

# Algorithmic Technology in Recruitment and Finance

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# 1. Background

## Problems in Recruitment and Finance

- **Human Bias:** Personal prejudices of recruiters may influence decision-making.
- **Inefficiency:** Manual screening of large volumes of resumes is time-consuming and resource-intensive.

## Goals of Algorithmic Technology

- Streamline the recruitment and validation process.
- Enhance fairness in candidate selection.

## 2. Issues Addressed by Algorithmic Technology

### **Improved Efficiency**

- Automates the screening of vast numbers of resumes in a short time.
- Reduces workload and optimizes resources for recruitment teams.

# 3. Challenges of Algorithmic Technology

## **(1) Algorithmic Bias**

Issue: If training data contains societal or historical biases, the algorithm may replicate them.

Example: Inappropriate evaluation criteria based on gender or ethnicity.

## **(2) Accountability and Transparency**

Decision-making processes of algorithms may be opaque and hard to explain.

Can undermine trust from recruiters and candidates.

## **(3) Privacy Concerns**

Lack of clarity about how candidate data is used.

Need to comply with data protection regulations (e.g., GDPR).

## 4. Indicate in which of the 4th scenarios of the ADEME

### Frugal generation

Significant changes in the way we travel, heat ourselves, eat, buy and use equipment will occur to achieve carbon neutrality without involving carbon capture and sequestration technologies, which are unproven and uncertain on a large scale.

The transition is mainly driven by frugal use of resources due to active constraints and consumer self-restraint or energy sufficiency. New consumer expectations, but above all new practices, are expressed rapidly in consumption patterns. Growth in energy demand that depletes resources and degrades the environment is halted, due to behavioural, organisational and technological innovations.