

Managing-Human-Capital최고품 질덤프데모다운 & Managing-Human-Capital시험대비덤프최신문제

ASEJ ISSN: 2543-9103 ISSN: 2543-411X (online)

Managing Human Capital with AI: Synergy of Talent and Technology

Iryna Bashynska¹, Olha Prokopenko² and Dariusz Sala¹

¹Department of Enterprise Management, AGH University of Krakow
Poland

²Estonian Entrepreneurship University of Applied Sciences
Estonia

Abstract—The article explores how integrating artificial intelligence in human capital management can create a powerful synergy between human talent and cutting-edge technology. It delves into the ways in which AI is transforming the HR landscape, from recruitment and onboarding to employee development and retention. The article discusses the benefits of using AI-driven tools and strategies to enhance talent acquisition, workforce productivity, and employee satisfaction. The strategic advantages of AI-driven human capital management are evident from agile workforce planning and talent acquisition optimization to dynamic performance management and data-driven decision-making. The ability to continuously adapt to market changes, streamline processes, and provide personalized learning and development opportunities enhances an organization's resilience and competitiveness in a fast-paced and uncertain business environment. Moreover, the amalgamation of AI and human capital management is a technological advancement and a strategic imperative. It empowers organizations to harness the synergy of talent and technology, positioning them for a smarter, more agile, and prosperous future. As the digital age continues to unfold, this strategic merger will be central to unlocking the full potential of human capital in organizations and achieving a sustainable and competitive edge in the modern workplace.

Keywords—Artificial Intelligence (AI), HR management, Talent Management

1. INTRODUCTION

Human capital management has taken centre stage in today's dynamic and rapidly evolving business landscape. Organizations worldwide are increasingly recognizing their workforce's pivotal role in achieving strategic objectives. To harness the full potential of their employees, they are turning to

a transformative force: artificial intelligence (AI). The confluence of AI and human capital management represents a paradigm shift in how organizations recruit, develop, and retain their talent. This transformation is catalyzed by several key trends that have reshaped the workplace. Firstly, the digital age has ushered in an era where data is the new currency. AI has emerged as a powerful tool for analyzing and leveraging this wealth of information. As the global talent pool becomes increasingly diverse, AI-driven solutions are instrumental in talent acquisition, helping organizations identify the right individuals for the right roles. Additionally, in a time where remote and hybrid work arrangements are becoming the norm, AI facilitates efficient communication, collaboration, and productivity among dispersed teams.

Moreover, sustainability is no longer a buzzword but an imperative. The article recognizes the growing significance of a smart sustainable economy, where organizations aim to achieve business objectives while minimizing their environmental footprint and contributing to societal well-being. AI, with its data-driven decision-making capabilities, is aiding in developing environmentally responsible practices and creating sustainable workforce strategies. Businesses are aligning their human capital management with the broader goal of environmental stewardship by optimizing operations and reducing waste.

In this landscape of innovation and global challenges, organizations that harness the potential of AI in their human capital strategies are gaining a competitive edge. They are improving recruitment processes, enhancing employee performance, and fostering a culture of adaptability. These practices not only serve their immediate goals but also

ASEJ - Scientific Journal of Bialko-Biala School of Finance and Law
Volume 27, No 3 (2023), pages 7
<https://doi.org/10.19192/asfip.sj3.2023.5>
Received: June 2023 Accepted: September 2023
Published: September 2023

Copyright: © 2023 by the authors. This is an open access article distributed under the terms and conditions of the Creative Commons Attribution CC-BY-NC 4.0 License (<https://creativecommons.org/licenses/by-nc/4.0/>)
Publisher's Note: WSFIP stays neutral with regard to jurisdictional claims in published maps and institutional affiliations.

- 39 -

2026 Itexamdump 최신 Managing-Human-Capital PDF 버전 시험 문제집과 Managing-Human-Capital 시험 문제 및 답변 무료 공유: https://drive.google.com/open?id=1vacV-7mohlkC_-etziGWZiPNMYM5LfWd

WGU Managing-Human-Capital 덤프는 WGU Managing-Human-Capital 시험의 모든 문제를 커버하고 있어 시험적중율이 아주 높습니다. Itexamdump는 Paypal과 몇년간의 파트너 관계를 유지하여 왔으므로 신뢰가 가는 안전한 지불방법을 제공해드립니다. WGU Managing-Human-Capital 시험탈락시 제품비용 전액환불조치로 고객님의 이익을 보장해드립니다.

