

Home (<http://ipindia.nic.in/index.htm>) About Us (<http://ipindia.nic.in/about-us.htm>) Who's Who (<http://ipindia.nic.in/whos-who-page.htm>)

Policy & Programs (<http://ipindia.nic.in/policy-pages.htm>) Achievements (<http://ipindia.nic.in/achievements-page.htm>)

RTI (<http://ipindia.nic.in/right-to-information.htm>) Feedback (<https://ipindiaonline.gov.in/feedback>) Sitemap (<http://ipindia.nic.in/itemap.htm>)

Contact Us (<http://ipindia.nic.in/contact-us.htm>) Help Line (<http://ipindia.nic.in/helpline-page.htm>)

[Skip to Main Content](#)



(<http://ipindia.nic.in/index.htm>)



(<http://ipindia.nic.in>)

Patent Search

Invention Title	DIGITAL TECHNOLOGY AND ARTIFICIAL INTELLIGENCE MODEL FOR HR FUNCTION IN LARGE ORGANISATION
Publication Number	32/2023
Publication Date	11/08/2023
Publication Type	INA
Application Number	202321035566
Application Filing Date	22/05/2023
Priority Number	
Priority Country	
Priority Date	
Field Of Invention	COMPUTER SCIENCE
Classification (IPC)	G01N 215500, G06N 030800, G06T 034000, H04N 071730, H04N 191400

Inventor

Name	Address	Country
Prof. (Dr.) Sachin Kulkarni	Professor and Head D Y Patil University Pune Pin: 410 506 Maharashtra India	India
Prof. (Dr.) Sayalee Gankar	Vice Chancellor D Y Patil University Pune Pune 410 506 Maharashtra India	India
Prof. V. LALITHA	Professor Aradhana School of Business Management, Kismatpur, Don Bosco post, Hyderabad Ranga Reddy 500086 Telangana India	India
LAKSHMANACHARI SIDDI	ASSISTANT PROFESSOR INSTITUTE OF AERONAUTICAL ENGINEERING, DUNDIGAL MEDHAL MALKAJGIRI Pin: 500043 TELANGANA INDIA	India
Mr. SYED RIZWAN NAQVI	RESEARCH SCHOLAR AMITY BUSINESS SCHOOL AMITY UNIVERSITY NOIDA,, Sector 125 Pin:201313 UTTAR PRADESH INDIA	India
Dr. PUJA SAREEN	PROFESSOR AMITY BUSINESS SCHOOL, AMITY UNIVERSITY, SECTOR 125, NOIDA PIN: 201303 UTTAR PRADESH INDIA	India
Dr.Priya V	Associate Professor Nehru Memorial College (Autonomous) Puthanampatti Tiruchirappalli Pin: 621007 Tamil Nadu India	India
Mr. KATROTH BALAKRISHNA MARUTHIRAM	ASSISTANT PROFESSOR DEPARTMENT OF IT, JNTU UNIVERSITY HYDERABAD HYDERABAD Pin: 500085 TELANGANA INDIA	India
Mr. Shuvam Purkait	Research Scholar Indian Institute of technology Guwahati Kamrup Pin: 789031 Assam India	India
Dr. Chandrashekar M. Mathapati	Assistant Professor Department of Management, Karnataka State Akkamahadevi Women's University, Vijayapura. Pin: 586108 Karnataka India	India
Dr. Harikumar Pallathadka	Director and Professor Manipur International University, Ghari, Imphal, Imphal West, Imphal Pin: 795140 Manipur India	India

Applicant

Name	Address	Country
Prof. (Dr.) Sachin Kulkarni	Professor and Head D Y Patil University Pune Pin: 410 506 Maharashtra India	India
Prof. (Dr.) Sayalee Gankar	Vice Chancellor D Y Patil University Pune Pune 410 506 Maharashtra India	India
Prof. V. LALITHA	Professor Aradhana School of Business Management, Kismatpur, Don Bosco post, Hyderabad Ranga Reddy 500086 Telangana India	India
LAKSHMANACHARI SIDDI	ASSISTANT PROFESSOR INSTITUTE OF AERONAUTICAL ENGINEERING, DUNDIGAL MEDHAL MALKAJGIRI Pin: 500043 TELANGANA INDIA	India
Mr. SYED RIZWAN NAQVI	RESEARCH SCHOLAR AMITY BUSINESS SCHOOL AMITY UNIVERSITY NOIDA,, Sector 125 Pin:201313 UTTAR PRADESH INDIA	India
Dr. PUJA SAREEN	PROFESSOR AMITY BUSINESS SCHOOL, AMITY UNIVERSITY, SECTOR 125, NOIDA PIN: 201303 UTTAR PRADESH INDIA	India
Dr.Priya V	Associate Professor Nehru Memorial College (Autonomous) Puthanampatti Tiruchirappalli Pin: 621007 Tamil Nadu India	India
Mr. KATROTH BALAKRISHNA MARUTHIRAM	ASSISTANT PROFESSOR DEPARTMENT OF IT, JNTU UNIVERSITY HYDERABAD HYDERABAD Pin: 500085 TELANGANA INDIA	India
Mr. Shuvam Purkait	Research Scholar Indian Institute of technology Guwahati Kamrup Pin: 789031 Assam India	India
Dr. Chandrashekar M. Mathapati	Assistant Professor Department of Management, Karnataka State Akkamahadevi Women's University, Vijayapura. Pin: 586108 Karnataka India	India
Dr. Harikumar Pallathadka	Director and Professor Manipur International University, Ghari, Imphal, Imphal West, Imphal Pin: 795140 Manipur India	India

