The ethics of application of artificial intelligence in Human Resource management of modern Russian companies

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Abstract

The article reveals the main ethical problems and contradictions associated with the use of artificial intelligence in the economy in general and in personnel management in particular. The main difficulties in the implementation of artificial intelligent systems are analyzed. The attitude of employees to the use of robots in production activities and the automation of processes that affect their work functions and work organization. Ethical issues related to retraining and re-certification of employees in connection with the introduction of new software products and robots. Ethical issues in reducing personnel as a result of the introduction of artificial intelligence and automation of production and business processes. Ethical problems of the processing of personal data of employees, including assessments of their psychological and physical condition, personal qualities and character traits, values and beliefs, specialized programs based on artificial intelligence, as well as tracking the work of employees. Ethical contradictions when using special devices and tracking technologies in robotic technology and modern software products, which also extend to the employees interacting with them. 

Keywords: human resource management, ethics of artificial intelligence, labor relations

Modern organizations have to make decisions not only within the framework of development strategy, cash flow, personnel management, but also in the field of digitization and automation of business processes. Automation is understood to mean both software products focused on performing massive repetitive operations or analyzing large amounts of data, and robotic stations that take on part of the actions that require the application of physical labor of workers. The active development and implementation of these technological solutions into production activities leads to the fact that the concept of "artificial intelligence" is increasingly used as a software product capable of independently making certain decisions based on data analysis and, thanks to self-learning technologies, to solve business problems.

The introduction of digital technologies into the organization's activities leads to the fact that new requirements are imposed on already familiar positions: competencies (knowledge, skills, abilities), functionality and key performance indicators. As a result, personnel have to constantly undergo training and certification, actively adjusting to changing labor functions and applying new labor tools. Organizational culture is changing under the influence of artificial intelligence: communications go into virtual mode, the speed of decision-making, tools and work technologies increase, which leads to a change in models and norms of behavior, the emergence of new "corporate heroes" and "agents of change". Changes are taking place in personnel management technologies: recruitment and HR administration, personnel training and development, motivation and incentives are being transformed, becoming more and more digital.

The introduction of robotic technologies into the production and economic activities of organizations entails the emergence of social, ethical and legal problems of interaction between a robot and a person. The lack of resolution of these contradictions, barriers in perception and resistance to the growing digitalization of work processes negatively affects the socio-psychological climate in the company and can lead to deliberate or unconscious damage by employees of the organization's property: robots and software products. In this regard, ethical issues of the use of artificial intelligence in the activities of an organization are becoming increasingly acute. Violation of the ethics of the use of artificial intelligence can lead to a change in the timing and increase in costs for the implementation of projects to automate business processes, reducing the overall economic and social effect.

The study identified the main ethical problems and contradictions associated with the use of artificial intelligence:

1. The attitude of employees to the use of robots in production activities and the automation of processes that affect their work functions and work organization.  
2. Ethical issues related to retraining and re-certification of employees in connection with the introduction of new software products and robots.  
3. Ethical problems of staff reduction as a result of the introduction of artificial intelligence and automation of production and business processes.  
4. Ethical problems of processing personal data of...
employees, including assessments of their psychological and physical condition, personal qualities and character traits, values and beliefs, specialized programs based on artificial intelligence, as well as tracking the work of employees.

5. Ethical contradictions when using special devices and tracking technologies in robotic technology and modern software products, which also extend to the employees interacting with them.

References


