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Research on the Application of Artificial Intelligence for Human Resource Management through Knowledge Resources

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ABSTRACT

This theoretical study defines the potential applications of Artificial Intelligence (AI), explicit and tacit knowledge and the respective knowledge reuse for the development of human resource environments. It primarily examines the influence and specific features of Artificial Intelligence (AI), providing an essential understanding of its role in modern organizational contexts. It then analyses the influence of Artificial Intelligence (AI) on improving human resource environments by examining explicit, tacit knowledge, and their reuse. The study then analyses the main bottlenecks and limitations that hinder the optimal integration of Artificial Intelligence (AI)into organizational management practices. Finally, it highlights the Main Advantages of Artificial Intelligence (AI) in human resources strategic development.

It has been noted that the management of explicit and tacit knowledge and their reuse benefits establishments or organizations. They result in increased efficiency, including reduced task repetition, followed by improved performance of new employees. These studies adopted a conceptual or theoretical approach and presented an innovative concept for integrating tacit, explicit, and reusable knowledge.

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INTRODUCTION

Application of Artificial Intelligence (AI)

The role of Artificial Intelligence (AI) technology has triggered a revolution in management systems and a restructuring and transformation of the affected areas. This development raises serious questions: Will Artificial Intelligence (AI) ultimately swaps traditional administrative or business structures? Can corporate management fully utilize Artificial Intelligence (AI) to increase effective productivity and improve performance? These questions underscore the need to examine the evolving relationship between Artificial Intelligence (AI) and management dynamics.

In an increasingly demanding business atmosphere, businesses are under continuous pressure to improve their performance and justify their daily operations. Many have therefore recognized the tactical value of integrating Artificial Intelligence (AI) into their work systems. AI skills are now being leveraged for various businesses, with human resources Management (HRM) representing a crucial part of this revolution.

Artificial Intelligence (AI) systems are being exploited to organize and streamline main procedures, such as candidate selection, placement, recruiting, and performance management. These developments have led to modification: traditional, human-driven actions are gradually being replaced by intelligent systems that improve skills and decision-making across the organization.

It examines how Artificial Intelligence (AI) can enhance resource management within organizations. As part of the probable analysis and engagement in Artificial Intelligence (AI) applications, this investigation aims to offer insights into the planned use of Artificial Intelligence (AI) to improve organizational efficiency and achieve modest benefits. Artificial intelligence (AI) improves tasks performed by humans, increasing decision-making and organizational capabilities.

The present work examines analytically how Artificial Intelligence (AI) can optimize resource management in organizations. As part of the potential analysis and commitment to Artificial Intelligence (AI) implementation, present investigation purposes theoretically to offer understandings into the tactical use of Artificial Intelligence (AI) to advance effectiveness of organizations and secure competitive advantages by studying the nature (and role) of explicit, and tacit and reusable knowledge. Discussion has also carried out on bottlenecks and their benefits.

LITERATURE REVIEW

Study of AI with Human Resource

Several scholars have explored the incorporation of Artificial Intelligence (AI) and business intelligence (BI) in human resource management (HRM), identifying both opportunities and challenges. Kapoor and Sherif (2022) studied the Business Intelligence role in Human Resource Management (HRM), focusing on major BI providers and data analytics. Their research examined how technologies, data analytics, and BI as forerunners to the strategy of Human Resource database designing approaches and rules of management or protocols.

Retno (2024) uncovered the effect of contemporary digital technology on key features of Human Resource Management, including the progress of workers, employee staffing performance management, and employee experience. He noted that there is a considerable disparity in these practices, exposing a deep understanding of the revolution in digital technology being observed in the human resource management domain.

Dirican (2015) cautioned that the application of Artificial Intelligence (AI) and robotics together could adversely affect the processes of originations. He observed possible

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troublemaking variations in areas such as performance management, sales, tactical scheduling, banking systems, client connection management, and coaching and training.

Buzko et al. (2016) examined the importance of Artificial Intelligence (AI) in human resources development. They found that there is a limitation of Artificial Intelligence (AI) in evaluating the price-efficiency of programs like training. Though they recognized AI eases the analysis of fast data, supporting Human Resource specialists for knowledgeable results.

The study "Research and Development" (R&D's2018) theoretically examined the use of AI in recruiting and highlighted the crucial role that Artificial Intelligence (AI) plays in the hiring process. According to the study, Artificial Intelligence facilitates candidate selection, interview preparation, systematizes job interviews, and restructures the workflow in the hiring process.

