

Machine Learning Applications in Human Resource Management: Predicting Employee Turnover and Performance

(IJGASR) International Journal For
Global Academic & Scientific Research
ISSN Number: 2583-3081
Volume 3, Issue No. 2, 48–59
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journals.icapsr.com/index.php/ijgasr
DOI: 10.55938/ijgasr.v3i2.77

IJGASR

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Abstract

The paper presents a fully-fledged survey of the transformative power of AI-driven Machine Learning (ML) models in revolutionizing Human Resource Management (HRM) practices. The research investigates the new-age applications of such emerging technologies about talent identification, workforce planning, employee engagement, and personalized career development. It also looks at how natural language processing and sentiment analysis can become instrumental in the construction of an employee feedback system that is both engaging and transparent. The research also explores how ML algorithms are used to design tailor-made career development plans to ensure a proper match between individual aspirations and organizational needs. It further proceeds to elaborate on the integration of ML with human resource development in creating personalized learning and development programs to address the limitations of one-size-fits-all approaches to training. This comprehensive AI-driven talent framework, represented here, strongly proves its enhanced potential to improve employee engagement, organizational performance, and competitive advantage by its implementation and evaluation.

Keywords

AI, Machine Learning, Human Resource Management, Talent Management, Employee Engagement, Organizational Performance

Received: 13 June 2024; **Revised:** 26 June 2024;
Accepted: 26 June 2024; **Published:** 02 July 2024

I. Introduction

ML in HRM has recently come into the limelight. Advanced Machine Learning models could provide helpful insight and decision support on HR-related issues. This paper presents a study on how to apply

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this new AI ML model for predicting employee turnover and performance, including some novelties with a deeper contextual understanding. The importance of human capital management in every organization is the focus of this study. Of all the challenges that HR professionals have to face come retaining talent and maximizing employee performance. Traditionally, decisions about employee turnover or evaluation for performance were based on minimal data and subjective assessment; hence, they have always been less than optimal. AI-driven machine learning models come to the rescue, using a wealth of data and advanced analysing capabilities. This paper presents a new AI ML model that brings together state-of-the-art Natural Language Processing, Predictive Analytics, and Behavioural Modelling. It includes a comprehensive set of features, from employee demographic information to job data, performance metrics, and real-time feedback from sources such as peer reviews, manager assessments, and employee engagement surveys. What is new with this model is how it captures nuanced and dynamic relationships between these variables to offer more accurate predictions and personalized insight. This AI ML model can detect very early warning signs of turnover, which certainly is one of the key innovations [1].

It can pick up on a pattern or trend in that wide range of data points analysed, indicating that an employee is more likely to leave an organization. This proactive approach will help the HR department roll out some of the interventions with targeted efforts on retention strategies or development programs more attuned to addressing the real reasons that cause employee turnover. Secondly, the AI ML model developed in this study further expands its capacity to predict employee performance. It would appraise, using advanced machine learning algorithms, subtle interactions between an employee's skill, behaviour, and organizational factors to develop predictions regarding future performance. This information can enable human resource managers to make better and more informed decisions about talent management, most notably in the identification of high-potential employee talent, optimization of their workforce planning actions, and aligning goals at the firm level of the objective goals. Further adding to the contextual depth of this study is incorporating principles that concern behavioural science. The AI ML model will explode with ideas from psychology, organizational behaviour, and human resource development in a bid to help understand the deeper drivers of employee behaviours and performance [2].

This multidisciplinary approach will enable the model to pick up on all those nuances and subjective factors that influence employee outcomes, ultimately leading to more accurate and holistic predictions. It would thus help as an example of a full-fledged study on applying a new AI ML model in human resource management with huge potential to leverage advanced analytics and pitfalls of pivotal employee management challenges. The uniqueness of the innovations literarily brings depth to the context, adding value to the present body of literature related to HR analytics by empowering organizations to undertake data-driven decisions and strategies for enhancing employee engagement and optimizing human capital [3].

