



A THEORETIC PAPER ON ARTIFICIAL INTELLIGENCE IN HUMAN RESOURCE

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Abstract:

Artificial Intelligence in human resource management means enhancing the management of human resource workflow through adopting latest technologies and innovations in bring in great impacts on company. This study is to understand the base or evolution of human resource department in recruitment field using the secondary resources as sources of data. The study is to give pathway to work and explore more on Artificial intelligence in Human resource management and this topic on betterment or improvise of company's efficiencies.

Keywords: Artificial Intelligence, Human Resource Management, Recruitment.

Introduction:

Artificial Intelligence in Human resources helps in Scheduling with candidates, training sessions and other Human Resource Activities in another Area where Artificial Intelligence can help improve efficiency. This can help streamlining the entire process of scheduling on an organizational level. Candidate acquisition, scanning resumes without any bias, avoiding employee engagement, and answering real time questions that can help in the recruitment processes. Human Resource Chatbot is one of the major tools within Artificial Intelligence recruitment software that allows job seekers, employees to communicate through SMS, Website, other applications like WhatsApp. This application allows for meaningful exchanges without the need for Human resource managements to take their time. Workforce engagement aims to support operations planner, the team lead and agent.

Impact of Artificial Intelligence in recruitment:

1. The recruitment process has been significantly affected the organisation in identifying the suitable talent in brief period and how they will positively impact the business.
2. This technology growth also has had a positive effect on automating the

repetitive, frequent processes in selection, were the entire process is enormously saving time and more effective.

3. Reducing the line of recruiting workflow using the machine learning and auto screening resumes of candidates gives an upper hand to recruiters in more efficiency and help recruiters dedicate more time on other process and future steps.
4. Database that can be generated through internet or using these technology advances has also been one key factor in revealing the effectiveness of selection and ease in future recruitment and hiring.
5. The initial screening and verifying of candidate's profile can be carried out in simplified manner, this can be very useful for both candidates to understand the status of each stage and where they can improve along with recruiters in their recruitment process and analytically in decision making processes.

Review of Literature:

Votto, Valecha, Najafirad and Rao (2021) in their study on Artificial Intelligence in Tactical Human resource management: A Systematic Literature Review in their Conceptual Study covers the evolutions of Recruitment, tactical human resource information systems components. The objective of the study was enhanced research developments within Human resource, information systems, and Artificial Intelligence. This study suggested Artificial Intelligence applications in managerial HRIS components, the academics and professionals to explore Artificial Intelligence, gain understanding for focusing their attentions to further grow.

Oswal, Khaleeli and Alarmoti (2020) in their article on Recruitment in the era of industry 4.0: Use of artificial intelligence in Recruitment and Its Impact, the purpose of this article was to review the usage of Artificial Intelligence applications in the recruitment process, current usage of Artificial Intelligence for recruitment of high performing candidates most efficiently and effectively. The author's presents this paper on conceptual studies and secondary resources. Authors concludes the paper through his suggestions on improving the overall

recruitment process by deleting the repetitive tasks done by Human Resource in recruiting and selection process through application of Artificial Intelligence.

Geeta and Bhanu (2018) conducted research on Recruitment Through Artificial Intelligence: A conceptual study throws light on the techniques used by companies in Artificial Intelligence while recruitment. This study is based on secondary resources. It focused on what are the artificial intelligence currently used in Recruiting and its importance in recruitment. The authors concluded the paper on the growth of mart way of recruiting implementing the Artificial Intelligence and how it led to cost, time saving of organisation with more accuracy on entire recruitment.

Nawaz (2019) in his study on artificial intelligence is transforming recruitment effectiveness in CMMI level companies based on primary and Secondary data. Primary data is collected through Questionnaire. The study covered areas of artificial intelligence providing opportunities, risk, and utilization in recruitment process. It was from Initial Stages of recruitment process that is Application, selecting and potential candidate for suitable job.

Mirji (2021) paved her studies on Artificial Intelligence in Recruitment: Assessing Flipside. The purpose of this article is to assess the artificial applied in Recruitment Software. This article mainly focused on the barriers, challenges and inefficiency that was seen because of Human Resource professional absence in the process. The study was based on qualitative or conceptual in nature, Mirji also proposed there can tools designed that can help recruitment process that brings in **Socio-** Technical touch in the process.

Method

This study is completely on secondary data. The source of information is collected from articles, journals, research paper existing on the topic and websites from internet, existing data collected for the purposes of a prior study to pursue a research interest that is distinct from that of the original work. The qualitative data sets are collected through many approaches.

Objective of study

The objective of this study is to understand the existing theories of Artificial Intelligence in Recruitment.

Theories on AI in Human Intelligence.

Meta Theoretical considerations of Artificial Intelligence is based on the wide theories accepted such as “The best Model of intelligence is Human brain”. The artificial intelligence theories develop and intuit good alternatives for human capitals. The Theory of AI is on laws of qualitative structure and simulation experiments. Computer areas are mostly complex operations, to simply and fit in the real world, many tools are available.

Domain specific Knowledge and strategies initiate boundaries and theories to perform and incorporate mechanism. Boundaries lies on experimental questions on embedded programming convenience, more succinctly on qualitative structure. Designing, learning, and navigating external words anticipating domains and problem-solving concepts. Artificial Intelligence are boosting workflow and helps in forecast in management. This technology also improves organisational risk, mistakes and unusual patterns like frauds, unauthorized alerts by self- driven aspects and theories investing the human capitals and management. Many innovations have been helpful in enhancing the value of company on many ways, technologies have optimized operations and increase revenue and productivity of human resource management. The current AI in HR department has many tools such as Voice based chats and search like chatbots, Machine learning matching patterns, ATS, Assessment platform, cloud-based HR platforms, data workbench and many more.

These tools and technologies had an effective impact on predictive analysis to automate recruitment and thus making the Human resource management easier and enabling efficiency in Human resource management. Technologies had benefited the companies in decision making process along with accuracy in workflow of companies. Minimizing bias, identifying best candidates, and eliminating unreliable assessments helping sort the domain, skills and technologies based on candidates' interest on designations, skills, or necessities.

Conclusion:

There are many tools and technologies that are important to improve the companies' efficiencies. The changes in industry or economy have had a positive impact of technologies in Human resource management, Concepts like Diversity, inclusiveness and adopting the latest technologies in the human resource departments of companies has shown the lead in shift in companies' strategies and operations. Adopting Artificial Intelligence in Human resource department has given the companies added advantage in easing the recruitment process. Recruiters have seen changes in recruitment lifecycle and candidate expenditure, this is all because the company is able to understand and make decisions based on the changes in the job market.

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