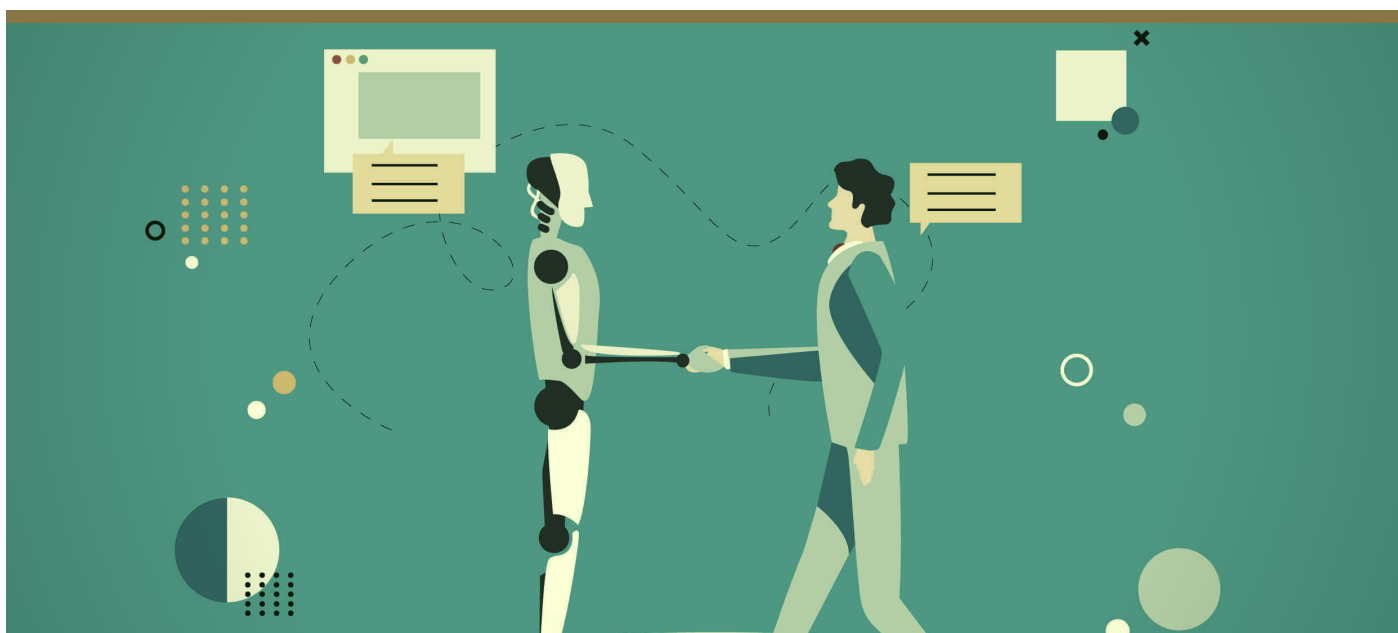# HARMONY

SYMPHONY TECH
BUSINESS SIMPLIFIED

Connecting the human element with business..

Artificial Intelligence (AI) is the talk of the town and it has hugely impacted the Recruitment Industry too.

Recruiters have started using AI to make their jobs easier, quicker and more efficient.

Efficiently screening resumes still remains one of the biggest challenges in talent acquisition. With 52% of talent acquisition leaders saying that the most difficult part of recruitment is identifying the right candidates from a vast sea of applications.

It is being said that in the future years, finding top talent will depend on a recruiter's ability to intelligently automate their workflow.

How is AI used for Recruitment?

It is basically the use of artificial intelligence, and the power of computer and machine learning in the field of recruitment.

It's main purpose is time saving and it does so by automating tedious and repetitive work.

Benefits of AI

Timesaving: Screening resumes and shortlisting eligible candidates takes a huge share of a recruiter's time.AI successfully automates these high-volume repetitive tasks.

Enhancing quality of hiring: AI uses data to create an algorithm to associate the candidates' experience, knowledge, and skills to the requirements of the job thus ensuring the best possible fit.

Challenges Faced

Lot of data: To be of any importance and to ensure mimicking of human behavior, a huge pool of data has to be fed to an AI Software.

Scope of bias: AI finds patterns in human behaviors. So quite naturally, whatever unconscious bias humans have will creep into the AI's algorithm as well

Prevalent Skepticism: Recruiters are afraid to try out completely innovative software like AI for crucial tasks like screening candidates.

SYMPHONY SAMACHAR

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- EY to hire 9000 for digital services - **The Economic Times**
- TCS emerges top recruiter with 15 offers in third cluster of IIM Ahmedabad summer placements - **The Economic Times**
- Hiring activity improving; recovery in recruitment in non-tech sectors - **The Economic Times**
- Pandemic could cause a jump in recruitment frauds in the e-commerce sector: KPMG Report - **The Economic Times**
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