Itexamdump의 WGU인증 Managing-Human-Capital 덤프는 인터넷에서 검색되는 WGU인증 Managing-Human-Capital 시험 공부자료중 가장 출중한 시험준비 자료입니다. WGU인증 Managing-Human-Capital 덤프를 공부하면 시험패스는 물론이고 IT지식을 더 많이 쌓을 수 있어 일거양득입니다. 자격증을 취득하여 자신있게 승진하여 연봉협상하세요.

>> Managing-Human-Capital최고품 질 덤프데모 다운 <<

WGU Managing-Human-Capital 시험대비 덤프 최신문제, Managing-Human-Capital참고자료

Itexamdump의 WGU인증 Managing-Human-Capital 덤프 공부 가이드에는 WGU인증 Managing-Human-Capital 시험의 가장 최신 시험문제의 기출문제와 예상문제가 정리되어 있어 WGU인증 Managing-Human-Capital 시험을 패스하는데 좋은 동반자로 되어드립니다. WGU인증 Managing-Human-Capital 시험에서 떨어지는 경우 WGU인증 Managing-Human-Capital 덤프비용 전액 환불신청을 할 수 있기에 보장성이 있습니다. 시험적중율이 떨어지는 경우 덤프를 빌려 공부한 것과 같기에 부담없이 덤프를 구매하셔도 됩니다.

최신 Courses and Certificates Managing-Human-Capital 무료샘플문제 (Q41-Q46):

질문 # 41

Which type of work culture utilizes hiring, retaining, developing, and motivating employees while making work assignments that are connected to data or outcomes?

- A. Innovative culture
- **B. Performance culture**
- C. Risk culture
- D. Compliance culture

정답: B

설명:

A performance culture is one that focuses on achieving specific results and aligning employee activities with the organization's strategic goals. In this type of culture, hiring, retaining, developing, and motivating employees are driven by data and outcomes. Performance metrics are used to make work assignments and evaluate employee contributions to ensure that the organizational objectives are met effectively and efficiently.

"High Performance Work Systems" by David A. Buchanan and Andrzej A. Huczynski, "Organizational Behavior" Society for Human Resource Management (SHRM) articles on performance culture

질문 # 42

Why do employees who exhibit continuance commitment choose to remain employed with an organization?

- A. Strong identification with the organization's values and goals
- **B. Perceived economic or social costs of leaving**
- C. Close relationships with managers and peers
- D. A feeling of moral or ethical obligation to the organization

정답: B

설명:

Organizational commitment is commonly categorized into affective, continuance, and normative commitment. According to Human Resource Management, 16th Edition by Gary Dessler, continuance commitment refers to an employee's attachment to an organization based on the perceived costs associated with leaving, rather than emotional attachment or moral obligation.

Employees with continuance commitment remain because they believe leaving would result in significant economic or social losses, such as loss of salary, benefits, retirement plans, seniority, or difficulty finding comparable employment. Dessler explains that this type of commitment is calculated and cost-based; employees stay not because they want to or feel they ought to, but because they feel they have to.

Close relationships and strong identification with organizational values reflect affective commitment, while moral or ethical obligation reflects normative commitment. Since the question specifically refers to continuance commitment, the correct explanation is the perceived economic or social costs of leaving.

Source:

Gary Dessler, Human Resource Management, 16th Edition, Chapter on Employee Engagement and Organizational Commitment

질문 # 43

What is organizational design?

- A. Allocating, coordinating, and supervising tasks to achieve organizational aims
- B. Making decisions about how to plan and organize work and exercise authority
- C. Using a graphic representation of the structure of an organization to see the relationships between the organization's positions
- **D. Selecting and managing aspects of organizational structure in order to facilitate organizational goal achievement**

정답: D

설명:

Organizational design involves configuring the structure of an organization to effectively achieve its goals.

This includes determining the best ways to allocate resources, coordinate activities, and supervise tasks. The aim is to create an optimal organizational framework that enhances communication, improves efficiency, and supports the achievement of strategic objectives. It includes decisions about hierarchy, departmentalization, span of control, and formalization.

"Organization Design: A Guide to Building Effective Organizations" by Naomi Stanford Harvard Business Review articles on organizational design

질문 # 44

What is a driver for employee retention?

- A. External sourcing
- **B. Succession management**
- C. Competency databases
- D. Performance metrics

정답: B

설명:

Employee retention is strongly influenced by opportunities for growth, advancement, and long-term career development. According to Human Resource Management, 16th Edition by Gary Dessler, succession management is a key driver of employee retention because it signals to employees that the organization is invested in their future.

Succession management involves identifying, developing, and preparing employees for future leadership or critical roles. Dessler explains that when employees see clear career paths and development opportunities within the organization, they are more likely to remain committed and less likely to seek opportunities elsewhere.