Jarrahi (2018) investigated the practical implications of Artificial Intelligence (AI) in business management. According to him, human leadership remains crucial, even though AI influences management in situations of indecision and uncertainty. Based on the results, artificial intelligence (AI) is a valuable tool that helps human resources professionals understand their responsibilities, categorize tests, and proactively predict trends.

Nishad et al.'s (2024) research on the acceptance of Artificial Intelligence in the practices of human resources management suggested that the potential of Artificial Intelligence may be exploited and may allow companies to progress regarding the awareness among their employees about the power of computation and the ability of Artificial Intelligence (AI).

The study by Bindra et al. (2023) suggests that artificial intelligence (AI) offers an approach to better utilize planned knowledge management and related resources, improving regulatory compliance and flexibility. Their work sheds light on the processes of knowledge distribution, conversion, and production.

Harsh & Harsh (2024) examined the role of Artificial Intelligence (AI) in knowledge management in a data mining environment through knowledge reusability, focusing on reusable data, information, and skills. More recently, Harsh et al. (2025) also examined the role of Artificial Intelligence (AI) in higher education environments, focusing on reusable knowledge.

Aedo et al. (2025) investigated the challenges of a technological explanation based on the Knowledge Aided Graphic Analytics model for the exchange and collection of tacit and explicit knowledge during interaction with a visual or pictorial information system. They added that there is growing interest in developing rules for the externalization of knowledge, such as tacit knowledge, and its integration into knowledge, such as explicit knowledge.

Recently, Zaoui et al. (2025) presented a model for representing tacit knowledge and summarized approaches for converting it into explicit procedures. They also discuss methods for effectively capturing this valuable knowledge, which is important for decision-making procedures. The alteration of tacit knowledge into explicit knowledge approves that institutions can reserve and exploit significant insights across numerous purposes and roles.

Theoretical Foundations: The DIKW and SECI Models

This work is founded on the models of two vital knowledge management models: the model on Data, Information, Knowledge, and Wisdom hierarchy (DIKW) and Nonaka and Takeuchi’s knowledge management model, which is termed the Socialization, Externalization, Combination, and Internalization (SECI).

Data, Information, Knowledge, and Wisdom Model (DIKW): This agenda shows the steady conversion of raw data into organised information, knowledge, which is actionable,

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and wisdom. This pyramid allows establishments to transfer outside expressive analytics and respond to multifaceted "why" and "just how" queries. Such a model helps in planned activities (Garcia-Pérez et al., 2019).

The model of Nonaka (SECI): This model accompanies the model of Data, Information, Knowledge, and Wisdom and emphasizes the active knowledge collaboration between tacit and explicit. It defines a procedure like the recurring conversion of knowledge in styles such as socialization, externalization, combination, and internalization. This highlights the significance of incessant invention and education within the organizations (Yee et al., 2019).

Tacit and Explicit Knowledge

A basic dimension of knowledge management is the understanding of tacit and explicit knowledge and their collaboration or interaction. Tacit knowledge is intensely experienced-oriented, individual, and situation-precise. It is available to everybody and is comprehensible through insight, common intelligence, and perception (Yee et al., 2019). Tacit knowledge is a vital cause of supportable modest benefits and plays a vital role in the transmission of active knowledge. However, its invisible nature represents a significant obstacle to organizational development and the creation of creative diversity (Asna Ashari et al., 2023).

Explicit knowledge includes formal, organized information that can be easily exchanged, documented, and communicated between systems and individuals. It is often associated in academia and standardized procedures (Moser et al., 2021; Weinberger and Green, 2022).

Theory and Practice Involvement

Functional application of knowledge management models is not easy because of notable problems. Although knowledge management models are theoretically effective, their applied application often faces significant problems. A tenacious gap occurs between theoretical frameworks and their practical usage in organizational circumstances (Al-Zoubi et al., 2022; Iqbal, 2021). Such breach is mainly obvious in the situation of the interaction of explicit and tacit knowledge, which needs cautious policies for knowledge conversion, mining, and combination.

The above concept suggests businesses should create a custom-made method that supports circumstantial realism with theoretical perceptions. Such an approach enhances the movement of knowledge as well as improves the novelty abilities and flexibility of businesses.

