IMPACT OF ARTIFICIAL INTELLIGENCE ON HIRING PROCESS

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- ## Abstract

The research paper discussed on Artificial Intelligence inference in Human Resource Management especially, in the recruitment (hiring) process. There has been an increasing trend of adopting Artificial Intelligence (AI) technologies within the business environment throughout the last two decades. This research project presents the stance of the Human Resources recruitment, an aspect of Human Resource Management, regarding incorporating Artificial Intelligence solutions. This dissertation presents an unbiased literature Review depicting the different perspectives put forward by various authors regarding adoption of Artificial Intelligence Future and risk associated with Artificial Intelligence in recruitment.

The data for this project were gathered via online survey questionnaire and were analysed. It has been concluded that AI provides promising solutions for recruiters to optimize recruitment process by taking over time-consuming repetitive tasks such as sourcing and screening applicants.

The research outlines the Artificial Intelligence in talent acquisition, most frequently AI tools used, the changing role of HR and the impact of AI on hiring process.

- ## INTRODUCTION

The present article reviews research on artificial intelligence (AI) for recruitment process by having the aim to establish better understanding and to know it's impact. In the era of fourth industrial revolution and digitalization has forayed to an organization are looking for bright, talented, multi skills human resources in their workforce to meet the competition in the global market. The first the artificial intelligence introduced by (Mccarthy, 1956) it is open the new opportunities to the organizations.

After the introduction of Artificial Intelligence the functions of recruitment process has been improved in the data processing. The concept of electronic recruitment (e- recruitment) has emerged in the recruitment process

,it facilitates the speed in the technique in recruitment process ,these techniques are classified as a corporate website for hiring and commercial job advertisement (Naukri.com,monster.com,indeed.com .)

 AI can actually help transforming how HR managers view, select, and operate candidate screening. AI for recruiting is the application of artificial intelligence, such as the learning or problem-solving that a computer can do, to the recruitment function. The promise of AI for improving quality of hire lies in its ability to using data to standardize the matching between candidates' experience, Knowledge, and skills and the requirements of the job. The benefits using AI are manifold; recruiters don't have to sift through crowded job markets or endless candidate lists. This makes HR processes quite easy

- ## Review of Literature

The purpose of this chapter is to demonstrate the strategic recruitment and selection process and the importance this in relation to meeting an organization objective. The literature review defines and links the different themes within the research topic. Relevant theories and concepts associated with human Resource management software, Information technology, recruitment, selection and AI will be portrayed in this project. The literature review demonstrates an analysis of literature that has already been Discussed in relation to this study. The main ideas associated with the topic are summarized and discussed To demonstrate the different views and opinions from a variety of literature. Various authors, researcher Have stated their views on AI and its usefulness in recruitment and selection.

- ## Research Gap

There is a particular gap in the literature regarding recruitment and selection processes in industry. They indicate that the studies available, investigate general Human Resource practices related to job satisfactions, Organizational performance and productivity rather than hiring methods and technologies used for hiring. All previous researches are based on how information technology is transforming Human Resource Process, which is very broad research. Though AI is an application of Information technology, but is Relevantly different and new area of study and technology.

Research objective

- To Observe how Artificial Intelligence is used currently in recruitment process.

- The chief objective of this study is to identify the role of AI-based software in hiring best- talent from industry.

- To understand the effect of AI-based tools and software in recruitment process.

Research Questions

- How efficient are AI-based software or modern technologies in entire HR process?

- Is AI, A new big thing for recruiters?

- Does investing in AI-based software, beneficial?

- Will adopting to AI technologies in recruitment will result in loss of jobs of recruitment professionals?

Scope

- Artificial intelligence is less potential for human -bias it is purely data driven.

- Artificial intelligence helps speeds up the hiring process.

- Lower chances of talent leak.
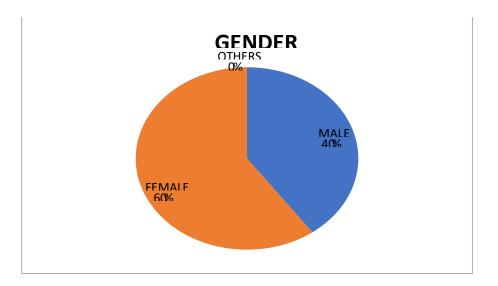
Research Methodology

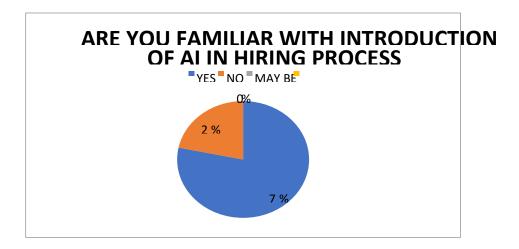- Sample collection through primary data

- Statistical tools.

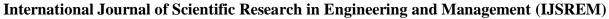- ## Data collection and Analysis:
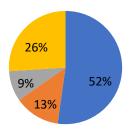
OVER THE NEX TEN YEARS DO YOU THINK AI WII?

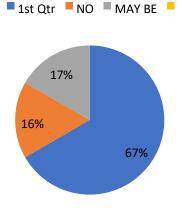CAUSE   MASSIVE   ■ EMLOYMENT

BE   SOMEWHAT   ■ DISRUTIVE TOEMLOYEMENT

NOT   NOTICEBLY   ■ IMPACT OVERALL EMLOYMENT

CREATE   MORE   ■ JOBS THAN I DESERVES

DO YOU THINK NOW OR IN FUTURE WILL BE INTERESTED IN SEEING AI BASED SOFTWARE FOR HIRING

■ 1st Qtr   ■ NO   ■ MAY BE   ■

Findings

To conclude this, analysed the data received from survey which is collected the primary data needed. The aim of this is to analysis of the findings through presenting and illustrating the findings of the survey descriptively without drawing any conclusions.

CONCLUSION

To conclude the aim of this dissertation was to research about the AI based software and its usefulness in recruitment process. It also examines the other issues and concerns related to the AI in recruitment. This project provided reader with clear objectives, research questions and review of literature with varying prospective where it shows how the AI is involved in recruitment process.

The growth of AI provides promising solutions for recruiter to optimise talent acquisition by taking over time consuming repetitive task such as sourcing and screening applicants, to improve the quality of hiring process, elimate human -bias decision. Artificial intelligence application HR recruitment will continue to emerge at a deeper level of intelligence which will significantly affect recruitment and selection jobs as well as core competencies.

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