


VENERABLE LESSONS FROM GLOBALIZATION: THE IMPACT OF ARTIFICIAL INTELLIGENCE (AI) ON LIBYAN HUMAN RESOURCE (HR) ACTIVITIES

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ARTICLE INFO	ABSTRACT
<p>Article history: Received: Feb, 5th 2025 Accepted: Apr, 2nd 2025</p>	<p>Objective: artificial intelligence (AI) has profoundly influenced the landscape of human resource (HR) activities. This transformation underscores the critical need for a dialogue between Libyan technological advancements and HR strategies to foster an inclusive and adaptive workforce capable of thriving in a globalized economy.</p>
<p>Keywords: Venerable Lessons; Impact; Artificial Intelligence; Libyan Human Resource.</p>	<p>Theoretical Framework: the literature review had demonstrated a comprehensive grasp of existing knowledge by addressing the challenges and ethical considerations associated with AI integration by Libyan human resource (HR).</p> <p>Method: inductive approach has allowed the authors to gather data from the literature about how Ai impact Libyan human resource (HR), which were able to later compare and support with the help of established theory from the field.</p>
	<p>Results and Discussion: To fully leverage the potential of AI, HR professionals must focus on developing technical skills related to emerging technologies while embracing data analytics to inform strategic HR initiatives like workforce planning.</p> <p>Results Implication: By prioritizing human capital development through AI applications in HRM, Libya can work towards adopting new technologies, enabling a smoother transition into a more digitally driven HR landscape.</p> <p>Doi: https://doi.org/10.26668/businessreview/2025.v10i5.5453</p>

LIÇÕES VENERÁVEIS DA GLOBALIZAÇÃO: O IMPACTO DA INTELIGÊNCIA ARTIFICIAL (AI) NAS ATIVIDADES DE RECURSOS HUMANOS (HR) NA LÍBIA

RESUMO

Objetivo: A inteligência artificial (IA) influenciou profundamente o cenário das atividades de recursos humanos (RH). Essa transformação ressalta a necessidade crítica de um diálogo entre os avanços tecnológicos da Líbia e as estratégias de RH para promover uma força de trabalho inclusiva e adaptável capaz de prosperar em uma economia globalizada.

Estrutura Teórica: a revisão da literatura demonstrou uma compreensão abrangente do conhecimento existente ao abordar os desafios e as considerações éticas associadas à integração da IA pelos recursos humanos (RH) da Líbia.

Método: a abordagem indutiva permitiu que os autores reunissem dados da literatura sobre o impacto da IA no RH da Líbia, que eles puderam posteriormente comparar e apoiar com a ajuda da teoria estabelecida no campo.

Resultados e discussão: para aproveitar totalmente o potencial da IA, os profissionais de RH devem se concentrar no desenvolvimento de habilidades técnicas relacionadas a tecnologias emergentes, ao mesmo tempo em que adotam a análise de dados para informar iniciativas estratégicas de RH, como o planejamento da força de trabalho.

Implicações dos Resultados: ao priorizar o desenvolvimento do capital humano por meio de aplicativos de IA em GRH, a Líbia pode trabalhar para adotar novas tecnologias, permitindo uma transição mais suave para um cenário de RH mais digitalmente orientado.

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Palavras-chave: Lições Veneráveis, Impacto, Inteligência Artificial, Recursos Humanos da Líbia.

VENERABLES LECCIONES DE LA GLOBALIZACIÓN: EL IMPACTO DE LA INTELIGENCIA ARTIFICIAL (IA) EN LAS ACTIVIDADES DE RECURSOS HUMANOS (RRHH) DE LIBIA

RESUMEN

Objetivo: la inteligencia artificial (IA) ha influido profundamente en el panorama de las actividades de recursos humanos (RRHH). Esta transformación subraya la necesidad crítica de un diálogo entre los avances tecnológicos libios y las estrategias de RRHH para fomentar una mano de obra inclusiva y adaptable capaz de prosperar en una economía globalizada.

Marco Teórico: la revisión bibliográfica ha demostrado una comprensión exhaustiva de los conocimientos existentes al abordar los retos y las consideraciones éticas asociados a la integración de la IA por parte de los recursos humanos (RRHH) libios.

Método: el enfoque inductivo ha permitido a los autores recopilar datos de la bibliografía sobre el impacto de la IA en los recursos humanos libios, que posteriormente han podido comparar y respaldar con la ayuda de la teoría establecida sobre el terreno.