Artificial Intelligence (AI) can be efficiently useful in HRM and education. The application of AI reduces human tasks and improves the efficiency of decision-making. Artificial-Intelligence (AI) has created a revolution in businesses, which has affected the corporate domain. Artificial Intelligence (AI) amplifies human intelligence and is effective in many areas of contemporary organizations.

Human resource management offers a human reserve system that signifies a crucial source that permits businesses to grow and structure the capabilities and methods essential for human duties to fulfil their jobs and attain business objectives (Murali & Krishnakumar, 2013). Furthermore, the subsequent main supports of Artificial Intelligence (AI) in HRM environments are:

1. Artificial Intelligence (AI) helps automate routine jobs and decrease prejudice in the process of applicant selection.

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2. Artificial Intelligence (AI) supports the growth of jobs, enhances worker assignment, and helps in the planning of management.
3. Technology, like Artificial Intelligence (AI), helps in identifying appropriate candidates and can help in their routine activities.
4. We can expect that Artificial Intelligence (AI) in the future will help ease decision-making.

Though given the danger of accidental mistakes and bias, companies should consider the economic costs of implementing and maintaining Artificial Intelligence (AI) in HRD.

Absolutely! Artificial Intelligence (AI) is invaluable for HRD professionals as it saves time and reduces costs in many situations. Artificial Intelligence (AI)-based technology can automate complex tasks such as interview preparation, candidate sourcing, resume evaluation, and more. Therefore, Artificial Intelligence (AI) technology is valuable for accelerating work and reducing the time required for recruitment.

Knowledge Reuse

Reuse of Knowledge is not a new and brilliant theme in human resources, but it also provides irrefutable help. Many global organizations share their knowledge about reuse or connected procedures and contribute too many studies. The possibility of reuse is vital for determining likely rational guidelines within a group for knowledge distribution and application.

Knowledge reuse in human resources divisions holds innumerable promises and insinuations for the forthcoming of any system of progressive human resources. Of course, reuse decreases together time and exertion (Harsh, 2014). It is also beneficial for determining the supremacy of knowledge and investigation within an organisation.

Someone can realize efficiently actual HRM practices and novelty, and effortlessly, through the targeted reuse of specific types of knowledge. Someone can adequately address the primary reason for knowledge renewal through the targeted utilization of the knowledge supply through reuse. Incorporating knowledge of elevated quality into effective HRM departments can continuously support the utilization of novel and knowledge which is reusable, which is enormously beneficial at all levels.

Knowledge utilization is important for management organizations, especially specialized knowledge, which, when properly reused, saves significant time and effort (Harsh, 2014; 2007a). Using technical knowledge ensures that reusable knowledge remains useful to the public and can reach a wide audience worldwide. Reusing tacit knowledge is more challenging than reusing explicit knowledge.

Collecting tacit knowledge is complex and requires significant effort. It is important to note that not only are explicit and tacit knowledge of great importance, but reusable knowledge is also a crucial factor in any HRM (human resource management) system.

Tacit HRM data, which is difficult to capture accurately, offers significant benefits to HRM, provided it is based on consistent metrics and standards. The goal is to improve the capabilities of HRM departments and enable them to leverage tacit and explicit knowledge by incorporating the latest insights.

This study aims to investigate the impact of using, reusing tacit and explicit knowledge in advanced disciplines by applying the latest technological trends including Artificial Intelligence (AI)and extended Nonaka model (Nonaka, 1994; Nonaka, 1995; Nonaka, 2000) of knowledge management (2007b; 2008; 2009; 2011; 2014) incorporating reuse as an independent quantity. These trends have a significant impact on data categories, reasoning models, information linking and reframing, management methods and subjects, and the reality of knowledge culture. Nonaka's model (Nonaka, 1994; Nonaka, 1995; Nonaka, 2000;

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Polanyi, 1962), a recognized knowledge management model, should also take into account the reuse of information and knowledge.

Previous research analysis shows that while the role of Artificial Intelligence (AI) in human resource management has been examined in numerous studies, the incorporation and reuse of explicit and tacit knowledge in AI-supported HRM systems has not yet been sufficiently addressed. Despite this research gap, knowledge reuse and Artificial Intelligence play a crucial role in shaping the functional and strategic structures of human resources departments. Consequently, in the present investigation it is our objective to exploit the effect of Artificial Intelligence on the framework of establishments and their relevant course of development in a reusable environment where explicit and tacit knowledge are involved.

