

Ethical AI and Human-Centric HR Practices in Viksit Bharat

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Abstract: *Human Resources are the core of any working organisation. Since the AI technology is growing with the new methodology and on a rapid scale, research becomes necessity to define its ethical usability. Alignment of such fast-growing technologies with human resource practices if required for valuable growth. Focal point of the study is to identify the implemental practices of human centric workforce with the Artificial Intelligence.*

The research is to better understand the impacts of AI in the Viksit Bharat where the introduction of AI is taking place in the companies whose assets are humans. This must generalise the specific need of ethical usage of artificial intelligence in the organisations and examine the approach towards workforce practices taken by it.

The study consists of a descriptive examination of moral viewpoint of AI on human centric HR practices. This also helps depict the foreseeable shortcomings of AI implementations and their effects on human standards, morals, societal values and integrity.

This yields the descriptive points of possible outcomes of AI operations within the human capital. In the Viksit Bharat, the importance is understanding the AI and its ethical significance in the country with the world's largest population. The development and execution of AI-HR policies to shape the human favoured functioning and workplace conditioning had always been crucial. This study supports and provides conclusions in the development of such practices and rules for the organisational workspaces.

Keywords: Viksit Bharat, Human Resource practices, Ethical HR, Human Resources, Artificial Intelligence

I. INTRODUCTION

Viksit Bharat @ 2047

The Indian Government's vision i.e. Viksit Bharat 2047, is to transform the developing nation- India into a developed nation by 2047, which is marked to be 100th anniversary of independence. Aiming 30\$ trillion economy, with empowerment of all the citizens, especially the youth, women, poor and the farmers, this initiative is built mainly on four pillars- youth, poor, women and farmers. The realisation of these has been put into action by the recent government initiatives that includes PM Viksit Bharat Rozgar Yojana, Income tax reforms, Infrastructure development and expansion of welfare schemes.

Transformation in Artificial Intelligence era

The potential of Artificial Intelligence is huge, and it continues to expand across the different sectors. The potential is such that it begins from enhancement of productivity to enabling new technologies. The AI transforms the basic interaction that a person does with data and the machines. The potential of AI here can be identified as to what extent can its growth and effectiveness be calculated into an understandable learning and notable progress.

Implications of AI Implementation

The AI is the new technological and the most impactful change which have an exponential mark on the human society development. The change AI brings with itself have the benefits like- increased efficiency, data analysis, enhanced accuracy, innovation. The AI automates the repetitive tasks, which frees up the human resources for more complex



issues. Since this derivation is made by a technology by using repetitive techniques and methods, it eventually reduces the errors while decision making and henceforth improve the precision and accuracy of the work. The various domains get significantly improved and enriched with efficiency and accuracy.

AI for All

The terminology “AI for ALL” means that an Artificial Intelligence that is available, usable and maintained for all the human society. The present societal differences must not be an influential factor in making the AI modules. This gap or divide can be termed as “digital divide”. Digital Divide refers to the gap between those who have access to digital technologies and the internet, and those who do not. In the context of AI technology, the divide manifests in similar but critical ways, that impacts individuals and societies. The AI digital divide comprises of the points majorly- access to technology, skills and education, economic disparities.

Understanding Digital and skill gaps

Another aspect of digital divide or gap in the society is biasness in AI development. Societal inequality and inequitable access to digital technologies limits the access to AI tools, perpetuating existing inequalities, further generating social mobility. The lack of diverse perspective in AI creation leads to biased algorithms that may not serve all communities fairly. The digital divide can reinforce social stratification by limiting access to resources and opportunities.

Ethics in HR-AI practices

The ethical considerations play a vital role in this rapid growing economy of AI and digital technology. The companies, organizations and the individuals consider a digital presence as a necessity in today’s era. This opens the gate to legal boundaries and creation of ethical aspects. Also, ensuring ethical considerations are built into the Artificial Intelligence systems is essential. This concern is majorly based on privacy, bias, and employment displacement. The deployment of artificial intelligence modules and the learning have created an impact and question on the privacy. These concerns rise by where, and how the data is being collected by these artificial modules. The making and implementation of such privacy laws in technology decides a foundation of its usage.

II. REVIEW OF LITERATURE

The review of literature of related papers/articles and conclusions for the study are taken as follows:

Table: Review of related literature

AUTHOR and YEAR	CONCLUSION
(Dharmalingam & Upadhyay, 2025)	The study, focusing on ethical education and SDG 5, explores the intersection of these concepts, highlighting the importance of dignity and equal opportunity. It maps the Sustainable Development Goals with principles of integral humanism, demonstrating a holistic approach to achieving sustainable development
(Mahida, 2024)	The study examines India’s approach to financial inclusion, focusing on building a climate-resilient economy through policies addressing environmental challenges. The research highlights the importance of sustainable development and considers various strategies for economic growth.
(Mundhe, 2024)	The study highlights the need for innovation, equity, and excellence within educational institutions, advocating for a holistic approach that fosters student well-being and prepares individuals for a vibrant Viksit Bharat. It stresses the necessity of prioritizing safety and future-oriented learning environments.
(Mohapatra & Pohit, 2024)	The study presents India’s logistics landscape and proposes key trends for growth. It highlights advancements in infrastructure and logistics, aiming to enhance the nation’s economic competitiveness and improve the future of Indian commerce. The research emphasizes the importance of strategic investments in logistics and technology for sustained development.
(Singh & Chhering, july-	The research focuses on promoting innovation, sustainable development, and



