

## Reshaping the Future of Management Practices for Viksit Bharat 2047 through Artificial Intelligence

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### ABSTRACT

Reimagining management techniques that are internationally competitive, inclusive, sustainable, and technologically forward-thinking is essential to achieving the vision of Viksit Bharat 2047. One of the most important factors propelling this change is artificial intelligence (AI), which provides resources for things like automated decision-making, improved citizen-centric service delivery, tailored workforce management, and predictive analytics. By facilitating data-driven initiatives, encouraging innovation, and bridging rural-urban divisions, AI has the potential to transform management methods in government, industry, and human resource development. India aims for equitable growth and global leadership by 2047, and AI has the ability to advance digital financial inclusion, sustainable supply chain systems, green HRM, and public service optimization. Problems like infrastructure readiness, worker reskilling, and ethical AI governance are being taken up simultaneously. India can harness its entrepreneurial energy, digital environment, and demographic dividend to create a future-ready economy by incorporating AI into management processes. Achieving the comprehensive goal of Viksit Bharat 2047—where economic growth, social justice, and technical advancement go hand in hand—will require a reimagined role of management that is aided by AI, according to the report.

**Keywords:** Viksit Bharat 2047, Artificial Intelligence, Management Practices, Digital Transformation.

### Introduction

Viksit Bharat 2047, the Indian government's plan to become a developed nation by the time the country celebrates its centenary of independence, lays an unprecedented emphasis on sustainability, inclusion, and innovation as growth drivers. Central to this change is the use of cutting-edge tech, particularly AI, into management strategies in all industries. There has been a sea change in the way communities, governments, and corporations handle people, processes, and resources since the turn of the century. Systems that are data-driven, adaptable, and predictive are quickly replacing hierarchical and reactive management methods. These new models provide efficiency and foresight. Automation, machine learning, decision-support systems, and natural language processing are just a few areas where AI is making its mark, and these areas are helping to reimagine management in ways that line up with India's developmental goals for 2047. In this framework, the socioeconomic fabric of India offers both obstacles and possibilities. Rural financial inclusion, efficient public service delivery, climate-resilient governance, and bridging skill gaps in a huge labor population are all urgent demands. However, AI-enabled management methods present an opportunity for India to strategically capitalise on its unique assets, such as its rapidly increasing digital infrastructure, dedication to sustainability, startup

environment, and demographic dividend. The impact of artificial intelligence on management is far-reaching and multifaceted, spanning from smart governance systems that promote openness and public engagement to supply chain optimization in the agricultural and industrial sectors. The necessity of balancing technology progress with human principles is further underscored by the trend towards the Society 5.0 and Industry 4.0 paradigms. By embracing AI, India can ensure that underprivileged communities, micro-enterprises, and underserved regions reap the benefits of digital transformation on an equitable footing, rather than merely seeing it as a tool for efficiency. Leadership in this endeavor requires a shift from a focus on operational excellence to one that also prioritizes ethical governance, sustainability, and the ability to withstand shocks like pandemics, climate change, and the unpredictable global economy. Successful integration of AI into management systems across societal, business, and governmental entities is crucial to the achievement of Viksit Bharat 2047. In order to create a management model that is both globally competitive and specifically suited to India's developmental aspirations, the country should reevaluate its leadership styles, HRM practices, financial systems, and innovation ecosystems with an eye toward artificial intelligence. The introduction lays the groundwork for the rest of the paper, which will focus on the ways AI can revolutionize management practices and the ethical, infrastructural, and policy hurdles that need to be overcome to achieve India's national goal of being developed by 2047.