The present investigation concentrates on a hypothetical study on Artificial Intelligence-related management and its efficiency, and the strategy of exploiting explicit and tacit knowledge reuse. It will also analyze the vital limits and bottlenecks that expose the actual operation of Artificial Intelligence (AI) in the management of human resource management. Finally, this research shed light on tactical insinuations and a practical standpoint in the Artificial Intelligence (AI) managerial atmosphere.

METHODOLOGY

This segment mainly examines the

1. This theoretical study defines the prospective applications of Artificial Intelligence (AI), explicit and tacit knowledge and the respective knowledge reuse for the development of human resource environments.
2. Present research exploits an integrated approach analyzing the impact of artificial intelligence (AI) in combination with tacit, explicit, and reusable knowledge on human resource management (HRM).
3. Next, it analyses and defines explicit and tacit knowledge roles, including them reuse in human resource departments' improvements.
4. Next, it discusses the vital bottlenecks and the limits that hinder the possible incorporation of Artificial Intelligence in the organization's context.
5. It is worth noting that this study employed a conceptual analysis technique, which includes a literature review encompassing the use of tacit, explicit, and reusable knowledge in the field of Artificial Intelligence.
6. Finally, the vital benefits of Artificial Intelligence on human resources will be explored, followed by the debate on strategic progress.

Influence and precise features of Artificial Intelligence (AI) on human resources through explicit and tacit and its reusable knowledge

In contemporary literature, Artificial Intelligence (AI) is a concept that is widely recognized and extensively studied. AI describes the capability of machines to demonstrate behaviors that are like human aptitude or intelligence, for example, recognizing cognitive and reasoning acts. To enable a methodical grip of Artificial Intelligence (AI), investigators normally classify its theoretical tactics into four separate patterns:

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Machines that think like Human

This model is intended to duplicate human thinking, which unavoidably contains tacit knowledge. Human reasoning trusts deeply on perception, experience, and insentient reasoning—entirely procedures of tacit knowledge.

AI systems that duplicate this (deep learning and neural networks) try to seize and reuse patterns enthused from data, therefore imitating the way humans internalize tacit knowledge.

Implanting Knowledge such as Explicit:

To create machines that are similar to humans, investigators frequently validate cognitive procedures and convert them into algorithms, models, and rules. This includes converting some features of human thought into knowledge, like explicit (e.g., symbolic logic, decision trees). We can reuse these formal pictures in Artificial Intelligence (AI) systems to simulate resolving and rational, or logical reasoning Knowledge reuse.

Reuse of tacit knowledge: By exercising with huge sets of data, Artificial Intelligence (AI) systems internalize models (e.g., language models that learn grammar and tone), deprived of the necessity for programming explicit knowledge.

Reuse of explicit knowledge: we can combine codified guidelines and models for systems and reuse in diverse applications (e.g., rule-based engines and expert systems).

AI's human-like thinking can improve HRM by refining employment, developing HRM sections, and nurturing worker growth through an intellectual decision process, tailored training, and tactical workforce forecasting.

Machines that act like humans–This method emphasizes designing machines that match human behaviour, frequently assessed through examinations similar to the Turing Test. To comprehend how machines that act similarly to humans are defined by explicit and tacit knowledge and their reuse, we need to inspect how this kind of knowledge marks machine conduct and learning such as:

Kinds of knowledge in human-like machines

Explicit knowledge: Knowledge that is evidently articulated, encoded, and transportable, such as realities, rules, and events.

Instance: Grammatical instructions, scientific formulations, and medicinal protocols.

In Artificial Intelligence: Applied in coded Artificial Intelligence (AI) and expert systems, where information is encoded as databases or if-then instructions.

Reusability: Extremely reusable for dissimilar jobs and fields since it is structured and explainable.

Tacit knowledge: Instinctive, practice-built, and hard-to-express knowledge that is acquired over context and rehearsal.

Instances: sarcasm discovery, riding a bicycle, identifying subtle signs.

Artificial Intelligence (AI): This is possible thanks to deep learning techniques and large language models (LLMs) that can find patterns and structures in large amounts of data without needing explicit instructions.

Machine abilities can improve HRM procedures by allowing employee valuation, refining prediction precision, improving training effectiveness, and lessening risks linked with resource sharing, decision-making processes, and organizational development policies.

Machines that think rationally–These systems are built to apply logical reasoning and formal rules to arrive at conclusions or decisions.

