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Actionable artificial intelligence: Non-human resource management

Managerial complexity coping strategies

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Research sketch #1:
(Against) better judgement? HR suitability evaluations and AI (non-)usage in the employee life cycle

Research sketch #2:
Explainable artificial intelligence in coping with leadership paradoxes

HR-evaluation processes:

- Validity & Reliability** (Robertson & Smith, 2001)
- Attractiveness** (Holt Larsen, 2011)

The Attraction-Selection-Attrition (ASA) Framework

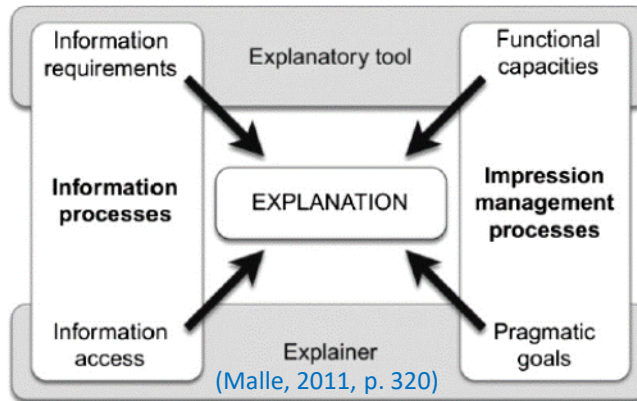


Schneider, B. (1967). *Personnel Psychology*, 40(3), 437-453.

AI: Bias-blogger or bias accelerator in selection?

- * **Suitability & Acceptability** (Jenkins, 1980)
- * **Homosocial reproduction** (Kanter, 1979)
- * **ASA framework** (Schneider, Goldstein & Smith, 1995).

Explainable AI



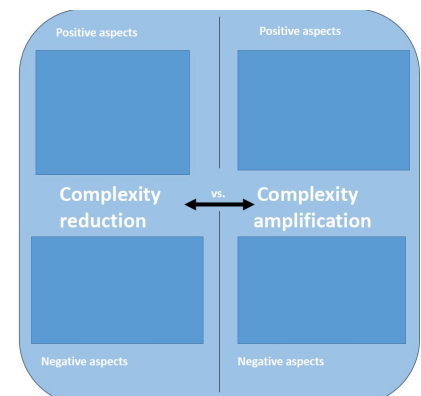
Personalization through **depersonalization?!:** "We help you see each applicant as an individual" (Whaii video commercial, 2019).

"[P]latform firms are tasked with workers' recruitment, selection, evaluation, and retention, even if some of these **traditional management functions are performed by automated algorithms.**" (Kuhn, & Maleki, 2017, p.183.).

Organizational paradox:

"Contradictory yet interrelated elements (dualities) that exist simultaneously and persist over time." (Smith & Lewis, 2011).

Complexity reduction vs. amplification?!



Nielsen, Mogensen, Bevert, Henriksen, Hjalager & Lyndgaard (forthcoming).

