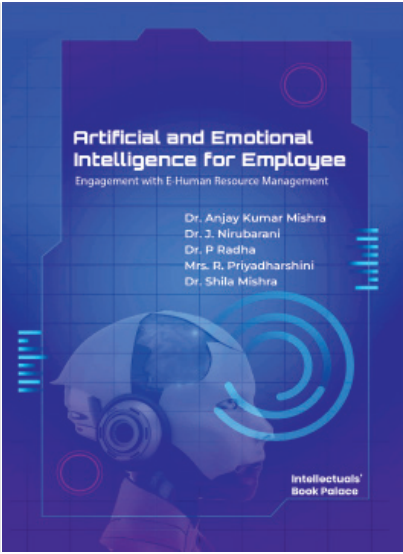


Reinventing Yourself by Artificial and Emotional Intelligence for Employee

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Introduction

The book *Artificial and Emotional Intelligence for Employee* by Mishra et al. (2025) offers an extensive, integrative analysis of how artificial intelligence (AI) and emotional intelligence (EI) intersect within human resource management (HRM) and employee engagement. Published by Intellectuals' Book Palace, this volume thoughtfully addresses the rapidly evolving digital workplace, highlighting how technological innovation and emotional competencies collectively redefine modern workforce management.

In today's complex and dynamic world, particularly in the Nepalese context, HR professionals face unprecedented challenges. The digital transformation, shifting workforce

expectations, and the demand for agility compel organizations to rethink their traditional HR models. The authors place this scenario at the forefront, laying the foundation for understanding how AI and EI can be harnessed synergistically to navigate these disruptions and unlock new potentials.

Navigating HR Complexity in Digital Nepal

The book opens by framing the contemporary HR landscape which is characterized by rapid market shifts, evolving employee habits, and heightened competition for talent. Talent acquisition, learning and development, workforce management, and employee retention emerge as key focus areas undergoing transformative changes. This context sets the stage for why traditional HR functions are no longer sufficient.

The authors stress that employee experience is paramount not a mere buzzword but a continuous journey extending from initial recruitment to exit. Creating consistently positive touchpoints throughout this journey is essential for engagement and productivity. This perspective resonates particularly with Nepalese industries grappling with workforce dissatisfaction and retention challenges, underscoring the need for strategic HR innovation (Mishra & Aithal, 2023).

Artificial Intelligence as a Strategic HR Enabler

Central to the book's discussion is how AI technologies such as predictive analytics, machine learning, natural language processing, and deep learning are reshaping human capital management (HCM). The authors provide in-depth explanations of these technologies, framed in practical terms to make them accessible to HR practitioners who may be new to digital tools (Mishra et al., 2025).

They showcase how AI optimizes various HR functions:

Workforce Management

AI-powered tools automate scheduling, attendance tracking, and productivity monitoring, reducing administrative burdens and errors.

Talent Acquisition

Intelligent chatbots and AI-driven candidate screening streamline recruitment, improve response time, and enhance candidate experience.

Learning and Development

AI personalizes training by tailoring content and delivery methods to individual learning styles and skill gaps.

A major strength of the book is its acknowledgment of ethical, technological, and privacy challenges that accompany AI adoption. The authors emphasize responsible AI use, highlighting the need for transparent algorithms and data protection practices issues critically relevant in Nepal's emerging digital legal frameworks.

Emotional Intelligence: The Human Core of Workforce Management

Transitioning from the digital to the human element, the book's second section explores emotional intelligence (EI) in depth. Drawing on established models such as Daniel Goleman's five components and Mayer & Salovey's four-branch framework, the authors distill EI into actionable skills: self-awareness, emotional regulation, empathy, and social skills (Nirubarani, et al., 2025).

This part of the book resonates strongly with Nepalese managers and HR professionals, accentuating the importance of EI in building resilient workforces capable of managing stress, conflict, and motivation. The authors link emotional competencies to tangible business outcomes, such as enhanced employee well-being, workplace harmony, and intrinsic motivation. They further explain how organizations can foster emotionally intelligent cultures through targeted training, leadership development, and feedback mechanisms.

Employee Engagement through Integrated AI and EI Approaches

Subsequent chapters delve into employee engagement a cornerstone for organizational success. The book thoughtfully marries AI technology and EI practices to address engagement drivers:

Teamwork and Leadership

AI tools assist leaders in assessing team dynamics and individual contributions, while EI informs emotional connections critical for trust and collaboration.

Training and Development

AI personalizes learning trajectories, complemented by EI-driven encouragement and support that boosts participation and knowledge retention.

Compensation and Recognition

Technology aids in transparent, data-driven remuneration decisions; emotional intelligence

ensures these decisions resonate with employee values and expectations.

Empirical research and case studies illustrate how these interconnected approaches enhance job satisfaction, employee retention, and organizational performance lessons with direct relevance to Nepal's evolving corporate and public sectors.

The Digital Revolution of E-HRM and E-Recruitment

The book recognizes the increasing adoption of electronic human resource management (E-HRM) systems and their transformational potential. It covers how digital recruitment platforms, social networks, and outsourcing mechanisms have revolutionized hiring by increasing applicant reach, reducing costs, and speeding processes without compromising on candidate quality.

Such insights are valuable for Nepalese businesses seeking scalable recruitment solutions amidst talent shortages. Furthermore, the book's detailed treatment of digital HR innovations encourages organizations to embrace e-HRM to gain competitive advantages while maintaining compliance and data security.

