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INTEGRATING ARTIFICIAL INTELLIGENCE INTO HUMAN RESOURCE FUNCTIONS AND ITS IMPACT ON ORGANIZATIONAL PERFORMANCE: EMPLOYEE EXPERIENCE AND ORGANIZATIONAL TRUST AS MEDIATING VARIABLES IN GOVERNMENT INSTITUTIONS

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ABSTRACT

Incorporation of Artificial Intelligence (AI) in Human Resource (HR) functions is revolutionizing the performance of organizations, particularly in government entities. This narrative review investigates the role of AI in improving HR functions, including recruitment, performance management, and employee development and highlights the effects that AI has on efficiency, decision-making, and organizational performance. It is in the view of the review that employee experience and organizational trust play critical mediating roles in the successful adoption of AI-driven HR systems. Good experiences with employees and beliefs in AI are the key to enhancing engagement, satisfaction, and productivity. Nonetheless, issues like financial limitations, resistance to change, and fairness and transparency should be overcome, especially in the state sector. The review presents gaps in the literature, namely, the use of AI in government HR, and calls for conducting more empirical studies in the field. Consequences on HR practices emphasize the need to make disclosure, be fair and ethical in AI practices, and to integrate successfully. Individual policy makers are advised to come up with clear standards to deal with ethical issues, data privacy, and fairness to bring about trust and guarantee long-term success. The review can provide important information to HR practitioners and policymakers who want to adopt AI successfully in the government.

KEYWORDS: Artificial Intelligence, Human Resource Management, Employee Experience, Organizational Trust, Public Sector

1. INTRODUCTION

Artificial Intelligence (AI) is changing many industries, and one of the most affected industries is Human Resources (HR) functions. The ability of AI to automate repetition, improve decision-making, and performance of organizations creates a new opportunity in HR management. Machine learning, natural language processing, and predictive analytics are examples of the key AI technologies that are used to simplify the process of recruitment, performance assessments, and talent management. Analyses of big data using AI systems help HR departments make more effective and rational decisions, which are more likely to align the skills of employees with the needs of organizations. With the further development of AI, its use in HR is likely to be extended, particularly in government organizations, where efficiency and accountability are paramount (Do et al., 2025; Zhai et al., 2024).

Government organizations, which have an intricate hierarchical system of operation, have much in common with the benefits of AI in HR operations. AI streamlines the recruitment, performance management, and workforce planning, which results in effective utilization of resources and enhanced service delivery. The use of AI tools will help decrease the administrative load on HR professionals and enable them to commit to strategic activities that have a direct effect on the performance of organizations. Government institutions have the chance to improve the productivity of their workforce and lower costs, as well as be more responsive through AI, which is critical in modernizing a government institution (Mwita and Kitole, 2025; Gupta et al., 2024).

The success of AI, however, is closely tied to two mediating variables: employee experience and organizational trust. Employee experience refers to the whole process of an employee, both in terms of recruitment, career development, and culture. The engagement and satisfaction could be increased with the help of AI-based HR practices that personalize learning, performance feedback, and career development. However, these impacts depend on the perception of the employees concerning the use of AI- whether it is fair, transparent, and promotes their development (Do et al., 2025; Gupta et al., 2024).

Trust in the organization, especially with AI systems, is a key factor in shaping the interaction between the employees and AI-based HR systems. Trust is a sign of trust in the justice and morality of the use of AI technologies. Employee perceptions about AI in the context of government, where trust in leadership and processes is extremely important, can

significantly affect its adoption and success. When AI is perceived as helpful and ethical, the employees will be more willing to work with it, which will enhance organizational performance (Zhai et al., 2024; Maghsoudi et al., 2024). Consequently, to apply AI to improve the HR functions of the public sector, one should understand the impacts of AI on employee experience and trust.

The performance of the organization can be improved with the introduction of AI in the HR functions, although the mediation of the experience of the employees and the trust of the organization are needed. The governments are supposed to provide the environment in which the employees feel safe about the AI processes and feel that these processes can improve their experiences. This will ensure that AI adoption results in the increased level of productivity, satisfaction, and organizational effectiveness (Do et al., 2025; Gupta et al., 2024).

