



A Literature Survey on Artificial intelligence and understanding Transparency and Safety Measures

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Abstract:

Transparency and safety measures in Human Resource (HR) management are crucial for promoting fairness, trust, and ethical choices within organizations. Traditional HR practices often lack clarity in hiring, performance reviews, and pay processes, which leads to employee dissatisfaction and mistrust. While online and AI-driven HR systems have improved efficiency, they have also raised issues around transparency, accountability, data privacy, and bias. This literature survey looks at current studies on transparency and safety mechanisms in HR management systems. It examines various methods used in HR processes, points out their approaches and weaknesses, and shows the need for a transparent and secure HR management system. The findings stress the significance of clear decision-making, data protection, and accountability in today's HR platforms.

Keywords: HR Management, Transparency, Safeguard Measures, Web-Based HR Systems, Ethical HRM

1. Introduction

Human Resource Management (HRM) focuses on handling recruitment, performance evaluations, compensation, and employee records in an organization. In the past, many HR tasks were done by hand. This often led to a lack of transparency, bias, and unclear communication. Employees sometimes did not know how decisions about hiring, evaluations, or promotions were made. With the rise of web-based and tech-driven HR systems, organizations have made strides in efficiency and data handling. Still, these systems have raised issues about transparency, data privacy, fairness, and accountability. Several studies highlight that clear HR processes and proper safety measures are crucial for building employee trust and ensuring ethical HR practices. This literature review looks at existing research on transparency and safety measures in HR management systems. It aims to understand current practices, limitations, and the need for better transparent HR solutions.

2. Transparency in HR Decision-Making

The literature strongly emphasizes transparency as a key requirement in Human Resource (HR) decision-making. Studies indicate that HR decisions about recruitment, performance appraisal, promotions, and rewards have a significant impact on employees' careers. When these decisions are made through digital or automated systems

without clear explanations, employees often view them as unfair or biased. As a result, a lack of transparency can erode trust in HR management and organizational leadership. Researchers point out that transparent HR practices include clearly communicating the criteria, processes, and factors involved in decision-making. When employees understand the reasons behind a decision, even unfavorable ones are more likely to be accepted. Transparency also helps organizations show fairness and consistency in HR processes, which is vital for maintaining employee confidence.

However, the literature notes that achieving transparency in practice is difficult, especially in technology-driven HR environments. Although systems may improve efficiency, they often do not present decision logic in a way that non-technical users find easy to understand. This gap between decision-making and explanation remains a major concern in current HR systems.

3. Role of Technology in HR Systems

Existing studies discuss the growing use of digital platforms and artificial intelligence in HR management. These technologies are often used for tasks like screening resumes, shortlisting candidates, monitoring performance, and planning the workforce. Research shows that automation can reduce manual work and improve speed and consistency in HR operations.

At the same time, researchers note that technology-driven HR systems shift decision-making from human judgment to data-based models. While this can lessen some types of human bias, it also brings new challenges. Employees may feel disconnected from decisions made by automated systems, especially when they are not involved in or informed about how these systems work.

The literature highlights that the effectiveness of technology in HR relies on both accuracy and transparency. Without clear communication and safeguards, increased use of AI can make HR processes seem unclear, leading to resistance and skepticism among employees.

4. Issues in Automated HR Decision-Making

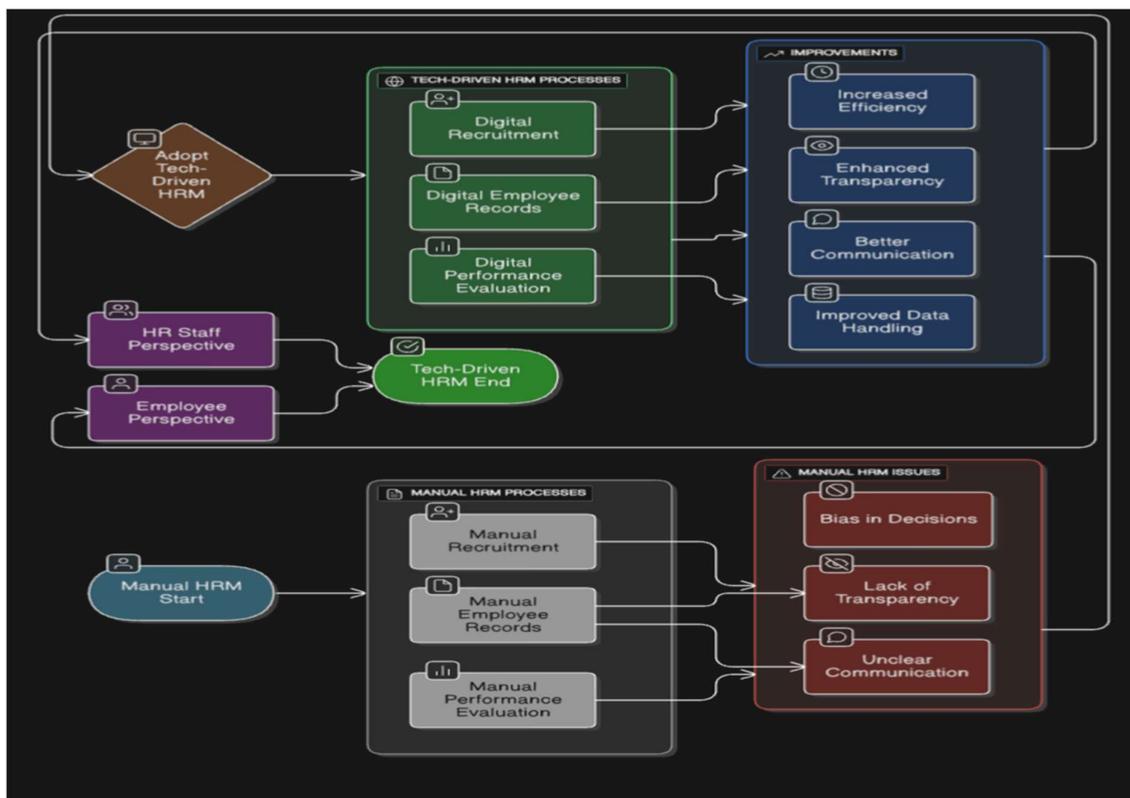
A major theme in the literature is the lack of explainability in AI-supported HR systems. Researchers often describe these systems as “black boxes.” Inputs and outputs are visible, but the internal decision logic is unclear. This makes it hard for HR managers and employees to understand why certain outcomes occur. The literature points out that explainability is especially important in sensitive HR decisions like hiring, promotions, and performance evaluations. When people cannot understand or question decisions, worries about fairness and discrimination rise. A lack of explainability also makes it tougher for organizations to justify HR decisions during disputes or audits. Researchers believe that improving explainability can build trust and accountability in HR systems. However, existing studies show that many digital HR platforms still do not have effective ways to explain automated decisions in simple and user-friendly language.