Abstract:

DIGITAL TECHNOLOGY AND ARTIFICIAL INTELLIGENCE MODEL FOR HR FUNCTION IN LARGE ORGANISATION Abstract: In the big data environment, we develop person information of college libraries based on big data from three aspects: the overall architecture of the system model, the functional model of the system, and the design interface modules according to the design principles and requirements of the personalized information service system of the university library Service system design the functional design of the platform, the service platform is divided into four levels: accurate identification of user needs based on big data, personalized customized based on artificial intelligence, academic research and discussion space based on integrated media, and fine-grained subject resource aggregation based on knowledge basis, a centralized model of individualized services of university libraries including internal and external personnel, information resources, technology, services, product platforms, and environment has been constructed Artificial intelligence (AI) is one of the emerging trends and applications of computing in libraries. It involves programming computers to do things, which if done by humans, would be said to require intelligence. The ultimate promise of artificial intelligence in libraries is to develop computers or machines that think, behave, and in fact rival human intelligence, and this clearly has major implications on librarianship. The application of artificial intelligence in libraries has become pervasive. They include expert systems for reference services, book reading and shelf-reading robots, virtual reality for immersive learning among others: the incorporation of artificial intelligence in libraries can be perceived to alienate librarians from their users, it will probably help libraries do more rather than taking over the jobs of librarians. It will enhance their services delivery. Artificial intelligence will greatly improve library operations and services and will upgrade and heighten the relevance of libraries in an ever-changing digital society As corporate environments develop, human resource management (HRM) confronts new challenges. To grow and realise its full potential, the company must overcome these obstacles. This report discusses how HR departments are utilising AI for tasks such as recruiting and firing, training, retaining employees, calculating pay, and evaluating employee performance. As a consequence of HRM practises merging with AI, employee hiring, management, and engagement are evolving. Thanks to advances in artificial intelligence, machines can now analyse vast quantities of data and identify patterns in how individuals respond with greater accuracy than humans. As a result of this transformation, machines now perform all routine tasks, and human resource professionals must transfer their focus to more strategic tasks. There has been discussion regarding the advantages and disadvantages of implementing AI in human resource management. The advantages and disadvantages of implementing AI in human resource management have been discussed. This article will discuss how artificial intelligence (AI) can improve the effectiveness and efficacy of organisational HR resource processes.

Complete Specification

Description:DESCRIPTIONS:

The majority of HR managers utilise AI to assist them with a variety of duties, such as data entry, payroll processing, training new employees, and evaluating employee performance. In the not-too-distant future, AI may be able to handle everything from hiring and firing to answering HR-related queries from employees and general inquiries. AI in human resources can be advantageous, but there are concerns to consider. People are concerned about artificial intelligence due to its limitations and lack of hacker-friendliness. This article is for HR managers and business proprietors who wish to learn how artificial intelligence (AI) can enhance traditional HR practises and what they should consider before investing in AI-based HR technologies. In recent years, AI technology has substantially altered the HR industry. Human resource professionals can now utilise machine learning and algorithms to speed up their processes, eliminate biases, and enhance their ability to think critically and make sensible decisions. Despite this, many businesses have been hesitant to implement AI more broadly due to security vulnerabilities and breaches. In this article, we will discuss the effect of AI on HR, the factors to consider prior to implementing AI, and where this trend may be headed in the future. Since the global spread of the Covid-19 worm, the significance of artificial intelligence within digital human resources has increased. Human resources (HR) practises are one area where companies of all sizes are reevaluating how they operate to satisfy the evolving needs of their employees. This has resulted in a substantial increase in the number of HR tasks conducted with modern HR tools. HR practises are continuously evolving as new technological tools and solutions are introduced. Companies' human resource practises are increasingly dependent on cutting-edge technology. In this category are machine learning, the Internet of Things, and artificial intelligence. Since they have been in existence for a long time and rely on human people to perform their tasks, it has been difficult for many businesses to transition to a technology-driven mode of operation. In recent years, however, HR technologies have advanced considerably as new ideas, concepts, processes, and technologies have been integrated to maximise people's skills and capacities to assist the business in

[View Application Status](#)



[Terms & conditions \(http://ipindia.gov.in/terms-conditions.htm\)](http://ipindia.gov.in/terms-conditions.htm) [Privacy Policy \(http://ipindia.gov.in/privacy-policy.htm\)](http://ipindia.gov.in/privacy-policy.htm)
[Copyright \(http://ipindia.gov.in/copyright.htm\)](http://ipindia.gov.in/copyright.htm) [Hyperlinking Policy \(http://ipindia.gov.in/hyperlinking-policy.htm\)](http://ipindia.gov.in/hyperlinking-policy.htm)
[Accessibility \(http://ipindia.gov.in/accessibility.htm\)](http://ipindia.gov.in/accessibility.htm) [Archive \(http://ipindia.gov.in/archive.htm\)](http://ipindia.gov.in/archive.htm) [Contact Us \(http://ipindia.gov.in/contact-us.htm\)](http://ipindia.gov.in/contact-us.htm)
[Help \(http://ipindia.gov.in/help.htm\)](http://ipindia.gov.in/help.htm)

Content Owned, updated and maintained by Intellectual Property India, All Rights Reserved.

Page last updated on: 26/06/2019