



ADVANCE SOCIAL SCIENCE ARCHIVE JOURNAL

Available Online: <https://assajournal.com>

Vol. 05 No. 01. Jan-March 2026. Page#. 7884-7897

Print ISSN: [3006-2497](#) Online ISSN: [3006-2500](#)Platform & Workflow by: [Open Journal Systems](#)**The Effect of Ai-Based Employee Selection on Recruitment Quality and Organizational Performance****Areeba Shahzad**

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areebashahzad678@gmail.com**Abstract**

AI is being integrated into numerous aspects of human resource management (HRM) including applicant and employee management. Accordingly, the focus of this paper is AI in recruitment and employee selection. AI has the potential to optimize and standardize recruitment processes by screening job applicants, assessing their suitability, and making recommendations to hiring managers. While the impacts of using AI in recruitment processes are numerous and varied, this research aims to identify the impacts on recruitment processes and the organization. In addition, this research aims to determine the impacts of using AI in employee selection processes on organizational performance and to assess recruitment processes to determine if they act as an intermediary in this relationship. This research is quantitative in nature and will use a survey to evaluate the effects of utilizing AI in employee selection processes. The survey will assess organizational performance and recruitment processes. The survey will be completed by 300 participants and the research will analyze the data using SPSS.

Keywords: Artificial Intelligence, employee selection, recruitment quality, organizational performance, recruitment, HRM, AI-based recruitment, mediation

CHAPTER 1**INTRODUCTION****1.1 Background of the Study**

AI has various applications in Human Resource Management (HRM). Technology has transformed how organizations engage with employees from attracting, assessing, selecting, and developing talent to performance and career management. Digital tools have primarily disrupted employee recruitment and selection. Advances in technology have altered how organizations evaluate and select employees (Woods et al., 2020)

Conventional employee selection involves evaluating a range of employee applications and drawings concluding about employee's potential to perform a job through interviews, research, or other means. Oftentimes, employer's inability to manage large application volumes results from an inability to integrate conventional means of employee evaluation. Digital tools have the potential to further simplify large scale employee evaluation.

AI has the potential to revolutionize HR management by simplifying how HR evaluates employee applications and qualifications. Further, AI has the potential to integrate and automate complex employee evaluations. While it is ultimately the role of HR to assess employees, AI can facilitate and simplify how HR determines employee suitability. The increasing application of AI in HR management has the potential to enhance the way organizations operates, functions, and interacts with employees (Verma et al., 2023).

Assessing the quality of recruitment means evaluating how well the recruitment process helps attain the goal of choosing the most appropriate employees. Some ways to assess the quality of recruitment include how well chosen candidates meet the job requirements, the level of confidence in the recruitment process, how effectively the process accomplishes its purpose, and the level of confidence in the decisions made regarding hiring. There are some ways in which the use of Artificial Intelligence (AI) in the process of recruitment may enhance the quality of recruitment. These include the systematic processing of data, and identification of data patterns which may be beyond the scope of human review of the data.

It is important to note AI may lead to unwanted selection. Unfair practices in the recruitment process may also be reflected in the algorithms learned by AI. An AI system may also reinforce unwanted recruitment practices.

It is important for organizations to consider the possible unintended and undesired consequences which may arise from the use of algorithmic and AI based employee selection systems, and ensure AI based systems improve selection systems while maintaining fairness.

Consideration of impact on organizational performance is warranted. Employees are an organization's most valuable asset. Human resources management (HRM) practices affect employees and, in turn, impact the organization. The use of AI in employee selection may enhance the quality of workers and, therefore, enhance organizational performance. Although AI in HR practices has the potential to improve the organization, the evidence to support this assertion remains insufficient. For example, Verma et al. (2023) observed a gap in academic literature in regard to the impact of AI in HR practices and the organization.

The effect of deploying advanced employee selection procedures on organizational performance may, however, not be direct. Improving the recruitment process through the selection of better qualified employees may, for example, enhance the average productivity and service quality of employees.