### **AI and the Evolution of Management Practices**

Changes in technology, the economy, and society have always prompted managers to rethink their methods. Every epoch of management has been a reflection of the resources and difficulties of that era, from the hierarchical control and efficiency of the industrial age to the collaborative innovation of the information economy. Management theory and practice are being fundamentally reshaped by data-driven insights, automation, and predictive capabilities brought about by the emergence of Artificial Intelligence. Artificial intelligence (AI) is reshaping decision-making, organizational structures, and stakeholder engagement, unlike previous technology upheavals. It's more than just a tool to increase efficiency. Human judgment and experience played a significant role in traditional management, which was sometimes hampered by a lack of data and subjectivity. Systems powered by AI, on the other hand, can process enormous amounts of data, both organized and unstructured, find previously unseen patterns, and provide predictive models to aid in making better, more timely judgments. By moving away from reactive management and toward proactive management, companies can improve their ability to foresee potential threats, make better use of their resources, and craft strategies with more accuracy than before. Strategic planning, financial forecasting, supply chain operations, and customer relationship management are some of the fundamental business processes that artificial intelligence technologies are transforming. Machine learning algorithms enable managers to experiment with different outcomes, test hypotheses, and adjust strategy in real-time. Management in human resource management is becoming more agile and personalized with the help of AI-powered solutions that aid in recruiting, performance evaluation, targeted training, and employee engagement. In the same vein, artificial intelligence (AI) helps public administration and governance replace bureaucratic processes with responsible and responsive systems, allowing for more open decision-making, more efficient allocation of resources, and service delivery that is citizen-centric. Artificial intelligence (AI) helps businesses innovate in ways that were previously impossible with traditional approaches. This includes facilitating experimentation, co-creation, and the utilization of emerging technology. New obligations, however, come with the evolution of management as a result of AI. Concerns about algorithmic bias, accountability, and data protection provide managers with difficult ethical challenges. The traditional command-and-control model of leadership is giving way to one of stewardship in digital ecosystems, where human and machine collaboration is the norm. The disruption of old roles and procedures brought about by AI has also shifted the focus to the importance of resilience, adaptation, and continual learning. This change highlights the fact that technological prowess will not be the defining characteristic of future managers, but rather the capacity to shape organizational and social outcomes in a sustainable way while also balancing ethics, inclusivity, and efficiency. With Viksit Bharat 2047 in mind, the incorporation of AI into management practices is both a threat and an opportunity, necessitating forward-thinking leadership, strong regulations, and a dedication to inclusive development that does not discriminate based on sector or community.

### **AI and Human Resource Management**

By bringing new methods and technologies that improve workforce management in terms of efficiency, personalization, and strategy, artificial intelligence is changing the face of human resource management.

- **Recruitment and Talent Acquisition** – By automating the process of reviewing applications, comparing candidates' abilities to open positions, and use predictive analytics to find the most qualified applicants with less bias, AI systems make the hiring process more easier.
- **Performance Evaluation** – In order to ensure that employee evaluations are fair and transparent, continuous feedback systems that are powered by AI keep tabs on productivity, key performance indicators, and offer data-driven insights.
- **Learning and Development** – Workers can improve their skill sets in preparation for Industry 4.0 and other future job needs with the help of AI-driven training modules and adaptive learning platforms that build individualized learning pathways.
- **Employee Engagement and Retention** – AI apps assess workers' emotions, foretell the likelihood of turnover, and provide solutions to improve morale and productivity, ultimately leading to more contentment in the workplace.
- **Workforce Planning and Scheduling** – Optimizing shift patterns, predicting workforce needs, and managing remote or hybrid work arrangements successfully are all made easier using predictive analytics.
- **Green HRM and Sustainability** – Aligning HR practices with sustainability goals, AI digitizes HR operations, eliminates paperwork, and analyzes energy and resource usage linked to workforce activities.
- **Strategic Decision-Making** – With the use of AI, HR managers can better connect people strategies with company goals and long-term growth by generating actionable insights from HR data.

### **AI in Industry and Business Transformation**

A modern industrial and business change, AI has reshaped strategies, processes, and value creation across sectors, becoming a cornerstone. By utilizing real-time data and machine learning models, AI enables predictive maintenance, quality control, and supply chain optimization in the industrial sector, hence reducing downtime and increasing efficiency. Chatbots, virtual assistants, and personalized recommendation systems are utilizing predictive analytics and natural language processing to provide customized solutions, which are transforming the client experience in service industries. To better align resources with market volatility, businesses are utilizing AI-driven insights for strategic decision-making. These insights enable data-backed forecasting, dynamic pricing, and demand prediction. Financial services have benefited from the integration of AI in areas such as algorithmic trading, robo-advisory, risk modeling, and inventory management, while retail uses AI for customer behavior analysis and inventory management. Diagnostics, medication development, and patient care management are just a few areas where the healthcare industry is implementing AI, showcasing its ability to improve efficiency and spur innovation. In a business setting, AI may help HRM streamline processes like hiring, talent analysis, and performance reviews, which in turn boosts productivity and decreases biases when used ethically. Artificial intelligence (AI) paves the way for new revenue streams including AI-as-a-service, smart goods, and platform economies, in addition to process efficiencies. Artificial intelligence (AI) helps businesses of all sizes accomplish their digital transformation objectives, including expanding into new markets and scaling existing operations. Businesses must encourage adaptability, digital literacy, and ethical responsibility in their employees as they embrace AI, which is a cultural as well as a technological shift. Data infrastructure, cybersecurity, and reskilling programs must be funded in order to integrate AI and reduce labor disruptions. The capacity of artificial intelligence to transform data into actionable insight, enhance decision quality, build adaptive systems, and unleash a sustainable competitive edge in a dynamic global economy is the key to its potential to revolutionize industries and businesses.

