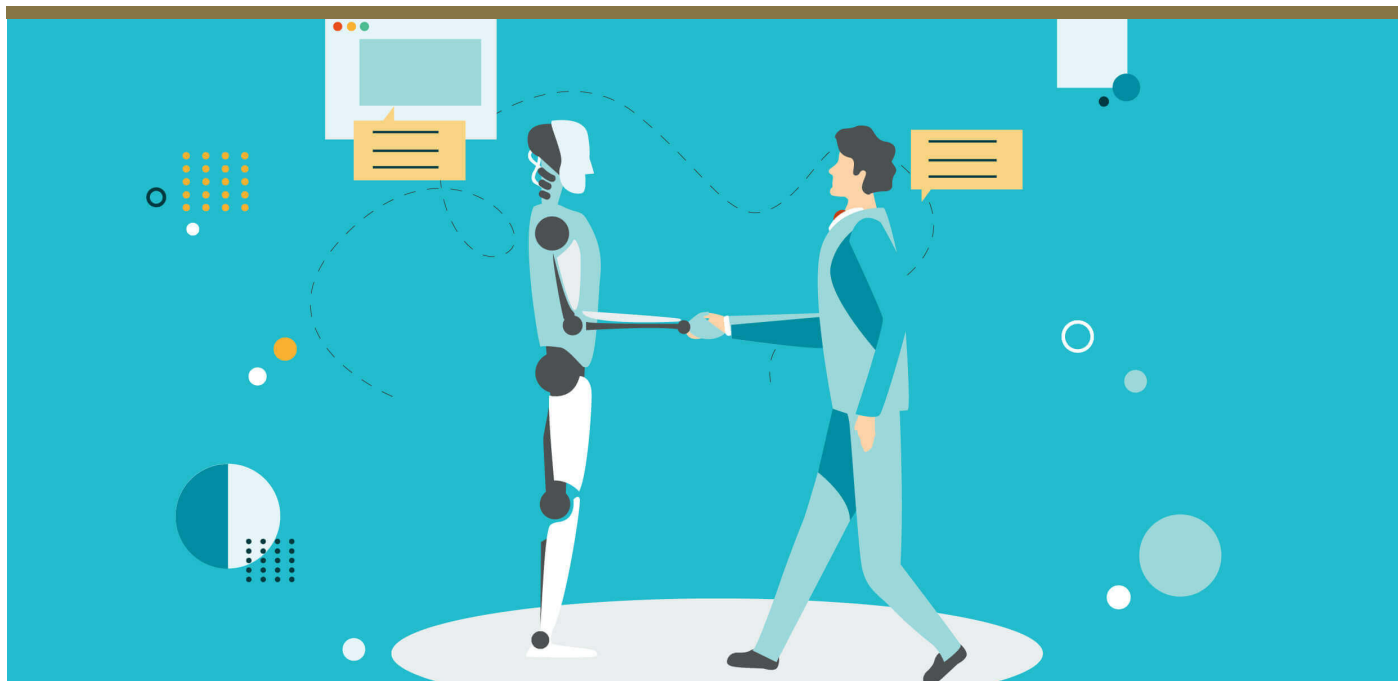


HARMONY

Connecting the human element with business..



The Role and Context of AI in Modern Recruitment

Artificial Intelligence (AI) is all the rage these days, and it has had a significant impact on the recruitment industry.

Artificial intelligence is already playing a significant part in how firms find fresh talent when it comes to recruiting strategies.

Its spectacular rise has been documented in the world's most prestigious media outlets. In January, Forbes published an article titled How AI is Changing the Recruiting Game. In this article, it is acknowledged that one of the most difficult responsibilities that modern organisations have is recruiting. AI could be able to take care of a lot of the grunt work.

It is critical to streamline the procedure. That is one of the things AI excels at.

Recruiters have begun to use artificial intelligence (AI) to make their tasks easier, faster, and more efficient.

One of the most difficult aspects of talent acquisition is efficiently assessing resumes. The most difficult component of recruitment, according to 52 percent of talent acquisition leaders, is discovering the right applicants from a sea of applications.

It is predicted that in the next years, a recruiter's capacity to intelligently automate their workflow will be critical in locating top talent.

How is Artificial Intelligence (AI) used in the recruitment process?

In the field of recruitment, it is essentially the application of artificial intelligence and the power of computer and machine learning.

Its primary goal is to save time by automating time-consuming and repetitive tasks.

Increase in Screening Productivity

The use of conversational AI techniques can help in the screening process.

Conversational tools powered by AI can also help with the screening process. These technologies are perfect for going back for a second look at individuals who applied in the past because they are continually learning. AI systems can save vital information on all candidates, saving time and effort when it's time to contact them again. Companies that deploy AI techniques have seen a 75 percent reduction in the cost per screening.

AI's Advantages

1. Screening resumes and shortlisting qualified applicants takes up a large portion of a recruiter's time. These high-volume, repetitive jobs are successfully automated by AI.
2. Improving hiring quality: AI leverages data to construct an algorithm that matches a candidate's experience, knowledge, and skills to the job requirements, assuring the greatest possible match.

Obstacles to Overcome

1. A large amount of data must be provided to an AI software in order for it to be of any use and to ensure that it mimics human behaviour.
2. Bias scope: AI looks for patterns in human behaviour. As a result, whatever unconscious biases individuals have will automatically enter into the AI's algorithm.
3. Skepticism is common: Recruiters are hesitant to test out wholly new tools, such as AI, for critical jobs like candidate screening.

SYMPHONY SAMACHAR

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