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| Title | AI-BASED RECRUITING PLATFORM IN THE RECRUITMENT PROCESS AND QUALITY OF HIRING |
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| Published Journal | International Conference on Communication, Management and Humanities |
| Type of Publication | Conference Paper |
| Volume |  |
| Issue |  |
| Publisher | AID Academy |
| Publication Date | 2021 |
| ISSN |  |
| DOI |  |
| URL | https://iccomahaidconference.weebly.com/iccomah-ii-2021-e-proceeding.html |
| Other Related Info. |  |
| Keywords | Digital Transformation, AI Recruiting Platform, Recruitment Process, Quality of Hiring |
| Citation |  |

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| Abstract |
| The phenomenon of digital transformation has led organizations to integrate latest technologies in Human Resource Department to acquiring effective and efficient recruitment process. However, some organizations still have manual recruitment process that are fully conducted by human workforce, which is time consuming, and requires lots of effort to complete the recruitment process. Thereby, this study aims to review some recruiting platforms available in the market that are powered by Artificial Intelligence (AI) using Systematic Literature Review method. The authors have conducted research on the functionalities and characteristics of these AI-based recruiting platforms and analyze their benefits and drawbacks towards the recruitment process and quality of hiring. The finding reveals that, HireVue as one of the AI platforms provides several assessments that can improve the quality of hiring by helping the company to acquiring the best candidate for open position or specific job in the organization. It is hoped this research would provide an opportunity for any organizations to consider of using the proposed AI-based recruiting platform in their recruiting processes. |
| Sustainable Development Goal(s) (SDG) |
| Example: Goal 9: Industry, Innovation and Infrastructure |