The idea of the review is to combine existing studies regarding the incorporation of AI in HR, in regard to its impact on employee experience and organizational trust as intermediaries of the impact of AI on performance. It will provide the big picture of how AI can revolutionize the HR activities in government institutions, challenges, and opportunities. The paper will comment on the key role of the employee experience and trust in the effectiveness of the AI-based HR practices.

The two main objectives of this review are:

1. To critically review the connection between AI in HR, employee experience, organizational trust, and performance, especially in government institutions
2. To analyze the impact of AI on organizational performance through the mediation of employee experience and organization trust, it is necessary to offer information on how AI may be utilized to improve the HR functions of the public sector

2. LITERATURE REVIEW

Artificial Intelligence (AI) is a disruptive technology in the Human Resource (HR) operations that offers new opportunities to promote the efficiency, decision-making, and the performance in general. Machine learning, natural language processing and predictive analytics are the most significant AI technologies that are being applied in various HR processes such as recruitment, performance management, employee development and engagement. To provide an example, it is possible to use AI to automate the process of screening the candidates and matching them with job descriptions based on their qualification and experience, which will result in a faster and more

efficient hiring process. AI-based tools have also changed the performance management because they provide real-time feedback, rely on data to assess the performance of employees, and identify the aspects that the employees can better (Sadeghi, 2024; Nawaz et al., 2024). Besides, AI also carries out personalization of employee development, offering

personal learning, and continuously monitoring the growth of employees, which will assist in talent management in a more efficient manner. Table 1 gives an overview of the major AI technologies and their targeted HR functions which is a clear explanation of how AI is transforming the HR work in different organizational settings.

Table 1: AI Technologies and Their Applications in HR Functions.

AI Technology	HR Function(s) Impacted	Description of Application
Machine Learning	Recruitment, Performance Management	Automates candidate screening, matches applicants with job descriptions, predicts turnover, and assesses performance using data-driven insights.
Natural Language Processing	Employee Engagement, Feedback, Recruitment	Analyzes sentiment, enhances communication with candidates, and provides personalized feedback based on employee data
Predictive Analytics	Recruitment, Talent Management, Performance	Predicts future employee performance, identifies high-potential candidates, forecasts turnover rates, and optimizes talent development strategies
Chatbots & Virtual Assistants	Employee Engagement, Recruitment	Automates interactions with candidates and employees, answers queries, and provides HR support in real-time.
AI-Based Performance Tools	Performance Appraisal, Employee Development	Provides real-time feedback, analyzes performance trends, identifies skill gaps, and personalizes training programs

This table gives a brief description of the most important AI technologies applied to different HR functions. It outlines the use of machine learning, natural language processing, predictive analytics, and other AI applications to enhance recruitment, performance management, employee engagement, and development. In such a way, by summarizing the

applications, the table lets the readers get a quick understanding of how the development of AI is changing the HR processes. Figure 1 can visually summarize the different AI technologies (like machine learning, natural language processing, etc.) and their specific applications in HR, aligning with Table 1.