aug,2024)	inclusive social policies, aiming to empower marginalized communities and foster a cohesive society. It combines government policies with strategic vision to achieve a prosperous and harmonious India.
(Sindakis & Showkat, 2024)	According to the research, SS played a central role in analyzing data and interpreting findings, ensuring a coherent narrative and effectively communicating the research's objectives. The researcher understands and states in their research, the impact of the digital divide on digitalisation.
(Padder, 2023)	The study paints a picture of a rapidly developing India, deeply invested in economic growth, social progress, and environmental sustainability. It also underscores the importance of aligning state and national visions and actively engaging stakeholders in shaping India's future.
(Prem, 2023)	According to the study, the focus on AI systems highlights the critical importance of addressing fairness, explainability, and privacy – particularly concerning potential biases in algorithms. Researchers emphasize the need for robust methods and guidelines to ensure ethical development and deployment of these systems, recognizing that these issues significantly impact societal well-being. They advocate for comprehensive evaluation and accountability throughout the AI lifecycle.
(Huang et al., August, 2023)	The research explores three approaches to evaluating AI ethics – testing, verification, and standards – demonstrating the importance of considering real-world scenarios. It highlights the crucial need to consider real-world application and the importance of robust evaluation methods to effectively address ethical concerns and ensure AI systems align with human values.
(Behera & Gaur, 2022)	The research study concludes that the Skill India Campaign has been successful in fostering youth development and boosting employment opportunities. While challenges remain, the survey reveals widespread motivation and support from the campaign, highlighting the importance of private sector involvement and a need for continued innovation within skills development programs.

OBJECTIVE OF STUDY

- To examine the impact of Artificial intelligence in digital divide
- To identify the potential of Artificial Intelligence in human resource practices
- To evaluate the ethical concerns in the human resources workspace

III. RESEARCH METHODOLOGY

For this research study, the secondary data was collected, that includes the complete study and description of the objective and provide conclusions based on strategic thinking and thorough analysis of articles and research already done. This is a descriptive research study based of the existing literature, and conclusions and suggestions for future work processes that are human centric in workplace disciplines.

Secondary Data Analysis

The data collection was being done via secondary sources such as the research articles, research papers, journals, online publications and book sections. The related data collected is studied and analysed in terms that are influenced by the core objectives.

The outcome of the study is to present the insights of the existing literature and conclusions that provides workable discussions in the field of HR with the AI practices in the workspace.



Data Collection Techniques

Sources: The data collection technique involves selective sources for study that are specific to AI, HR and Viksit Bharat. The selection of the source data is crucial and importance for analysis and only relevant data is being referred

Literature review: The related literature includes the conclusions based on the existing and relevant literature. The research analyses the literature work of different authors in this field of HR and AI.

IV. ANALYSIS OF DATA

The examination and analysis of the data was being formed under the objectives of the study, which further leads to realisation of the key findings, key insights and discussions on the respective.

Objective: Artificial Intelligence And Digital Divide

Study by (Dharmalingam & Upadhyay, 2025), states and emphasise the alignment of socio-economic development with the ethical ideals of opportunity and dignity. It also addresses the potential inequality within the digital age.

While lack of skills persists, the adoption of technology is fast. The researcher understands and states in their research, the impact of the digital divide on digitalisation. The rapid adaptation of digital services is crucial in agricultural sector by the farmers to connect to national markets, which reduces intermediaries and the dependence on them. (Sindakis & Showkat, 2024)

In contrast, a study identifies the challenges in implementation of technology. This includes the limitation in form of infrastructures and skill gaps. This further intensify the potential to hinder the advancement to technological system's full potential. (Behera & Gaur, 2022)

Description : Artificial Intelligence systems further increase the gaps and digital divides in the society due to lack to accessibility, improper knowledge basis and understanding for change according to new technology. These kind of implications in the society and lack of skills for tech might generate a problem and questionable workforce in modern age, where companies are introducing AI tools in their functions. The losses here created are irreversible data inputs that widens the gap and differences.

Objective: Potential Of AI In Human Resource Practices

The research studies signify the AI's potential in transformation within the human resource practices. This significance is beyond the automation of tasks, and the studies suggests that AI powered tools can enhance HR's efficiency and effectiveness in the workplace. The AI systems and tools can automate the repetitive tasks like resume screening, scheduling, monitoring and other simple tasks, that take up most of the work time. The freed-up time can be used for HR focus on the strategic working like employee development programs, customised learning paths, and talent acquisitions. The processes and algorithms of AI modules can be adjusted to gauge employee morale, identify potential risks and burnouts, and helpful in proactive decision making. (Dharmalingam & Upadhyay, 2025) (Padder, 2023) (Singh & Chhering, july-aug,2024)

Description: The researches indicate the shift of HR's abilities with AI significantly. The major understanding of the AI's potential in HR practices isn't replacement of human workforce, rather to use it as a tool to empower the human capabilities. The integration and implementation of AI successfully requires a human oversight and continuous monitoring, keeping the authority and optimised patterns in managerial efficacy.