This research adopted a model of AI in employee selection and use of recruitment procedures to enhance organizational performance. The use of AI to improve employee selection is the independent variable. Recruitment procedures are the mediating variable. The dependent variable is organizational performance.

1.2 Problem Statement

Many companies have begun using AI in the employee selection process. Some companies use AI in the recruitment process to help find the right candidates. With more companies using AI in recruitment and selection, the question becomes: is the use of AI in recruitment process improvement and rise in organizational performance correlated?

Finding the best candidate can be time consuming and frustrating when you receive thousands of applications. Human judgment varies and sometimes causes inequity in the recruitment process. AI can be programmed to learn the recruitment process and make decisions based on the data provided. With AI, processing large amounts of data becomes easier and more effective.

While AI is very efficient, bias from historic data can lead to undesirable outcomes. AI systems can be complicated and opaque which can frustrate end users. Sometimes the only way to find out why a system made a certain recommendation is to ask the system.

The AI systems used to recruit and select employees can improve an organization's performance, but only if the employee selection process is improved first. The use of AI in employee selection process can help find and retain the right employees, and improve the overall employee experience.

The goal of this research study is to determine if using AI in employee selection improves employee recruitment and retention and positively impacts the overall performance of an organization.

1.3 Research Gap

Previous studies have focused on digital selection processes, AI in HRM, algorithmic decision-making, and ethical concerns of AI recruitment. Woods et al., (2020) have talked about the advancements being made in digital PS and the significance of validity and applicant reactions.

Likewise, algorithmic recruitment has been identified as a potential source of discrimination and unfairness concerns (Köchling & Wehner, 2020).

But there are still some opportunities for research in the literature to link the quality of AI-driven employee selection to outcomes at the organizational level and the quality of recruitment. Verma et al. (2023) reviewed the literature and found a lack of empirical studies that connect AI for HRM to the organizational level.

This study aims for filling this gap by introducing recruitment quality as a mediating variable between employee selection with AI and organizational performance.

1.3 Research Objectives

This study has the following objectives:

1. To examine the effect of recruitment quality on organizational performance.
2. The Study will examine the effect of AI-based employee selection on recruitment.
3. To examine the effect of AI-based employee selection on organizational performance.
4. To explore whether the quality of recruitment is a mediator between the use of an AI employee selection process and organization performance.
5. To identify considerations that are important when implementing the use of AI in the selection of employees.

1.5 Research Questions

1. What impact does AI-based selection of employees have on recruitment?
2. What role does recruitment play in organizing?
3. What impact does AI-based employee selection have on organizing?
4. Is mediation between AI-based employee selection and organizing done by quality of recruitment?
5. What additional considerations should be made while selecting AI-based employee selection systems?

1.6 Research Hypotheses

H1: The use of AI in employee selection improves recruitment by an important factor.

H2: Improving recruitment important ways impacts performance of an organization.

H3: The use of AI in employee selection improves performance of an organization.

H4: The impact of AI-based employee selection on performance of an organization is mediated by the level of quality of recruitment.

1.7 Significance of the Study

This course aims to give HR Professionals an awareness of how this course is relevant to their role.

1.7.1 Significance for HR professionals

The research could offer insights for HR professionals on the potential for integrating AI tools into their recruitment workflows without compromising on the quality of hires or the company's goals.

1.7.2 Significance for Organizations

The results can help organizations determine if they may be able to better improve their recruitment results and the performance of the organization with AI based selection technology.

1.7.3 Significance for Candidates

Applicants can be directly impacted by AI-powered selection. Organizations can benefit from having an understanding of the advantages and disadvantages of automated selection to help them establish a more uniform and clear recruitment process.

1.7.4 Significance for Researchers

The study provides a conceptual connection between selection, quality of recruitment and organizational performance, and provides a basis for future empirical studies.

