III Semester, MBA Internship Synopsis Report on

**“AI and Automation in Talent Acquisition**”

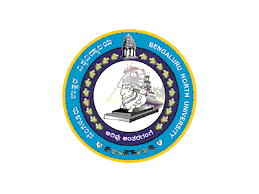
Submitted in partial fulfilment of the requirements for

the award of the Degree of

**MASTER OF BUSINESS ADMINISTRATION**

Submitted to

**BENGALURU NORTH UNIVERSITY**



**By**

**Pravallika R**

**P19NW23M015003**

Under the Guidance of

**URBI GHOSH**

**POST GRADUATE TRAINEE**



**CHRISTIAN INSTITUTE OF MANAGEMENT**

**HORAMAVU, BANGALORE - 560 113**

**2024-2025**

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**REGISTRATION FORM**

* **Name of the Student:** Pravallika R
* **Name of the Organization:** Nahar's Engineering India Pvt Ltd
* **Name of the Co-Guide in the Organization:** Urbi Ghosh
* **Name of the Faculty Mentor:** Prof...Veena
* **Proposed Project/Internship area:** Bengaluru
* **Proposed Project/ Internship Topic:** AI and Automation in talent acquisition
* **Brief about the Project topic:** Artificial intelligence (AI) and automation are transforming talent acquisition by streamlining recruitment processes, enhancing efficiency, and improving decision-making. AI-powered tools, such as applicant tracking systems (ATS) and chatbots, automate tasks like resume screening, candidate sourcing, and initial communication. This allows recruiters to focus on strategic activities like building relationships and assessing cultural fit. AI algorithms use data analysis to match candidates with job requirements, predict future performance, and eliminate unconscious bias in hiring. Automation also enables personalized candidate experiences through tailored communication and faster responses. By integrating AI and automation, organizations can reduce time-to hire, improve candidate quality, and enhance overall recruitment outcomes. However, ethical considerations, such as data privacy and transparency, remain essential in adopting these technologies

**Initial Internship Report (IIR)**

* **Reporting date:** 10/01/2025
* **Name of the Student Intern**: Pravallika. R
* **Name of the Organization:** Nahar's Engineering India Pvt Ltd
* **Name of the Organization Mentor**: Urbi Ghosh
* **Name of the Faculty Mentor:** Prof... Veena
* **Project/Internship start date:** 05/12/2024
* **Title of IIP:** AI and Automation in Talent Acquisition
* **Objectives of the Project:** Objective of Artificial Intelligence (AI) and automation in talent acquisition is to improve the efficiency, accuracy, and effectiveness of the recruitment process by leveraging AI-powered tools and technologies to streamline tasks, enhance candidate experiences, and drive business growth through better quality of hire, reduced time-to-hire, and lower costs.
* **Scope of the Project:** The scope of Artificial Intelligence (AI) and automation in talent acquisition encompasses a wide range of applications, including candidate sourcing, screening, and assessment, predictive analytics, chatbots and virtual assistants, automated recruitment marketing, and data-driven insights, aimed at transforming the recruitment process to be more efficient, effective, and personalized.
* **Activities of the Project:**
* **Sources of data:** primary data is to be collected from the respondent directly through structured questionaries and by interactions secondary data is to be collected from internet web sites etc........
* **Sample Size:**  100
* **Tools used for analysis:** Simple percentage analysis, graphs chart etc.....
* **Sample design:** The study will use convenience random sampling basis as a representation of the entire respondent by supplying questionaries
* **Area of Study:** The study is to be conducted in Nahar's engineering private ltd…in Bengaluru
* **How the project shall be undertaken: (offline/online):** Online
* **Project Deliverables:**
* **Benefits for the Organization:**
* **Benefits for the Researcher**
* Improved efficiency
* Enhance candidate experience
* Better quality of hires
* Reduced time and cost
* Improved diversity and inclusion
* Data driven decision making
* Personalized recruitment   
    
    
    
    
    
    
    
    
    
    
    
    
    
    
    
    
    
    
    
    
  **SYNOPSIS**

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| --- | --- |
| **Name of the Student** | Pravallika. R |
| **Reg No. of the Students** | P19NW23M015003 |
| **Title of Project /Intern** | Artificial intelligence and automation in  talent acquisition |
| **Broader Area of Research** | Machine Learning: Predicting candidate fit, identifying top candidates, and automating resume screening. Natural Language Processing: Analyzing and understanding the language used in job descriptions, resumes, and cover letters. Predictive Analytics: Predicting candidate behavior, such as the likelihood of a candidate accepting a job offer. Chatbots and Virtual Assistants: Automating initial candidate interaction such as answering frequently asked questions and scheduling interviews. Diversity and Inclusion: Ensuring that AI-powered recruitment tools are fair, unbiased, |
| **Objectives of the Research** | Improve Recruitment Efficiency: To investigate  how AI and automation can streamline the recruitment process, reducing time-to-hire and improving the overall candidate experience. Enhance Candidate Matching: To explore the use of AI and machine learning algorithms to improve candidate matching, reducing the risk of mis-hires and improving job satisfaction. Increase Diversity  and Inclusion: To examine the potential of AI and automation to reduce bias in the recruitment process, promoting diversity and inclusion in the workplace. Develop Personalized Recruitment Strategies: To investigate the use of AI and automation to create personalized recruitment strategies, tailored to the needs and preferences of individual candidates. Improve Recruitment Analytics: To develop and apply AI and automation techniques to improve recruitment analytics, providing insights into recruitment metrics and enabling data-driven decision-making. Automate Routine Recruitment Tasks: To explore the potential of AI and automation to automate routine recruitment tasks, such as resume screening and interview scheduling, freeing up recruiters to focus on higher-value tasks. Enhance Candidate Engagement: To investigate the use of AI and automation to enhance candidate engagement, improving the overall candidate experience and reducing drop-off rates. Develop AI-powered Recruitment Tools: To design and develop AI-powered recruitment tools, such as chatbots and virtual assistants, to support the recruitment process. Evaluate the Impact of AI on Recruitment: To examine the impact of AI and automation on the recruitment process, including the benefits, challenges, and limitations of these technologies. Develop Best Practices for AI-powered Recruitment: To develop best practices for AI and automation in recruitment, ensuring that these technologies are used fairly, transparently, and beneficially to all stakeholders. |
| **Statement of Problem** | Artificial Intelligence (AI) and Automation are transforming the Talent Acquisition landscape by  enhancing the efficiency, accuracy, and personalization of the recruitment process. The use of AI and automation in talent acquisition aims to improve the candidate experience, reduce time-to-hire, and increase the quality of hires, while also promoting diversity, inclusion, and fairness in the recruitment process. The use of AI and automation in talent acquisition has the potential to revolutionize the recruitment process, improving efficiency, accuracy, and candidate experience, while also promoting diversity, inclusion, and fairness. As the talent acquisition landscape continues to evolve, it is essential to explore the applications, benefits, and limitations of AI and automation in recruitment, and to develop best practices for their use. |

**Signature of the Student Signature of the Faculty Guide**