

A Conceptual Study on Era of AI- a Trials and Triumphs in an Organizational Culture ramification in Human Resource

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ABSTRACT

According to Stanford University's 2025 Global AI Vibrancy Tool claims that “India is now the third most competitive country in the world for artificial intelligence”. The integration of Artificial Intelligence into Human Resources is radically reshaping organizational culture and approaches to training and development. The Training and Development are undergoing a significant revolution in the AI era, towards continuous and personalized AI driven Learning Management Systems (LMS) integrated with Meta- Learning Artificial Intelligence (MLAI). AI automates routine tasks leading to the emergence of new roles that require advanced skills such as AI literacy, critical thinking, human centric design and adaptive learning. The new landscape of training and development robust the learning organizational culture that values and support employee growth. The quality of HR is standardized and weighted in a dynamic business environment, providing effective training and development for achieving competitive advantage. In India, National Vision was launched on 11th December 2023 by our honourable Prime Minister Shri Narendra Modi, it represents the government's vision to transform the country into a developed entity by its 100th independence in 2047. IndiaAI Mission and fundamental model development, are working to ensure that innovation reaches everyone in the nation. According to a new report by the NASSCOM and Indeed-Human “AI collaboration is set to become the dominant mode of work in the technology sector, HR leaders expecting humans to work along with an artificial intelligence rather than to interact with it sporadically by 2027”. It’s a

conceptual research studies, utilized from the secondary sources; to examine training and development aided the human resource with AI integration for sustainable organizational cultural growth in India.

KEYWORDS: *LMS, MLAI Training and Development AI aided HR*

INTRODUCTION

Human capital investment represents the intangible value of an individuals or workforce skills and knowledge for a critical driver of productivity, innovation for the long-term economic growth, by developing their people they feel genuinely valued, commitment towards loyalty and saw growth in their performance. In the recent process of training, employee engagement is integrated with Meta-Learning Artificial Intelligence (MLAI), which refers to Learning to Learn or Higher Order Learning, is a sub-field of machine learning algorithms based on the outcomes they will produce on their own when combined with block-chain technology to ensure the data dignity and security for continuous training and development process in an organization and creates sustainable opportunities for employee engagement in training processes with personalized learning experience. The synergy between the IndiaAI Mission and NASSCOM offers a roadmap for cultivating modernization of organizational culture for fostering development for future.

REVIEW OF LITERATURE

Organizational culture frequently functions as a barrier; cultures that do not place a high priority on innovation have higher rates of "AI resistance" because of concerns about losing their jobs (Murire, 2024).

A key turning point in the development to business partner HRM is the AI-driven phase. A human- centric workplace is created by the majority of organization' ambivalence about adopting AI technology to interact with their people- management and value development goals, which raises concerns about AI ethics, compliance, and culture. (Budhwar and others, 2023)

As emergence of artificial intelligence (AI), organizations have been exploring ways to capitalize on the advancements to increase productivity and efficiency (Chui et al., 2023).

Humanizing the workplace in the digital HRM phase require an attention on technological advances to focus on make an organization more focused on people and enhance human traits and potential, which sometimes conflicts with productivity and efficiency goals.

The advent of automation and artificial intelligence (AI) has established forth a new era of opportunities and challenges that are changing many industries, including human resource development (HRD) (Bennett, 2022 Wilson & Daugherty, 2018).

According To Schein (2010), an organization's culture operates on three levels: underlying assumptions unconscious, taken for granted ideas), professed values (stated beliefs and standards), artefacts (visible organizational structures and processes).

Objectives Of The Study:

To analyse the recent implementation and impact of training and development through AI processing

To analyse the organizational cultural impact of technological advancement in human resource processing

Research Methodology:

This study is based on a Conceptual Analysis conducted through the secondary sources of data collections.

ADVANCEMENTS IN TRAINING AND DEVELOPMENT FOR CULTURAL SHIFT:

- **Personalized Experiences:**

By using Meta-Learning algorithms to examine individual preferences and performance indicators, organizations move away from rigid compliance training honor an individual's unique learning style and pace, the culture shifts naturally boosts their desire to contribute where employees feel seen and valued, leading to deeper engagement and improved knowledge retention.

- **Adaptive Paths:**

The ability of MLAI is to analyze previous knowledge and customize training paths for

individual development and difficulties by analyzing previous knowledge, the management can easily identify the employee skills and support them in continuous learning and development where identification of employee skills is used for support rather than just surveillance.