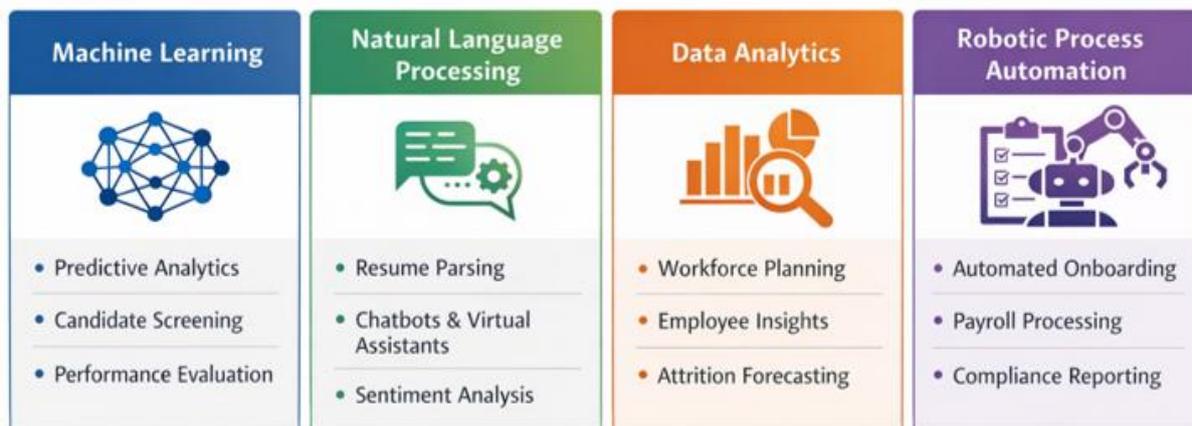


Figure 1: Key AI Technologies and Their Applications in HR.

The development of AI in HR has been swift, and not only has it been used to automate the administration functions, but it has also been employed as a strategic ally in HR decision-making. The capacity of AI to work with vast amounts of data enables HR specialists to make more valuable decisions, matching the skills of employees with organizational objectives. It is also possible to predict employee turnover, find future leaders, and develop the strategy of talent development with the help of AI. However, there are also certain peculiarities of implementing AI in HR, primarily in

state organizations, and they are limited budget, resistance to change, and the fear of bias, data privacy, and equity. These challenges become barriers to the smooth implementation of AI in the state sector, and there is a need to reflect on the approaches that would deal with them (Shin et al., 2025; Androniceanu, 2025).

Employee experience- The process, which entails the process of recruitment to the career development of an employee, has played a critical role in the introduction of AI in HR functions. Individualized experiences offered by AI-based HRs may also involve the creation

of career trajectories and individual needs and constant feedback that can be very helpful in the development of better engagement and satisfaction among workers. It has been found that staff retention and enhanced workforce are linked to employee satisfaction, which is facilitated by AI (Nawaz et al., 2024). However, in the context of governmental organizations, where mistrust towards AI implementation is a common phenomenon, the problem is to ensure that AI tools could benefit the experience of employees rather than negatively affect them. The AI systems may also lead to dehumanization when they are not applied effectively since employees begin to believe that they are data points but not human beings. In this way, the implementation plan that will facilitate ensuring that AI will enhance the overall experience of the employees at the workplace is necessary (Shin et al., 2025).

The trust that exists in the organization is significant in making the AI implementation in HR functions successful. AI-driven practices are accepted by employees through the use of leadership, HR processes, and AI systems. When employees are convinced that the AI systems are fair, transparent, and that they are concerned about their development and well-being, they will be more willing to work with them. On the other hand, the sense of biasness of AI systems or the belief that they are misusing the information can ruin the trust and, in turn, cause resistance and disengagement among the staff members. In order to develop and maintain trust in AI systems, transparency, ensuring that it is fair, and an ethical problem are essential. The opportunities and challenges of the introduction of AI are in government organizations where the trust of the population is the key factor. Ethics of data privacy, fairness, and algorithmic bias should be approached with care to establish trust and make HR practices based on AI a success (Nguyen and Connolly, 2025; Sadeghi, 2024).

The impact of AI on the working of an organization is vast, particularly in terms of productivity, decision-making, and innovation. AI can automate the work of both individual employees and groups of employees in the government institutions where performance management and resource allocation are a significant concern. By providing insights about employee behavior and engagement, AI will be able to provide useful information that can be applied to make better decisions, which, in its turn, will lead to improved results. However, AI can also be the cause of performance disturbance, as it can be seen as a threat to employee autonomy or when it fails. In order to achieve the most out of AI in enhancing organizational performance, it is necessary that AI

should be aligned with organizational objectives and supplementary, not substitutive, to human abilities (Androniceanu, 2025; Shin et al., 2025).

