Personnel Development in the age of Artificial Intelligence and Machine Learning

Dr. Shailja Pandit

Associate Professor, Oriental College of Technology, Bhopal

ABSTRACT

There has been continuous change and advancement in the field of technology. Artificial Intelligence has defined the new term of personnel development . At large personnel development has been widely effected by the new advancement of technology . There has been tremendous change in the concept of advance technology and the role of personnel development . the voice has been raised against the personnel at lower level of the workers. Artificial Intelligence be able to change the scenario of the of the personnel , within the organisation. In the light of that perspective the main emphasis has been given on the concept of the same . The research paper highlights the personnel development in the age of Artificial Intelligence and Machine Learning .

KEY WORDS: *Artificial Intelligence, Personnel Development , Advanced Technology*

INTRODUCTION

There has been a great shift on the field of the development at large . there has been tremendous change in the field of the development and the change in the concept of the human development approach [1] Artificial Intelligence has redefined the personnel development concept . World Development report 2019 emphasis on the changing nature of the work [2] it also emphasis that there has be tremendous change in the field of personnel development , due to the wider context of the proper cult of social advancement as a part of welfare administration [3]

Artificial Intelligence and welfare Administration

There has been a change in the field of developed economy and the technology . this emphasis the proper shift of the welfare state to the smart and advanced technology . There are many things which can be looked forward for the development of the country and the welfare part .There are many aspects which highlights the welfare concept , implemented in better way with advanced technology . This has been observed that human beings can be replaced in many fields such as to take care of the patient in the hospital and to serve the food, human beings are replaced by the machines [4] These technological advancement has the feeling inputs as well as the inputs of the intelligence. Although human competence can never be achieved by the AI and Machine Learning.

Page 1

Artificial Intelligence Vs personnel Intelligence

There has been tremendous requirement to develop the community at large . This emphasis the advancement of the technology .[5]There has been the difference of the approach adopted by the artificial intelligence and personnel intelligence. Decision making capacity in human beings can also lead the impact of the greater learning context .Floor level task can be executed on the basis of Artificial Intelligence and much technical based work can be executed by the floor level of the employees. [6]

Performance and Total Quality Management

Human errors have always been highlighted by many of the people working in different data work. This has become the inevitable part of the working in the organisation at large. At the time of advancement, the performance standard are very high and they are the main criteria of the development of the society. in the wider context these advancement can lead the gross quality of the work . There has been the great role of the proper development in the context of the advancement at the Total Quality Standards and the main areas of the development at large . This has led the great difference on the working of the proper standards.[7]

CONCLUSION

Artificial intelligence has been very important innovation by the mankind, this has led the new change and advancement in the field of technology .there has been demand of the proper working and the detailed advancement in the field of Artificial Intelligence[8] Research may explore new avenues and the larger perspectives on the wider perspective.

REFERENCES:

i.   *Hyötyniemi, Heikki (1996). "Turing machines are recurrent neural networks". Proceedings of STeP '96/Publications of the Finnish Artificial Intelligence Society: 13–24.*

ii. P. J. Werbos. Generalization of backpropagation with application to a recurrent gas market model" Neural Networks 1, 1988.

iii. A. J. Robinson and F. Fallside. The utility driven dynamic error propagation network. Technical Report CUED/F-INFENG/TR.1, Cambridge University Engineering Department, 1987.

iv. R. J. Williams and D. Zipser. Gradient-based learning algorithms for recurrent networks and their computational complexity. In Back-propagation: Theory, Architectures and Applications. Hillsdale, NJ: Erlbaum, 1994.

v.   Sepp Hochreiter (1991), Untersuchungen zu dynamischen neuronalen NetzenArchived 6 March 2015 at the Wayback Machine, Diploma thesis. Institut f. Informatik, Technische Univ. Munich. Advisor: J. Schmidhuber.

vi. *Schmidhuber, J. (1992). "Learning complex, extended sequences using the principle of history compression". Neural Computation. 4 (2): 234–242.* CiteSeerX 10.1.1.49.3934. doi:10.1162/neco.1992.4.2.234.

vii. Hochreiter, Sepp; and Schmidhuber, Jürgen; Long Short-Term Memory, Neural Computation, 9(8):1735–1780, 1997

viii. Alex Graves, Santiago Fernandez, Faustino Gomez, and Jürgen Schmidhuber (2006). Connectionist temporal classification: Labelling unsegmented sequence data with recurrent neural nets. Proceedings of ICML'06, pp. 369–376.