Objective : Ethical Considerations

The study highlight the critical importance of investments in skill development programs, especially in the demographic and diversified India. The researcher stress the need for holistic strategy that intertwines economic growth with strong moral compass, to ensure skill development, best interests of individuals and society completely. (Behera & Gaur, 2022)



The research studies also showcase the focal need on ethical AI deployment guidelines and the complexities related. The studies identified that the AI algorithms methods show a significant and critical gap between the intent of frameworks and the actual impact of technology, which then induces more robust evaluation and measures on focusing towards practical and ethically-grounded development. The study demands a move towards more comprehensive, diversified approach that includes various tools and methods. This also creates a requirement of innovation and optimisations with practical considerations, re-evaluation of existing policies and viewpoint of social dimensions of progress. (Huang et al., August, 2023) (Prem, 2023) (Dharmalingam & Upadhyay, 2025)

Description : In the aspect of AI ethics, the concern for its ethical and moral usage is significant. The critical alignment of values, morals, human judgements and empathy alongside the developmental integration with technology is needed. To attain this structure, HR professionals and ethical regulations play a vital role. The rules hereby formed will set a basis to ethical and human centric unbiased processing of AI algorithms.

V. FINDINGS

The finding of the study includes the summarised results of analysed data in key insights and brief discussion on the insights for implementations are mentioned in the table below:

Table: findings - key points and discussions

Key Insights	Discussions
Foster culture of collaboration	Establishment of a workspace where HR professionals collaborate with AI system. This approach enables Human Resources teams to leverage AI insights while making context-driven and adjusted decisions that consider employees' well-being and culture fit.
Ongoing training and development	Real time trainings for HR professionals and personnel to understand the AI functions and applications, ethical considerations, and interpretation of data. A well-informed and efficiently trained personnel can interpret and implement AI recommendations more effectively and for better outputs in the ongoing processes.
Maintain transparency in AI usage	It is to make certain that the employees of the organisation acknowledge that AI is being used in HR processes. It must be ensured that the employees are aware of how Artificial Intelligence usage influences the functions in HR like administrative monitoring, recruitment, training and evaluations. The transparency builds trust and promotes culture of awareness and belief in the technological systems.
Implement ethical guidelines	Development of clear ethical principles and governmental frameworks around the usage of AI and its usage is a necessity. This includes and ensures that the AI systems are unbiased and human reviews and oversees the decisions made by an AI model.
Emphasize human oversight	The human empathy and judgement must be considered for finalisation of decision-making stage processes, while AI only strengthens, moreover, works as a support tool only, especially in critical and strategic situations.
Focus on employee experience	The use of AI tech must be surrounded with the idea of enhancing human experience, with customisation, personalised interactions and support. This could include, AI-driven wellness programs, career guidance tools and roadmaps, personalised training methods. It must ensure that technology aligns with the human aspect and supports its aspirations.
Optimise processes, Assess and Adapt	Timely and regular analysis of AI tools and processes for its effectiveness and managing the adjustments accordingly to maintain a balanced outputs. Assessment and optimisation of AI systems and then further to adapt to necessity of the situation. This will also allow HR professionals to focus and adapt on successful, relationship-building and engagement activities within organisations, which aren't replicable by AI tech.



The understanding and implementing these descriptive suggestions, simulates the power of human centric AI to improve HR functions, enhance employee relations, and supplement a more sustainable and ethical work environment. Balance of AI and ethical deployment plays a crucial role in navigation of future AI driven and derived processes in an organisation.

VI. RECOMMENDATIONS AND SUGGESTIONS

For the stable and efficient workspace environment, it is important to create a continuous, monitored and with feedback loop of execution of changed technologies. It is crucial to study and analyse the changes being made to further improvise and tackle the shortcomings of problems. Regular assessments of such practices in the field helps organisation keep the balance in the productivity and wellbeing of human resources. The assessment of AI on human behaviour, their morale, and engagement towards it provides basis to adjustments in the practices and functional implications of ethical and human centric AI in HR.

VII. CONCLUSION

The human centric AI in the HR must be an important foundation of a workspace. AI's increasing presence in HR generates a necessary shift from automated processes to a more human centric approach. It is both ethical and creates a balanced work environment with technology. The human-centric Artificial Intelligence tools and services in the human workspace emphasizes the need to generate a balance between technology and human judgement. Also, the ethical deployment of AI tools and service usage is a necessity to bring a moral and valuable workspace balance to integration of such new technologies with have humans as a core and asset of place. The study summarizes to leveraging AI strengths to human benefits while preserving the role of ethical and moral societal values. The future of AI in HR lies in its symbiotic relationship – the human and AI working together to create efficient and balanced work environments.

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