Resultados y Discusión: Para aprovechar plenamente el potencial de la IA, los profesionales de RRHH deben centrarse en el desarrollo de habilidades técnicas relacionadas con las tecnologías emergentes, al tiempo que adoptan el análisis de datos para informar iniciativas estratégicas de RRHH como la planificación de la fuerza de trabajo.

Implicación de los Resultados: Al priorizar el desarrollo del capital humano a través de aplicaciones de IA en la gestión de recursos humanos, Libia puede trabajar para adoptar nuevas tecnologías, lo que permite una transición más suave hacia un panorama de recursos humanos más impulsado digitalmente.

Keywords: Venerable Lessons, Impact, Artificial Intelligence, Libyan Human Resource.

1 INTRODUCTION

The intersection of globalization and technological advancements, particularly artificial intelligence (AI), has profoundly influenced the landscape of human resource (HR) activities across various sectors. As globalization has continued to reshape labor markets, it has necessitated a reevaluation of traditional HR practices. Organizations are now increasingly focusing on up skilling employees to navigate the complexities introduced by AI technologies. The evolution of HR practices has been marked by a gradual shift towards more innovative and technology-driven approaches (R. Gupta, 2024). primarily in response to the pressures of globalization and competitive performance demands. This shift is essential not only for improving organizational performance but also for ensuring that the workforce remains relevant and competitive in an increasingly automated environment. Moreover, Fenwick et al. (2024) suggested that the rise of AI has led to a redefinition of roles within HR departments, as professionals must adapt to new tools and methodologies that facilitate more efficient management of human capital. This transformation underscores the critical need for a dialogue between Libyan technological advancements and HR strategies to foster an inclusive and adaptive workforce capable of thriving in a globalized economy.

2 PROBLEM STATEMENT

Despite its advantages, the implementation of AI in HR presents challenges such as workforce disruption, cultural resistance, and technical integration issues (Madanchian and Taherdoost, 2025). Hence, Libyan Organizations must address these obstacles by fostering a culture of continuous learning and adaptation, ensuring that employees are equipped to work alongside AI tools while maintaining ethical standards in hiring practices. As AI continues to evolve, the conversation surrounding its role in HR emphasizes the importance of balancing technological advancement with human oversight to prevent unintended consequences and promote equitable outcomes for all employees. The integration of AI in the Libyan situation allows HR professionals to leverage predictive analytics for talent acquisition, improving both employee engagement and organizational performance. Though, the implementation of AI also presents challenges, including high costs, inadequate digital infrastructure, and potential resistance from employees (Rane, Choudhary, and Rane 2024). Ethical implications surrounding the use of AI in HR practices further complicate its adoption, emphasizing the need for transparent, fair, and responsible applications of technology.

3 RELATED WORK

3.1 THE CRITICAL ELEMENTS INFLUENCING AI INTEGRATION IN HR PRACTICES

Many researchers have studied the critical elements influencing AI Integration in Libyan HR Practices (Rhema, 2020; Murire, 2024; Gangrade et al., 2024; (Madanchian and Taherdoost, 2025). Hence, a number of elements have been identified to influence AI Integration in Libyan HR Practices. Below are discussed those elements gathered from the literature review influencing AI Integration in Libyan HR Practices.

Several case studies highlight the integration of artificial intelligence (AI) in human resource management (HRM) within Libya, highlighting both challenges and opportunities (Gangrade et al., 2024). Traditional HR processes in Libya often face inefficiencies, such as high volumes of administrative tasks and subjective assessments in recruitment, leading to decreased productivity and employee frustration. Along similar lines, Cultural and organizational changes accompany the integration of AI in HR practices, necessitating shifts in employee interactions with technology and decision-making processes. Resistance to these

changes can emerge if not managed properly (Murire, 2024). Accordingly, the importance of change management strategies, which include clear communication, comprehensive training, and ongoing support to help employees adapt to AI-driven systems. In the context of Libyan HRM, organizations that have adopted these strategies report smoother transitions and improved employee morale, which are crucial for fostering a more agile and responsive recruitment framework (Murire, 2024).

Equally, Organizations are urged to ensure that AI is deployed in a manner that respects employee privacy and promotes fairness (Madanchian and Taherdoost, 2025). This includes maintaining transparency about AI's role in decision-making processes and addressing potential algorithmic biases that may arise. Looking at the Libyan scenario, it reveals that organizations that prioritize ethical considerations in AI integration tend to foster a more inclusive workplace and enhance overall employee satisfaction.

