

AI-Driven Talent Management Across Industries: Integrating Strategic, Ethical, and Legal Governance Frameworks

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Abstract

This study examines the impact of Artificial Intelligence (AI) on talent management across industries such as automotive, retail, banking, and medical technology. AI systems have demonstrated substantial potential in enhancing recruitment efficiency through automated candidate screening, psychometric assessments, and interview scheduling. Beyond recruitment, AI is leveraged to predict turnover risks, recommend targeted training, and align workforce capabilities with strategic objectives. However, the implementation of AI presents challenges related to algorithmic bias, data privacy, and regulatory compliance, particularly in highly regulated sectors. This paper integrates legal governance insights from earlier work of Wong (2025) on AI risks in Australian corporations, emphasizing the role of legal compliance, privacy-by-design, cybersecurity resilience, and oversight committees in responsible AI adoption. The study compares strategic frameworks proposed by Roppelt et al. and Lee et al., integrating procedural rigor, fairness auditing, and strategic alignment to propose a comprehensive roadmap for AI adoption in HR functions. The study proposes an enhanced strategic roadmap for AI adoption in HR functions, balancing operational efficiencies with ethical, legal, and regulatory considerations.