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Explicit and Tacit knowledge balance mutually and allow machines to reason. Explicit knowledge lies at the foundation of logical reasoning, while tacit knowledge develops through educated patterns and practices. A rationally thoughtful machine centres its choices on organised logic and prescribed rules. Though incorporating explicit and tacit knowledge improves its reasoning abilities. Explicit knowledge is modifiable, familiar, and effortlessly available—such as facts, rules, and actions.

Part in Rational Reasoning

Formulate the foundation for systems of logical reasoning (e.g., rule-founded AI, expert systems) allows machines to relate official logic, precise models, and decision trees. Instances comprise medicinal diagnostic systems that use databases of sign rules or legal Artificial Intelligence (AI) tools that apply codified rules.

Tacit Knowledge in Rational Machines

Tacit knowledge is instinctive, involvement-based, and problematic to articulate–such as cultural capabilities, intuitions, and skills.

Rational Reasoning Role:

Conventionally thought of as unreachable by machines, contemporary Artificial Intelligence (AI) (particularly big linguistic models) can estimate tacit knowledge by learning patterns from large quantities of data. It allows for the simplification of complex issues, for example by explaining unclear language or understanding the cultural context of a particular community.

Knowledge Reusability

Explicit knowledge is an extremely reusable transverse system and field owing to its structured nature.

Tacit knowledge, once seized through exercise or collaboration, can be reused in similar circumstances—though it's frequently rooted inside model strictures rather than explicitly transportable. These Machine properties suggest delicate procedures during HRM processes by handling high-risk situations and stopping access to serious explicit and tacit information. It also offers efficient supervision of vague data and complex jobs needing micro level understanding and control.

Machines that act rationally

This paradigm emphasizes intelligent behaviour that maximizes goal achievement based on information and environmental constraints. Explicit and Tacit knowledge balance mutually in the expansion of rational machines. Explicit knowledge is the root of logical reasoning, though tacit knowledge grows through learned involvements and patterns.

Rationally thoughtful machines base their conclusions on organised logic and formal instructions. Though mixing explicit and tacit knowledge advances their reasoning capabilities.

Rational Machines and Tacit Knowledge

Tacit knowledge is instinctive, involvement-based, and problematic to articulate—such as skills, intuitions, and social capability.

Application in Rational Reasoning:

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Contemporary Artificial Intelligence (AI) (particularly big linguistic models) was conventionally taken as unreachable by machines but can estimate tacit knowledge by learning or knowledge patterns from massive quantities of data. It helps in extending urbane logic for example description of vague language.

Knowledge Reusability

Owing to its structured type, explicit knowledge is extremely reusable crossways systems and areas. Tacit knowledge, once attained through exercise or collaboration, can be reused in similar circumstances–though it is repeatedly rooted in model parameters and not explicitly transportable.

These classifications provide a foundational framework for analysing the diverse interpretations and practical applications of Artificial Intelligence (AI) across numerous domains, comprising robotics, computer science, teaching, ethics and healthcare. These features of machine intelligence support the progress of Human Resource actions by assessing conclusions which are doubtful, managing complicated circumstances, handling ambiguity, and resolving community concerns. These capabilities enable strategic responses, help flexibility, and foster honest communication across diverse and dynamic executive situations.

BENEFITS OF ARTIFICIAL INTELLIGENCE

The power of Artificial Intelligence (AI) on the effectiveness of Human Resource Development

Artificial Intelligence (AI) is converting workforce scheduling by automating the gathering and analysis of explicit, tacit, and reusable data. Conventionally, HRM specialists devote important time and know-how, regularly delivering imprecise staffing estimations because of uneven internal and external data. Artificial Intelligence (AI) influences machine learning and big data to classify business-detailed patterns, optimize staff perceptions, and forecast future staffing requirements.

By integrating reusable data, AI recovers the speed and exactness of decisions and delivers a clear sign of the company's possessions. It decreases manual effort by resolving routine jobs and reinforces effective policies by duplicating patterns. This eventually improves the exactness and effectiveness of staff forecasting and HRM operations. Following are the particular areas where AI can contribute to HRM:

Appointment efficiency and Artificial Intelligence

Traditional hiring regularly suffers from individual bias based on behavior, appearance, or dress, presenting inexact valuations and incompatible hires. Artificial Intelligence (AI) bids a transformative answer by relating innovative algorithms and machine knowledge to assess applicants through collaborating and psychosomatic analysis.

