

## **The Use and Consequences of AI in the Application Process**

### **My Impression of the Topic and related discussions**

- **IDEA**

With an increased demand for employees rose an increased demand for hiring managers. Although increasing the number of hiring managers in an organization would solve the delay in reciprocation of decisions made by the authorities, but it would also cost a lot to the company. In certain hiring processes, there are successive levels that need to be cleared namely- CV screening, Online tests, Video Interviews, etc only then can an offer of a job be made. These processes take a lot of time and with the help of artificial intelligence, the time and effort spent on them could be minimalized.

- **CRITIQUES**

AI is expected to provide non-biased results but it may not always be true. The idea of artificial intelligence taking over the hiring process is not imagined as there may be factors that seem perfect to the AI but are false positives. Hence, Human intelligence should form the basis of results after the initial screening and selections are made by the tool.

- **DISCUSSIONS AND FEEDBACK**

Is there an ethical implication involved while designing such software with AI? There could be a biased decision made if the AI is designed to do so. How could that be minimalized?

AI is a reflection of the Human Brain; hence we cannot expect it to be completely unbiased. Certain companies may use AI as a means to hire from only certain categories of entities. Hence, the AI must be designed with ethical standards. This may take a lot of legal regulations to be accounted for when designing and developing software. Advanced intelligence would be required thus making the software very costly. This may be enhanced in the future.

Would AI completely cut out the human jobs? Will AI replace the Hiring Managers?

AI's usage for the hiring process should be considered an augmented and supportive measure. It would not replace Hiring Managers due to various challenges in ethical standards and training the AI under circumstantial environments. AI could be used only to enhance the working of the hiring process by CV screening, Online tests, etc when a great volume of applications are made. An organization cannot solely depend on AI for its hiring.