AI can revolutionize HR operations through automation of administration, decision-making and employee experience. Nonetheless, its effectiveness in enhancing organizational output, particularly in state institutions, is contingent on the issues of equity, openness, and acceptance among employees. AI can greatly improve HR practices and organizational performance in the government by addressing the need to build trust and provide positive employee experiences.

3. THEMATIC SYNTHESIS OF KEY INSIGHTS

3.1. AI's Influence on HR Processes

AI has radically changed some of the HR activities, including recruitment, performance appraisals, training, and employee engagements. In the hiring process, AI can be used to screen resumes and to match candidates, as well as to conduct preliminary interviews, giving the HR personnel more time to engage in strategic decision-making. The AI systems are able to process huge amounts of applicant data, judging qualifications, skills, and even cultural compatibility, resulting in more expeditious and effective hiring (Xiao et al., 2025). The impact of AI on performance appraisals has not been any less important either, with AI tools having the capacity to track and evaluate the performance of employees using real-time data analysis. Such a data-driven method reduces the biases in performance assessments and gives the HR specialists more precise and timely information on the productivity of employees (Qin et al., 2023). AI is crucial in the development of the employees as it provides them with a personalized learning experience, helps them comprehend their skill gaps, and monitor the progress of the employees, which enhances lifelong professional learning.

AI also improves employee engagement: it analyses sentiment, feedback, and behavioral patterns to develop individual engagement strategies. Nevertheless, government institutions have difficulty in the adoption of AI, such as budget and resistance to change, especially because the public sector organizations are often strict and hierarchical (Okatta et al., 2024). The problems associated with impartiality and discrimination in the AI algorithms are a matter of concern. These issues highlight the importance of ethical and open AI use, especially in the government sector, where

people must have trust (Tuffaha, 2022). Irrespective of these obstacles, the adoption of AI in HR processes has significant potential to make both public and private HR processes more efficient and effective.

3.2. Role of Employee Experience in AI Integration

Employee experience is now a key focus of HR management, and AI has increasingly become a key influence on employee experience. AI technologies have the potential to customize the interaction with the employees, i.e. to customize learning and development opportunities and give personalized feedback in accordance with the performance data (Ganatra and Pandya, 2023). Such a degree of individualism will result in increased employee engagement and satisfaction because employees are made to feel important and comprehended. AI can be used to make workflows more efficient with the help of automating routine tasks and letting employees spend more time doing meaningful work. Nevertheless, AI does not necessarily have positive effects on the experience of employees. In other companies, especially those in which AI use is seen as a substitute for human judgment or less autonomy, the use of AI has resulted in adverse employee attitudes (Shin et al., 2025). Engagement and retention can be impeded by such negative experiences as perceived job insecurity.

The role of AI in employee experience in government institutions could be especially important since the latter are typically characterized by large-scale and diversified labor forces. Employees can become more satisfied and less likely to leave workplaces due to the possibility to customize their experiences with the help of AI, which will result in more stable and effective working conditions. Nonetheless, the nature of government systems is that the more employees are opposed to the changes introduced by AI, the more they might resist them if they are not addressed (Nath et al., 2025). Theoretical knowledge of employee experience indicates that companies should strike a balance between the advantages of AI and its effect on humans so that the technological progress can contribute to the well-being of employees and not harm it.

3.3. Trust as a Barrier or Facilitator in AI Adoption

The successful introduction of AI into HR functions depends on trust. With better engagement, employees will perform better and show greater interest in AI systems because they believe that they are applied to enhance their development and well-being. To build trust in AI, transparency, fairness and

clarity should be used in the design and operation of the system (Nguyen and Connolly, 2025). Nevertheless, mistrust towards AI, especially in organizations of the state, is a significant obstacle to its use. The fear of bias in AI algorithms, data privacy, and dehumanization of HR processes is the typical barrier that damages employee trust (Shin et al., 2025). Trust within government institutions should be developed in a transparent way and with the ethical implementation of AI, since accountability and fairness are the key factors in these organizations. In the absence of trust, employees will not accept AI-based changes, which reduces its possible benefits in HR.