AI influences tacit, explicit, and its reusable knowledge to improve exactness, remove monotonous data, and ally candidates with organizational requirements. It reduces individual bias, screens sensitive effects, and rationalizes resume screening and interview procedures. This results in extra reliable hiring results, better effectiveness, and a tougher alignment between applicant abilities and company objectives, nurturing smarter, data-motivated human resource growth or development.

Training efficiency and the significance of Artificial Intelligence

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Training of Company people normally stresses high asset with partial revenues due to personal biases. Artificial intelligence (AI) offers extraordinary possibilities by leveraging explicit, tacit, and reusable knowledge, thanks to its ability to provide reliable, efficient, and adaptive training, acting as a virtual assistant.

AI helps differentiate explicit from tacit knowledge, creating data-driven systems and consequently optimizing results by providing real-time recommendations. Therefore, it can reduce conflicts and bias and increase the chances of success by selecting and appropriately reusing explicit data.

The role of Artificial Intelligence for compensation effectiveness and performance

AI can help in analyzing tacit and explicit related data and knowledge, such as tendencies in business development and the growth of organizations. Artificial Intelligence (AI) can be useful in creating a consistent and empirical performance evaluation system. This technique offers more accurate management practices and reduces subjective outcomes for the employees, which ultimately enhances the efficiency of the organization.

Analysis of the role of explicit and tacit knowledge, and its reuse in improving human resource environments:

Role of Reusability on Explicit and tacit Knowledge and Artificial Intelligence (AI):

Nonaka and Takeuchi (1994; 1995; 2000) proposed a model that based on four vital procedures of knowledge transformation: socialization, externalization, combination, and internalization. These procedures create a dynamic of sequence or cycle that displays in what way knowledge advances from one kind to another under circumstances in two dimensions. This plan or model neither openly assumes the notion of reuse of knowledge nor checks the role of Artificial Intelligence in permitting knowledge usage and formation.

According to Harsh's wide spread effort (2007a; 2008; 2009; 2011; 2014), both explicit and tacit knowledge function as vital dimensions for easing reusability of knowledge in three dimensions provided reusability considered as an independent third dimension as shown in Figure 1 below. Both types of knowledge are considered opposite or contrasting and their mutual interaction over time.

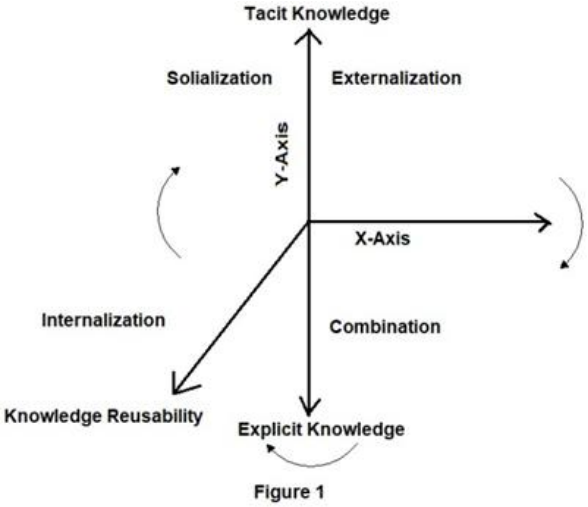

Figure 1. Knowledge Reusability Dimensions

While these two types of knowledge are viewed as opposite, their interaction over time fosters inventiveness and progress, with each form of knowledge, for example, explicit knowledge, potentially evolving into tacit knowledge. Tacit and explicit knowledge, as well

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as their respective reusability, differ from one another and change considerably over time (Figure 1). Harsh (2007b; 2008; 2009; 2011; 2014) extended the Nonaka model by incorporating the concept of reusability and presented a three-dimensional knowledge management model (see Figure 1). This model refines the Nonaka model of knowledge management into three dimensions.

According to the work of Harsh (2014) and Sharma and Harsh (2017), the knowledge base of an organization advances over time since novel notions, thoughts, and clarifications recurrently contribute to the build-up of both explicit and tacit knowledge. According to them, reuse of knowledge upsurges its qualitative worth, because the recurring use of explicit and tacit acknowledge leads to hidden developments and understanding.

Present standpoints advise that knowledge reusability involves essentially some degree of reusability of primary information and data. Since the data and information together create knowledge through their understanding, and therefore their continuous and diverse, and recurrent applications may help in the incessant distribution and development of knowledge relevant to human resources. This repeated process underlines the status of well-organized data and information systems and endorses the added actual knowledge sharing, formation, and invention as time progresses.

