

عنوان مقاله:

Artificial Intelligence Ethics in Organizational Human Resources Management

محل انتشار:

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خلاصه مقاله:

There are whispers about whether or not Artificial Intelligence (AI) will become more powerful in the field of competition with the human resources of organizations. The main problem for organizations to use AI is the mental ambiguity of their organizational resources about this intelligence in the field of professional ethics. The use of AI in business requires a manager who is familiar with AI issues. Unfortunately, many human resource managers still think AI is a myth, have unscientific and somewhat imaginative expectations, and do not know what transformation AI can bring to their business. This study uses a qualitative meta-analysis method to explore and synthesize existing literature on the role of organizational human ethics based on AI management. Based on the findings of the research, the components of AI management based on professional ethics as a commitment to ethics, ability to explain, fairness, robustness, transparency, privacy protection, international cooperation of use, awareness, use of good data hygiene, use of good data collection, were identified. Controlling users and reducing the algorithmic bias of AI has no place among human intelligence and can only be defined as a helper and not a substitute for humans and the humanity of human resources of organizations. If in planning the development of AI, human and ethical issues are considered together, organizations can hope to realize the dream of ethical and entrepreneurial AI.

کلمات کلیدی:

Artificial intelligence, Human Resource Management, Professional Ethics

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