II. Objectives

The objectives of this comprehensive study on the application of a novel AI-driven Machine Learning (ML) model in Human Resource Management (HRM) are as follows:

1. **Design and implement a state-of-the-art AI ML model for Employee Turnover Prediction:** The main aim of the paper will be to develop a cutting-edge AI ML model that predicts employee turnover with the aid of an integration of multi-variety data sources, covering demographic data of employees, job details, records at performance metrics, and real-time feedback to identify early warning signs and allow proactive interventions.
2. **Enhance Forecasting Accuracy of Employee Performance:** The purpose of the study is to enhance the abilities of the AI ML model in employee performance forecasting [4]. Now, empowered with sophisticated analysis techniques and insights from behavioural science, it will develop robust, individual, and Granular forecasts of employee performance that would aid HR professionals in decision-making.

3. **Nuanced behavioural and organizational factors:** This study realizes how multiple, interdependent individual, team, and organizational variables interplay very complex to affect employee outcomes. The AI ML model will be designed to capture nuanced and often subjective dimensions of employee behaviour and the organizational environment, hence opening up a much more holistic, contextual understanding of what drives turnover and poor performance among employees [5].
4. **Individual Talent Management Strategies:** The developed AI ML model will generate insights that will be used in creating personalized talent management strategies. It will further establish how data-driven insights are translated into action plans focused on retention efforts and development interventions, along with workforce planning, to contribute toward optimal employee engagement and organizational performance.
5. **Encourage Multidisciplinary Collaboration and Sharing:** The following research encourages a multidisciplinary approach by drawing on such domains as human resource management, organizational behaviour, data science, and behavioural psychology [6]. Such a collaboration will let one discover the elusive answers to challenges and opportunities in leveraging AI-driven ML for HRM.
6. **Ways of Ensuring Ethical and Responsible Implementation of AI-driven HRM:** The study will be concerned with the ethical considerations and potential risks that come with the practical implementation of AI-driven machine learning models within HRM. It will explore strategies on how to ensure responsible and transparent use of technologies protecting employee privacy, fair about decisions reached, and reducing any unintended biases/consequences [7].
7. **Implication for HR Practitioners:** The ultimate purpose of the research is to aid HR practitioners in widely applying insights and recommendations that can be easily put into practice since the research has given an all-inclusive guide to the successful implementation and integration of the AI ML model into HR processes, besides, presenting organizational challenges and best practices for its deployment in real-world organizational settings. The following comprehensive objectives are thus intended to add to the existing body of literature in the area of HR analytics and be of use to organizations looking at making human capital management strategies more vibrant in nature through AI-driven ML.

III. Literature Review

It may be seen that a literature review of this kind can portray the latest developments and novelties in AI-driven Machine Learning models within Human Resource Management.

The study investigates the application of ensemble machine learning algorithms in predicting employee turnover. In this respect, the research emphasizes that for the prediction of turnover events, a range of different data sources should be considered, such as employees' demographic data, job-related information, and performance metrics. Results demonstrate that their proposed ensemble approach significantly outperforms traditional statistical models, showing the potential of AI-driven machine learning as a paradigm for identifying early warning signs and enabling proactive interventions [8].

This will mean, in the context of individual performance evaluation, marrying natural language processing with deep learning techniques. Such advanced analytics methods, according to the paper, are better at capturing subtlety and associated subjectivity of employee behaviour to understand comprehensively the drivers of individual performance. Furthermore, the study authors elaborate on how this information can guide policy formulation regarding talent management strategies in a very individualistic way so that it enhances the possibility of employee engagement and, finally organizational

effectiveness. Literature has further emphasized that it is essential to infuse behavioural insights for AI-driven talent management strategies. This paper represents the framework for integrating behavioural science principles into the design process and execution of AI ML models for HRM in an attempt to make interventions related to talent management more contextual and personalized. For instance, such research underlines how important it is to be aware of the complex interplay between the individual-level, team-level, and organizational-level variables that impact significant employee outcome variables. Realizing that with the aid of ML, AI can be utilized to predict the turnover of staff, this paper carries out a comparison analysis between different algorithms of machine learning [9].

