

# ELIMINATING ALIENATION, INCREASING CORPORATE SUPPORT AND UTILISATION OF AI FOR INCREASED ECONOMIC EFFICIENCY IN E-HRM SYSTEM

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## INTRODUCTION/ABSTRACT

**Challenges:**

- Feelings of detachment and alienation in the e-HRM system.
- Lack of support from higher-ups.
- Lack of AI utility for decision-making processes.

**Objective:** Increase the economic efficiency of e-HRM

**Solution:** Get rid of red tape slowing down progress; Increase support and commitment from leaders for eHRM; maximise the utilisation and efficiency of generative AI.

**Impact:** The supplanting of HRM with e-HRM has become a global trend, leading to a necessity for the maximisation of e-HRM systems' efficiency.

## RESEARCH AND SOLUTIONS

- **Methodology:** Survey-gathering.
- Inference through survey results and data.
- Research team analysed the data on 3 aspects: Support from leaders, decrease sense of detachment, utilisation of AI in decision-making.
- Compare the results, solutions.

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## CURRENT STATUS OF LABOUR FORCE

- Abundance of labour resources.
- Inadequate number of skilled workers in the workforce.
- The employment of skilled workers faces a number of challenges.
- Businesses and employers only starting to realise the potential of AI in the workplace.

## CONCLUSION

- A positive correlation between the level of support and work efficiency of e-HRM can be observed.
- A solution towards reducing sense of detachment is still needed, considering the inadequacy of web-based features such as the chat box or streaming.
- Efficient use of generative AI will greatly benefit businesses to compete against others.
- Our proposals are only in the preliminary stages, and will continue to be developed upon. Progress of this research aims to address the different directions to tackle this issue as mentioned with a view to create a holistic approach.