University Students' Perceptions of AI-Based Recruitment Systems

Dear participant,

I am conducting a bachelor thesis study on how university students perceive the use of Artificial Intelligence (AI) in recruitment and selection (for example AI-based CV screening, automated candidate ranking, or AI-assisted video interviews).

The survey is anonymous and will take around 5-6 minutes to complete. No personally identifiable information (such as your name or student ID) is collected. Your participation is completely voluntary, and you may stop at any time. Your answers will be used for academic purposes only.

By continuing with this questionnaire, you confirm that you have read this information, are currently a university student, or a recent graduate, and agree to participate in this study.

Thank you very much for your support!

Have you read the information above and do you agree to participate in this survey? *

- ◉ Yes, I agree to participate.
- ○ No, I do not agree.

About You (Background Information)

Which of the following best describes you? *

- ○ I am currently enrolled as a university student
- ◉ I have already graduated from university (within the last 3 years)
- ○ None of the above

Which semester are you currently in? *

○ 1–2

○ 3–4

○ 5–6

○ 7–8

○ above

What is your age group? *

○ Under 20

○ 20–22

◉ 23–25

○ 26–30

○ Over 30

What is your gender? *

◉ Male

○ Female

○ Prefer not to say

Which of the following best describes your study programme or department? *

- ⦾ Computer Science / Information Technology
- ⦿ **Business / Management / Economics** (selected)
- ○ Engineering (non-IT)
- ○ Social Sciences (e.g., Psychology, Sociology, Political Science)
- ○ Humanities (e.g., Literature, History, Philosophy)
- ○ Natural Sciences (e.g., Physics, Chemistry, Biology)
- ○ Health / Medical / Life Sciences
- ○ Law
- ○ Other

Which best describes your current or most recently completed level of study? *

- ⦿ Bachelor (selected)
- ○ Master
- ○ Doctorate / PhD
- ○ Other (e.g., diploma, certificate)

Do you have any previous work or internship experience? *

○ No

◉ Yes, an internship only

○ Yes, part-time work

○ Yes, full-time work

○ Yes, both internship and (part-time/full-time) work

AI in Recruitment: Awareness & Experience

Before this survey, were you aware that some companies use AI-based systems in recruitment and selection (e.g., automated CV screening, AI ranking of candidates, AI video interview analysis)? *

◉ Yes

○ No

○ Maybe

Which of the following AI-based recruitment tools have you heard of (even if you are not sure how they work)? *

☑ Automated CV or résumé screening

☑ AI-based ranking or scoring of candidates

☑ AI-supported video interview analysis (e.g., analysing facial expressions, tone of voice)

☐ Chatbots answering candidate questions during the application process

☐ Automated screening of LinkedIn or other online profiles

☐ I have not heard of any of these

Have you ever applied for a position (job, internship, trainee, etc.) where AI was used or likely *
used in the recruitment process?

○ (●) Yes

○ No

○ Maybe

How well do you feel you understand, in general, how AI-based recruitment systems work? *

	1	2	3	4	5	
Not at all	○	○	(●)	○	○	Very well

Your Views on AI-Based Recruitment Systems

Please indicate how strongly you agree or disagree with the following statements about AI- *
based recruitment systems.
(AI-based recruitment includes tools such as automated CV screening, AI ranking of
candidates, AI video interview analysis, etc.)

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
AI-based recruitment treats all candidates according to the same criteria.	○	◉	○	○	○
Using AI in recruitment can help reduce human bias in hiring decisions.	○	○	◉	○	○
AI-based recruitment systems are inherently unfair. (reverse-coded)	○	○	◉	○	○
I understand, at least in general terms, how AI recruitment systems evaluate candidates.	○	○	◉	○	○
Companies clearly explain when and how they use AI in their recruitment process.	○	○	○	○	◉
AI-based recruitment systems feel like a "black box" to me. (reverse-	○	○	○	○	◉

coded)

I trust AI systems to evaluate candidates fairly.	○	○	○	◉	○
I worry that AI recruitment systems might discriminate against certain groups of applicants. (reverse-coded)	○	○	○	○	◉
I would be uncomfortable if an AI system made the final decision about whether I get an interview. (reverse-coded)	○	○	○	◉	○
Overall, I feel positive about the use of AI in recruitment.	○	○	○	◉	○
I would apply to a company that uses AI in its recruitment process.	○	◉	○	○	○
Knowing that a company uses AI to screen applications would discourage me from applying. (reverse-coded) (reverse-coded)	○	○	○	○	◉

If a company clearly states that it uses AI tools as part of its recruitment process, how likely * would you be to apply for a job or internship there?

	1	2	3	4	5	
Very unlikely	○	○	◉	○	○	Very likely

If you had two similar job opportunities, and the only difference was the recruitment process, * which would you prefer?

- ◉ Company A: Recruitment handled mainly by human recruiters only
- ○ Company B: Recruitment handled by a combination of AI tools and human recruiters
- ○ Company C: Recruitment handled mainly by AI tools with minimal human involvement
- ○ I have no preference / I don't know

For the initial screening of applications (deciding who is invited to the first interview), which * option would you feel most comfortable with?

- ○ Only human recruiters review all applications
- ○ AI tools review applications first, and human recruiters review the shortlisted candidates
- ◉ AI tools fully decide which candidates are shortlisted
- ○ I have no preference / I don't know