The authors of this study pointed out that data quality, feature engineering, and model selection are the three keys to an accurate turnover prediction model. Specifically, the research contributes valuable insights into practice on concrete considerations and best practices in the actual deployment of such technologies within organizational settings, as it further explores integration with multimodal data sources, structured and unstructured, to enhance employee performance prediction. The authors have tried to explain how multiple sources of information—demographic data of employees, job-related data, and behavioural indicators—integrated might get more resilient and reliable performance forecasts. This study, therefore, underlines a multidisciplinary approach that enables good collaboration between HR professionals and experts from other professions like data scientists and behaviourists [10].

Literature on the application of AI-driven machine learning models in human resource management is continuously improving, deepening, and proposing new-age approaches with the most promising results. The following section of the study adds a further inquiry into the development up to the level of practical applications of these new and emerging technologies, focusing mainly on a new competency-based framework for identifying high-potential employees through machine learning techniques. The study identifies that a talent management strategy should be pertinent and compatible with the core competencies and strategic direction of an organization. The proposed model provides an accurate outlook on predicting an individual's potential for development and leadership based on the combination of its employees' data comprising performance metrics, behavioural indicators, and developmental progress [11]. This kind of personalized approach to identifying talent would reflect very targeted investments made in the development of employees and a more involved and skilled workforce. To deepen this theme of workforce planning, the authors go on to speak about how the predictive analytics capabilities of AI might serve this important HR task. Pointing out further limitations with more traditional workforce planning methods, researchers say that these depend on historical rather than predictive data and static assumptions. In contrast, the AI-driven ML model developed in this study integrates a wide variety of data sources: labor market trends, demographic shifts, and organizational performance indicators to develop dynamic and adaptive forecasts of workforce provisioning. Those generated from the model empower HR to make decisions related to hiring, talent assignment, and keeping that are aimed at having an organizational talent pool well attuned to its strategic focus. Recognizing the importance of the role of engaged employees in the success of any organization, the research to be carried out presents the use of a machine learning-based feedback system that can improve the employee engagement level. This paper discusses how techniques from the area of natural language processing and sentiment analysis can be integrated to achieve this real-time monitoring and personalization of employee feedback. Providing employees with personalized and timely responses would help design a more transparent and collaborative work environment, which can then increase the engagement, productivity, and job satisfaction of employees. Literature also addresses the implementation of machine learning models that AI drives in career development interventions. It also provides a framework for leveraging machine learning algorithms to identify personal aspirations, gaps in skills, and growth opportunities [12].

Table I. Details of different new Reviews and Innovations.

Author Name	Title	Review
Sri Ranjitha Ponnuru et al.	Predicting Staff Turnover Using Machine Learning Algorithms	Using Logistic Regression, achieved 85% accuracy in predicting staff turnover based on IBM HR research data.
Rohit Punnoose and Pankaj Ajit	Extreme Gradient Boosting (XG-Boost) for Predicting Employee Turnover	XGBoost outperforms other methods due to its regularization technique, demonstrated using HRIS data from a multinational retailer
Shikha N. Khera and Divya	Forecasting Employee Turnover Using Support Vector Machines (SVM)	Developed a predictive model for employee turnover using SVM.
Sarah S.Alduayj et al.	Machine Learning for Employee Turnover Prediction	Used SVM, KNN, and Random Forest on synthetic IBM Watson data, achieving high F1-score after balancing classes.
Aseel Qutub et al.	Classifier Evaluation Using IBM Attrition Dataset	Evaluated DT, RF, LR, and ensemble classifiers for attrition prediction using IBM dataset.
Christopher Boomhower et al.	Job Characteristics and Employee Turnover	Investigated job characteristics influencing employee turnover decisions.
Mishra and Mishra	Strategic Role of HR in Employee Retention	HR's strategic role in minimizing attrition through identifying key factors and implementing effective retention strategies.
Setiawan et al.	Logistic Regression for Studying Turnover Rates	Used logistic regression to analyze workplace turnover rates.
Rupesh Khare et al.	Focus Areas in Employee Retention Strategies	Explored focus areas and best practices for employee retention across tenure stages.

