



## Ai impacting recruitment and selection in HR arena

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### Abstract

Human Resource Management plays a vital role in finding, attracting, and selecting the right talent for organizational success. In recent days technological advancements started to transform HRM practices. As a result Artificial Intelligence plays a crucial role in HRM especially in recruitment. Recruitment is one of the most critical and time-sensitive functions. AI revolutionized how hiring works by bringing in data-driven tools. It includes automated resume screening, algorithmic short listing, and predictive analytics. These tools are used to manage large groups of applicants and efficiently identify potential individuals. AI reduces human bias, making recruitment more ethical. It speeds up and optimizes the recruitment process.

AI operates throughout the recruitment life cycle, focusing on efficiency and predictive capability. AI's greatest advantage is speed, precise screening and data based predictions of candidate performance. By looking at "efficiency" as an important factor, this research examines how algorithmic sort listing reduces the time, filters large applicant pools, and improves the quality of candidates selected for interview.

The further proceedings explores how these efficiency improvements enhance predictive analytics and allow organizations to forecast candidate success, job fit, and future performance outcome. The study finally examines the final decision-making stage where AI recommendations meet human judgment and concludes that AI provides speed, structure and analytical support. But, humans still have the ultimate decision making power in hiring.

**Keywords:** Human resource management, artificial intelligence, human intelligence, recruitment, efficiency and precision

### Introduction

Technology has been a powerful support that improves and empowers people, strengthens living standards, encourage creativity of workers. In world today traditional activity of control firm is under pressure. It also impacted in Human Resource Management. It shifted HRM to act dynamically. Recruitment is the most crucial task for an organization, as human resource is an important aspect for any firm. Using traditional methods like Job ad-printing in newspapers, Manual Resume Screening, Face to Face interviews would cost a lot of time and can be high cost hiring.

As we are in the stage of Industry 4.0 which focus on automation, IOT, Big data and AI to improve efficiency and stepping towards Industry 5.0 [Cobots – Collaborative work bots that work alongside of humans] Companies gradually started using Artificial Intelligence in fields like Recruitment, Learning & Development and predictive analysis.

### Why AI in Recruitment?

AI is a sophisticated, human-designed solution to automating both routine and important jobs. AI in recruitment save a lot of time and cost which is an ideal asset to an organisation. It also decreases unconscious bias in recruitment process.

### Literature Review

Siau & Yang (2017) mentioned that the integration of AI in HRM, particularly in Recruitment represents a significant

technology shift. AI is defined as human intelligence exhibited by machines, designed to mimic complex human actions.

Naureen et al. (2021) Speculates this study with different perceptions, theories, ideas and opinions to modulate the use of AI in HRM by utilizing papers from 1988 to 2020. The findings mention that use of AI is mainly adopted in high-tech companies. As per reports presented by the companies. AI doesn't fully automate the recruitment process as total interviews providing space for human bias.

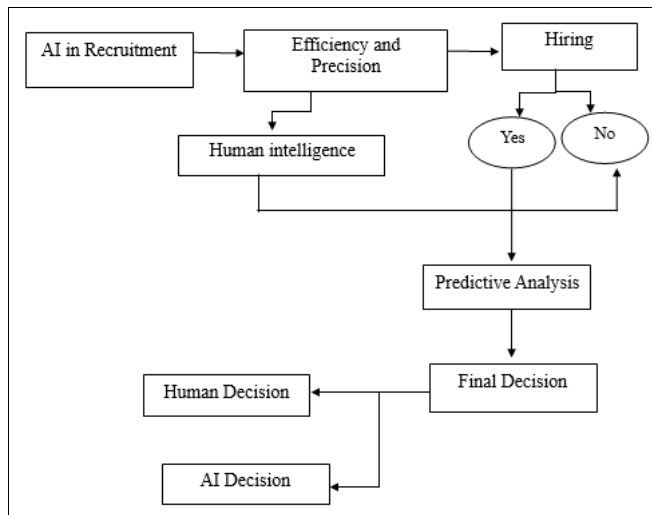
Alsaif et al. (2023) <sup>[2]</sup> stated that AI has the potential to restructure HRM practices by automating routine tasks, streamlining processes, and providing customized solutions for HR managers. AI can also improve recruitment, training and performance management.

Sykorova et al. (2024) explore the potential of AI in recruitment, highlighting its efficiency in HR procedures. Despite AI's potential, they highlight the importance of human judgment and interaction. They suggest using chat bots for candidate screening but acknowledge the limitations of final decision-making.

Halid et al. (2024) <sup>[1]</sup> pointed out the businesses must keep up with social media and tech trends, so AI adoption is surging. It brings computers and people together which boosts productivity and efficiency. HR tech based on AI can benefit a business short term and long term.

## Model

### Ai in Hrm



### Explanation

**Phase 1:** The process begins with usage of AI in recruitment. AI tool are applied directly to the Resumes and LinkedIn Profiles for screening, candidate short listing and data filtering process. Efficiency is measured by time to hire and cost per hire. Precision is measured by the candidate's match to the job requirement.

**Phase 2:** The shortlisted candidate's list will be transferred to predictive analysis process whereas the candidates rejected on marginal requirements will be reexamined by the human intelligence [HR]. AI uses historical hiring data, candidate profiles and performance indicators to forecast candidate's sustainability and long term organizational fit.

**Phase 3:** Finally the decision making stage, here both AI and Human Intelligence contribute to the final hiring. AI provides recommendation based on efficiency, screening accuracy and predictive insights. Human provides Recommendation based on judgement, experience and Organisational context.

### Conclusion

The research concludes that Artificial intelligence plays a vital role across multiple stages to shortlist and evaluates the candidates. AI is used in filtering process, screening and predictive insights. These contributions reduce time and enhance quality of initial hiring decisions. But the final hiring is predominantly influenced human judgement nowadays. Human decision making remains the deciding factor in selecting the candidates based on professional experience, intuitive judgement, ethical consideration and organizational context.

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