023-HUMAN-01-01: Efficient trustworthy AI - making the best of data (AI, Data and Robotics Partnership) (RIA)

- Date of the event: **Feb 8, 2023**
- TITLE of talk: **Responsible Use of AI for Human Resource Management**
- Name of presenter: **Prof. Kanika T Bhal**
- Name of Organisation: **Indian Institute of Technology, Delhi**
- Nature of Organization: **Academic Institution**
- Country: **India**
- Your contact details: kanika@dms.iitd.ac.in, shuchi@dms.iitd.ac.in,
nairvivek@dms.iitd.ac.in , agam@dms.iitd.ac.in

Responsible use of AI for Human Resource Management

- **Topic to be addressed:** Responsible use of AI tools and techniques for Human Resource Management: Recruitment, Selection, Appraisal, Development, Reward Administration and Employee exits
- **Project description:** While AI has given the power for efficient, and quick decisions, several issues lie on the fault lines of efficiency and ethics. For example, cyber vetting and AI based mining for recruitment, though efficient; have been under the lens for violating employee rights.
- Besides recruitment and selection, ethical concerns about the use of AI based tools in other HR functions like appraisal, reward-administration, training, and exits could also be significant.

Responsible use of AI for Human Resource Management

Guiding Framework

- The use of automated and AI-based mining, harvesting, selection, of the data for AI is now being used extensively for HR related decisions. The selection, generation and use of this data gives the organizations the power of efficiency and control. We conceive of AI as a tool that provides power to the organizations over employees while making HR related decisions
- Making a distinction between opportunistic and responsible use of power (Sassenberg, Ellemers and Scheepers, 2012), we apply this framework to identify responsible use of AI-based mining, harvesting, selection, of the data and decision making for the design and use of Human Resource Management Systems.

*

Sassenberg, K., Ellemers, N., & Scheepers, D. (2012). The attraction of social power: The influence of construing power as opportunity versus responsibility. *Journal of Experimental Social Psychology, 48*(2), 550–555. <https://doi.org/10.1016/j.jesp.2011.11.008>

Responsible use of AI for Human Resource Management

Objective and Deliverables

- **Objective:** Using the responsible power framework, we endeavour to assess the ethical issues (of control; employee rights, justice, stereotypical profiling, amongst others) in the use of AI in the design of HR systems for recruitment selection, benefits rewards, development and career advancement.
- **Deliverables:** Besides a research-based document, the study results would be used to develop guidelines for responsible use of AI in the design and use of people management systems like recruitment, selection, appraisals, rewards, development and exits.

Responsible use of AI for Human Resource Management

Tentative Plan of Action

- **Phase 1:** Assessment of current / future use cases of AI in different HR functions
- **Phase 2:** Identification of Key ethical issues (only an indicative list):
 - Need for Data for AI vs Surveillance concerns
 - Employee Categorization vs Stereotyping concerns
 - Ensuring separation of Personal and Professional Data
- **Phase 3:** Data collection and Analysis: Multi stakeholder Engagement
- **Phase 4:** The results would be used to develop guidelines for responsible use of AI in management of employees in business organizations

Responsible use of AI for Human Resource Management

Partner Skills

- **Current consortium** (if any)
 - We do not have a consortium but have industry connects that could be leveraged to onboard organizations that could extend support with data collection in India
- **Profile of the partners sought** (type, skills, role, etc.)
 - Partners with AI / ML expertise for complementing the team's expertise.
 - Business Organizations for primary data collection (preferable).
 - Partners for providing us use cases.
 - Civil society organizations for social issues.
 - Other stakeholders

Responsible use of AI for Human Resource Management

The Team

- Team Members

Prof. Kanika T Bhal, Prof. Shuchi Sinha, Prof. Vivek G Nair, Prof. Agam Gupta

- Member Expertise

- Multidisciplinary team members from the Management Department and the School of Artificial Intelligence at IIT Delhi
- With extensive research (and felicity with diverse research methods) and consulting experience in the Human Resource Management, Ethics, Organizational Behaviour and AI for business and social science domains.
- The team has worked with diverse international and national organizations such as the US Air Force, Several Ministries, Government of India, DGS&D, National Informatics Centre among several others.