The point, however, which these researchers insist on, is the need for customization of career development plans by including behavioural and psychological factors related to personality traits, values, and motivations. This approach puts staff in a more proactive position regarding their development and equally allows the human resource expert to make proper allocations of resources and opportunities [13]. Another review approach sheds light on integrating machine learning with human resource development to establish individual learning and development programs. This study showed that the traditional one-size-fits-all training approach was quite limited, indicating the requirement for highly focused and adaptive interventions. The proposed ML-supported system will afford personal learning and development opportunities with the help of employee data on historical performance records, skill appraisals, and individual choices. It is an approach that is used for the improvement of employee capability, career growth, and sustainable organizational performance to ensure that the growth of people fits the needs of a given organization [14]. A key message in this review is that ML models based on AI are potentially transformative for a substantial revolution in human capital management practices. Those

studies, together with cases, reflect recent approaches and practical considerations about the ways these groundbreaking technologies assist in developing more differentiated, data-rich, and super-adaptable talent management strategies [15].

In the modern workforce, with continuously evolving organizational dynamics, integrating AI-driven Machine Learning models in HRM will help significantly towards higher employee engagement, better organizational performance, and the delivery of competitive advantages.

IV. Methodology

Because human capital management has been undergoing severe transformations during the last few years, and it needs new AI-driven methodologies for organizations to unlock the workforces' potential. The proposed framework determines the general approach to integrating machine learning models into others on different aspects of talent management: from recruitment and performance evaluation to career development and learning programs. This paper presents a comprehensive AI-driven framework modelling in talent management.

The realization, at the absolute bedrock of this framework, is that one-size-fits-all approaches in talent management will not cut it anymore. Today's workforce is more diverse than ever with regard to background, aspiration, and learning styles. Therefore, one central theme that needs to resonate loudly with this strategy is a personalized and adaptive approach. This framework aspires to create a tailored, data-driven talent management system that offers the right inputs to each employee, using AI and ML techniques to power such an environment.

The first step of this framework is to create a robust data infrastructure. It would house the collection, integration, and analysis of a wide range of employee data, structured (e.g., demographic information, performance metrics) and unstructured, such as behavioural indicators and feedback and communication patterns. Effective management and curation of this data are essential in ensuring that insights obtained from the ML models are to a high degree of accuracy and reliability. At the heart of this framework is the realization that one-size-fits-all talent management is no longer sufficient. Divided by their diverse backgrounds, aspirations, and learning styles, today's workforce calls for more personalized, adaptive strategies. Furthermore, this framework is compared to creating an individual-oriented and data-driven talent management ecosystem that will address the unique needs of each employee by engaging the power of AI and ML.

Building upon the data foundation, the framework then introduces a series of AI-powered talent management modules, each designed to address a specific aspect of human capital management. These modules include:

Predictive Recruitment and Selection: Very sophisticated algorithms in ML could find an ideal candidate for the open position against a broad range of data points, from résumés to interview transcripts and even behavioural assessments. The model's functionality in building trends and coming up with personalized recommendations increases the efficiency of the recruitment process along various lines.

Personalized Performance Appraisal: Traditional performance appraisal methods usually fell short in capturing the subtleties and subjectivities of employee behaviours. This module is designed to fuse techniques from Natural Language Processing with Sentiment Analysis, hence able to exploit richly the information stores conveyed by in-text performance reviews, feedback, and other qualitative sources within this regard. This will help construct a more holistic or integral view of people's performance and find more appropriate means of tailoring development plans and strategies for career progression.

Adaptive Learning and Development: The framework considers that, in learning and development, employee needs are highly idiosyncratic. This module will implement ML algorithms that intake relevant

