

<p align="center">BTS SERVICES INFORMATIQUES AUX ORGANISATIONS Sous-épreuve E12- Expression et communication en langue anglaise Session 2021 Coefficient 1</p>
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Durée maximale de l'épreuve : 20 minutes Préparation : 20 minutes

Déroulement de l'épreuve :

1) Expression orale en continu (5 minutes maximum) Présentation en anglais de l'analyse du dossier

2) Expression orale en interaction (15 minutes maximum)

Échange en anglais avec l'examineur à partir de l'analyse du dossier et des réponses apportées au questionnement accompagnant la mise en situation

L'usage d'un dictionnaire n'est pas autorisé.

Composition du dossier du candidat

Document A	Texte : 2021 and 2022 of AI use in hiring process
Document B	vidéo : How AI could be rejecting your job application
Mise en situation et questionnement	

Ce sujet comporte 3 pages. Il est conseillé au candidat de vérifier que le sujet est complet.

DOSSIER DU CANDIDAT : AI in the recruiting process

Document A

2021 and 2022 of AI use in hiring process

By Raj Das , 16 Jan 2022

How artificial intelligence has helped small businesses to hire faster & smarter in 2021 and how AI can reinvent the hiring process in 2022

As it is known that, the process of hiring new employees is exhaustive. It involves various stages from screening to onboarding and constant management. However, AI-based technology solutions can streamline the hiring process significantly by automating multiple tasks and providing access to the global talent pool.

One of the luxurious aspects of this technology is that it allows SMBs to compete with the big brands when it comes to their recruitment process which, they never could. AI is offering greater transparency in the job application process by bringing every part of it online. The intelligent system is now used to scan resumes for keywords and phrases that are likely to lead to an appropriate job for the candidates.

1. Recruited ideal candidates - using a combination of contextual data and behavioural data to target individuals with the best personality fit and most exceptional potential.
2. Conducted interviews on behalf of hiring managers - gathering information and drawing insight from applicants, then preparing presentations to share with hiring teams.
3. Delivered automated interview assessments – testing candidate's knowledge and skills in real-time through virtual interactions, eliminating bias in favour.

The rise of artificial intelligence will bring about a new process in hiring. Technology will be used to interview job candidates and then analyse their personalities. This technology will be able to predict their fit for the position better than a human could. The survey done by Forbes indicates:

96% of the recruiters believe AI has the potential to greatly influence talent acquisition and retention in the coming years.

An average of 14 Hours of time per week is lost due to manual processes, which AI can solve massively.

However, it's been found that, if the organizations or employers are not automating the process then, they are lowering the productivity by 41%, Increasing the operational cost by 35%.

www.peoplesmatters.in

Document B

How AI could be rejecting your job application

MISE EN SITUATION

You are an IT technician in a firm which is in the process of recruiting a new team. Your CEO is interested in using AI recruiting tools but is worried about its efficiency. Advise him/her about the pros and cons of such a tool.

QUESTIONNEMENT

- What are the advantages of using AI in recruitment?
- Give examples of gender or racial biases AI could inherit from their creator?
- What are the "human safeguards" in the process of recruiting someone?