Balancing Automation with Human-Centered Management

An important cautionary note in the volume is the risk of over-automation. The authors highlight that while AI can significantly enhance HR efficiency, removing the human touch from employee interactions might backfire, causing disengagement and mistrust.

They advocate for AI to act as a facilitator supporting, not substituting, manager-employee relationships. This balance is critical for Nepalese firms where personal interactions have traditionally been central to workplace culture. Managers equipped with AI-driven insights can better understand their teams, tailor interventions, and build more inclusive workplaces.

Addressing Bias, Privacy, and Ethical Challenges

The book discusses bias in AI algorithms as a real and ongoing challenge, emphasizing the importance of transparency and human oversight in automated decision-making processes. The authors caution against blind reliance on AI predictions and encourage HR leaders to question how data inputs and models influence outcomes.

Data privacy and security receive rigorous attention, recognizing that the explosion of employee data collection introduces new risks. The work calls for adherence to relevant legal standards and prioritization of data protection in both internal governance and vendor relationships an urgent message in Nepal's nascent digital regulatory environment.

The Future of Work: Emphasizing Human Skills and Emotional Intelligence

Looking beyond technology, the authors argue that as AI automates routine tasks, uniquely human skills will gain prominence. Creativity, curiosity, compassion, collaboration, and critical thinking emerge as essential capabilities that machines cannot replicate.

At this intersection, emotional intelligence becomes a key enabler, enhancing communication, decision-making, and relationship-building. The book encourages ongoing EI development through self-reflection, feedback, empathy enhancement, and emotional regulation practice. These qualities support long-term workforce adaptability and satisfaction, indispensable for Nepal's workplaces in transition.

Practical Tools and Strategies for Personal and Organizational Growth

A distinctive feature of this book is its offering of practical approaches to developing emotional intelligence at both individual and organizational levels. The authors suggest techniques such as soliciting specific feedback from trusted colleagues, using storytelling and role-playing to enhance emotional skills, and fostering a culture of continuous EI learning.

This hands-on guidance is particularly useful for HR practitioners in Nepal who seek to integrate theory with actionable developmental programs to cultivate emotionally intelligent leaders and teams.

Enhancing Employee Engagement and E-Recruitment Effectiveness

In today's fast-evolving organizational landscape, motivating employees through stretch assignments tailored to their personal and professional goals yields significant benefits. When employees are challenged yet supported to take on tasks that extend their capabilities, organizations gain a workforce that is not just skilled but also highly motivated to innovate and contribute meaningfully to overall success. This emotionally intelligent approach fosters enhanced employee engagement and retention, as individuals who feel understood, valued, and supported are more likely to remain committed to their organizations over the long term (Mishra et al., 2025).

Creating a positive work environment is central to this process. An atmosphere encouraging open communication and attentiveness to employee needs nurtures job satisfaction and deepens engagement. Offering meaningful growth opportunities through training and career advancement further strengthens employees' sense of value and capability. Recognizing contributions regularly reinforces morale and loyalty, while setting clear expectations helps employees understand their roles and how their work aligns with broader organizational objectives. Collectively, these strategies transform employee engagement from a mere HR function into a strategic imperative that boosts performance, reduces turnover, and cultivates a thriving workplace culture essential for attracting and retaining top talent.

Grounded in the technological and cultural context of Nepal, research into employee engagement and recruitment is especially pressing as the country witnesses rapid digital transformation. E-recruitment represents a pivotal

area attracting considerable attention, influenced by factors such as technological adoption rates within organizations, the cultural and social fabric of Nepalese society, and the legal-regulatory frameworks governing recruitment practices. Internal organizational variables like management support, employee training, and resource allocation further shape the success of e-recruitment strategies. Moreover, understanding how job seekers perceive and interact with these digital platforms is crucial for refining recruitment approaches that meet their expectations.

By examining these multidimensional factors, researchers can substantially contribute to optimizing e-recruitment effectiveness in Nepal, thereby aligning recruitment strategies with local realities and enhancing their impact. This endeavor not only promises to streamline talent acquisition in the digital age but also underlines the broader link between engaged employees and organizational sustainability, making it a fertile ground for scholarly inquiry and practical innovation.

Conclusion: An Essential Resource for Nepal's HR Evolution

Artificial and Emotional Intelligence for Employee stands out as a comprehensive resource that bridges cutting-edge AI innovations with foundational psychological insights on emotional intelligence. It equips HR professionals, organizational leaders, policymakers, and scholars with the frameworks and tools necessary to manage and engage employees effectively amidst digital disruption.

For the Nepalese context, where modernization of HR practices must contend with traditional organizational cultures and emerging digital infrastructure, this book provides timely, relevant, and actionable knowledge. It makes a compelling case that future-ready HR will rely on blending artificial intelligence's capacities with the irreplaceable human sensitivity and insight offered by emotional intelligence.

Furthermore, the authors emphasize the critical need for more research and contextual adaptation of AI and EI strategies within Nepal, inspiring academics and practitioners alike to contribute toward building agile, inclusive, and emotionally intelligent workplaces.

In summary, this volume represents a vital contribution to understanding and implementing the dual forces shaping modern HR: technological innovation and emotional human connection. By mastering both, organizations can foster motivated, resilient, and high-performing workforces prepared for the challenges of the 21st century.

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