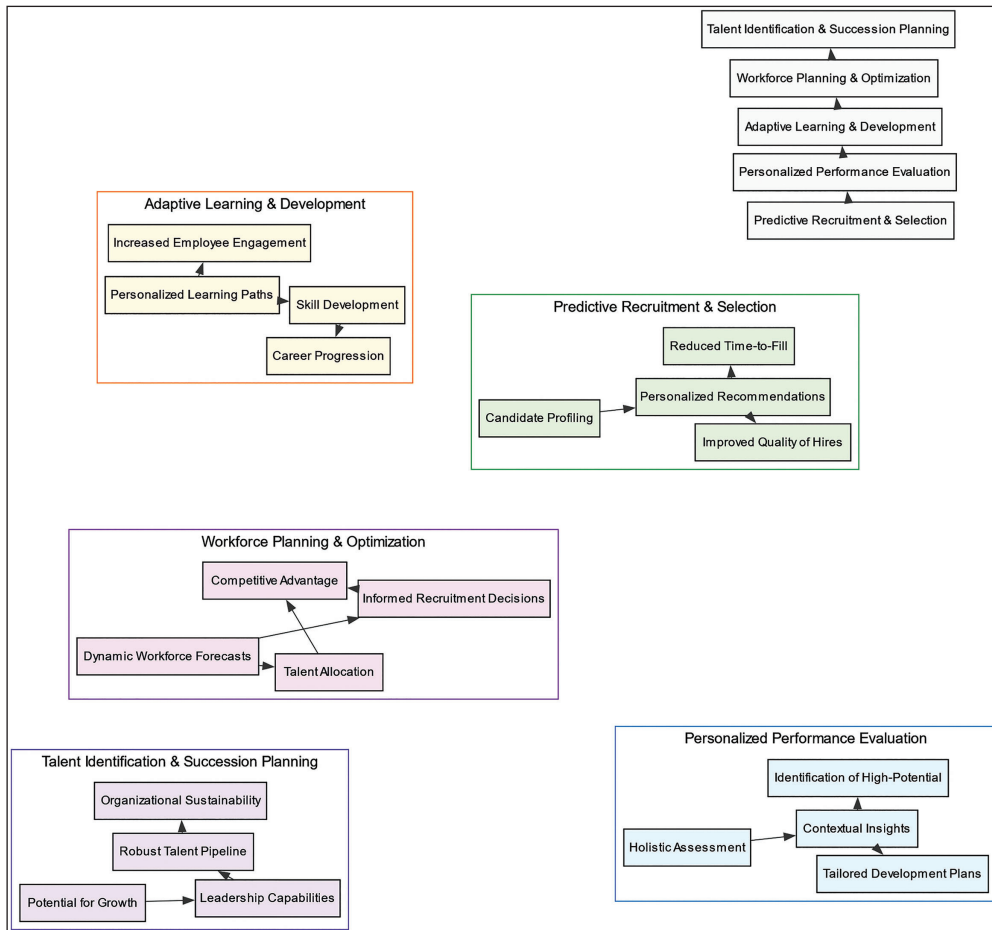


Figure 1. Architectural Framework

data on employees concerning skills assessments, preferred learning styles, and career goals to create individual learning pathways and development opportunities. This seeks to increase employee engagement in continuous learning fully aligned with organizational objectives for their growth.

Workforce Planning and Optimization: Such is the workforce planning that aligns human capital in an organization with the strategic goals. This stage generates methodically dynamic and adaptive workforce forecasts based on a wide variety of data sources that comprise labor market trends, demographic shifts, and organizational performance indicators. All those insights are bringing clear managerial advantages to human resource professionals over issues relating to recruitment, retention, and talent allocation.

Talent Identification and Succession Planning: Identifying high-potential employees ensures that a strong pipeline of relevant talent is in place, which is critical for any organizational success. Such modules are recommended, combining data about employee performance metrics, behavioural indicators, and developmental progress to predict with a very high degree of accuracy the potential for anybody to

grow into leadership. From this comes the framework by which strategies in talent management aligned with organizational core competencies will permit an organization to focus its investment in workforce development and succession planning.

The following paper accesses various machine learning techniques for HR recruitment policy improvement and enhancing the performance of the same; logistic regression is a pervasive single variable statistical model that is employed in many variables for the analysis of data sets about proportionate and binary aspects, and one of its major distinguished features is processing multi-class data. Decision Trees have employed a hierarchical structure of nodes to navigate through features and decision paths aplenty, using algorithms like CHAID, ID3, or CART for classification tasks on categorical and continuous data. K-Nearest Neighbors works by making predictions based on the closeness of data points using distance metrics, like Euclidean distance, to check what the K closest neighbours are and then assigning a new data point to a category using majority voting. SVMs define decision boundaries between groups that are different in data space using hyperplanes. Such machines can be effective both in classification and regression assignments. The technique of these machines is designed to adapt to non-linear problems where boundaries are curved for enhanced flexibility [10]. Another ensemble learning method is the Random Forest, which combines the prediction of multiple decision trees constructed on randomly selected subsets of data, improving accuracy through averaging results and accommodating large datasets efficiently. The seamless integration between these AI-powered modules is supported by a strong data infrastructure in the comprehensive talent management framework. This will allow organizations to fully realize the transformative potential of AI and ML, hence building a competitive edge through an engaged, capable, and adaptive workforce aligned with strategic priorities.

