Research on the Influence of Artificial Intelligence on Human Resource Management Teaching and Work

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ABSTRACT

The rapid development of artificial intelligence (AI) have brought great challenges to the real human resource management (HRM), and also put forward higher requirements for the teaching of HRM. The teaching design of the curriculum group of HRM should take the training of the students' management practice as the core, guided by the innovative teaching ideas and teaching ideas that professional teachers keep pace with the times, so as to break the traditional teaching methods and the new methods suitable for the AI era. Therefore, in the teaching and research of HRM, the teaching design of the AI driven HRM course group is put forward, and the relationship between AI and HRM is analyzed in depth to solve the misunderstanding of the two people.1

INTRODUCTION

HRM has received more and more attention in the society. However, the rise of AI has brought great impact to HRM and aroused people's doubts. AI is artificial intelligence implemented on computers, or the simulation of human intelligence on machines, or people make machines similar to human intelligence. AI has obvious advantages, and human beings are irreplaceable. Through the characteristic education model, the uniqueness and the irreplaceable nature of human work can be enhanced, so that people can understand the antagonism and integration of AI and HRM more deeply, so as to make a good plan for the related study and work.

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At the moment when AI began to permeate HRM, the experience, subjective, fragmentation and fuzzification of HRM should be optimized and integrated. But AI does not completely replace human beings, nor does it mean that all jobs can be done by AI. In order to ensure the necessity of the existence of human resources, human resources management curriculum group should reflect human strong operability and independence in the course of teaching.

TEACHING IDEAS

HRM is indefinite. Everyone can only learn from all kinds of HRM theory and method, but can’t copy, because in different circumstances, only using targeted, suitable HRM means, can achieve better management effect. The teachers should start with the students' daily learning, life and work behavior, analyze and guide the students' management behavior, and help the students find their own and unique management methods in the continuous learning - Practice - re - Learning - and practice. In order to improve the students' attention and interest to the curriculum, the teaching of the curriculum group of HRM should be transformed into "microcosmic-"macrocosm". When teachers speak theories, do not rush to enumerate the case of human resources management in large companies. Students will feel unreachable and gradually lose interest in courses. On the contrary, the theoretical and macroscopic knowledge is introduced in microcosmic perspective that is to analyze the cases around the students, guide the students to expand their thinking from the micro personal management angle, promote the middle view enterprise management, and then promote the thinking of the macro social management and the state management.

TEACHING DESIGN

Time is Appropriate

Different teachers view the same teaching material in different angles, different teachers bring their students' professional content. This is because teachers will integrate their experience, experience and summary into the teaching process when preparing lessons. After the teacher has mastered the theory of HRM and management thought, more students' practice behavior is used to verify the theory and deepen the understanding of the students in the classroom. This requires teachers to arrange teaching content reasonably, according to my teaching practice, 30% of the time in the teaching of theoretical explanation, 60% of the time for students to practice and guide the practice of students.
Optimization of Teaching Process

Whether students can master more professional knowledge and skills in class, the design of teaching process also plays a great role. First, the theory becomes realistic. The explanation of the pure theory is dull and boring. If a teacher can run through his own experience and what he sees and heard, it can make the difficult theory more persuasive and attract the attention of the students. Secondly, the complexity is simple. Students have little knowledge of big companies. The direct introduction of such cases will bring pressure to students. Students will be able to retreat and have no interest in the course of HRM. If teachers can manage from self-management to class, and then to enterprise management, social management, and gradually expand the scope of management and increase the difficulty of analysis, the students will find that "management is around and managed everywhere". In the end, it is simple to deepen. Teachers turn students into practical subjects, set corresponding management practice tasks, let students extend from class to class, so that students will change their knowledge into their own management ability.

Various Teaching Methods

In order to achieve a better teaching goal, teachers' teaching methods are particularly important. Teaching methods suitable for students can often play 42 roles. Students are not only keen on participation, but also the teaching process of teachers.

(1) Experiential style. In this way, after the introduction of the theory, the teaching field will set up practical activities so that students can participate in and experience the feasibility of the theory at once. In practical work, face-to-face communication between people can’t be replaced by AI. For example, in the analysis of the "communication barriers" in HRM, four kinds of communication situations can be set: first, all students are present, teacher and monitor communicate with the class management; second, only teachers and class leaders are present and communication; third, students are present, class length and class Committee communication; fourth, only monitor. And the presence of the class committee and communication. Through participation, students can easily understand the factors of communication, communication skills and so on.

