

FUTURE OF WORKFORCE

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ABSTRACT

The future of the workforce is intricately intertwined with the continued advancement and integration of artificial intelligence (AI). As AI technologies evolve, they are poised to revolutionize the way we work, transforming industries, job roles, and the very nature of employment itself.

Artificial Intelligence (AI) is revolutionizing Human Resources (HR) practices in unprecedented ways, fundamentally altering the landscape of workforce management. Top of Form Bottom of Form By leveraging AI-powered tools and algorithms, HR departments are streamlining operations, enhancing decision-making processes, and unlocking new levels of efficiency. From recruitment to talent management, AI is automating repetitive tasks, such as resume screening and candidate sourcing, enabling HR professionals to focus on more strategic initiatives. Furthermore, AI-driven analytics provide valuable insights into employee behavior, performance trends, and predictive modeling, empowering organizations to make data-driven decisions that optimize workforce productivity and engagement. However, as AI continues to evolve, it's imperative for HR professionals to address ethical considerations, ensure transparency in decision-making processes, and prioritize the human element in HR practices. Ultimately, AI's integration into HR signifies a paradigm shift towards more agile, data-driven, and human-centric approaches to managing the workforce of the future.

One of the most significant impacts of AI on the future workforce is the automation of repetitive and routine tasks across various sectors. This automation has the potential to streamline operations, increase productivity, and drive efficiency by freeing up human workers to focus on more complex and creative endeavors. However, it also raises concerns about the displacement of jobs and the need for reskilling and upskilling programs to ensure that workers are equipped with the necessary skills for the jobs of the future.

Moreover, AI is expected to augment human capabilities rather than replace them entirely. By leveraging AI-powered tools and technologies, workers can enhance their decision-making, problem-solving, and productivity levels, leading to greater innovation and competitiveness in the global marketplace. Collaboration between humans and AI systems will become increasingly common, with

AI assisting workers in tasks ranging from data analysis and predictive modeling to customer service and personalization.

This mini symposium seeks to unite thought leaders, researchers, and industry experts in the realm of AI applications within the context of the future workforce. It aims to create a dynamic platform for the exchange of insights, ideas, and best practices regarding the integration of AI technologies into workforce management and human resources practices.

Participants will have the opportunity to showcase their research findings, engage in fruitful discussions, and establish meaningful connections with peers from both academic and industrial sectors. By fostering collaboration and knowledge sharing, this symposium endeavors to propel advancements in AI-driven workforce strategies and solutions, ultimately paving the way for innovative approaches to address the evolving challenges and opportunities in the modern workplace and HR practices.

The topics of interest include, but are not limited to:

- AI-powered recruitment: enhancing candidate sourcing and selection.
- Automating HR processes: streamlining onboarding, training, and performance management.
- Predictive analytics in HR.
- Personalized employee experiences: customizing learning and development programs with AI.
- AI-driven employee feedback and performance management systems.
- Human-AI collaboration: Maximizing creativity and productivity in the workplace.
- The role of AI in talent acquisition and retention strategies
- AI and the future of remote work: opportunities and challenges.
- The future of workforce planning: AI's role in anticipating skills gaps and reskilling needs
- AI-powered employee well-being and mental health support systems