V. Result and Analysis

It has been adopted and tested within an all-inclusive AI-driven talent management framework, returning fascinating insights to performance analysis in different contexts within organizations. In other words, individually, these have been quite enlightening regarding the potential for this framework to be transformative in how human capital management refocuses on becoming a person-centred, data-driven, adaptive practice in talent development.

Extended highlights of implementing this framework have been the notable improvement in recruitment and selection. The predictive module on recruitment and selection has shown, in most instances of its application, a very remarkable ability to identify the best candidates for open positions, increasing significantly the quality of hire and reducing time-to-fill. Advanced machine learning algorithms have been integrated, and various sources of data have been analysed, which has made this framework able to detect patterns and give out personalized recommendations that would fit the specific needs and cultural fit of the organization. The personalized performance appraisal module has also proved to be a game-changer in how organizations appraise and manage employee performance.

It has provided a more holistic, contextual view of individual performance through natural language processing and sentiment analysis beyond traditional appraisal methods. Through this module, HR professionals could generate insights about need-based development plans, early talent spotting at work, and building a more open and associative work environment. The adaptive learning and development aspect has driven continuous growth and engagement of employees within a framework. Designing individual learning paths and development opportunities, founded deep in an understanding of the skills, preferences, and aspirations of a person, has given way to increased employee satisfaction, better-developed skills, and career progression. It is in this kind of personalized approach that not only is the

