

## Artificial Intelligence Approach to Manage Human Resources Information System Process in the Construction Industry

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**Abstract :** This paper aims to address the concept of human resources information systems (HRIS) and how to link it to new technologies such as artificial intelligence (AI) to be implemented in two human resources processes. A literature view has been collected to cover the main points related to HRIS, AI, and BC. A study case has been presented by generating a random HRIS to apply some AI operations to it. Then, an algorithm was applied to the database to complete some human resources processes, including training and performance appraisal, using a pre-trained AI model. After that, outputs and results have been presented and discussed briefly. Finally, a conclusion has been introduced to show the ability of new technologies such as AI and ML to be applied to the human resources management processes.

**Keywords :** human resources new technologies, HR artificial intelligence, HRIS AI models, construction AI HRIS

**Conference Title :** ICCMT 2023 : International Conference on Construction Management and Technology

**Conference Location :** Copenhagen, Denmark

**Conference Dates :** June 15-16, 2023