Literature Mapping Activity

Research Topic Chosen: Impact of Artificial Intelligence on Talent Acquisition in HRM

Step 1: Exploring the Topic

I started by entering my research topic into ResearchRabbit and Connected Papers. These tools visually mapped related research papers, showing connections between core studies and recent developments in the field.

Step 2: Newly Discovered Relevant Papers

While exploring, I found 3 papers that I had not come across earlier:

1. "Artificial Intelligence in Recruitment: A Review of Challenges and Opportunities" – This paper provided an overview of how AI is transforming recruitment and the ethical concerns associated with it.

2. "Bias in AI-Driven Hiring Systems: A Systematic Review" – This focused on unintended biases in AI tools, helping me understand the fairness and transparency issues in recruitment algorithms.

3. "Adoption of AI in HRM: A Cross-Country Analysis" – This paper highlighted differences in AI adoption trends between developed and developing nations, adding a global perspective to my research.

Step 3: Reflection

Initially, my literature search was limited to general discussions on AI in HR. The mapping tools helped me identify:

Specific subtopics (e.g., bias, adoption trends, ethics) I had overlooked.

Key authors and influential studies in the field that could strengthen my theoretical foundation.

Interdisciplinary links with law, psychology, and data ethics, which broadened my scope.

Now, my literature review will not only discuss AI’s role in talent acquisition but will also critically evaluate ethical, social, and global adoption aspects—making the research more comprehensive.