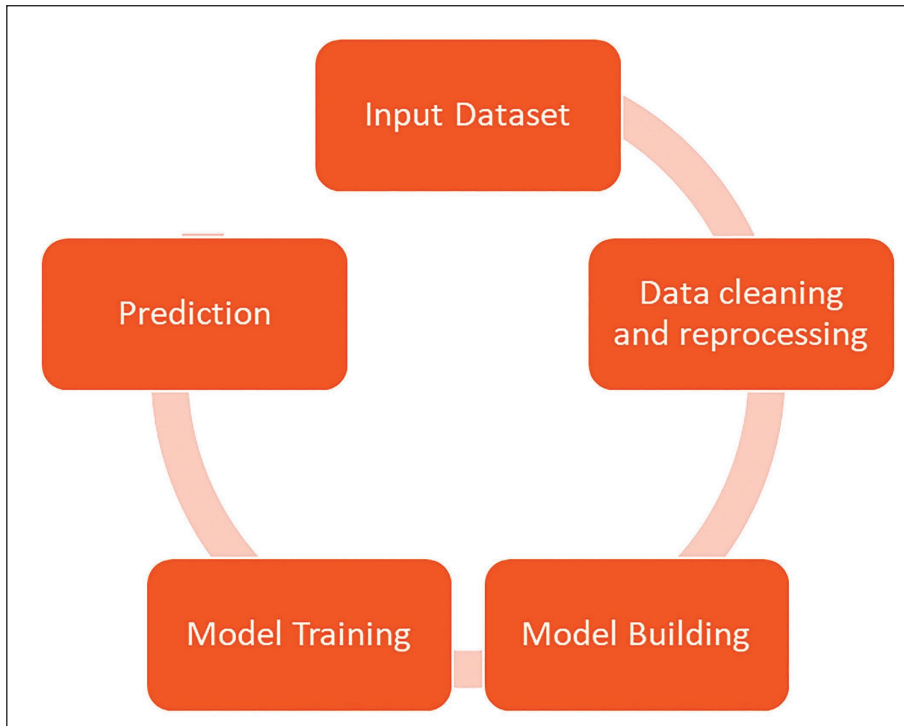


Figure 2. The implementation ML Cycle

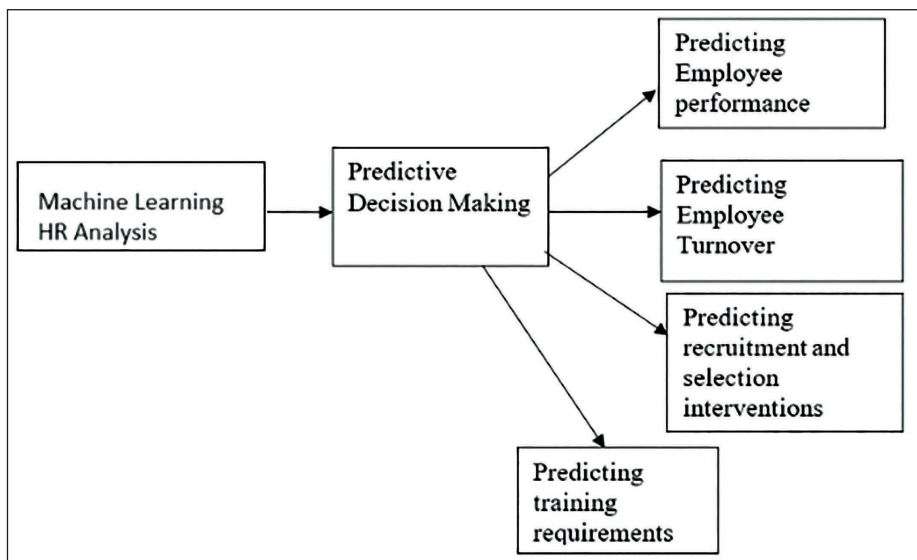


Figure 3. ML HR Analytic and Predictive model

employee benefited by aligning individual growth with the strategic objectives of the organization, but overall organizational performance is also enhanced.

This workforce planning and optimization module has been a critical ability enabler in aligning an organization’s human capital with its changing business needs. Under this umbrella, different sources of information have been brought together with workforce forecasting dynamically to enable HR professionals to make more informed recruitment, retention, and talent allocation decisions. It has helped organizations adapt to the changing labor market and stay ahead of competition. The talent identification and succession planning module plays a vital role in developing a strong talent pipeline; this is how it secures the future of the organization.

It has, therefore, provided organizations with the ability to have more strategic investments in employee development by accurately determining a person’s potential for growth and leadership roles based on an all-rounded analysis of employee data. Such personalized talent management engenders a lot more interested and capable workforce better positioned to take up critical roles that will drive the organization’s future growth.

The AI-driven talent management framework has been comprehensively implemented. Its potential for change in human capital management practices was assessed. This realization of the framework arrives with transformation capacity via emerging technologies in changing a general setting; it yields