Tacit knowledge is deeply rooted in human intuition, observation, and experience, and therefore cannot be directly replaced by explicit knowledge. However, technical expertise can play a crucial role in classifying, reusing, and appropriating this deeply rooted knowledge. To facilitate integration into formal organizational processes, tacit knowledge needs to be recorded and preserved in a meaningful way to ensure reuse and dissemination in structured environments.

Explicit and tacit knowledge are main foundations in human resource organisation. Explicit knowledge, alike teaching annals and handbooks, is straightforward to share and document. Tacit knowledge is crucial for innovation and management systems; it is embedded in specific intuitions and intricacies and is also difficult to understand.

Human resource management (HRM), through mentoring and knowledge-sharing processes, leverages the opportunities for knowledge exchange. Explicit knowledge supports structured learning, while tacit knowledge fosters adaptability. Explicit knowledge supports structured learning, while tacit knowledge promotes problem-solving skills and adaptability.

Skills such as knowledge management systems and Artificial Intelligence ease the detection, storing and reuse of both kinds of knowledge. By connecting these knowledge systems, human resource management can promote continuous learning and improve the maturity of a robust, present, and well-organized workforce in active organizational environments.

Knowledge reuse in human resources involves sharing current knowledge, insights, and best practices to optimize HRM activities. It contributes to the development of training, employees, and managers. By leveraging explicit and tacit knowledge it improves training, decision-making, and development of employees. This method reduces redundancies, strengthens competencies, and promotes continuous learning throughout the organization and among all employees.

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AI and the Tacit Knowledge:

AI assists as an appearance to tacit knowledge by seizing, interpreting, and reusing human empathies that are usually problematic, experiential, tacit, and formalizing. Artificial Intelligence (AI) has proven to be a crucial factor in solving the tacit knowledge problem. AI is capable of analysing vast amounts of data like unstructured and patterns as autonomous knowledge, consequently serving to recognise tacit knowledge. Superior machine learning algorithms and Computational reasoning segments are useful to this.

Human Resource Development and the Involvement of Explicit and tacit Knowledge

- Management and Reuse of both tacit and explicit knowledge reduce job duplication.
- Reusable knowledge helps to employees in performing their jobs effectively.
- Reusable knowledge helps in quickening learning, structuring knowledge which is very helpful for newly appointed employees.
- Performance of organization advances because existing assets are controlled by teams.
- It helps an organization to become proficient, extra agile, reliable, and able to support growth through knowledgeable practices.
- It helps in maintaining well-known activities.

Key bottlenecks and restrictions that deter the optimum incorporation of AI management activities of organizations:

Management of human resources and AI oriented bottlenecks

Human resource management essentially requires a strategic approach. HRM managers must analyze the past, trends, patterns, and past performance and forecast the future development of the company. They must act proactively in tactical decisions and maintain full control. Artificial Intelligence (AI) is linked to the goals of human resource management; its success depends on the managers' ability to make knowledgeable decisions.

Although Artificial Intelligence (AI) can perform data-driven tasks, the combination of empathy, innovation, and expertise still relies on human feedback.HRM professionals must balance practical support with human expertise and ensure that tactical forecasting remains progressive and flexible in light of the needs of evolving organizations. This collaboration forms the foundation for successful human resource management.

Decision of Humans joined with Artificial Intelligence and corresponding bottleneck in Human Resource Management service

We may employ Artificial Intelligence (AI) during the hiring of new workers to assess potential, history, and ability for current positions. Artificial Intelligence (AI) is also useful in assessing accuracy, efficiency, and resumes. During talks, recruiters rely on their knowledge to evaluate problem-solving skills, aptitudes, adaptability, and interactive skills. However, involvement of humans is still critical in assessing the candidature of the applicant.

Artificial Intelligence association with Human resources and linked blockages or bottlenecks

The use of Artificial Intelligence (AI) in human resource development presents challenges, such as a lack of appropriate, empathetic intelligence, relevant compassion, and difficulties in managing learning experiences. Ethical issues and societal nuances also pose a challenge. Human understanding remains essential to ensure meaning and empathy in Artificial Intelligence (AI)-supported training programs.

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Artificial Intelligence (AI)in management of performance and compensation and bottlenecks

When addressing challenges such as compensation and performance management; bottlenecks exist, particularly in considering human perspectives, fairness, and intrinsic motivation. Artificial Intelligence (AI) is not competitive when it comes to understanding factors such as culture, feedback quality, and emotional aspects that influence performance. The excessive use of Artificial Intelligence (AI)-based data models can lead to biased results and diminish trust and transparency.

