

ERP Staff versus AI recruitment with employment real-time big data

The paper discusses the integration of artificial intelligence (AI) and big data analytics in human resources (HR) management, particularly focusing on ERP (Enterprise Resource Planning) systems. Here are the main topics highlighted in the paper:

- **Comparison of NLP AI and Human Recruitment:** The paper investigates whether NLP algorithms in AI programs can effectively recruit ERP candidates from internet real-time big data, comparing the performance of NLP AI with human recruiters. It discusses the potential benefits of AI, particularly NLP algorithms, in searching for candidates based on hiring criteria and highlights the need for objective and efficient candidate selection processes in HR management
- **Methodology and Experiment Results:** The methodology involves developing job criteria using machine learning, transforming skills into hiring criteria, activating NLP AI to find candidates, and evaluating the effectiveness of candidate selection by both NLP AI and HRM staff.

The study reports that NLP AI outperformed humans significantly in candidate selection speed and effectiveness, with all HRM staff agreeing on the efficacy of NLP AI. The results suggest that integrating NLP AI into HRM processes could enhance recruitment efficiency and decision-making within ERP systems

In summary, the paper delves into how AI and big data can revolutionize HR management within ERP systems by automating recruitment processes and leveraging advanced technologies for decision-making and analysis