Some of the effective trust-building practices are making sure that the AI decisions are explainable, and that the employees should have clear information on how their data is being utilized. It is particularly important to instil trust in AI systems in government institutions, as well as in the leaders who administer them. When the employees feel that the implementation of AI is transparent and unbiased, they will approach the systems in a positive way, which will result in better performance results (Alabdali et al., 2024).

3.4. Performance Outcomes in Government Institutions

One of the main areas of study is the role of AI in the performance of organizations especially in government institutions. AI can be used to substantially boost the performance of an organization by increasing productivity, decision-making and innovation. By analyzing large amounts of data on employee behavior, engagement, and performance, AI can provide actionable information that can help organizations to make more effective decisions, which ultimately leads to improved outcomes. Using the example of AI-based performance management systems, the progress of employees can be tracked, and they will receive individual development plans, which will contribute to making them more effective and ensuring their satisfaction with their work (Alzeiby et al., 2025). The use of AI can facilitate the flow of the resources distribution process and improve the services delivery process, which will translate into the organizational performance improvement in the long term as a result of the availability of data-driven decisions.

The impact of AI on the performance in government institutions can, however, be complex. Some of the factors that define successful implementation of AI are the ethical use of data, organizational culture, and trust of employees. AI

can affect the performance in case it is perceived that it will replace the human judgment, or the workers are not made to feel that they are involved in the process of making decisions. To capitalize on AI as the tool of performance improvement, governmental organizations should ensure that AI tools do not take over the roles of people but assist them (Ahmadi et al., 2024; Qin et al., 2023).

Table 2 provides the comparison of the effect of AI on HR processes in the private and the public sector, with the main differences in the ways in which the adoption of AI affects the recruitment, performance appraisals, and employee engagement. The table highlights the peculiarity of the problems of government institutions in implementing AI technologies.

Table 2: Comparison of AI's Impact on HR Processes in Public vs. Private Sectors.

HR Process	Private Sector Impact	Public Sector Impact
Recruitment	Speed, efficiency	Bias concerns, transparency issues
Performance Appraisal	Data-driven insights	Resistance to change
Employee Engagement	Personalized feedback	Difficulty in adoption

Table 2 is an overview of some of the key distinctions between the impact of AI on HR processes in the private and the public sector. The AI

in the business world tends to be more effective and quicker whereas in the government, the issue of bias is broader, as does the resistance to changes.



Figure 2: Trust and Employee Engagement in AI-Driven HR Systems.

As Figure 2 demonstrates, employee engagement depends on the level of trust in AI systems. The more confidence in AI, the more the engagement of the employees, and the performance results will be better. The number highlights the importance of the establishment of confidence in AI-based HR systems, particularly in governmental organizations.

4. CRITICAL ANALYSIS AND DISCUSSION

4.1. Evaluation of Current Literature

The studies concerning the introduction of AI into the HR functions demonstrate numerous improvements in the understanding of the potential impact of the technology in various domains, yet it possesses certain strengths and weaknesses. The benefit of the studies under review is that they exhaustively discuss the application of AI in such areas as recruitment, performance management, and employee development. The studies have found out the role of AI as a key component of simplifying HR operations, making them more efficient and effective in decision-making (Teng et al., 2024; Park and Young Yoon, 2025). These works offer helpful information concerning the advantages of AI technologies in HR practice, in particular, in the organizations of the private sector, where AI is more widespread.

There are however critical gaps in the research which may be applied particularly to the government institutions. Although the implementation of AI in HR is highly reported in the privatized sector, the empirical studies of AI implementation in government bodies are few (Wen et al., 2025). The peculiarities of government agencies are also characteristic of the absence of funds, reluctance to change, and the need to become more open in the decision-making process on AI. Consequently, much of the existing literature lacks a more attentive analysis of these factors and their impact on the implementation of AI in the government. Furthermore, the majority of the studies fail to provide comprehensive empirical evidence on the effectiveness of the AI as an intervention to improve the performance of organizations within the governmental environment. The next research should aim at comprehending the obstacles and facilitators of public institutions and how they may be mitigated to promote AI-based HR practices (Perez et al., 2022; Lee, 2018).