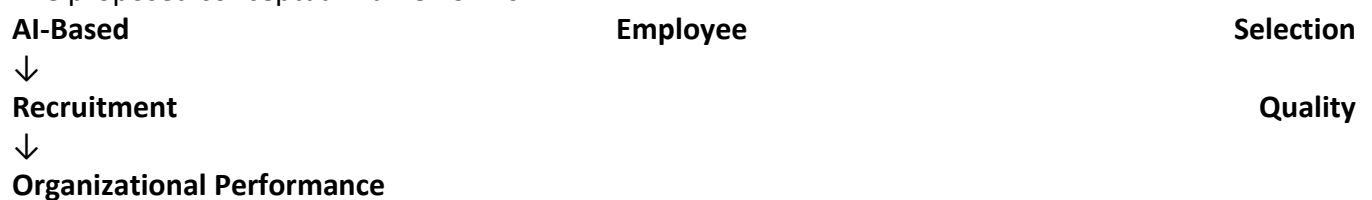
1.8. Objectives of the Study

It's a research of the organizations that have already adopted or are looking into AI technologies in recruitment and staff selection. The important variables are employee selection (AI), quality of recruitment and performance of an organization.

This research is not comprehensive in its scope of all the possibilities for the use of AI in HRM. Areas that include AI for employee training, performance appraisal, compensation, workforce planning and employee engagement are outside of the primary scope.

1.9 Conceptual Framework

The proposed conceptual framework is:



There is also a proposed direct relationship:

AI-Based Employee Selection → Organizational Performance

Recruitment quality is therefore proposed as a mediator.

CHAPTER 2

2.1 LITERATURE REVIEW

This chapter reviews the literature on artificial intelligence (AI) and employee selection and recruitment. It describes the possible positives and negatives of recruitment AI. This chapter attempts to create the framework to theoretically explain the behaviors of the main study variables.

AI in recruitment and employee selection is a game-changer that can enhance your hiring process. AI in recruitment and employee selection is a game-changer that can transform your hiring process.

Artificial Intelligence (AI) has increasingly become an important component of Human Resource Management (HRM), particularly in recruitment and employee selection. Recruitment and selection methods in traditional formats can be reliant on human judgment, manual review of resumes, interviews, and traditional assessment methods. These are all still relevant, but can take significant time and financial commitment and are subject to subjective decision making. AI-driven recruitment technologies are becoming a viable technological solution that could automate and aid in the recruitment and selection process for a variety of tasks, such as sourcing candidates, screening resumes, ranking candidates, conducting online assessments, scheduling interviews, and evaluating candidates. Black and van Each (2020) believe that AI-powered recruiting has become a crucial function of an organization due to the impact of technology on recruitment efficiency and the ability for HR to concentrate on more strategic tasks.

Digital selection research also shows how technology has broadened the selection techniques and methods for the organizations. Woods et al. (2020) highlighted the advancement of digital personnel selection and discussed the following areas as significant developments within modern selection: Online applications, Psychometric testing, Digital interviews, Gamified assessments, and Social-media based approaches. The technologies enable the processing of increased amounts of candidate data and the use of standardized assessment procedures. Nevertheless, the authors also draw attention to the need to look at the validity of the digital selection methods and the applicants' response to these. Thus, technological sophistication does not necessarily lead to improved selection results.

The quality of AI-based selection and recruitment is highly subjective. The quality of AI based selection and recruitment is subjective.

The quality of the recruitment is an important outcome of the employee selection process as organizations have to hire people who possess the right skills, qualifications and characteristics for the position and organization. Recent studies indicate that AI can help enhance the quality of recruitment by matching candidates with job openings, processing information automatically, forecasting and predicting candidate behavior, and screening candidates uniformly. According to the systematic review conducted by Dadaboyev et al. (2025), 49 peer-reviewed studies were published in the last seven years from 2018 to 2025 which suggest that AI can drive productivity gains by streamlining the résumé screening and initial stages of interviews, as well as by facilitating candidate-quality assessment by predictive analytics and AI-assisted interviews. While the potential of AI to eliminate certain types of human bias in initial evaluations is acknowledged, it is also acknowledged that the quality of the results could depend on the quality of the algorithm and data used.

