

AI in HR Analytics: A Synthesis of Current Research and Future Directions

Sherzodbek Dadaboyev¹, Samira Hojimurodova², Guljakhon Gulomova³

^{1,2,3} Central Asian University

dadaboyev.sh08@gmail.com, 221105@centralasian.uz, 220792@centralasian.uz

Abstract

Artificial Intelligence (AI) offers significant potential to improve Human Resource Management (HRM) and create a strategic advantage for organizations. This systematic literature review synthesizes publications that examine the applications, benefits, challenges, and skills associated with AI in HRM. Using a narrative synthesis approach, the review identifies key benefits of increased efficiency, improved decision-making, and enhanced employee experiences. The review also highlights challenges related to data privacy, algorithmic bias, and organizational resistance and offers suggestions for future research.