

Artificial Intelligence in Human Resource Recruitment

Ms. Sharvai Raut

Assistant Professor,

St. John college of humanities and sciences Palghar, (Maharashtra)

ABSTRACT: Artificial Intelligence in human resource recruitment is rapidly increasing day by day. Many Industries are using to do cost cutting and Sourcing, Screening of CV's are being easily done with the help of Chabot's and AI. before AI the whole HR Recruitment System is done by traditional and manual methods. In today's world Artificial Intelligence took human place and replace them by human to do a cost cutting for an organization and some of the times error or glitch may be happen because whole AI works on the Prompt what you provide to them. The current study will put some light on the AI Impact on the Human Resource recruitment and the results of this changes.

KEYWORDS: Artificial Intelligence, Human Resource, Implications, Chabot's

I. INTRODUCTION

In Computer Language Artificial Intelligence is called as Machine learning or Machine Intelligence. Nowadays all organizations want to accept and Implement the changes as adopting the technology over manual work and do cost cutting for an organization benefits more of the tools used to get the work done easily Automated Resume Screening, Job description Optimization, Candidate Matching, Intelligent Chabot's this all tools are doing basic Ai Assistance of Hr. which helps in time saving. Reduce Hiring Process time

The main hr. concern is that Recruitment Should be done at Right Time Right person and Right talent all this thing shouldn't take much time but in hurry Right talent shouldn't let go. Everything should be manageable when things done in scheduled work procedure as well the tools of Ai will help out to consume less time . Recruitment is not easy before some years it took a lot days to get done this whole procedure and then also some of the time right person for that designation couldn't find but nowadays its bit easy and fast as well accuracy rate is been also increased. Nowadays not only for the Organization but also for candidates it is easy with the help of the AI they can make their CVs in minutes and they may alter previous one. Before this procedure was so lengthy and hectic. If I want to recruit any employee. I have to make JD JS and then do posting of it find candidates and get a perfect suitable candidate and ensure he is best fit for it , then selection procedure will take place it takes a long period of time and cost include to do all this procedure is also high.

After Artificial Intelligence step into HR Specifically in Recruitment and Selection all things are on tips the software doing there work up to the mark even biased things go off. even HR recruiter is not available on the place the Chatbots are giving solution regarding to it and handling the situations taking prior information of the person who is willing to join the organization is get collected by the help of the chatbots. There are many who claim regarding that AI is going to take away Job of the recruiters but in real sense it is making work more easier and less time consuming. AI is not working with Empathy and Sympathy concern it work with the Prompt is given so the decision making is fast and the results we get are not on the basis of mood concern or biased. We get the clear picture as we once start using the technology the experience might be different but fact is AI is getting work done more easy and helpful.

Nowadays it seems more about the Gen Z are using Social media most of the time as AI is into hr field he is taking benefits regarding to it once AI collect the individual data it get stored , there is no need of getting

collecting the same data . AI gives notification on various social media apps to get connected to that person once he fill the form or either visit the website regarding job, chatbot is available to help out how to fill and what basic data is required once chatbot collect the data he will find out how suitable you are for this job. All the eligibility criteria if you get fulfilled then your cv get to the hr . then its hr calls to get interact with you .

The most Effective ways Ai is using all Social Media for sharing the JD and spreading the vacancies information through creating creative reels and short videos so eventually more number of gen z would get attracted and try connects to the hr . most of the time people who aren't aware of technology faces problems dealing with tools and techniques which is used . many of the peoples take help of the chatbots ai and give certain answer asked by ai and then ai start predicting the future opportunities and skill enhancement to get the particular type of jobs .what is missing content what should work on properly .

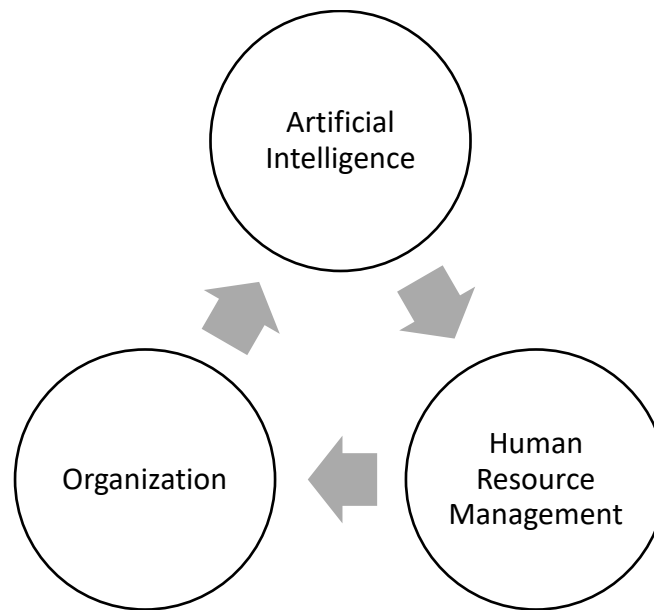
II. ARTIFICIAL INTELLIGENCE / MACHINE LEARNING IN HR FUNCTIONING

At the Recent Economic times Nextech Human capital summit 2025 Shaji Mathw, CHRO Infosys discussed a case study among Enhancing Employee Experience and Engagement with ai . Mathew thinks Employee enhancing experience and engagement to not replace humans but to adopt the AI . Till date 270,000 employees have received certificate of understanding Ai importance and their functions .

