Ph.D. Application in Human Resources Management at [University Name]

Dear Dr. _____

To,

The Admission Committee

The major purpose of writing this cover letter is to showcase my keen interest in pursuing a PhD program in human resource management my interest in the degree program stemmed from my extensive interest and experience in the field of human resource management and my desire to explore the interplay between artificial intelligence and HR practices. The digital field is ever-changing and optimising human capital and organisational resilience is important in the changing face of technological disruption.

My professional journey in HR management spanned over two decades and one of the highlights has been the leadership role as CEO of Golden Arrow International, Kuwait (2018-2024). During this period, I have witnessed tremendous changes in technology and have also witnessed the power of technology. I have also used my leadership skills to foster and promote a positive work environment attracting top talent through robust training programs. The program often focused on upskilling employees along with empowering them to adapt to new technologies and contribute in a meaningful manner to achieve organisational goals and objectives. However, witnessing the rise of AI has also unveiled a disconnect between the well-being of employees and technologies. My observations have further ignited my passion to delve deeper into how HR can leverage the capabilities of AI along with focusing on prioritising human-centric values and beliefs. I believe that there is a need to make sure that critical balance

is necessitated through proper research efforts to ensure that technologies are used to foster employee engagement and empower individuals rather than dehumanising them in the workplace.

My academic background is also robust providing me a solid foundation for pursuing my intellectual ability. My Master's degree in human resource management from Brighton University has sharpened my skills and provided me with a distinct perspective on human resource management practices. During my undergraduate studies, while pursuing business administration at the Modern Academy in Cairo, I also developed a strong understanding of business principles and activities helping me in maximising human capital. Beyond formal education and learning, I have also participated in the "Leadership Skills Course" with the Kuwait Ministry of Media, which has further shaped my ability to lead and inspire teams systematically. I have also upskilled myself in French and Italian language showcasing my commitment to global communication and perspective.

My research interest further lies in focusing more on ethical considerations in integrating AI into HR processes including a sound understanding of exploring potential biases and mitigating the risk for employees. I also believe that understanding how data-driven insights are important and can be leveraged to enhance employee motivation is equally important for employee motivation, learning and development. I also believe that a self-directing learning approach is important for enhancing career growth within the technological landscape. The research will also focus on ensuring that AI as a tool is useful in enhancing the human experience at work while focusing on mutual collaboration, support, and growth.

The research area also aligns with my belief that data is the real power for creating a better work environment where technologies integrating with humans can be useful for creating a useful and positive environment. I am also interested in collaborating with other faculties

whose experience and knowledge will be useful in adding more value to the research area. I am also confident that my academic knowledge, experience, and interest will be useful in making me a strong candidate for the PhD program. I am a highly motivated and dedicated individual with a successful track record of proven leadership and research. I am also eager and motivated to contribute to the intellectual capacity of the company by participating in various workshops, seminars, and research projects. I also believe that my research findings will be useful and effective in contributing to the available academic journals and knowledge base. I also think that I will be able to contribute to the advancement of HR practices in the digital era. I am very sure that the field of HR is evolving and there is a need to contribute using a new set of knowledge and expertise. Over some time, the field of HR has been driven by a high degree of automation and the role of AI opens up a new set of opportunities, which need to be explored in a significant manner. However, there are also challenges in terms of analysing how AI can also be detrimental to humans at work. There is a need to ensure that technologies are used for the masses and that people are benefited along with organisations.

On a personal level, I am a highly motivated and independent individual with a strong drive to excel in the academic field. My perseverance in addressing complex research issues and thinking skills are also important in excelling in the proposed research area. I am also a quick learner with strong communication skills allowing me to collaborate with others with a view of generating new ideas, knowledge, and learning. I am also eager to contribute to the vibrant research environment of the university along with believe that the program will help provide me with new skills, knowledge, and expertise. I am also confident that my knowledge and understanding of AI will be useful in analysing how the field of HR can be further improved and enhanced. I also think that the university will provide me required support and guidance in the form of new ideas, views, and perspectives to excel in the research field. I am also open to

new ideas, suggestions, and learning avenues for adding more value to my personal and professional skills.

I thank you for considering my application and I have also attached my curriculum vitae along with providing my sincere description of my knowledge and expertise. I am also available for the interview process and welcome the opportunity to further discuss my qualifications and research interests in a detailed manner.

Sincerely,

[Your Name]