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Artificial intelligence and replacement of human talent: Case study of higher education in times of pandemic

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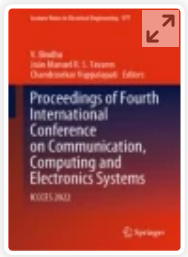
Abstract. The use of technology has invaded unprecedented professional areas that we could never have imagined, such as medicine, engineering, among others. The employ of robots has spread throughout the world mainly in manufacturing companies where they have reduced production times and costs and are guaranteeing greater production and quality in products. The objective of this research is to identify new challenges for organizations to visualize the harmony between technological growth and human talent. In addition, it is showing that the arrival of the new industrial revolution brings with it dramatic changes in job profiles. This research was carried out using data mining with the development of decision trees that allowed us to address the current problems of artificial intelligence and the replacement of human talent as a higher education case study. Applying this prediction and data segmentation technique, information was obtained that was analyzed for future decision-making in the field of education and the application of artificial intelligence in the study population. In addition, a structured questionnaire validated by experts was designed for data collection and reliability was measured with Cronbach's Alpha coefficient. Subsequently, the instrument was applied to teachers and students of higher education in the province of Tungurahua, with 100 informant agents. As a result, companies must seek a balance between machine and man. In addition to replacing humans, robots could be incorporated responsibly into work environments.

Keywords: Artificial Intelligence, Data Mining, Decision Trees, Industry 4.0, Human Talent Management.

1 Introduction

The current pandemic scenario has forced several areas such as medicine, engineering, higher education, among others, to use more and more diverse technologies that have occasionally emerged. In fact, the particular case of artificial intelligence (AI) that has found a lot of acceptance due to the implicit offer, means changing the way of living and working. [1].



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Keywords

Artificial intelligence **Data mining**

Decision trees **Industry 4.0**

Human talent management

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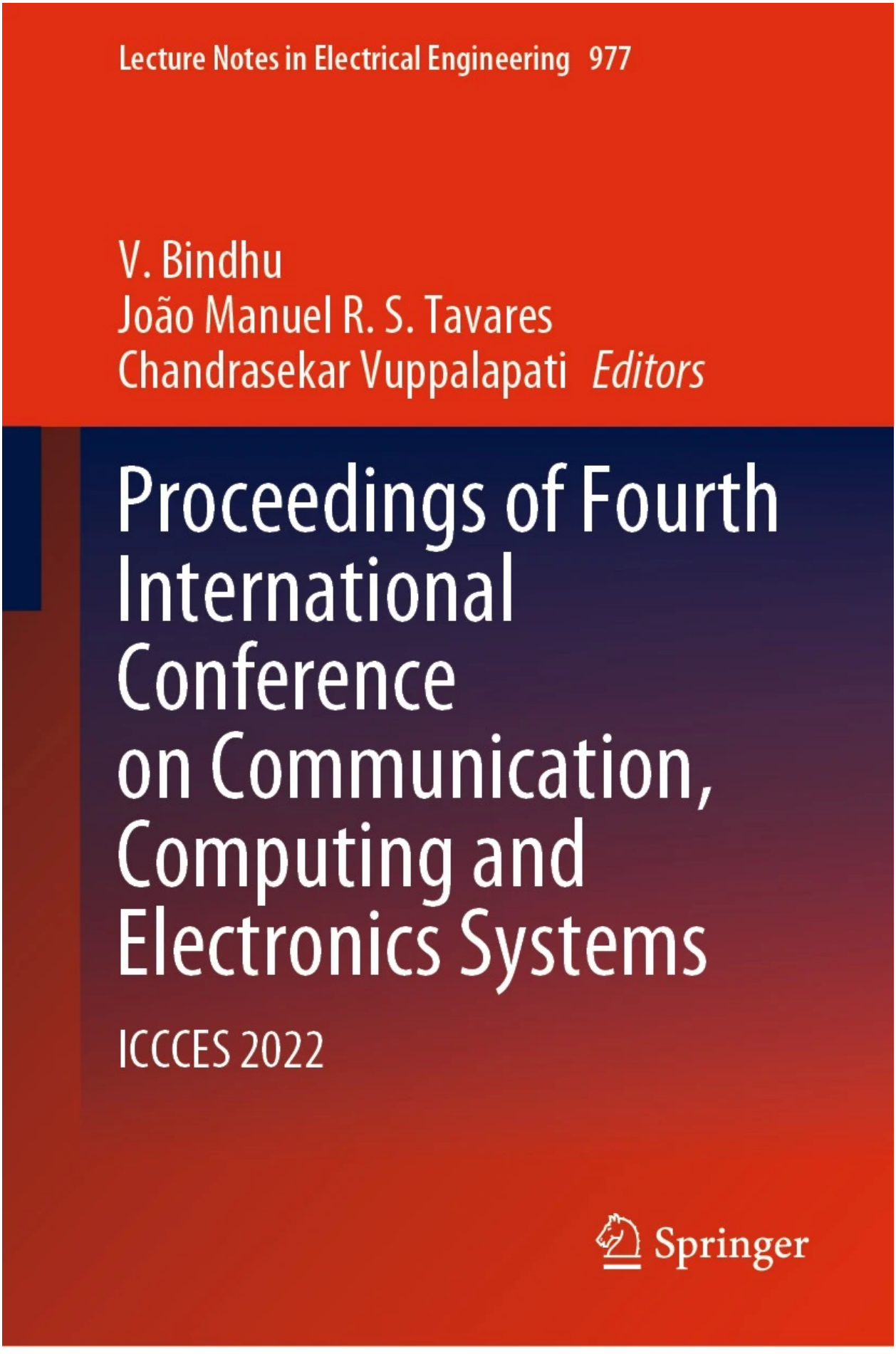
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