Significant Benefits in Human Resources Management and behaviour of Artificial Intelligence (AI)

One can realize that human resources Management (HRM) offers deliberate help by leveraging diverse types of knowledge to drive the triumph of organizations. The process of management progress and mentoring arises through tacit knowledge from the perception of employees. Explicit knowledge, such as training, plans, and key performance indicators, is systematically interrelated and predictable to confirm reliability and competence.

HRM also generates possessions of reusable knowledge, such as capability models, on boarding agendas, and finest rehearsal sources, that rationalize processes and decrease redundancy. By mixing this kind of knowledge, HRM workers assign talent, rope talent employment, and provide incessant learning. It nurtures a strong workforce that can familiarize itself with various tasks while protecting organizational memory. Eventually, HRM converts knowledge into a tactical source that supports individuals with organizational objectives and offers modest benefits.

Finally, we can summarise the above key benefits as follows:

1. **Recruitment Effectiveness**
   AI systematizes resume screening and applicant matching, reducing time-to-hire and minimizing human bias.
2. **Improved Worker Experience**
   Chatbots and virtual supporters deliver instant provision, improving message and assignment across the personnel.
3. **Insights of Data-Driven**
   Analysis of AI-oriented techniques assists HRM experts in the prediction of revenue and identifying training necessities with accuracy.
4. **Progress and Personalised Learning**
   Plans for development of AI tailored to meet the needs of the workforce aim, enhance choice and efficiency.
5. **Staff Arrangement**
   Extrapolative algorithms aid for cast aptitude cracks and future engagement necessities, permitting applied scheduling.

RESULTS AND DISCUSSION

Present research, first time, examines and defines conceptually the influence and precise features of AI in relation to explicit, tacit knowledge, and its reusability in HRM. Thus, it offers a vital understanding of knowledge as tacit, explicit, and its reusable in modern executive contexts. Present investigations suggest Human Resources must involve digital research and apply data-driven practices. It is now clear that the application of knowledge,

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like explicit, tacit, and its reusable, will offer significant opportunities for finding useful outcomes for situations like Human Resources.

The present investigation reveals that Artificial Intelligence (AI) reduces working costs because of the automation of Human Resources occupations and allows the specialist to concentrate on tactical imagination.

Management and reuse of knowledge care the work of organization efficiently due to friendly and flexible behavior of reusable knowledge. It reduces and cuts monotonous tasks, diminishes time, and improves overall efficiency. New employees to get help from fast learning and quicker imaginative growth because of Artificial Intelligence (AI). Artificial Intelligence helps with redrafting planning and eases the process of managerial tasks. Thus, AI supports analytical, strategic jobs that are crucial for the organizations.

This study demonstrates that managing and reusing explicit and tacit knowledge brings tangible benefits to organizations. Consequently, organizational efficiency increases, reducing duplication of tasks and improving employee performance. This study is unique in its integration of tacit, explicit, and reusable knowledge.

SUMMARY AND CONCLUSION

In short, in the era of Artificial Intelligence, HRM requires human resources to hurry the digital revolution and pay attention to the usage of data. This will not be possible instantly; it needs a continuous approach by allowing processes.

We should note that the application of Artificial Intelligence (AI) will significantly diminish the business's cost and decrease the labor-intensive activities of Human Resources. It also helps in improving data analysis. Thus, Artificial Intelligence (AI) becomes like a tactical partner of business, and thus, the working style of human resources will be totally transformed.

Resource divisions can reveal valuable perceptions through incessant iterative development. Routine jobs (like automated) can decrease working expenses and allow HRM authorities to think of tactical innovation. Artificial Intelligence (AI) helps in better logical actions with applications of tacit, explicitness, and its reusable knowledge, which allows Human Resources to reveal concealed perceptions that ultimately affect the policies of business.

This study fully utilized the role of Artificial Intelligence (AI) by significantly incorporating tacit, explicit, and reusable knowledge, clearly demonstrating the useful applications of AI in human resource management.

Finally, we can expect that Artificial Intelligence (AI) can help with the planning of mechanisms of decision-making, and the HRM role becomes a vital tactical role. Reuse of active knowledge decreases repetition, advances competence, and enhances the overall efficiency of newly appointed workers.

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