

# The Mediator role of artificial Intelligence characteristics for the relationship between Human Resources Capabilities and organizational performance.

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- **Abstract:** The current research aims to test the impact of human resources capabilities on organizational performance by mediating the characteristics of artificial intelligence, an attempt to come up with a set of recommendations that contribute to strengthening and adopting the three variables in the organization in question, as organizations depend on the presence of basic human resources capabilities to solve their organizational problems efficiently and effectively with the presence of modern technologies . It enhances those capabilities, which have become an important and inevitable resource because of their role in providing high quality services and achieving outstanding performance. From the directors and employees of the Directorate and its affiliated departments who represent the respondents to the study questionnaire, which consisted of (20) items to measure human resources capabilities, and (18) items to measure the characteristics of artificial intelligence (18) items to measure organizational performance, and a set of statistical methods were used to analyze data through programs Statistical (spss.v.23) and (Amos.v.22) with the adoption of descriptive statistics methods (normal distribution test, factorial analysis) Eddie and exploratory, arithmetic mean, percentages, standard deviation, relative importance, coefficient of variation, Pearson correlation coefficient, path analysis, Sobel test) to test hypotheses, The most prominent result is correlations and influence relations between two variables of the research were positive and significant, some recommendations and suggestions were included at the end of the research to improve performance dramatically
- **Keywords:** characteristics of artificial intelligence, human resource capabilities, organizational performance. ,