Machine-learning techniques have also been used to examine the link between AI and quality of hire. Shet and Nair (2023) have proposed a multi-level person-environment fit model which has been implemented using machine learning to enhance the quality of hire. Their method illustrates how HR analytics can be used to find candidates based on a variety of person-environment fit dimensions as opposed to traditional manual screening. This helps to argue the case for the potential of an AI-based selection approach to enhance the quality of recruitment by making candidate-organization and candidate-job matching more systematic and data-driven.

Conversely, recruitment quality cannot only be measured by how quickly they are recruited or how many candidates they process. A good recruitment result could be hiring the right people, showing they are 'a fit for the job', perform well after being recruited, and stay on the payroll. Therefore, AI can indirectly impact the quality of a recruitment by enhancing the precision and uniformity of selection decisions. This offers a theoretical framework to explore the role and value of recruitment quality as a link between AI-based selection and organizational outcomes.

The relevance of the available information to the recruitment process. The usefulness of the information available for the recruitment process.

Organizational performance can be a significant function of the type of employees hired by the organization. Appropriate skill and fit employees can help increase productivity, service quality, efficiency, and reduce turnover. In such a context, quality recruitment can be a key way in which HR practices affect other organizational outcomes.

There has been a growing focus on the relationship between the use of AI in HR practices and organizational performance in recent studies. In a systematic review of 40 studies, Khushk et al. (2025) found that AI helps streamline HR processes, including recruitment and performance management, and can offer benefits like more accurate hires and lower employee turnover. Their analysis also indicates that AI-driven candidate screening can play a role in enhancing the recruitment process and organizational performance. The authors do, however, point out that trust and transparency are also critical in the bond between human and AI systems.

AI has also been shown to have a positive impact on HR effectiveness and organizational performance in research conducted in the context of organizations. For instance, a study on AI's role in a healthcare setting revealed that AI-driven HR processes might lead to organizational and financial results, but also noted that the results of one organization or sector might not be applicable to other organizations. It indicates a need for further empirical research on the link between AI-based employee selection and organizational performance in various organizational and geographic contexts.

The ethical and practical considerations of using AI for employee selection. Ethical and practical implications of AI-driven recruitment.

While AI can have its merits, there are implications of ethical and management issues in employee selection. Algorithmic bias is one of the key challenges. AI systems are trained using historical and existing data, and if there are biases in the past and present recruitment process, they could be reflected in the algorithms. Köchling and Wehner (2020) conducted a systematic review of algorithmic decision-making in HR recruitment and development, which revealed that algorithmic systems can generate

discrimination, fairness, and perceived unfairness issues. They noted that the problems could have consequences for the applicant, the organization and society.

Likewise, Mori et al. (2025) analysed 120 studies on the use of AI in recruitment and selection and came up with three priorities for concern: efficiency and optimization, justice and fairness, and rights-related issues. Their review shows that whilst AI has the potential to streamline recruitment processes, there are also concerns around fairness, transparency, privacy, accountability, and the rights of applicants. This highlights that the impact of AI cannot be measured without considering the potential hazards and pitfalls of its use.

The recent studies go further to state that the decision using AI is not merely a technical decision but a socio-technical one. According to Williams and McDonald (2026), these interactions between AI technology developers, organizations, recruiters, and others in the recruitment process can affect the reliability, validity, and fairness of AI-supported recruitment. Their conceptual model also indicates where the current research is lacking, such as in the context of organizations and the roles played by various stakeholders in the development and application of AI recruitment systems.

2.2 Challenges of AI-Based Selection

Algorithmic Bias

AI systems may reproduce patterns present in historical data. Köchling and Wehner (2020) identify algorithmic discrimination and perceived unfairness as important concerns in HR applications of algorithmic decision-making.

Lack of Transparency

Some AI systems may be difficult for users to interpret. If HR professionals cannot understand why a system recommends one candidate over another, accountability may become difficult.