3.2 IMPACT OF ARTIFICIAL INTELLIGENCE ON LIBYAN HUMAN RESOURCE ACTIVITIES

In addition to critical elements influencing AI Integration in Libyan HR Practices, previous studies have also sought to identify the impact of Artificial Intelligence on Libyan Human Resource Activities. Therefore, the main purpose of this section of review is to provide the related literature supporting this argument. The integration of Artificial Intelligence (AI) in Human Resource Management (HRM) is poised to significantly enhance HR activities within Libyan organizations. In an effort to address this argument, Bakeer (2024) assumed that, by adopting AI technologies, HR professionals could improve decision-making processes, foster innovation, and ultimately build a more skilled workforce. As AI becomes a vital component of recruitment and other HR practices, it is expected to elevate the overall efficiency and effectiveness of HRM. Likewise, Libya is facing a unique demographic opportunity. This youthful workforce could be harnessed effectively through AI-driven training and development programs that align with the demands of the global economy. However, this demographic gift requires strategic policies and institutions that support employment growth and skills development to translate potential into reality.

4 METHODOLOGY

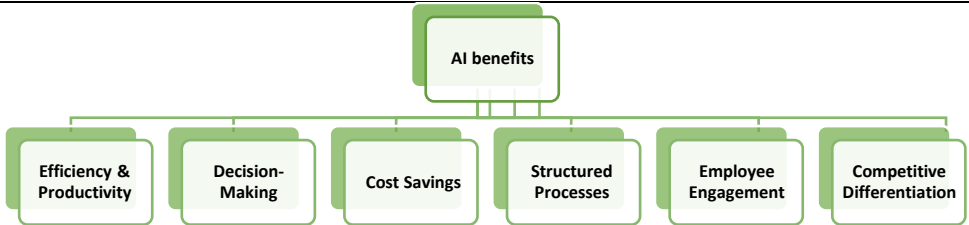
The Driving purpose of this paper is to analyze how technology, specifically Artificial Intelligence (Ai), affects the recruitment process. It seeks to determine at what points Ai can be integrated into traditional recruitment process and how it can enhance its effectiveness from theoretical perspective. Accordingly, this study aims to explore impacts of technology on acquisition of human capabilities through recruitment and this effect on organizational effectiveness which when comparing the approaches is the most suitable to be conducted with the inductive approach. The inductive approach allowed the authors to gather data from the literature about how Ai affects HRM and recruitment, which were able to later compare and support with the help of established theory from the field.

5 DISCUSSION

AI in human resources (HR) offers a range of significant benefits that enhance Libyan organizational efficiency and employee experience. The integration of artificial intelligence into HR processes automates routine tasks, allowing Libyan HR professionals to focus on more strategic activities. Below are key advantages of implementing AI in Libyan HR functions.

Table 1

Significant benefits of artificial intelligence in human resources (HR)



NO.	CATEGORY	DESCRIPTION
1	Efficiency & Productivity	Automation of repetitive tasks, such as resume screening and scheduling interviews, enables HR teams to streamline their operations significantly. Organizations leveraging AI have reported productivity increases of up to 40% in certain functions, as employees can accomplish more in less time, driving overall business growth.
2	decision-making	By analyzing large datasets, AI can identify trends and predict outcomes related to talent acquisition and employee retention, thus enabling organizations to optimize their HR strategies. This reliance on data rather than intuition helps reduce risks and enhances strategic planning.

3	Cost Savings	By automating administrative tasks, organizations can minimize the expenses associated with manual processes. Additionally, AI can improve recruitment efficiency, leading to shorter hiring cycles and lower turnover costs.
4	Structured HR Processes	AI facilitates the development of more structured HR processes, particularly in areas like onboarding and off boarding. With AI tools, companies can create standardized workflows that enhance the overall employee experience and ensure compliance with organizational policies.
5	Employee Engagement	AI can help in creating individualized growth pathways and facilitate continuous feedback, making employees feel valued and recognized for their contributions. This increased engagement often leads to higher job satisfaction, lower turnover rates, and a more positive workplace culture.
6	Competitive Differentiation	By utilizing AI for HR functions, these companies can swiftly adapt to market changes, anticipate customer needs, and innovate faster than their competitors innovate. This agility is crucial in today's rapidly evolving business environment.

6 RECOMMENDATIONS

Overall, to effectively implement AI programs, organizations in Libya must consider substantial investments in technology, as well as human resources for training and up skilling personnel. Creating low-stakes opportunities for HR professionals to experiment with AI tools can help build confidence in their use, demonstrate the potential for increased productivity, and return on investment.

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