

ARTIFICIAL INTELLIGENCE, EMPLOYMENT PROTECTION, AND ORGANIZATIONAL COMMITMENT: A REGULATORY AND HR PERSPECTIVE

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The increased use of Artificial Intelligence (AI) in human resource management has increased its operational efficiency but brought forth concerns related to protection of employment and employee rights. This paper will focus on the convergence of AI-driven HR practices, regulatory protection, and organizational commitment through the prism of a legal and managerial viewpoint. Based on the organizational commitment theory and the development of employment protection systems, the research paper examines the relationship between transparency, equity and legality and employee trust and attachment in AI-assisted workplaces. The paper contends that the time needed to maintain organizational commitment during the digital world is balancing technology efficiency with sound regulatory protection.