The other big gap is the human elements of AI implementation, e.g. employee experience and trust. Although the literature that discusses the technical potential of AI already exists, only a limited number explore the social and psychological aspects of the

matter, such as how employees perceive fairness, trust AI-based systems, and how it affects their well-being and engagement. This is particularly important in the government, where the trust of the employees and the organizational fairness are crucial to the successful deployment and effectiveness of AI in HR (Liao et al., 2024; Murire, 2024).

4.2. Implications for Practice

As HR practitioners in government institutions aim to implement or expand AI technologies, it is critical to be aware of the potential and hurdles in the integration of AI. One of the main implications for practice is the necessity to have effective change management strategies. The processes in government institutions are usually established over a long period, and the introduction of AI can be met with resistance. In order to minimize this, the HR professionals should lay emphasis on effective communication and transparency in the implementation of the AI systems. One should also speak about the ways in which AI technologies will improve the work of HR, how they will address all the potential problems that can occur because of the displacement of the jobs, and how they will be unbiased in their decision-making (Wen et al., 2025; Qin et al., 2023).

It is also necessary to establish a good employee experience in adopting AI to integrate it. Individual learning and growth plans that are founded on AI will have the capacity to boost the degree of engagement, yet such plans must be carried out with caution to meet the diverse requirements of the employees. The government HR professionals are also to be concerned with the ethical aspects of the AI implementation and ensure that the AI systems are transparent, fair, and aligned with the organizational values (Tuffaha, 2022). By focusing on them, HR professionals may assist in building a positive working experience that leads to greater employee retention and satisfaction (Nguyen Thi Ha et al., 2024).

Establishing trust in AI systems is another important element of AI implementation. Trust would be developed with transparency, equity, and articulateness regarding the mechanism of AI systems and decision-making. HR professionals in government organizations should prove that AI tools are utilized in an ethical and responsible manner since trust in leadership is at the core of the work (Li and Khan, 2023). Clarity of an implementation plan of how AI is to be incorporated into the HR practices can assist in building and sustaining employee trust.

4.3. Implications for Policy

The introduction of AI in government HR operations poses serious ethical and privacy concerns

to policymakers. One of the main policy implications is that there should be clear guidelines on how data is to be used and how to protect the data. Since AI systems are based on extensive data on employees, it is crucial to guarantee that the information is processed responsibly and with high security to preserve the privacy of the employees (Park & Young Yoon, 2025). Policy makers should set clear guidelines for data collection, data storage, and data utilisation by ensuring that the rules are in line with the concerned laws and regulations, including data protection and anti-discrimination laws.

The other significant policy issue is fairness and transparency in AI systems. The government agencies should come up with policies that require the openness of the design of AI algorithms and decision-making. This is especially essential in the government sector, where accountability is the most important. The policies need to promote the creation of explainable AI systems, so that employees and the general population would know how the decisions are made and on what information the decision-making is based (Lee, 2018). Moreover, policymakers ought to make sure that AI technologies are not set to be biased and discriminatory, so that everyone in the company is treated equally, irrespective of their background (Xiao et al., 2025).

Lastly, the policies of AI have to be created in a way that makes employees feel trusted and enhances performance results. The employees must have faith in the technology and its ability to enhance their working experience to make the introduction of AI in government institutions a successful process. The policymakers can also help promote the culture of transparency, fairness, and ethical AI practices and ensure that the HR systems based on AI are accepted by the employees and lead to the improvement of the organizational performance (Teng et al., 2024).

