



# “IMPACT OF ARTIFICIAL INTELLIGENCE ON TALENT ACQUISITION”

Komal Rai

Roshni Singh

Dr. Sapna Chauhan

MBA Student

MBA Student

Assistant Professor

Parul Institute of Management &amp; Research

Parul University Vadodara, Gujarat India

## ABSTRACT

Artificial Intelligence (AI) is the order of the day; there is no dimension of life (including organizational ecosystems) that has not been permeated by AI. While AI is making its mark in almost every role in an organization, it must critically examine its effect on the function of Human Resource (HR), especially as this is the most 'human' of all verticals in an organization. Undoubtedly, the method of discovering, recruiting, engaging, maintaining and cultivating talent is the cornerstone of organizations' good economic health. In processes such as talent screening, recruiting, engaging, re-engaging, employee relationships, on-boarding, etc., which used to consume many working hours in the past, AI-based systems currently allow HR automate a wide segment of routine activities, allowing the HR department to be more effective and focus on building compliant and regulatory policies. Talent Acquisition is one of the influential fields within the HR feature that affects AI, for which AI has been nothing short of a game changer - Talent Acquisition is at the height of the organizations' talent management lifecycle. This paper investigates the cascading effect of Artificially Intelligent Systems on organizational talent acquisition processes. It provides a deeper understanding of current AI frameworks and their ability to automate repetitive TA procedures to improve the effectiveness and efficiency of the operation. The paper documents the current, also extrapolating the future of Talent Development in AI assisted professional settings, through many case studies of existing AI programs in TA from around the world.

**Keywords:** Recruitment, Artificial Intelligence, Machine Learning, Talent Acquisition

## I. INTRODUCTION

Businesses in our nation have a land of 1.3 billion people, a land whose greatest opportunity is its people. Their creation paths are very highly informed by the wealth of their human capital and their capacity for talent. We live in times where there are several long-term and short-term business impacts of mapping people's skills to positions. This, Across the corporate hierarchy, it remains true. It is crucial to understand how innovations of the day allow this ubiquitous company to recruit the right talent with talent acquisition processes becoming increasingly strategic, by superimposing this fact with that of increased automation in every aspect of organizational functioning. It is undisputed that the technical supreme Artificial intelligence is today's unifier. How HR managers use AI systems more specifically talent management professionals to streamline their previous interaction-driven recruiting and TA efforts? In time-consuming and repetitive TA efforts such as resume screening, resume shortlisting and "best fits" mapping, how does AI allow process efficiency? Are existing AI systems capable of forecasting future longevity and practical performance for employees? What are the human skill sets needed to deploy such AI led systems strategically yet ethically? What are the fine lines to be drawn to prevent AI-led systems from having an invasive impact?

Until recently, organizations' talent management efforts have concentrated almost entirely on recruiting-hiring the right people. With recruiters' efforts focused on filling empty roles with the best fits and executive succession planning at higher levels, the process was highly reactive. Today's companies, however, have widened the scope of their talent management

strategies to factor in long-term and short-term business impacts and go beyond finding the best talent for current business needs to find potential leaders of tomorrow through market mapping concepts, etc.

## II. OBJECTIVES

- 2.1 To understand the impact of AI on Talent Acquisition.
- 2.2 Evaluate the cost saving parameter of implementation of AI in Talent Acquisition.
- 2.3 Estimate the scope of AI in Talent Acquisition in India.

## III. LITERATURE REVIEW

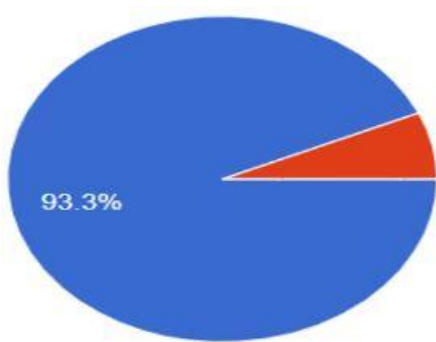
- 3.1 **F. Gementi, "Artificial intelligence and recruiting - wherever can it go in 2018" (2018):** This study proves that AI-based package is ready to judge candidates' browsing history and use it in decision-making. knowledge management process systems permit you to line a target and look for candidates that meet your goals. Candidates applying for similar jobs can see advertising for the role of your business at the terribly moment they begin pondering obtaining a brand new job.
- 3.2 **"Mercer Talent Trends Study 2018 Findings:** Asian country, 2018 computing can play a essential associated important role within the acquisition of talent within the close to future for 100% of organizations making ready an structure plan within the next 2 years, eighty pc hour UN agency are optimistic in reskilling current employees for brand spanning new place.
- 3.3 **Press release - AI creates jobs, however talent crisis remains (2018):** whereas AI technologies are more and more being adopted by organizations, implementation plans are hindered by a scarcity of individuals with appropriate skills, which can justify the share of organizations implementing AI for only practical capabilities
- 3.4 **R. Feloni (2017):** Dutch-British client large unlevered has been victimisation computing to recruit entry level employees for the past year, and therefore the firm claims it's improved diversity and price potency considerably. AI additionally contend an essential role within the development of talent for the organization.
- 3.5 **R. Maurer, "Talent Acquisition - Technology Can Reshape Talent Acquisition in 2018," thirteen February 2018:** In 2018, developments in talent knowledge analytics and computing (AI) can offer talent management practitioners with the resources they have once creating recruiting selections and streamlining the transactional facet of hiring to be a lot of strategic and perceptive.
- 3.6 **Michael Stephan, David Brown and Robin Erickson (February 2017) write:** In previous hires and current applicants, AI-powered tools help recruiters and hiring managers identify trends. Through doing so, within a specific role, they strengthen their understanding of progress, says Jacob Zabkowicz, vice president and general manager of Korn Ferry's North American RPO. It also helps them recognize the characteristics that make the performance possible.
- 3.7 **A. Betts (2018):** Entire industries are seeking creative ways to address persistent business problems and achieve efficiencies through AI, such as Chabot's proliferation in marketing. Individual brands are also seizing the AI chance. Another great example of the power of AI in operation is Lowe's-LoweBot, an autonomous supermarket service robot that helps customers locate in-store goods in several languages.

