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(51) International classification :G06Q0010060000, G06Q0010100000, G06N0020000000, G16H0020100000, G06N0005040000 (86) International Application No :NA Filing Date :NA (87) International Publication No : NA (61) Patent of Addition to Application Number :NA Filing Date :NA (62) Divisional to Application Number :NA Filing Date :NA	(71)**Name of Applicant :** **1)Mr. Mohan Reddy Sareddy** Address of Applicant :Orasys LLC, Pin: 78730, Texas, USA. ----------- ----------- **2)Dr. R. Ramachandran** **3)Dr. K.Arun Vidya** **4)Amol Eknath Halde** **5)Dr.Shyam Sunder Agrawal** **6)Dr.Bharth Vajan R** **7)Dr.Chikati Srinu** **8)Dr.Karthick R** **9)T.Kanimozhi** **10)Dr.Dipa Banerjee** Name of Applicant : NA Address of Applicant : NA (72)Name of Inventor : **1)Mr. Mohan Reddy Sareddy** Address of Applicant :Orasys LLC, Pin: 78730, Texas, USA. ----------- ----------- **2)Dr. R. Ramachandran** Address of Applicant :Professor, Annamalai University Deputed Thanthai Periyar Government Arts and Science College (Autonomous), Tiruchirappalli, Pin: 620 023, Tamilnadu, India. ----------- ----------- **3)Dr. K.Arun Vidya** Address of Applicant :Assistant Professor, Sri Ramakrishna College of Arts and Science, Navi India, Peelamadu, Coimbatore, Pin: 641006, Tamilnadu, India. ----------- ----------- **4)Amol Eknath Halde** Address of Applicant :Assistant Professor, Padm Dr V B Kolte College of Engineering, Malkapur, Buldhana, Pin: 443101, Maharashtra, India. ----------- ----------- **5)Dr.Shyam Sunder Agrawal** Address of Applicant :Assistant Professor, Lovely Professional University, GT Road, Phagwara, Pin: 144411, Punjab, India. ----------- ----------- **6)Dr.Bharth Vajan R** Address of Applicant :Assistant Professor, St.Joseph's College of Engineering, Chennai, Pin: 600119, Tamilnadu, India. ----------- ----------- **7)Dr.Chikati Srinu** Address of Applicant :Assistant Professor, Department of Public Administration & Human Resource Management, Kakatiya University, Warangal, Pin: 506009, Telangana, India. ----------- ----------- **8)Dr.Karthick R** Address of Applicant :Associate Professor, Department of MBA, St.Joseph's College of Engineering, OMR, Chennai, Pin: 600119, Tamilnadu, India. ----------- ----------- **9)T.Kanimozhi** Address of Applicant :Assistant Professor, Dr. SNS Rajalakshmi College of Arts and Science, 486, Thudiyalur-Saravanampatti Road, Chinnavedampatti Post, Coimbatore, Pin: 641049, Tamilnadu, India. ----------- ----------- **10)Dr.Dipa Banerjee** Address of Applicant :Assistant Professor, Vidyasagar University, Midnapore, Pin: 721102, West Bengal, India. ----------- -----------

(57) Abstract :
The invention relates to an advanced electronic Human Resource Management (e-HRM) system driven by Artificial Intelligence (AI) designed to optimize organizational productivity and enhance employee performance. The system integrates various HR functions, including recruitment, performance management, employee engagement, and learning and development, into a unified platform. It utilizes AI technologies such as machine learning, natural language processing (NLP), and predictive analytics to automate routine HR tasks, provide real-time performance insights, and facilitate personalized employee development. Key features include AI-based candidate screening, real-time performance monitoring, personalized learning paths, and predictive modeling for employee turnover. By leveraging AI, the system enables HR managers to make data-driven decisions, improve employee satisfaction, reduce turnover, and align HR strategies with organizational objectives, thereby transforming HR operations into a strategic driver of business success.

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