(2) Observation. This method is to set the corresponding situation before the teacher is ready to explain a chapter, so that the students can behave naturally. The emphasis of the teacher is to observe the students, and then analyze the students according to their performance. For example, in explaining the content of the interview, the teacher can take the classroom as the interview site, let some students play the interviewer, some students play the applicant, and let the students play according to their wishes from beginning to end. Teachers and other students observe and record them on the spot, and then solve the problems in the interview with on-site guidance.
(3) Expansion. After finishing the whole knowledge, through a large game activity, let the students integrate the knowledge they learned. For example, after planning, organizing, leading and motivating, students are assigned an outdoor team work. Before starting, teachers should emphasize what knowledge to use to accomplish tasks. In the activity, leaders and leaders will appear, and employees who are active and indifferent will also appear. After the activity, students will realize that it is not easy to accomplish a task together. It is necessary to use the knowledge that is learned in a comprehensive way. This way not only enables students to deepen their understanding of the chapters they have learned, but also lays the groundwork for the content they want to talk about, so as to achieve the goal of killing two birds with one stone.

CHANGE IN HRM

Candidates: Personnel Recruitment and Allocation

In HRM practice, the use of AI technology can be realized: (1) through the depth analysis of machine and software, screening resume and predicting the potential development trend of employees, forming an employee assessment form; (2) according to the job requirements, the effective recommendation of the matched employees; (3) through voice and visual interviews, analysis of the interviewer As a result, a comprehensive evaluation form is formed. During the period, AI can effectively reduce the subjective factors of people, complete the whole process of recruitment openly, transparently and objectively, but the interviewing link must be lack of interaction and face-to-face various senses. The information may be distorted and incomplete and affects the selection effect.

Employing: Work Arrangement, Employee Experience, Performance Appraisal

The principle of employment is to arrange suitable people to suitable positions and to give scientific tasks. Employing people is a process of mutual choice. Effective two-way communication is needed to enhance employees' selectivity and sense of existence. AI can provide the staff specific work content and optimized work process, and can also carry out an effective and comprehensive analysis of the results of the employees' work, get the results of the assessment, and accurately identify the employees' potential, and provide the basis for the development and promotion. Although the whole process is scientific and fluent, the real experience and psychological satisfaction of the employees can’t be obtained. The subtle changes and randomness of the staff's thought, spirit, psychology and behavior depend on the careful observation and control of the HRM staff.
Educating People: Employee Training, Employee Development and Promotion

AI can make and recommend individualized courses according to the interests of the employees, research expertise, character characteristics and other factors, send the tweets that conform to the characteristics of the employees, and create a good environment and atmosphere for the staff to learn. After a period of time, combined with the staff's learning situation, the individual career planning is formulated to help staff develop and improve. At present, the society advocates the establishment of "learning organization", which is composed of a certain number of people. "I have a thought, you have a thought, we exchange each other, and each person will have at least two ideas." the real contact between man and man will produce a collision of thought, which can bring a quantum reaction. AI can’t achieve such interaction and innovation, to a large extent, trapped in people.

People: Salary Management, Mobile Forecasting, Turnover Training

AI is used to analyze the variables of the workplace, such as individual differences, organizational environment, and external changes, and construct the indicators of different angles and different levels, give individualized and targeted remuneration benefits according to the actual performance of the employees, and provide the managers according to the feedback of employees' evaluation and feedback. Effective measures should be taken to avoid the deterioration of the situation. These functions and functions of AI are more to complete the presupposition task, the procedural and the pattern is more obvious, often cannot relate to the employee's psychological contract content, and the present worker cares more about the psychological contract, which is the human being can feel, change and provide.

AI depends on computing technology, but it also determines the development of computing technology to a certain extent. Nowadays, many AI research achievements have been involved in the field of HRM, which has brought both help and threat to people's work. With the development of AI, we should improve the people's recognition of the present and the future through the education of human resources management, improve the irreplaceable of human work, and combine the "precise quantification" of AI with the "subtle quality" of human being, so as to innovate the efficient and scientific methods and accomplish the challenging work.

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