

A study on role of Artificial Intelligence in Recruitment

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Abstract

The main objective of this research paper is to find out the tools of artificial intelligence used in Recruitment. In this research paper I have mentioned the tools which are using in recruitment procedure nowadays as an artificial intelligence.

This research paper is started by a formal introduction of artificial intelligence and later on by continued by types of recruitment tools.

This research paper also highlights some the pros and cons of using AI in recruitment. Further it ends by giving a brief summary of shole research paper attached by references.

Keywords: Artificial Intelligence, Tools, Recruitment, HR.

Research Questions

- What is artificial Intelligence?
- What are those software tools used in Recruitment as an AI?
- What are the pros of using AI in Recruitment?
- What are the cons of using AI in Recruitment?

Methodology of the Research Paper

This research paper is purely prepared by the help of secondary source of information present on google scholar, google and on internet. No primary source of information is used in this research paper as no physical or virtual survey was conducted. Reference used in this research paper is hereby attached at the end of the research paper.

Literature Review

Artificial Intelligence

Building intelligent computers that can perform activities that generally require human intelligence is the goal of the broad branch of computer science known as artificial intelligence (AI) (Buitin, 2019). Every sector of the tech industry is undergoing a paradigm shift as a result of AI-related machine learning and deep learning (Buzko et al., 2016). It enables us to address complexity and ambiguity and make decisions based on priorities (Singh & Sagar, 2013). It is capable of carrying out human-like tasks like adapting, learning, synthesising, correcting, and employing a variety of data, which are necessary

for processing composite operations in an organization's business processes (Popenici & Kerr, 2017). Also, it has made sure that any business has the chance to improve its effective governance structuree (Nasrallah, 2014). People are heavily reliant on a wide range of new technologies in the information age, using them to successfully complete daily chores and achieve goals. Employers can use AI for talent acquisition in a step-by-step process that includes sourcing, screening, matching, and evaluating candidates (Ideal, 2020). By using AI successfully into their particular businesses, employers can also advance their objectives (Cremer, 2013).

TYPES OF RECRUITMENT SOFTWARE TOOLS

In order to increase productivity and accuracy, software tools entered the HR profession with computerization and automation in the 1980s (Bondarouk & Rul, 2009). Information technology has completely permeated the HR division, enabling HR personnel to access solutions (ERP, SaaS, cloud-based, etc.). This section examines the function of technology in relation to recruiting and talent acquisition. A sizeable percentage of the resources invested in and used to build talent management systems were also used to develop tools for recruitment and talent acquisition. There was a complete development of a new sector catering to recruiters and recruiting functions.

People are heavily reliant on a wide range of new technologies in the information age, using them to successfully complete daily chores and achieve goals.

Some of the software tools are as follows:

1. **Job Aggregator:** This computer programme searches job postings on numerous websites and aggregates them on one. These job aggregator programmes look for and advertise open positions on their websites in an effort to draw a sizable number of prospective employees who might then submit applications for those positions. Reputable businesses like Indeed, Google, and LinkedIn employ sophisticated versions of this type of software to build well-known job aggregation websites. Some well-known job aggregator websites receive a lot of traffic and provide talent acquisition experts with additional services like visitor data and related analytics.

During periods of high traffic, recruiters post their jobs directly on job aggregator websites. They occasionally craft their job postings so that the targeted employment aggregator website will find them and bring them to the site. When there aren't enough candidates available to fill highly technical posts, the data analytics offered by these job aggregator websites are quite helpful to recruiters. By compiling job ads from around the internet and organising them into a single searchable feed with pertinent filters for job seekers, job aggregator software works more like a search engine. the Internet, including job boards for employers, career websites, and other specialised job posting services

2. **Candidate Assessment Software:** Applicant evaluation is the procedure used by employers to gauge potential hires for available positions. The purpose of candidate assessment software is to evaluate candidates using predetermined standards and metrics and select the top candidate from the group. This kind of software is used by recruiters when they lack the technical expertise to assess the candidates' strengths in specialised fields or technology. These tools are also employed in the evaluation of personalities and aptitudes. The programme often has many sets of questions in different disciplines to test a candidate's skills in a variety of areas. Since the outcomes differ from one to the next, the employer typically chooses just one such software to use. This programme monitors the candidate's progress through the evaluation, tabulates the results, and might also contain other analytics features.