Employee Satisfaction : As you start using ai in the recruitment and selection procedure you will have the whole data of that candidate so its easy to understand that person .as all are busy with deadlines and schedule Ai will be the first to wish him to appreciate him , the motivation will only derived when you are happy Ai will be working as an personal Assistant. Motivating and appreciating time to time will leads to increase the morale of the employee will help to more happiness and happiness leads to the satisfaction . AI will help the Employees to satisfied as an having Ai cloud storage with company its helpful for an hr for understanding the candidate and give the suitable designation with skills and relevant qualification Ai will be guiding and suggesting suitable job roles which help candidate to work more and derived more satisfaction after completing the work .

Effective Decision Making : Making Decision can be leads something human error but Ai can resolve it after the decision is either wrong as well, As an hr appoint the candidate which is not suitable for that job role but once you recruit you start with training sessions with them. But if you have Ai it will help you out with correcting the decision as having a proper data without wasting the time and costing Ai will start suggesting the suitable job roles as reading the CV's which role or designation is most suitable for him then hr work will be more easy and the decision will be taken with study and analytical basis which was less time consuming and more effective and prominently the best way to get rid of the problems . even taking proper decision with the help of the Ai is more trustworthy and helpful to guide the hr's in the hard time .accuracy rate is more because decision taken on the basis of the availability of the data in the Ai cloud storage and data management .

Hiring Process with Ai : Meta Spokesperson told 404 Media , 'We are obviously focused on using Ai to help engineers in day to day work, so it should be no surprise that we are testing how to provide these tools to applicant during interviews. Hiring process is getting way more easy as cv gets already uploaded in the ATS and the sorted CV's are only get send to the Hr for the interview . basically hr people use to sort the CV's as per traditional way of method but nowadays ATS software is making the more easy for hr the ATS works as the JD and JS will be there as Cv get uploaded it will start matching the requirements of JD in the CV's more same words or more matching in both will get selected and move towards hr . so basically, initial work of hr executive is reduced with the help of Ai and getting done easily.



Source: - (Duchessi, O'Keefe, & O'Leary, 1993)

Figure 1: A frame work Shows that the relationship between the Artificial Intelligence, Human Resource Management and Organization how they are connected and their dependency level. The research author (Duchessi, O'Keefe, & O'Leary, 1993) has written in his article that Machine learning and Advanced technology has impact on the decision making , cost reduction and enhance services has a impact on the human resource management and organization structure.

As this structure make us understand that human resource management got new wings as adding artificial intelligence in their system, organization were working before but after coming AI the speed got increased and productivity level got level up as the time and costing get reduced ,helpful for the recruiters to analyse the CV's who is more suitable for this job or the designation . AI is the helping hand for the humans to get work done easily and given period of time . All the structure are depend on each other but they are align and working smoothly with each others cooperation . Shortlisting CV's is no longer big task for recruiters as AI is helping them .

RESEARCH OBJECTIVES:

1. To Study the concept of Artificial Intelligence.
2. To study the role of AI in Human Resource Management
3. To study the Benefits of Artificial Intelligence in Human Resource Management.
4. To study the challenges faced by AI in Human Resource Recruitment.

RESEARCH METHODOLOGY:

In the research study the researcher used the Secondary data. The Secondary data Collected from Research Paper, Online Website, HR Blogs, Magazines, Survey Reports published by various research Organization.

LITREATURE REVIEW:

Yawalkar, M. V. V. (2019). Researcher Examines about Involvement of Artificial intelligence in human resource management. The benefits and challenges faced by AI working in the human resource department. The time and cost reduction efficiency increased by time period. The researcher study about the AI importance and

work in the HR functioning of the organization. In the research paper is all about the Functioning of hr with the help of AI.

Barboza, C. (2019) The Research paper is written about the Artificial Intelligence and HR : the New Wave of technology.is all about the how technology has given advantage to the people to increase their productivity and make the work more easy and convenient. The technology plays very vital role in hr system as to keep all data secure and safe. to notify all the events and give proper reminder to employees taking help of chatbots ai the sms and invites send easily complaints gets resolve.

Vishwanath, B., & Vaddepalli, S. (2023). The Researcher has written about the Implications of AI in human resource development. He has mentioned all the obstacles and challenges faced by the Ai given specific examples how Ai works in recruitment and different way in selection, training and development. Challenges and concern about AI. how to overcome and faced the implications. The researcher has AI cognitive and implications to enhance HR Operations, process represents and manage their workforce.

