

## **Ethical Aspects of Using AI among Occupational Psychologists: A Pilot Study**

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*Abstract.* Psychologists, specializing in work and organizational psychology (occupational psychologists) play a crucial role in the implementation and development of Human resource management (HRM) processes, which are increasingly affected by artificial intelligence (AI). For example, Ore, & Sposato (2021), Köchling et al. (2023), Albassam (2023) and Li et al. (2021) discuss the opportunities and risks of AI in recruitment and selection; more specifically Zhang (2023) reports on the impact of ChatGPT on recruitment processes; Nuzula & Amri (2023) claim that ChatGPT may be a new paradigm to HRM; Upadhyay et al. (2021) and Iswahyudi et al. (2023) highlight how AI revolutionizes HRM; whereas Rodgers et al. (2022), Dennis & Aizenberg (2022), and Mollick (2023) question ethical decision-making of AI in HRM. Similarly, Hunkenschroer & Kriebitz (2023) are critical of the use of AI for hiring. On the other hand, Bujold et al. (2023) and Budhwar et al (2022) provide an overview on how AI may work against human prejudices in HRM and improve HRM processes (Böhmer & Schinnenburg 2023).

This research aims to examine for which purposes and how AI is utilized among occupational psychologists, as well as the ethical dilemmas associated with this use in relation to the Code of Professional Ethics for Psychologists (the Code). The empirical part of this pilot study is based on a qualitative research design. 6 semi-structured interviews based on 11 questions regarding the use of AI in occupational psychologists' work were conducted. Participants were selected through purposive sampling, with interviews primarily focusing on their experiences in using AI in their professional life.

The study results reveal that AI plays a vital role in automating routine administrative tasks. Participants highlighted its contribution to time efficiency and its utility in language translation. Nonetheless, concerns arise regarding AI's need for adjustments and verifications, which increases the occupational psychologists' workload, as human oversight is required to ensure accuracy and reliability. While AI promises objectivity, participants cautioned that algorithms can be biased, as they are built on data that may contain inherent biases, potentially leading to discriminatory practices. They also expressed concerns about accountability: who is responsible if AI makes a wrong decision that adversely affects an individual? This question is pivotal, as the Code mandates the maintenance of professional boundaries and the respect for individuals' rights. Participants also pointed to risks associated with data protection, as AI systems rely on processing vast amounts of data, and organizations often lack adequate mechanisms to ensure data confidentiality. Despite this awareness, participants admitted they do not rely on the Code in their work with AI, which increases the risk of unethical decision-making.

It is increasingly vital for organisations to ensure that AI users are properly trained, especially in the regulation of data entry and the critical checking of the results that AI provides. This will help to reduce the potential risks of misuse of data and enable the ethical use of AI among occupational psychologists.

*Keywords:* artificial intelligence, AI integration in HRM, Code of Professional Ethics for Psychologists, ethics in HR processes, occupational psychologists, Slovenia

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