# **AIG 110 - Assignment 1:**

## Understanding the Ways and Reasons to Limit AI

### Overview:

To Start with we need to Understand that the Utilisation of AI in Every Field is Increasing and with Increase in Usage of AI in Any Field there are certain Limitations, Challenges and Ethical Concerns that are to be Addressed.

In this Assignment we will be Discussing the Limitations, Challenges and Ethical Concerns of AI in Employment and Recruitment.

Currently in the field of Employment and Recruitment AI is used for various purposes like Resume Screening, Candidate Sourcing/Mining, Candidate Matching, Interview Scheduling, Candidate Engagement, etc...

This Technology is Designed and Utilised for Streamlining the Recruitment Process and to make it more Efficient and Effective (by Analysing Existing Data of Candidates, Job Description, Interview Feedback, Previous Hiring Data, etc...) and HENCE Predicting the Best Fit for the Job. But there are Certain Limitations, Challenges and Ethical Concerns that are to be Addressed.

The Limitations of AI in Employment and Recruitment are like Bias in Hiring, Lack of Transparency, etc...

The Challenges of AI in Employment and Recruitment are like Lack of Human Touch, Lack of Emotional Intelligence, etc...

The Ethical Concerns of AI in Employment and Recruitment are like Discrimination, Unemployment, Data Privacy, etc...

We will be Discussing all these Limitations, Challenges and Ethical Concerns in Detail in this Assignment.

We will also be Discussing the Guardrails and Future of this Technology in the Field of Employment and Recruitment.

### Ethical Implications (consequences or impact):

* **Bias in Decision Making**= AI systems are trained on historical data which can contain biases. This can lead to discrimination against certain groups of people.
* **Data Privacy=** For AI systems to work effectively, they need to access a large set of data to process and train on. This can raise concerns about data privacy.
* **Job Displacement=** This Point isn't directly related to Recruitment but it is a Concern since AI can Automate almost any Task and hence can lead to many Job's becoming Obsolete/Redundant.

### Ethical Considerations (thoughtful evaluation of ethical principles):

* **Lack of Fairness &or Transparency=** It is difficult for a candidate or the Interviewer to understand how the AI arrived at a particular decision.
* **Explainability=** AI systems can be complex and difficult to understand. This can make it hard to explain why a particular decision was made.
* **Accountability=** It can be difficult to hold AI systems accountable for their decisions. This can raise concerns about who is responsible if something goes wrong.

### Guardrails:

* **Bias Audits=** Regularly Auditing the AI systems to check for Biases and Discrimination. To Make Sure that the AI Systems are Fair and Transparent.
* **Diverse Training Data=** Providing the AI systems with a diverse set of data to train/test on preferably from different sources and in a Supervised Manner. This can hopefully reduce the possible discrepancies in the AI systems related to Bias.
* **Human Oversight=** Having Human Oversight of the AI systems to ensure that they are making fair and ethical decisions without any biases.
* **Explainability &or Accountability=** Making sure that the AI systems are Explainable and Accountable for their decisions. This can help build trust in the AI systems and reduce concerns.

### Future of this Technology:

The Expected Future of this Technology is to have AI Systems that are Fair, Transparent, Accountable and Explainable. This can help build trust in the AI systems and reduce concerns.

The Future of this Technology is to have AI Systems that are more Human Like and can Understand the Needs, Motivations and Perception of the Candidates. The Future of this Technology is to have AI Systems that can work in Collaboration with Humans to make the Recruitment Process more Efficient and Effective.

### References:

* <https://www.forbes.com/councils/forbestechcouncil/2023/09/25/ai-bias-in-recruitment-ethical-implications-and-transparency/>
* <https://hbr.org/2019/04/the-legal-and-ethical-implications-of-using-ai-in-hiring>
* <https://www.forbes.com/sites/bernardmarr/2022/05/06/the-benefits-and-dangers-of-using-ai-in-recruitment/>