## IV. RESEARCH METHODOLOGY

- 4.1 **Research Design of the Proposed Research Study:** The Research design of the proposed study, considering its objective, scope and coverage is exploratory and descriptive in nature.
- 4.2 **Scope and Coverage of the Proposed Research Study:** The project work was based on study and evaluation of the survey conducted on the Human Resource professionals of various organizations working in operations.
- 4.3 **Sources of information:** The research would make the use of both primary data as well as secondary data source of information.
- 4.4 **Primary data:** The primary data collected from HR Professionals working with operations team, who are working on floor in the organization by the means of questionnaire.
- 4.5 **Secondary data:** The secondary data collected from publishing by books and reports & blogs.
- 4.6 **Research instrument:** The researcher put to use structure non disguised questionnaire to get responses from the employees of the organization.
- 4.7 **Sample frame:** The representative sampling unit in appropriate and justified size would be conveniently drawn from different employees across the organizations
- 4.8 **Sample size:** The appropriate number of employees available for the purpose of the study has been adequate will be considered. A Sample size of 40 participants was selected for this research project
- 4.9 **Sample design and method:** Non probability sampling design based on simple random sampling method will be used for the proposed research study.

4.10 Sample media: Sample media would be taking personal interview form of filling up of questionnaire.

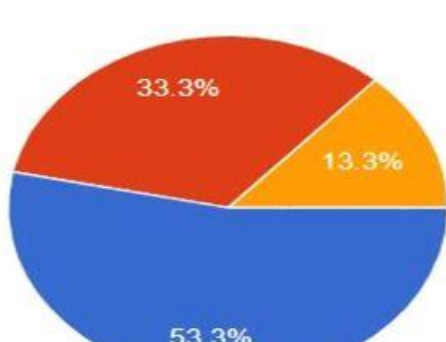
V. DATA ANALYSIS



● Yes  
● No

**Interpretation**

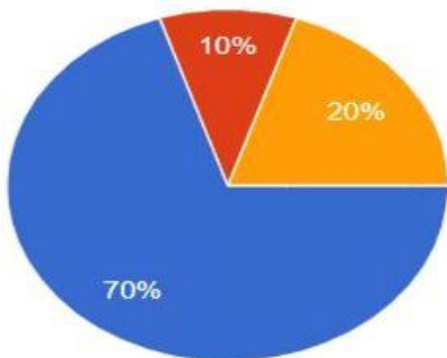
According to the data received from the employees working in private sectors, 93.3% of the employees are familiar with Artificial Intelligence in general while the rest of the employees are not aware about artificial intelligence.



● Yes  
● No  
● Maybe

**Interpretation**

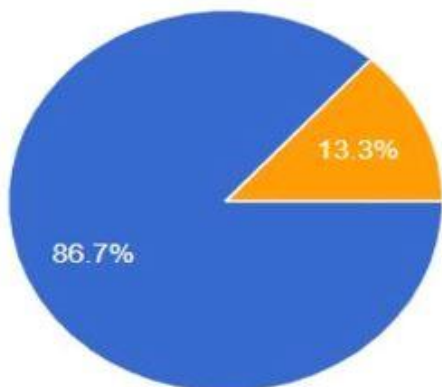
Just 53.3 percent of workers have the experience of using AI at their workplace, according to data collected from employees working in private sectors, while the remainder do not have the experience of using AI.