Performance metrics and competency databases are tools used to measure and manage performance and skills, but they do not directly motivate employees to stay. External sourcing focuses on hiring from outside the organization and does not contribute to retaining existing employees. Therefore, the strongest driver of employee retention among the options is succession management.

Source:

Gary Dessler, Human Resource Management, 16th Edition, Chapter on Career Development, Succession Planning, and Retention

질문 # 45

Which statement reflects the concept of a "culture of safety"?

- **A. Safety is a core value that is understood throughout an organization.**
- B. Safety is perceived as a method to increase profits.
- C. Safety is the primary factor in evaluating employee performance.
- D. Safety is a priority after productivity goals are met.

정답: A

설명:

A culture of safety exists when safety is deeply embedded into an organization's values, beliefs, and everyday practices. According to Human Resource Management, 16th Edition by Gary Dessler, organizations with a strong safety culture treat safety not as a short-term priority or a compliance requirement, but as a core organizational value that guides behavior at all levels.

In a true culture of safety, employees and managers alike understand that safety is non-negotiable and integral to how work is performed. Safety responsibilities are shared, openly discussed, and consistently reinforced through training, leadership behavior, and organizational policies. Dessler notes that safety cultures are strongest when top management visibly supports safety initiatives and integrates them into daily operations rather than treating them as secondary to productivity.

Options suggesting that safety is only important after productivity goals are met or merely a tool for profit generation contradict the definition of a safety culture. Similarly, while safety may influence performance evaluations, it is not the sole factor. The defining characteristic of a culture of safety is that safety is a core value understood and practiced throughout the organization, making option C the correct answer.

Source:

Gary Dessler, Human Resource Management, 16th Edition, Chapter on Employee Safety and Health

질문 # 46

.....

Itexamdump에서 제공해드리는 WGU인증 Managing-Human-Capital덤프는 가장 출중한WGU인증 Managing-Human-Capital시험전 공부자료입니다. 덤프품질은 수많은 IT인사들로부터 검증받았습니다. WGU인증 Managing-Human-Capital덤프뿐만아니라 Itexamdump에서는 모든 IT인증시험에 대비한 덤프를 제공해드립니다. IT인증자격증을 취득하려는 분들은Itexamdump에 관심을 가져보세요. 구매의향이 있으시면 할인도 가능합니다. 고득점으로 패스하시면 지인분들께 추천도 해주실거죠?

Managing-Human-Capital시험대비 덤프 최신문제 : <https://www.itexamdump.com/Managing-Human-Capital.html>

WGU Managing-Human-Capital최고품질 덤프데모 다운 덤프를 구매하여 시험에서 불합격성적표를 받으시면 덤프비용 전액을 환불해드립니다, 구매후 Managing-Human-Capital덤프를 바로 다운:결제하시면 시스템 자동으로 구매한 제품을 고객님의 메일주소에 발송해드립니다.(만약 12시간이내에 덤프를 받지 못하셨다면 연락주세요.주의사항:스팸메일함도 꼭 확인해보세요.) 학교공부하랴,회사다니랴 자격증 공부까지 하려면 너무 많은 정력과 시간이 필요할 것입니다, 고객님의게서 받은 Managing-Human-Capital덤프의 유효기간을 연장해드리기 위해 최선을 다하고 있기에 시험보는 시간과 상관없이 덤프를 구매하셔도 됩니다, Managing-Human-Capital인증시험을 어떻게 패스할지 고민하고 계시나요?

또 샤오왕도, 나도 엘제이에 공급한 게 있으니까, 병원에 왔을 때까지는 기억이 났다, 덤프를 구매하여 시험에서 불합격성적표를 받으시면 덤프비용 전액을 환불해드립니다, 구매후 Managing-Human-Capital덤프를 바로 다운:결제하시면 시스템 자동으로 구매한 제품을 고객님의 메일주소에 발송해드립니다.(만약 12시간이내에 덤프를Managing-Human-Capital받지 못하셨다면 연락주세요.주의사항:스팸메일함도 꼭 확인해보세요.) 학교공부하랴,회사다니랴 자격증 공부까지 하려면 너무 많은 정력과 시간이 필요할것입니다.

Managing-Human-Capital최고품질 덤프데모 다운 자격증 시험준비에 가장 좋은 적중율 높은 덤프

고객님께서 받은 Managing-Human-Capital덤프의 유효기간을 연장해드리기 위해 최선을 다하고 있기에 시험보는 시간과 상관없이 덤프를 구매하셔도 됩니다, Managing-Human-Capital인증시험을 어떻게 패스할지 고민하고 계시나요, Itexamdump의WGU인증 Managing-Human-Capital덤프의 도움으로 WGU인증 Managing-Human-Capital시험을 패스하여 자격증을 취득하면 승진이나 연봉인상의 꿈이 이루어집니다.