3. Applicant Tracking System: Employers' talent acquisition systems (ATS) aid recruiters in managing the business's hiring requirements and candidate tracking. The bigger Human Resources Information Systems (HRIS) usually includes ATS tools (Derous & Fruyt, 2016). The ATS tools Ceipal TalentHire, Jobvite, Bullhorn, etc. are a few examples. A typical applicant tracking system (ATS) has an intuitive user interface that allows recruiters to carry out the following tasks: (1) create and advertise open jobs; (2) collect resumes; (3) create a shortlist of candidates; (4) schedule interviews of shortlisted candidates; (5) manage interview process; and (6) extend an offer to and assist with the onboarding process of selected candidates. The majority of ATS platforms make it simple to customise each of these hiring process steps and offer simple integration with email and other business productivity tools, making the job of recruiters more effective. The use of applicant tracking systems (ATSs) increases collaboration within firms by enabling recruiters and hiring managers to view the same data, such as the quantity of applicants, the standing of prospects in the pool, etc. By centralising all applicant resumes, ATSs also assist businesses in adhering to Equal Employment Opportunity Commission standards. These benefits have made ATS software crucial for recruiters and other talent acquisition specialists.

Advantage of using AI in recruitment

1. Process Enhancement: Deploying AI solutions into your current recruitment funnel is no exception to the rule—it is reasonable to conclude that any sort of automation will optimise any given process!

While ATS can also assist in achieving this, AI raises the bar significantly. For instance, chatbots that allow potential employees to communicate with your company prior to setting up an interview can be created.

2. Boosts application engagement: Engagement is somewhat associated with the chatbot. Using an AI solution, such as a chatbot or virtual assistant, can also keep your candidate interested throughout the hiring process. When processes are poorly managed or there are no updates from the position they are waiting to hear from, recruiters can discover that candidates accept opportunities at other businesses. Artificial intelligence can assist your company reduce the likelihood of this happening by providing the user with channels to communicate with, whether it be something as simple as a text message or even Facebook Messenger that allows candidates to ask for updates in regard to their application, where stage they are at, and so on. This also enhances the candidate's experience.

3. Getting Rid of Human Bias: Artificial intelligence may assist your hiring process by lowering the likelihood of bias on the part of humans. Artificial intelligence just works with data; they don't assess people based on attributes like their gender or age. This removes the possibility of discrimination and enables you to hire individuals solely based on their qualifications and skills.

Disadvantage of using AI in recruitment

1. Precision and dependability

Although artificial intelligence has undoubtedly advanced significantly, it is still not a precise science, and the outcomes can occasionally be unreliable.

Results may be skewed by incomplete training data that doesn't accurately reflect your applicant pool or problem domain. In fact, Amazon had to shut down its internal AI-powered recruitment tool lately due to a problem. You can overlook qualified individuals as a result of their choice to structure their resume in a different layout or typeface since text analytics algorithms can be misled by formatting alternatives.

2. Reliance on keywords and deception: While keyword template matching is employed to some extent in recruitment, artificial intelligence (AI) is the next step from conventional ATS systems for keyword matching. For instance, a corpus representing "developer" might be created using training data (such as "c#", "sql," and so on). This corpus could then be sent to a Bayesian Classifier, which would then be in charge of determining how appropriate people are for development roles. Candidates who are dishonest could fool the classifier by providing specific phrases or keywords.

3. Inadequate human insight: It is quite difficult for the machine to recognise softer signals such as personality, personal interests, character, and work ethic because it only ever works with statistics. These are all significant elements that companies can appreciate.

The algorithm generally won't be able to tell whether grads have a good work ethic, for instance, if your company wants to diversify its workforce by hiring younger workers. Despite the fact that there is no such thing as a bias-free interview, weighing the benefits and drawbacks of AI is essential. In circumstances like this, human judgement is necessary, and a face-to-face interview is necessary.

Summary

The aim of computer science is to create intelligent machines that can carry out tasks that call for human intelligence. It can perform tasks similar to those performed by humans, including as adapting, learning, synthesising, making corrections, and using a range of data. In the 1980s, computerization and automation brought software tools into the HR field, allowing HR staff to access solutions. In a sequential process that includes sourcing, screening, matching, and evaluating individuals, AI can be utilised to find talent. To attract a substantial number of potential employees, job aggregator programmes search for and post vacant opportunities on websites.

When there aren't enough people to fill highly technical positions, job aggregator websites can be helpful to recruiters. Candidates are assessed using application assessment software.

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Pros and cons: [The Advantages and Disadvantages of AI in Recruitment - GAP \(growthaccelerationpartners.com\)](#)

[7 Top Benefits of AI in Recruiting - Harver](#)