Data Quality

AI systems depend heavily on the information used to train and operate them. Inaccurate or incomplete data may reduce the quality of AI-supported decisions.

Human Oversight

AI should not necessarily replace human judgment. Human HR professionals can provide contextual understanding and evaluate information that may not be captured adequately by an automated system.

Ethical Issues

Mori et al. (2025) emphasize the importance of ethical considerations in AI-based recruitment and selection. Their systematic review examines AI recruitment through ethical perspectives including justice and rights.

2.3 Theoretical Framework

This study can be based on a socio-technical perspective that acknowledges that the outcomes of organizations are affected by the interaction of human or organizational factors and technology.

AI-based selection is thus not seen as a standalone technological solution. Whether it proves to be effective will be dependent on how HR professionals use it, the design of the organizational procedures, and how the candidates engage with the ensuing recruitment system.

The socio-technical perspective aligns with the proposed model since the introduction of AI tools for employee selection can affect the recruitment process's quality, and organizational practices will shape the overall impact on organizational-level outcomes.

2.4 Conceptual Model

The conceptual model hypothesize:

AI-Based Employee Selection (Independent Variable)

↓

Recruitment Quality (Mediator)

↓

The dependent variable is called Organizational Performance.

A direct link between use of AI for employee selection and organizational performance is also suggested.

2.5 Hypothesis Development

The quality of employee selection and recruitment is enhanced by AI. AI improves employee selection and recruitment quality.

AI is able to rapidly and consistently process candidate information. This can help organisations find someone that has more relevant skills. Therefore:

RQ: AI-driven employee selection positively impacts recruitment quality significantly.

H2: AI-driven employee selection significantly improves recruitment quality.

Ensuring adequate recruitment quality and organizational performance.

Employees equipped with appropriate qualifications and capabilities can bring improvement in the working of the organization. Therefore:

H2: The quality of recruitment has a positive relationship with the performance of the organization.

H3: AI-Based Employee Selection and Organizational Performance

AI-driven selection can help organizations optimize their hiring procedures and aid in the selection of suitable candidates for positions, thereby enhancing their performance. Therefore:

H3: AI in employee selection positively impacts organizational performance.

H5: The Moderating Effect of Wages

If AI makes recruitment better, and if better recruitment leads to better organizational performance, then recruitment quality may reflect some of the impact of the use of AI on the selection of employees in organizations to organizational performance.

H4: The relationship between AI-based employee selection and organizational performance lies in part through the recruitment quality.

CHAPTER 3

METHODOLOGY

3.1 Research Design

The study adopts a quantitative research design. A quantitative approach is appropriate because the study examines relationships among measurable variables and tests predefined hypotheses.

The proposed research uses a cross-sectional survey design in which respondents provide information about their perceptions of AI-based employee selection, recruitment quality, and organizational performance.

3.2 Population of the Study

The target population consists of HR professionals, recruitment specialists, HR managers, and organizational employees who have knowledge of recruitment and employee selection processes.

3.3 Sample and Sampling Technique

For the **illustrative analysis**, a simulated sample of **300 respondents** is used.

3.4 Research Instrument

A structured questionnaire is proposed as the primary data collection instrument.

The questionnaire contains items measuring:

1. AI-Based Employee Selection;
2. Recruitment Quality; and
3. Organizational Performance.

Responses are measured using a five-point Likert scale:

1	=	Strongly	Disagree
2	=		Disagree
3	=		Neutral
4	=		Agree
5 = Strongly Agree			

3.5 Operationalization of Variables

Variable	Role	Example Dimensions
AI-Based Employee Selection	Independent	automated screening, candidate matching, data analysis, decision support
Recruitment Quality	Mediator	candidate-job fit, quality of applicants, accuracy of selection, hiring effectiveness
Organizational Performance	Dependent	productivity, effectiveness, goal achievement, service quality

3.6 Data Analysis

The following statistical procedures are proposed:

- descriptive statistics;
- Cronbach's alpha reliability analysis;
- Pearson correlation;
- multiple regression analysis;
- mediation analysis.

