**CASE - ALGORITHMS IN THE OFFICE**

Who to hire is a very important decision for most companies and a very difficult one to make. Given that we have data science as a potential tool that can help in so many different aspects of society it’s not a surprise that companies, particularly high-tech companies, turn to data science to help make hiring decisions. The general idea is you train an algorithm to learn what traits, what characteristics of applicants are correlated with success on the job.

So, you can take anybody who applies or anybody who's a prospect and you code up whatever you can know about them. Their qualifications, their experience, their age, their demographics, perhaps their performance on certain test questions that you give them at the interview. You can fold all of that into some prediction about how well they will do their job. This sounds like a very sensible, nice, rational thing to do.

1. **Do you see any ethical issues?**
2. **Is there a potential for algorithmic bias?**
3. **What is a proposed solution?**
4. **Is it wrong to have an algorithm for hiring?**
5. **How will you test this algorithm?**