Leveraging Artificial Intelligence for Human Resource Management in the Sri Lanka Navy: A Bibliometric Analysis

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This study aims to identify the primary topics and present dynamics in the field of Artificial Intelligence (AI) and Human Resource Management (HRM) and make recommendations for improving the HRM mechanism integrating AI. A bibliometric analysis was conducted on a selection of 505 studies from the Web of Science database to determine how AI is linked to HRM from 1996 and 2024. In this study, researchers identified the most influential articles and writers based on their citations, publications, and geographical locations. Additionally, it identified how they assess existing themes, identify concerns for growth in the literature, and recommend future study options. This study had six objectives relating to the review of articles discussing AI and HRM: to determine the direction of articles, which journals are leading in the field, the pioneer authors on the subject, the total number of publications, increasing trends, and international distribution, which papers have the greatest impact on citations, and to find the pertinent author keywords. The literature review was carried out by examining highly cited relevant articles from the Web of Science. The bibliometric analysis found two main research gaps. The paper concludes by proposing future studies and recommendations.

Keywords: *artificial intelligence (AI), bibliometric analysis, Human Resource Management (HRM), leverage*