- **Accelerated Skill Acquisition:**

In a culture that values technological advancement, MLAI uses performance and industry growth data to predict future skill requirements as a continuous skill improvement is essential due to the dynamic swiftness of technological advancement as an evolving process to educate their workforce by using Meta-Learning.

- **HRM Insights:**

Collaborating MLAI with Human Resource Management (HRM) elevates HR from an administrative function to a strategic partner, to support training and development for effective performance and to increase worker efficiency and promotes productive work culture in an organization.

- **Flexibility & Affordability:**

A nurturing culture is an inclusive because of an artificial intelligence is highly scalability for resource efficiency with cost effective leads to high quality growth opportunities for an organizational development and to create an AI aided work culture.

CHALLENGES OF AI AIDED IMPACTS

1. External Impacts

a) Market Competitions:

Globalization in technology is an innovation hub that has created a competitive advantage in the Indian market through the simultaneous development of the technology, which serves as the workforce that will satisfy the demands for their future market.

b) Ethics & Challenges:

Meta Learning AI in HRM represents a paradigm shift towards adaptive training and development strategies, but it also presents obstacles including data privacy, ethical issues, and bias in AI algorithms that must be monitored

c) Algorithmic Integrity:

An algorithmic bias and in accuracy leads to unfair assessment based on previous historical data and hallucinations of outdated information's that can mislead the employees.

d) Legal System:

Refurbish of Learning Management System (LMS) and new AI tools with existing one that creates legacy system, compatibility in **making** the process more complex.

2. Internal Impacts:

a) Trust & Evaluation:

AI reluctant to trust performance evaluations, thus decisions made by employees are shifting away from strict, infrequent annual training sessions.

b) Loss of Human:

The major cultural impact is an emergence of "AI Hybrid Workforce" has been created the loss of nuanced mentorship and emotional intelligence.

c) Contemporary of Current Scenario:

Organizational culture acts as the foundation for training and development, determining whether learning is valued as a strategic priority or viewed as a bureaucratic requirement. In present scenario; Digital Culture is embedded through artificial intelligence, which has changed the traditional DNA of an organization's culture key factors such as –

- **Streamlined Communication:**

AI-driven tools, such as chatbots, bridge the divide between various departments, ensuring seamless information flow.

- **Data-Informed Strategy:**

By leveraging predictive analytics and machine learning, executive leadership can remain agile and make data-backed decisions.

- **The Hybrid Synergy:**

The collaboration between human talent and AI maximizes individual output and efficiency within the modern workplace.

- **Empowered Leadership:**

AI serve as a catalyst for an inclusive culture, allowing leaders to be more present and

adopt a more democratic management style without losing the nature of mentorship and emotional intelligence in the workplace.

Therefore, human resource management can amplify their various core functions through implementation of an advanced technology and innovations in an organization. The employee's productivity is derived from their individual efficiency and effectiveness based on their Training and Development through the AI integrations, without affecting the flow of an organizational culture.

SUGGESTION

The government's goal to transform India from developing nation into a developed one by the celebration of its 100th independence in 2047 is embodied in our honourable Prime Minister-Shri Narendra Modi initiated Viksit-Bharat @ 2047. The partnership between the India-AI Mission and NASSCOM establishes a framework for progress, fostering workplace cultures that prioritize ethics, inclusivity, and flexibility. A fundamental component of sustainable corporate growth is the development of the human workforce through skill and capability-building.

The human management and the employees have integrated the Meta-Learning AI into Training and Development to mature existing skills to flourish for future opportunities. MLAI in Human Resource Management has risks or challenges as data privacy, ethical considerations, and bias in AI algorithms need to be monitored regularly through AI Centers of Excellence (CoEs) serve as a vital link, synchronizing government regulations with private sectors for sustainable Human Resource AI aided era without affecting the traditional DNA of an organizational culture.

CONCLUSION

Employee training and development in human resources management refers to a deliberate approach to augmenting employee's skills through diverse learning techniques. The Meta-Learning Artificial Intelligence adaptation in Training and Development is the process of learning the employee's individuality can develop to achieve long-term goals to build their career by eliminating the challenge.

From the study of secondary data; India is a developing country that initiated the Viksit-Bharat @ 2047, India-AI Mission & NASSCOM has established a framework for progress of an innovation hub has developed a competitive edge in the Indian market by the coetaneous development of the technology of the workforce to the demand for their future market. Which creates sustainable organizational culture by collaborating between human talent and AI maximizes individual output and efficiency within the modern workplace.

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