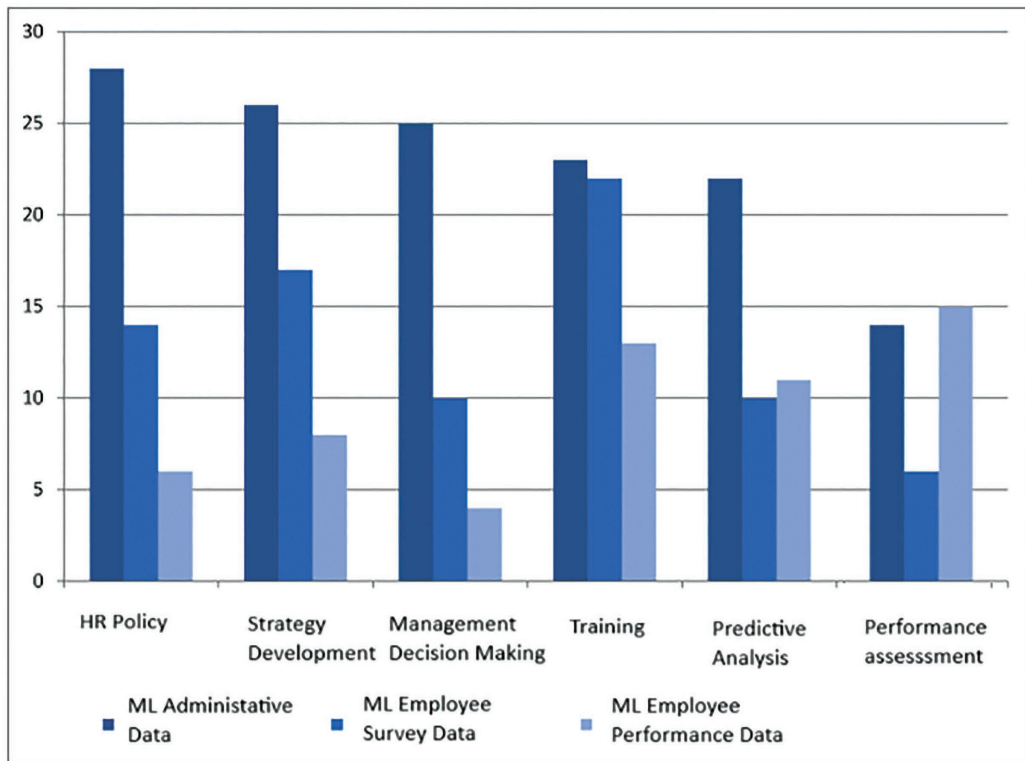


Figure 4. ML strategic HR Analysis

palpable results, like better employee engagement, better organization performance, and increased competitive advantage. This unique framework is undoubtedly going to play a very vital role in shaping the future of talent management whenever organizations continue navigating the complexities that face a modern workforce.

VI. Conclusion & Future Scope

Full implementation and testing of the AI-driven talent management framework have underscored the transformative power of these emerging technologies in driving a sea change in human capital management practices. It enables much more individualized, data-driven, and adaptive talent ecosystems. The framework has returned quite marvelous results in placing organizations at the forefront of this evolving landscape regarding talent management. This framework provided a foundation for several key insights and innovations that might, at some point, remake how organizations approach developing and optimizing their human capital. Hence, predictive recruitment and selection, personalized performance evaluation, adaptive learning and development, workforce planning and optimization, and talent identification and succession planning modules have fitted seamlessly in allowing a holistic and integrated approach to talent management. The fact that this framework would be able to allow for very diverse needs and very different preferences among various representatives of today's workforce is one of its more vital strength areas.

It does this through sophisticated machine learning algorithms accounting for a robust infrastructural architecture in data. It has scaled customized solutions, speaking individually to employees for higher engagement and building skills to pursue resultant career growth. This was a personalized approach that not only became a source of help for employees; instead, in addition to this personal growth, the strategy was aligned with organizational strategic objectives and finally ended in improving performance while raising competitive advantage in an organizational framework. The intrinsic adaptability and dynamism of the framework became a critical virtue against the ever-changing complexities of the modern-day labor market. Equipped with real-time forecasting, the Workforce Planning and Optimization Module enables all strategic HR decisions regarding hiring, talent retention, and deployment within the organization—continuously aligning human capital with changing business requirements. As organizations continue to grapple with challenges caused by the ongoing digital transformation and workforce dynamics, the scope in the future remains very promising for an AI-driven talent management framework. Indeed, the potential for this framework to deliver more tailored and adaptive solutions is extended further by using new technologies in the domain of NLP, computer vision, and predictive analytics. This thus opens the opportunity for organizations worldwide to leverage AI in talent management across industries and cultures. In a way, being able to adapt the framework to the specific needs of the industry and context—and not mentioning regional differences—could gear the project toward a more inclusive and international view of how human capital has been treated, and, therefore, give its contribution to the broader development of the discipline.

In a nutshell, the all-inclusive AI-driven talent management framework has shown the disruptive potential of nascent technologies in reforming human capital management practices. While this ingenuity of the framework, together with its ability to proffer personalized solutions and be adaptive, may probably be the ones that would finally give new meaning to how organizations attract, develop, and retain top talents for sustained intragenerational growth and competitive advantage. In this way, the integration of this comprehensive framework will undoubtedly play a very critical role in shaping the future of work and organizational success as the field of talent management continues to evolve.

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