Option #1 Outline

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HRM515- Legal and Human Resource Dimensions of Business Management

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December 18, 2020

1. **Topic**

Future of the Workplace

1. **Abstract**

In this analysis, the paper will provide a detailed guideline of reasons, factors, and influences of the rapid changes in workplace and its future along with the rising technology. It will provide a summary of an overview of the rise in use of robots and AI, assessment of the threats to employment caused by the technological advancements, criteria of determining whether to use human resource or a robot, effects on human resource, and the role and duties of human resource professionals. This part will provide a detailed breakdown of the paper from the abstract to the referencing \_appendix section.

1. **Introduction**

This part will provide a detailed overview and definition of AI in workplaces, trends, and provide a supportive argument based on the literature review and articles to be used in support of the research. The literature review will cover the following articles, (Payr, 2011), (Ingrand & Ghallab, 2017), (Hinzpeter, 2019), and (Hallevy, 2018), (Merrell, 2019) The introduction will cover the overview of the rise in use of the robots and AI. Detailed information will be provided on the rise of use of robots and AI in organization. It will also provide brief introduction of how the use of robots and AI is a threat to the human resource employment in organizations.

**Thesis Statement**

While many researchers have argued otherwise, in-depth analysis has revealed that the future of the workplace is changing rapidly due technological advancements such as AI and use of robots. The employment prospects for many has been transformed in return.

1. **Body**
2. **Assessment**

In this section, an assessment will be presented which will base on research comparison of the trends in the US economy and globally regarding Future of the Workplace (Goertzel, 2007). The future of the workplace will be assessed in relation to the rise in use of the robots and AI. These sources will provide the time frame gap analysis on the same.

1. **The required human resource criteria to be used**

In this section, the paper will also share a comparison trend and techniques that human resource professional should review before determining whether a position should be filled by a robot, through artificial intelligence, or by a human being. The criteria used should relate to the technological advancement, the labor input, and the nature of production.

1. **Discussion**

This is the most detailed section with a detailed analysis on how the future of the workplace should be handled along with the rise of AI. Recruitment, compensation, labor relations, risk and liability management, and organizational effectiveness, will be discussed focusing on literature analysis presented from this research. The conclusion will cover the effects of the technological advancements in the use of robots and AI, to the human resource.

1. **The role of Human Resource from this perspective**

This final part will discuss the role and duty a human resource professional has to ensure full employment for employees. Recommendation will be given per se, from the perspective of employees laid off due to robotics and AI technology (Torraco & Lundgren, 2019).

1. **Conclusion**

Personal opinion regarding this project will be presented along with 2-3 recommendations.

References

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Torraco, R. J., & Lundgren, H. (2019). What HRD Is Doing—What HRD Should be Doing: The Case for Transforming HRD. *Human Resource Development Review*, 153448431987705. <https://doi.org/10.1177/1534484319877058>

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