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The Future of Talent Management and Artificial Intelligence

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Abstract

Artificial intelligence (AI) is deeply connected to the future of talent management due to its incorporation into numerous talent management processes. According to research, integrating AI into talent management approaches can significantly improve the performance and engagement of employees in organizations (Rož-man et al., 2022). By using AI-driven talent management systems, organizations can optimize their workforce management strategies and improve their overall talent management practices (Faqihi & Miah, 2023). Further-more, contemporary IT solutions, including artificial intelligence (AI), have been shown to be advantageous in automating HR activities, including recruitment, talent management processes, and strengthening employee competencies (Kurek, 2021).

Organizations can effectively address talent management challenges by analyzing large-scale data and estab-lishing fairness principles when AI technologies are integrated into talent intelligence management systems (Xi et al., 2020). (Al-Qeed et al., 2018) also highlighted the beneficial impact of talent management on orga-nizational performance and stated that emotional intelligence acts as a mediator in this relationship. This is especially true for industries such as the pharmaceutical sector. In addition, talent management has been recognized as a facilitator of organizational intelligence, highlighting its critical role in improving the overall performance of an organization (Hamad, 2019). In this study, the contributions of artificial intelligence to talent management are discussed through a literature review with a future projection.

Keywords: Artificial Intelligence, Talent Management, HR Practices, Recruitment, Employee retention, Em-ployee Engagement

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