

HACK INNOVATORS

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Recruiter

Engagement: Streamline hiring.
Evolution: Strategic partnership.
Interface: Liaise with manager & team.

Job Security: Fears of AI replacing roles.
Skepticism: Doubts about AI accuracy.
Privacy: Candidate data handling concerns.
Adaptation: Transitioning to new processes.

Job Enrichment: Emphasize that AI enhances roles by automating repetitive tasks.
Upskilling: Offer training to upskill recruiters in AI usage.
Transparency: Explain how AI complements human judgment.
User Feedback: Gather input from recruiters to refine AI algorithms.



Hiring manager

Engagement: Define job criteria.
Evolution: Review AI recommendations.
Interface: Collaborate with target team.

Control: Relinquishing hiring process control.
Bias: Worries about AI introducing bias.
Efficiency: Concerns about AI's effectiveness.
Privacy: Candidate data and compliance issues.

AI Transparency: Ensure AI-driven decisions are transparent and unbiased.
Customization: Allow hiring managers to tailor AI criteria.
Regular Updates: Provide updates on AI improvements.
Alignment: Demonstrate AI's role in aligning with organizational goals.



Target Team

Engagement: Direct impact.
Evolution: Better-suited candidates.
Interface: Collaborate with hiring team.

Change: Resistance to process changes.
Job Fit: Concerns about candidate alignment.
Workflow: Adjusting to AI-driven recruitment.
Communication: Ensuring effective collaboration.

Change Management: Offer comprehensive change management support.
Collaboration Tools: Implement tools for effective communication.
Candidate Data Insights: Share AI-driven insights on candidate suitability.
Feedback Loop: Create a feedback mechanism for team input.



Interviewer

Engagement: Assess.
Evolution: Evaluate.
Interface: Collaborate.

Privacy: Concerns over candidate data privacy.
Control: Fear of AI encroaching on decision-making.
Bias: Skepticism about AI's fairness and accuracy.
Job Displacement: Worries about job security.

Privacy Measures: Implement robust data privacy controls and encryption to protect candidate data.
Explainability: Ensure AI decisions are explainable and transparent.
Training: Provide training on AI system usage to build trust.
Human Oversight: Allow interviewers to override AI recommendations if needed.

Role

Expected
Resistance

Mitigation

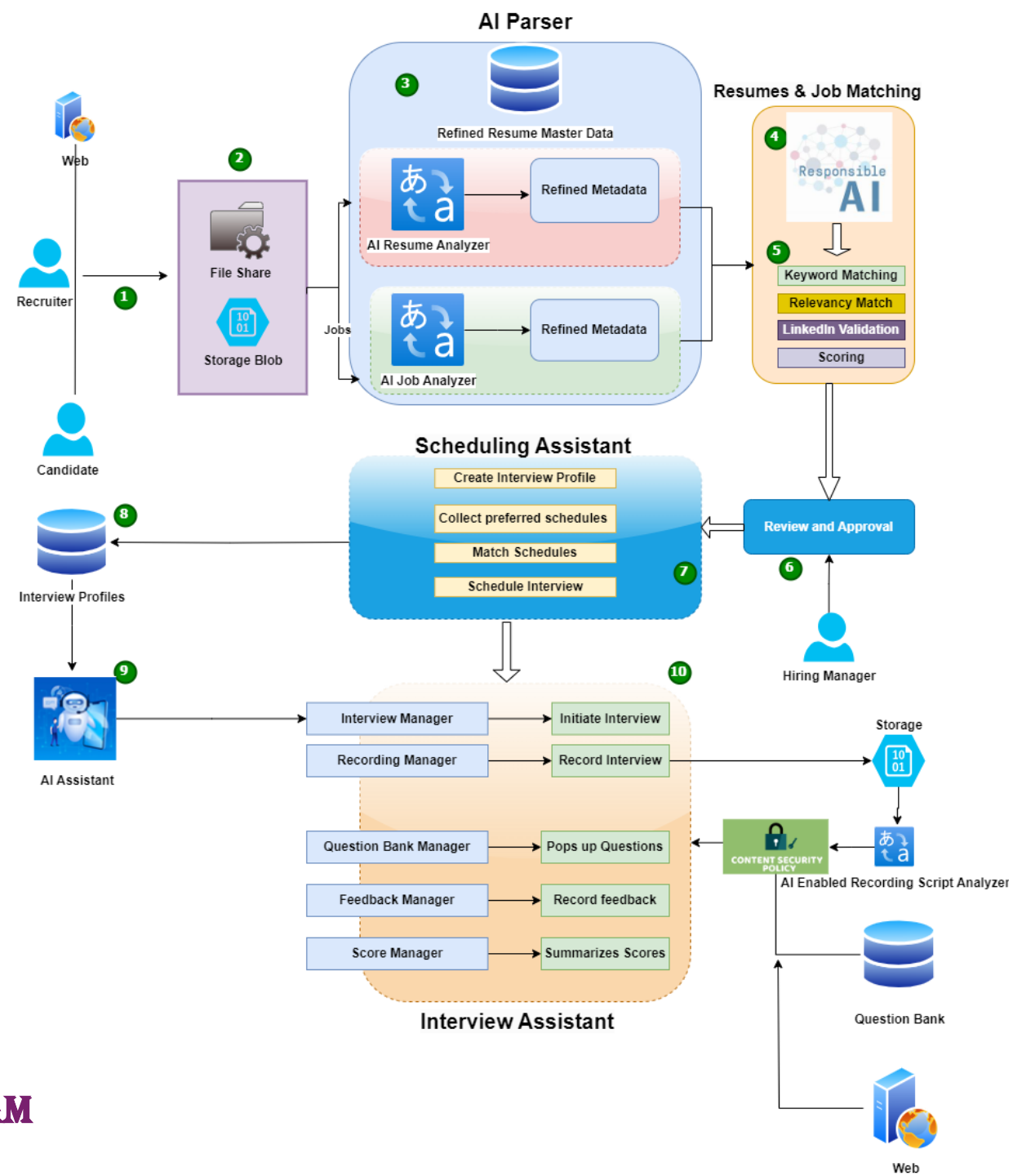
PIONEERING INCLUSIVITY, DIVERSITY, AND UNBIASED RECRUITMENT



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AHAA CONCEPTUAL DIAGRAM



AHAA Release Plan (MVP)

Phase 1

- Resume Parsing
- Matching with score
- Scheduler Integration

Phase 2 (Hackathon)

- Recording and analyzing video
- Candidate's evaluation report with score
- Automated Interview Scheduling –Part 1

Phase 3 (Current)

- Automated Interview Scheduling –Final
- Responsible AI integration
- LinkedIn Integration
- Azure AI Content Security –POC

Phase 4

- Azure AI content Security - Implementation
- Real time responses based on transcript analyzer
- Continue to roll out additional phases to enhance the platform's capabilities