5. Privacy Concerns in Employee Data Management

Privacy protection is an important issue discussed widely in the literature. Digital and AI-based HR systems depend on large amounts of employee data, such as personal details, performance records, and behavioral information. Researchers highlight that mishandling this data can lead to privacy violations and legal risks.

The literature also points out that employees often do not know how their data is collected, stored, and used by HR systems. This lack of transparency about data practices can cause discomfort and mistrust among employees. Concerns grow when data is used for monitoring or automated decision-making without clear consent or explanation. Studies emphasize that strong privacy protections, like secure data storage, access control, and clear data usage policies, are crucial in HR management. Even with this understanding, many HR systems still give employees limited insight into data protection practices.

6. Implementation Process



7. Accountability in Digital HR Management

Accountability is recognized in the literature as a key requirement for ethical and transparent HR management. While automation and AI improve efficiency, researchers argue that responsibility for HR decisions should not be completely handed over to these systems. Human oversight is needed to ensure that decisions stay fair and justifiable.

The literature shows that a lack of accountability in automated HR systems can lead to uncorrected errors and biased outcomes. When no clear responsibility is assigned, employees may feel powerless when facing unfair decisions. Researchers stress that HR managers must take responsibility for reviewing, validating, and correcting results generated by systems.

Overall, studies suggest that combining automated decision-making with human oversight can build trust and ensure ethical compliance. However, current HR systems often lack clear accountability mechanisms, which is an important limitation noted in the literature.

8. Fairness and Bias in HR Decision Processes

The literature points out that fairness is a major concern in modern HR management, especially when digital and AI-based systems are used for decision-making. Studies show that HR decisions about hiring, performance evaluation, and promotions can be affected by biased data or poorly designed algorithms. When bias is present, automated systems may unintentionally disadvantage certain individuals or groups, resulting in unfair outcomes. Researchers note that bias in HR systems often comes from the historical data used to train automated tools. If past HR practices were biased, digital systems may repeat or worsen these patterns. This raises concerns about equal opportunity and fairness in HR decision-making. Employees may see these systems as unfair, particularly if they do not understand how decisions are made.

The literature stresses that improving fairness needs clear criteria, frequent system evaluation, and human involvement in decision-making. While existing studies recognize these issues, many HR systems still do not have effective ways to detect and reduce bias, so fairness remains an ongoing challenge in digital HR management.

9. Research Gaps Identified

The reviewed literature discusses the importance of transparency, privacy, and protection measures in HR management. This is especially relevant for technology-driven and AI-supported HR systems. However, the studies show that several challenges still exist in effectively using these concepts in actual HR systems.

The key research gaps identified in the literature are:

- Limited practical application of transparency principles in HR management systems
- Difficulty in explaining automated or AI-assisted HR decisions to employees
- Lack of clarity on how employee data is collected, processed, and protected
- Weak accountability mechanisms in digital and AI-based HR processes

These gaps show the need for better transparent and protected HR management systems.

10. Ethical Considerations in Technology-Driven HR Management

The literature reviewed points out several ethical issues linked to the use of digital and AI technologies in HR management. Studies show that biased data, a lack of transparency, and poor accountability can result in unfair HR decisions. To use technology ethically in HR, there must be clear guidelines, responsible data management, and ongoing monitoring of automated systems. Researchers emphasize that considering ethics is crucial to ensure fairness, protect employee rights, and build trust in technology-driven HR processes.

11. Conclusion

This literature survey looked at traditional, web-based, and AI-enhanced HR management systems, focusing on transparency and safety measures. While digital HR systems boost efficiency, many do not provide clear reasons for decisions, protect privacy, or ensure accountability. The literature emphasizes the need for transparent and ethical HR systems that foster trust among employees. A web-based HR management system with built-in transparency and safety measures can effectively tackle these issues and promote fair HR practices.

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