Rathi, R. A. (2018). AI is also being used for recruitments more technology privacy and more safety is also being there. decision making transparency and interpretability. Safety and security concern from Ai towards HR dept. Ai risk and opportunities be recognized how to overcome and what opportunities should be taken. Ai advance rapidly taking the technology next level. Understanding the concept of AI and role of artificial intelligence. HR functioning and structure. Researcher has studied about challenges and obstacles how to overcome with the help of Ai and recommendation studied. Machine learning and Ai is the new technology as a helping hand in the workload and betterment.

Charlwood, A., & Guenole, N. (2022). In this Research paper explaining the terms of Ai in the HRM understanding the issue of hr department structure. Chatbots and ai is helping solving queries Ai optimistic vision of the future how useful it is and what can be the problems faced by ai during getting setup by the hr department and what loop holes and obstacles do they face and how they overcome in it. The researcher wants to know do the Ai will be more helpful or getting things more worse than before. Ai advantages and better productivity is the objective study shows the impact on hr dept after Ai.

Berhil, S., Benlahmar, H., & Labani, N. (2020). This researcher is about Artificial intelligence at the service of human resource management. How the services get new ways and how they accept the Automation in positive way the advantages they derived after AI in their daily activities. Service sector gets new heights after the Ai and help of advanced technology. Services are given by HR department is about the CV's related and posting of job making job vacancy available notify the peoples and send them proper suggestion help them to choose their job and designation wisely give advices what to improve how to crack the interviews and many more services are freely available them.

Arora, M., Prakash, A., Mittal, A., & Singh, S. (2021, December). This research paper is all about the study of HR analytics and collecting all the data and analyse them how Ai is improvising the Hr functions and structure. The researcher wants to objectify that how the Ai is Impacting Hr the paper has all collected data and study of analytics the changes occurred there how and who is responsible. The data is collected and analytics has given the conclusion as there is major part of Ai to help the hr departments and to improvise them productivity.

Islam, M. T., & Tamzid, M. (2023). The researcher has mentioned all the ways how to adopt the Ai and what effects it will turn out after the Ai will be introduced to the hr functioning system of the organization. Paper has also concluded that the Ai is more helpful as we discussed but some analytics shows the human error is not there but Ai can be more dangerous then we are predicting regarding to it .

Benefits of Artificial intelligence in Hr recruitment:

1. Reduced the burden from staff and get work more productive.
2. It is helpful to select the right candidate at right job and to get proper candidate.

3. Ai will predict the employee retention and performance.
4. Human errors will be less and work will be more neat and perfect.
5. It will maintain the workflow in the organisation and help employee to reach the deadlines.
6. Help employee to give better services and get in touch with them.
7. It will save time and costing of the organization.

Challenges of Artificial intelligence in Hr recruitment:

Nowadays, the proper expertise and specialization required as all basic work is handled by the Ai programmes and software but the expertise is still done by the humans, the resistance of employee is a big problem in any organization to accept the change and work accordingly. Getting proper candidate who can use the Ai tools in the proper ways and don't misuse. Some of the time the handling of the work done by Ai is critical the employee should have proper knowledge regarding it. Ai is not responsible for any wrong or improper work that is done, the humans are responsible for it.

The challenges faced by the Hr department are many of the times the chatbots or Ai cannot figure out the problem and might suggest wrong advice. The organization is responsible at that time. Implementing the new technology is also a big task for an organization. The employees resist taking the new way of doing the job. Giving them training and helping them with the solutions to the problem arise while working with the software.

Cv's can be misplaced or the data which is stored in the Ai can be breached. Keeping the eye on this all is also a major challenge for the organization. Many of the times miscommunication can lead to losing the talented employees while recruiting. Handling the Ai and software, the trained and proper knowledgeable person is required. Giving tools to handle anyone can lead to a problem.

Conclusion:

In this new era, the technology is the only way of survival strategies which will help the organization to improve, sustain and success more period of time. Ai is the helping hand. Every thing has two sides as an Ai also has challenges and problem but it can be fixed and the advantage part is far bigger than any other obstacles. The more you will learn and study about the Ai and the machine learning you will find more growth and more easily work can be get done.

The research paper as I refer and read I understand the analytics. The paper information available on the website has shown that Ai is more useful. The recruiters training not only the hr functioning part is getting more productive but the organisation is getting more advantage of it in less time. Ai is dangerous if it is not used in the proper or the structural way as it given in direction to use it, the Ai is creating problems and challenges then and only when the wrong prompt is given either the way of handling is wrong. To enhance the speed of working and get more productivity in less time and costing the ai is the golden tool it depends who and how it get used. The selection, hiring, recruitment all the hr work is basic are done by the Ai. The Ats is software use to select the right candidate and suggest what is missing part in cv's and help the candidates to understand the job role.

The future of Hr lies in the hands of the Ai and digital transformed technologies whatever is to be done the Ai will take away all the work load and give more task which is done by the expertise peoples in the upcoming years the basic work is to be get handle by the Ai. There are many impact on the organization in good and bad but Ai is the tool which is totally depend upon the handling system the more useful as the more tools use properly.

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