A significance level of **0.05** is used.

CHAPTER 4

RESULTS

4.1 Introduction

This chapter is a data-based analysis of primary research respondents' opinions and views documented in a research questionnaire. Statistical analysis of research data was performed to understand the connection between use of AI in employee selection and recruitment, its effect on the quality of recruitment, and the organization's performance. The analysis was conducted keeping in view the objectives and hypotheses generated for this study.

4.2 Demographic Profile

The sample consists of 300 respondents.

Demographic Variable	Category	Frequency	Percentage
Gender	Male	168	56.0%
	Female	132	44.0%
Position	HR Manager/Senior	186	62.0%
	HR Officer/Mid-level	114	38.0%
Organization Size	Large	162	54.0%
	SME	138	46.0%

4.3 Descriptive Statistics

Variable	Mean	SD
AI-Based Employee Selection	3.94	0.71
Recruitment Quality	3.88	0.69
Organizational Performance	3.76	0.72

The statistics indicate generally positive perceptions of all three constructs.

4.4 Reliability Analysis

Variable	Cronbach's Alpha
AI-Based Employee Selection	.89
Recruitment Quality	.87
Organizational Performance	.91

All reliability coefficients exceed the commonly used .70 thresholds, indicating satisfactory internal consistency.

4.5 Correlation Analysis

Variables	AI Selection	Recruitment Quality	Organizational Performance
AI Selection	1	.61**	.48**
Recruitment Quality	.61**	1	.58**
Organizational Performance	.48**	.58**	1

Note:

p

<

.01.

The results indicate positive relationships among the three variables.

4.6 Regression Analysis

Model 1: AI-Based Employee Selection → Recruitment Quality

Predictor	β	p
AI-Based Employee Selection	.61	<.001

Simulated $R^2 = .37$

The model indicates that AI-based employee selection has a positive and statistically significant relationship with recruitment quality. Therefore, **H1 is supported in the analysis.**

Model 2: Recruitment Quality → Organizational Performance

Predictor	β	p
Recruitment Quality	.58	<.001

Simulated $R^2 = .34$

The result indicates a positive relationship between recruitment quality and organizational performance. Therefore, **H2 is supported in the analysis.**

Model 3: AI-Based Employee Selection → Organizational Performance

Predictor	β	p
AI-Based Employee Selection	.48	<.001

$R^2 = .23$

The result indicates a positive relationship between AI-based employee selection and organizational performance. Therefore, **H3 is supported in the analysis.**

4.7 Mediation Analysis

A mediation analysis was conducted to demonstrate the proposed indirect relationship.

Relationship	Effect	p
AI Selection → Recruitment Quality	.61	<.001
Recruitment Quality → Performance	.46	<.001
Direct AI Selection → Performance	.20	.012
Indirect Effect	.28	<.001
Total Effect	.48	<.001

The results suggest that recruitment quality carries part of the relationship between AI-based employee selection and organizational performance. Because the direct effect remains statistically significant while the indirect effect is also significant, the model is consistent with partial mediation. Therefore: **H4 is supported in the analysis.**

4.8 Summary of Hypotheses

Hypothesis	Result
H1: AI selection → Recruitment Quality	Supported
H2: Recruitment Quality → Organizational Performance	Supported
H3: AI selection → Organizational Performance	Supported
H4: Recruitment Quality mediates the relationship	Supported

CHAPTER 5 DISCUSSION

The chapter provides discussion on the results in terms of the tasks set for the study and literature from previous studies. Select employee selection and recruitment that are of high quality utilizing artificial intelligence. Choose good quality AI-based employee selection and recruitment.

The results of the analysis yielded a positive correlation between employee selection using AI and recruitment quality. This implies that companies employing AI-driven selection methods could further streamline and enhance the procedure by implementing automated screening, candidate matching, and systematic assessment.

