There are many ethical issues that using AI can amplify in the hiring process if a concerted effort is not made to address them, and one of them to begin with is Bias Amplification. If AI algorithms are not appropriately trained or tested, they may even amplify preexisting biases in past hiring data. This may result in biased outcomes towards specific groups of people, hence sustaining current disparities in the labor market.

Another one would be Privacy/Security Concerns. There are privacy concerns around the usage, storage, and protection of the vast amounts of personal data that AI systems may need to gather from applicants. Sensitive information may be misused or accessed without authorization if appropriate measures are not in place.

Also, Algorithmic Discrimination. Due to variables like zip code and social media activity that have no bearing on work performance, AI systems may unintentionally bias against groups. This has the potential to weaken initiatives to advance inclusion and diversity in the workplace and to reinforce ingrained prejudices.

Lastly would be lack of transparency. Artificial intelligence algorithms, especially sophisticated machine learning models, frequently function as "black boxes," making it challenging to comprehend the decision-making process. In addition to raising questions about accountability and justice, this lack of openness has the potential to erode public confidence in the hiring process.

Ultimately, how AI is developed and managed will determine whether it should be employed in the recruiting and promotion process. When used properly, AI has the potential to increase recruiting decisions' impartiality, efficiency, and fairness. Nonetheless, it is imperative to address the moral issues raised above and make sure AI systems are developed and implemented in a way that respects candidates' rights and dignity as well as ethical standards.