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Artificial Intelligence in Human Resource Management: A Comparative Study of the Textile and Information Technology Industries: How It's Transforming HR Functions

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Abstract

Artificial Intelligence (AI) has emerged as one of the most transformative technologies of the twenty-first century, significantly influencing organizational operations and strategic decision-making. Human Resource Management (HRM), traditionally dependent on manual processes and human judgment, is increasingly adopting AI-driven solutions to improve efficiency, accuracy, and employee experience. AI applications such as intelligent recruitment systems, resume screening, predictive analytics, chatbots, performance management software, and personalized learning platforms are transforming the way organizations manage their workforce. While the Information Technology (IT) industry has rapidly embraced AI-enabled HR practices due to its technological orientation, the textile industry continues to adopt these technologies at a comparatively slower pace because of infrastructural, financial, and skill-related challenges. This paper examines the interface between AI and HRM by comparing the adoption, benefits, and challenges of AI in the textile and IT industries. The study highlights existing research gaps and proposes a conceptual framework that links AI adoption with HRM effectiveness and organizational performance. The findings are expected to provide valuable insights for HR professionals, policymakers, and organizational leaders seeking to implement AI-driven HR practices effectively.

Keywords: *Artificial Intelligence, Human Resource Management, Textile Industry, Information Technology, Recruitment, Employee Performance, Organizational Performance.*

Introduction

Artificial Intelligence has become a strategic resource for organizations aiming to improve operational efficiency and gain a competitive advantage. AI refers to computer systems capable of performing tasks that typically require human intelligence, including



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learning, reasoning, decision-making, and problem-solving. In recent years, AI has expanded beyond manufacturing and automation into managerial functions, particularly Human Resource Management (HRM).

HRM plays a vital role in attracting, developing, motivating, and retaining employees. Traditional HR processes often involve significant paperwork, repetitive administrative tasks, and subjective decision-making. AI is transforming these processes by enabling organizations to automate routine activities, analyze large volumes of employee data, and make evidence-based decisions. AI-powered recruitment systems can screen thousands of resumes within minutes, predictive analytics can identify employees at risk of leaving, and personalized learning platforms can recommend training based on individual skill gaps.

The adoption of AI varies across industries. The IT industry has integrated AI into HR functions extensively because of its digital infrastructure and highly skilled workforce. Conversely, the textile industry, despite being one of the largest employment-generating sectors, continues to face challenges such as limited technological investment, workforce diversity, and resistance to organizational change. These differences make a comparative analysis both timely and valuable.

Research Objectives

- To examine the role of Artificial Intelligence in modern Human Resource Management practices.
- To compare the adoption of AI technologies in the textile and IT industries.
- To evaluate the impact of AI on recruitment, employee training, performance appraisal, and employee engagement.
- To identify the opportunities and challenges associated with AI implementation in HRM.
- To provide recommendations for organizations seeking to adopt AI-driven HR practices.

Research Questions

1. How does AI influence Human Resource Management practices?



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2. What differences exist in AI adoption between the textile and IT industries?
3. What benefits does AI provide for recruitment, training, and performance management?
4. What barriers limit AI implementation in the textile industry?
5. How can organizations improve the effectiveness of AI-enabled HRM?

Research Gap

Existing literature demonstrates that AI has positively influenced HR functions such as recruitment, employee engagement, workforce analytics, and performance management. However, most studies focus on technology-oriented organizations, particularly the IT sector. Comparatively fewer studies investigate AI adoption in traditional manufacturing industries such as textiles.

Furthermore, limited comparative research examines how differences in organizational culture, technological readiness, workforce skills, and financial resources influence AI adoption across sectors. Most previous studies also focus on a single HR function instead of providing a comprehensive analysis of recruitment, training, performance management, and employee engagement together. This study addresses these gaps by comparing AI-enabled HR practices in the textile and IT industries and examining their relationship with organizational performance.

Conceptual Framework Independent Variable: Artificial Intelligence Adoption

Dependent Variables:

- Recruitment Efficiency
- Employee Training and Development
- Performance Management
- Employee Engagement

Outcome Variable:

- Organizational Performance

Sample Questionnaire



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AI Adoption

1. My organization uses AI tools in recruitment.
2. AI technologies improve the efficiency of HR operations.
3. AI reduces repetitive administrative work.

Recruitment

1. AI helps identify suitable candidates quickly.
2. AI improves the quality of hiring decisions.
3. AI reduces recruitment bias.

Training and Development

1. AI provides personalized learning opportunities.
2. AI helps identify employee skill gaps.
3. AI improves employee learning outcomes.

Performance Management

1. AI supports objective employee performance evaluation.
2. AI enables continuous performance monitoring.
3. AI improves the accuracy of appraisal decisions.

Employee Engagement

1. AI-powered HR systems improve employee communication.
2. Employees feel comfortable interacting with AI-based HR applications.
3. AI contributes to higher employee satisfaction.

Organizational Performance

1. AI has improved organizational productivity.
2. AI has reduced HR operational costs.
3. AI has enhanced overall organizational performance.

Suggestions



Organizations in both textile and IT industries should develop comprehensive AI adoption strategies aligned with their HR objectives. Investment in employee training and digital skill development is essential for maximizing the benefits of AI technologies. Textile organizations should prioritize gradual AI implementation through pilot projects, infrastructure development, and collaboration with technology providers. Ethical guidelines regarding employee privacy, transparency, fairness, and data security should also be established to ensure responsible AI usage. Policymakers can support AI adoption by providing financial incentives, training programs, and digital transformation initiatives for traditional industries.

Conclusion

Artificial Intelligence is redefining Human Resource Management by enabling organizations to automate routine processes, improve decision-making, and enhance employee experiences. Although AI adoption is more advanced in the IT industry than in the textile sector, both industries have significant opportunities to leverage AI for strategic HRM. Addressing challenges such as technological readiness, employee resistance, ethical concerns, and digital skill shortages will be essential for successful implementation. Future empirical studies with larger samples across multiple industries will further strengthen understanding of AI's role in transforming HRM and improving organizational performance.

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