

## **AI in HR Analytics: A Synthesis of Current Research and Future Directions**

**Sherzodbek Dadaboyev, Samira Hojimurodova, Guljakhon Gulomova**

Central Asian University

[dadaboyev.sh08@gmail.com](mailto:dadaboyev.sh08@gmail.com), [221105@centralasian.uz](mailto:221105@centralasian.uz), [220792@centralasian.uz](mailto:220792@centralasian.uz)

### **Abstract**

Artificial Intelligence (AI) offers significant potential to improve Human Resource Management (HRM) and create a strategic advantage for organizations. This systematic literature review synthesizes publications that examine the applications, benefits, challenges, and skills associated with AI in HRM. Using a narrative synthesis approach, the review identifies key benefits of increased efficiency, improved decision-making, and enhanced employee experiences. The review also highlights challenges related to data privacy, algorithmic bias, and organizational resistance and offers suggestions for future research.