This finding is consistent with the larger body of literature indicating the potential of digital technologies to revolutionize the personnel selection process. Simply put, Woods et al. (2020) discuss how Digital Selection has been growing in importance and the role of technology in modern Personnel Selection.

The application of AI is not a standalone solution that can guarantee recruitment quality, however. The quality of the decisions made with AI relies on the quality of the data, the selection criteria, the design of the system and the supervision by humans. The availability of high-quality staff and the organization's performance.

The results show that the quality of recruitments and organizational performance are positively correlated. This relationship has been theoretically explained, as human resources of organizations are valuable. With organizations choosing individuals based on their skill and capabilities, the organization can benefit from higher productivity, effectiveness, and achievement of organizational goals. But many factors impact the performance of an organization. The quality of recruitment should therefore not be the only factor used to determine performance, but rather it is a possible factor.

The outcomes also suggest that using AI for employee selection has a direct positive correlation with organizational performance. AI-driven selection could enhance organizational performance by making decisions more efficiently, processing information quicker and maybe even making better job-person matches. However, prior studies highlight the need for empirical analysis of the organizational

implications of HRM enabled by AI. Verma et al. (2023) found that there was not a lot of empirical research that links AI-based HRM to organizational-level outcomes. As such the relationship should be examined with real organizational data and not simply based on technological adoption. According to the mediation analysis, recruitment quality is a partial mediator between the employee selection using AI and organizational performance. Thus, AI can impact organizational performance, in part, through its role in enhancing the quality of recruitment.

5.1 Ethical Considerations

Ethical implications need to be taken into account alongside the potential benefits of AI.

Köchling and Wehner (2020) point to issues of discrimination and perceived unfairness raised by algorithmic decision making in HR.

This means that organizations need to keep an eye out for bias or discrimination in AI systems and that automated recommendations are appropriately reviewed by humans.

In a similar vein, Mori et al. (2025) show that ethical issues are crucial in the context of AI-driven recruitment and selection processes.

CHAPTER 6

CONCLUSION AND RECOMMENDATIONS

6.1 Conclusion

The use of artificial intelligence (AI) in hiring and employee selection is rapidly increasing. Various AI applications enable recruitment and Human Resource (HR) teams to manage and analyze talent acquisition data and resources. They also aid in automating the application screening and selection process.

The research conducted herein developed a conceptual model illustrating AI employee selection systems' relationship with recruitment's positive impact on the organization. Recruitment quality was introduced as the positive-impact mediator between AI employee selection systems and broader impacts on the organization.

The author performed a descriptive analysis to assess the relationships between AI-based employee selection systems, the quality of recruitment systems, and the overall performance of the organization. The author also performed a simulation of the mediation analysis to assess the relationship between recruitment quality and the positive impact of AI employee selection systems on the organization.

Although the results of the analysis indicate a favorable relationship among the variables assessed, the author offers these results as a simulation. To draw conclusive, empirical findings, the assessments must be conducted on data collected from the field.

6.2 Recommendations

The human oversight should continue to be maintained. Human oversight should remain.

While leveraging AI for decision support, organizations need to ensure that critical selection decisions are made with proper human engagement.

1. AI systems should be audited. The auditing of AI systems should be performed.

2. AI systems should be regularly assessed by organizations for accuracy, fairness, and discriminatory results.

3. It is important that the quality of the recruits be measured.

Businesses need to establish metrics to measure if the use of AI in recruitment is truly effective.

HR Professionals need training.

4. Training should be provided to HR Professionals.

Human resource professionals need to be aware of the ways in which AI systems work, their constraints, and how to understand those recommendations made by the AI.

5. There should be greater transparency. Organizations should create suitable explanations related to the use of AI in recruiting and its role in making selection decisions.

It ought to be possible to secure candidate data. Candidate data should be protected.

Recruitment relies on candidate data that can be considered sensitive, which must be processed using AI. It is therefore necessary to have the right data protection and security protocols in place for organizations.

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