5. FUTURE RESEARCH DIRECTIONS

The adoption of AI in the Human Resource (HR) functions is a well-discussed concept in the commercial sphere, yet important gaps exist that are particularly prevalent in governmental establishments. Budget limits, technological change resistance, and fairness and transparency issues are also the challenges that present unique challenges to the adoption of AI by the public sector organizations (Dima et al., 2024). The challenges in the government settings need to be surmounted, and this should be the focus of future research. This involves investigating the situational issues that govern AI adoption in the government sector, including organizational structure, political pressures and obligations of the people. Besides, the possible

solutions to the given issues should be examined to understand how these particular challenges might be tackled by the public organizations to implement AI-based HR practices successfully (Úbeda-Garcia et al., 2025).

The other essential area that needs to be filled in the future research is the mediating effect of employee experience and trust in AI-driven organizational outcomes. Though the role of AI in HR practices has been extensively reported, there is a paucity of studies on the mediating role of employee engagement, satisfaction, and trust on the usefulness of AI in enhancing organizational performance. These are the mediating variables that can be understood to make sure that the adoption of AI leads to beneficial outcomes not only to the staff but also to the organization. Future researchers need to discover the interaction between employee experience, AI trust, and organizational culture to impact HR performance, including retention, performance, and innovation (Kim et al., 2025; Venugopal et al., 2024).

In addition, the existing literature does not contain longitudinal studies and case-based research, especially within the public sector. The majority of the researches are short-term, and there are no answers to the question of the sustainability of AI integration. Longitudinal research would give good results on the long-term effects of AI on employee behaviour, engagement, and organisational performance, where the researchers would be able to trace changes over the years and assess the long-term effects of AI adoption (Pan and Froese, 2023). Government case studies would also provide real-life examples of how AI is currently being deployed, which would help understand the achievements in the implementation process as well as the difficulties (Alrakhawi et al., 2024).

Finally, additional studies on the social implications of AI in HR (specifically, how AI decision-making affects employees and how they perceive it) should be conducted. It is of great importance to find out how employees view AI as a tool of decision-making and the role of these perceptions on their job satisfaction, trust, and emotional well-being in order to fully comprehend the role of AI in HR. Studies in this field may give a more comprehensive perspective on the effect of AI on HR, not only on the performance of an organization, but also on employee welfare and work satisfaction (Venugopal et al., 2024; Ekuma, 2024).

These research directions will play a critical role in the upcoming research to enhance the understanding of the role of AI in HR, particularly in the state

organizations. They will also provide practical facts regarding how AI can improve the experience of employees, their trust, and performance outcomes that will lead to the improvement of HR practice in the public sector.

6. CONCLUSION

This narrative review has discussed the way the application of Artificial Intelligence (AI) is increasingly being used to transform the Human Resource (HR) functions, particularly in the government institutions. The prospects of AI usage in HR are enormous to make the processes more effective, to enhance the decision-making process, and to streamline the most significant processes of recruiting, managing performance, and developing employees. However, the success of AI adoption cannot always be linked to the technological advances as the full impact of AI on the experience of the employees and the organizational trust can also be a key factor. In good faith and application, AI can make a considerable difference in the degree of employee engagement, satisfaction, and productivity by ensuring that the employee feels treasured and his/her growth is facilitated throughout the journey in the company. The trust in AI systems, especially in governmental organization is a critical element in their implementation and achievement. The greater the willingness of the employees to use AI-driven HR systems, the more they will believe that these systems are transparent and are meant to be fair and that they will be in their best interest. The relationship between AI, employee experience, and trust is an important factor in shaping the organizational performance. In order to make the most of the use of AI in the situation of the public sector, the government institutions are supposed to pay more attention to the establishment of a positive employee experience and building trust in AI systems. The fact that these mediating factors will be considered will aid the organizations in ensuring that the adoption of AI will not only make the operations more efficient, but also the motivation and engagement levels of the employees. And lastly, AI revolution in the HR is monumental. The focus on employee experience and trust improvement will contribute to the power of AI to enhance HR practices in the state sector and attain higher outcomes in the personal and the organization overall. With a careful and ethical implementation of AI, the government can result in significant changes in the government HR services, to more responsive, efficient, and engaged workforces.

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