- Managing-Human-Capital시험덤프데모 □ Managing-Human-Capital최신 시험 최신 덤프 □ Managing-Human-Capital인증시험 인기덤프 □ 무료 다운로드를 위해➡ Managing-Human-Capital □를 검색하려면➡ www.itdumpskr.com <을(를) 입력하십시오>Managing-Human-Capital인기자격증 시험대비 덤프문제
- Managing-Human-Capital최고품질 덤프데모 다운 최신 덤프공부자료 □ ➡ www.itdumpskr.com □□□에서 「 Managing-Human-Capital 」 를 검색하고 무료 다운로드 받기|Managing-Human-Capital퍼펙트 덤프문제
- WGU Managing-Human-Capital최신버전덤프, 는 모든 Managing-Human-Capital시험내용을 커버합니다! □ { kr.fast2test.com } 에서 검색만 하면➡ Managing-Human-Capital □를 무료로 다운로드할 수 있습니다Managing-Human-Capital시험덤프데모
- Managing-Human-Capital시험유형 □ Managing-Human-Capital인기자격증 인증시험자료 □ Managing-Human-Capital최신 시험 최신 덤프 □ ✓ www.itdumpskr.com □✓□의 무료 다운로드 《 Managing-Human-Capital 》 페이지가 지금 열립니다Managing-Human-Capital시험유형
- 최신버전 Managing-Human-Capital최고품질 덤프데모 다운 덤프공부자료 □ □ www.koreadumps.com □을 통해 쉽게 「 Managing-Human-Capital 」 무료 다운로드 받기|Managing-Human-Capital최신버전 인기덤프
- Managing-Human-Capital인증덤프샘플 다운 □ Managing-Human-Capital인기자격증 시험대비 덤프문제 □ Managing-Human-Capital시험패스 가능한 인증공부자료 □ □ www.itdumpskr.com □을(를) 열고 《 Managing-Human-Capital 》 를 검색하여 시험 자료를 무료로 다운로드하십시오Managing-Human-Capital최신 업데이트버전 덤프공부
- Managing-Human-Capital인기자격증 덤프자료 □ Managing-Human-Capital최신버전 인기덤프 □ Managing-Human-Capital최신버전 인기덤프 □ □ www.dumpsttop.com □을 통해 쉽게 【 Managing-Human-Capital 】 무료 다운로드 받기|Managing-Human-Capital최신 업데이트버전 덤프공부
- 시험패스 가능한 Managing-Human-Capital최고품질 덤프데모 다운 최신 덤프 □ ▶ www.itdumpskr.com <을(를) 열고 { Managing-Human-Capital } 를 검색하여 시험 자료를 무료로 다운로드하십시오>Managing-Human-Capital시험패스 가능한 인증공부자료
- Managing-Human-Capital최고품질 덤프데모 다운 최신버전 덤프데모 □ 무료로 쉽게 다운로드하려면> www.passtip.net <에서□ Managing-Human-Capital □를 검색하세요>Managing-Human-Capital최신 인증시험정보
- Managing-Human-Capital시험대비 덤프데모문제 □ Managing-Human-Capital인기자격증 인증시험자료 □ Managing-Human-Capital시험패스 가능한 인증공부자료 □ 검색만 하면 《 www.itdumpskr.com 》에서✱ Managing-Human-Capital □✱□무료 다운로드Managing-Human-Capital Vce
- Managing-Human-Capital인증시험 인기덤프 □ Managing-Human-Capital인증덤프샘플 다운 □ Managing-Human-Capital인증덤프샘플 다운 □ 지금➡ www.itdumpskr.com <에서➡ Managing-Human-Capital <를 검색하고 무료로 다운로드하세요>Managing-Human-Capital최신버전 인기덤프

- www.stes.tyc.edu.tw, bbs.t-firefly.com, www.stes.tyc.edu.tw, www.stes.tyc.edu.tw, ycs.instructure.com, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, www.stes.tyc.edu.tw, www.stes.tyc.edu.tw, demo-learn.vidi-x.org, chems-hub.com, Disposable vapes

그리고 Itexamdump Managing-Human-Capital 시험 문제집의 전체 버전을 클라우드 저장소에서 다운로드할 수 있습니다: https://drive.google.com/open?id=1vacV-7mohlkC_-etziGWZiPNMYM5LfWd