### **Ethical and Policy Challenges of AI in Management**

Although AI could revolutionize management and propel the Viksit Bharat 2047 goal, there are substantial ethical and policy concerns that must be addressed before its widespread use.

#### **Ethical Challenges**

- **Bias and Discrimination:** Learning from past data is a common way for AI systems to incorporate biases. Biased algorithms have the potential to perpetuate inequality and lead to discrimination against women, minorities, and other underrepresented groups in management practices like as hiring, promotions, and performance evaluations.
- **Transparency and Explainability:** "Black boxes" describe many AI models, especially DLRs. Managers' inability to articulate the decision-making process can lead to a lack of transparency, which in turn can damage confidence among stakeholders and employees.
- **Privacy and Data Protection:** Use of AI in management relies significantly on information gathered from customers and employees. Surveillance, monitoring employee actions at work, and exploiting personal information without permission all give rise to ethical questions.
- **Job Displacement and Workforce Anxiety:** Unemployment, reskilling, and employee well-being are some of the ethical concerns brought up by the automation of operational and managerial tasks. Without proper management, the transition has the potential to sow seeds of uncertainty and animosity.
- **Decision Autonomy vs. Human Oversight:** Critical managerial choices delegated to AI have the risk of undermining human responsibility and judgment. When it comes to hiring, firing, and allocating resources, there are ethical considerations to consider.

#### **Policy Challenges**

- **Regulatory Frameworks:** Laws pertaining to corporate governance and labor frequently fall behind the rapid development of AI. When it comes to decisions powered by AI, lawmakers have a hard time settling on standards for compliance, intellectual property rights, and liability.
- **Standardization and Accountability:** Global norms for the ethical use of AI in management are lacking. Legal action and harm to a company's image are real possibilities in the absence of defined systems of responsibility.
- **Cross-border Data Governance:** For example, global data protection regulations (GDPR) in Europe and relatively lax regimes in Asia create legal uncertainty for multinational corporations. It is still quite difficult to harmonize compliance..
- **Workplace Rights and AI Surveillance:** The line between efficiency monitoring and overly invasive surveillance needs to be defined by policymakers. To enable AI that enhances efficiency while simultaneously protecting workers' rights, clear regulations are required.
- **Sustainability and Inclusivity:** To avoid exacerbating existing inequalities in technology access, such as those between rich and developing nations, and to guarantee that AI deployment is in line with sustainable development goals (SDGs), policies are needed.

#### **Balancing Ethics and Policy**

Aligning practical policies (regulations, compliance, workforce protection) with ethical values (inclusion, transparency, accountability, and justice) is the main problem. Responsible AI adoption requires managers to follow certain standards, and governments must develop flexible regulations to foster innovation without jeopardizing social justice or human rights.

#### **Conclusion**

An entire paradigm shift in management philosophy is required to reach Viksit Bharat 2047, and AI is at its core of this revolution. Management is moving away from reactive and hierarchical models and toward adaptable, data-driven, and inclusive systems as a result of the widespread adoption of artificial intelligence (AI) by businesses, governments, and other organizations. To achieve its developmental goals, India must take use of AI's unparalleled opportunities to boost efficiency, encourage innovation, strengthen governance, and customize labor management. Data privacy, algorithmic bias, accountability, and workforce reskilling are just a few of the policy and ethical hurdles that need to be properly

negotiated in order to guarantee responsible adoption. Technology alone won't guarantee India's managerial future; leaders and lawmakers must also ensure that artificial intelligence (AI) is consistent with sustainability, transparency, and equity. Artificial intelligence (AI) has the potential to change into a tool for creating strong institutions, prosperous industries, and empowered communities if it is governed ethically, learns continuously, and makes digital transformation accessible to all. At its core, artificial intelligence (AI) presents a game-changing opportunity for India's management practices, helping to realize the goal of Viksit Bharat 2047—a society that is technologically enabled, equitable, and committed to long-term economic progress.

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