● Yes  
● No  
● Maybe

**Interpretation**

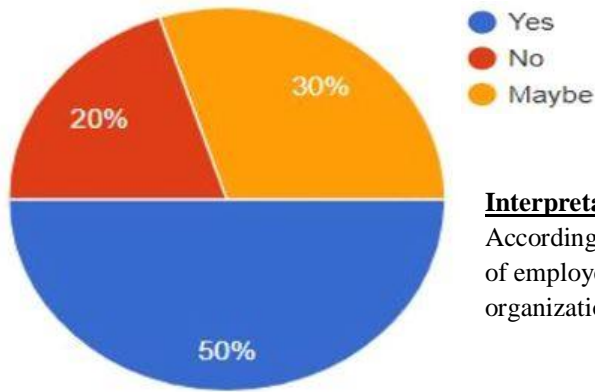
According to data collected from private sector workers, 70 percent of employees agree that AI is used in human resources, and the remainder do not believe that AI is used in HR.



● Yes  
● No  
● Maybe

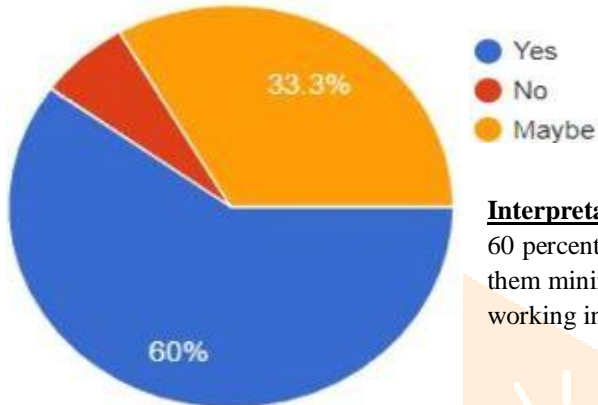
**Interpretation**

86.7 percent of employees agree that artificial intelligence would have an effect on the acquisition of talent, according to data obtained from employees working in the private sector.



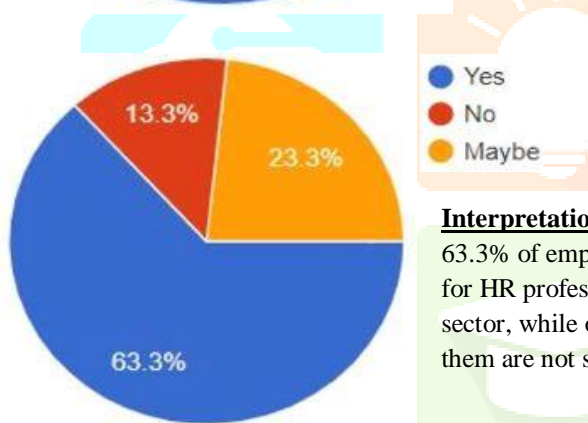
#### Interpretation

According to data obtained from employees working in the private sector, only 50% of employees indicated that AI-based software is currently used by their organizations.



#### Interpretation

60 percent of employees believe that using AI-based talent acquisition tools will help them minimize the cost of HR operations, according to data collected from employees working in the private sector, while the others are not sure of the same.



#### Interpretation

63.3% of employees agree that adapting AI for talent development will result in job cuts for HR professionals, according to data obtained from employees working in the private sector, while only 13.3% of employees feel that there will be no job cuts and the rest of them are not sure about it.

## VI. SUGGESTIONS

While almost all potential business spheres are explored by Artificial Intelligence, recruiters are still very afraid of AI solutions. Some of them are not confident that this work is good enough for machines. Others are afraid of replacing them with Artificial Intelligence. In addition, the above are accurate to an extent, as computers have already shown better abilities to perform daunting repetitive work. This is the reason, on the other hand, why the use of AI in hiring would increase the value of human jobs. It's important to understand, however, that the AI trend in recruitment is not going to vanish in the immediate future. Recruiters need to think about new possibilities and adapt to the new business conditions.

## VII. CONCLUSION

Throughout the cross-section of business activities, artificially intelligent systems are today's fact and tomorrow's fundamental technology. Against this context, it is inevitable for organizations to recognize, exploit and accept AI for the most important of all organizational capital, human resources, to be handled effectively. Since talent management is critically dependent on the efficacy of an organization's talent acquisition processes, this paper addressed the presentation of AI in talent acquisition systems at various stages of the TA lifecycle. However, it must be noted that the human factor in the human resources function can not be fully replaced by AI. HR and TA leaders can improve their plan by ensuring that their tools are best used to empower recruiters with technology. The automation of routine and repetitive hiring tasks such as screening and then move towards higher intelligence-based hiring tasks such as candidate interaction will be a good starting point. It is now time to accept AI to achieve a competitive advantage in hiring. Today, AI empowers recruiters to become smarter and more successful by dramatically enabling the recruitment process. Recruiters will revolutionize their recruitment strategy every day by using AI tools available on the market.

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