

ARTIFICIAL INTELLIGENCE INNOVATION AND HUMAN RESOURCE RECRUITMENT

FIRAS TARIK JASIM¹

¹Northern Technical University , Technical Institute AL-dor, Iraq, E-mail: firmas.tj@ntu.edu.iq

MOHANAD FADHIL JWAIID²

²Al-imam University College, Iraq.
Mohanad_fadhil@alimamunc.edu.iq

Karthick M.³

³Department of Computer science and engineering Nandha college of Technology, Tamilnadu, India E-mail: magukarthik@nandhatech.org

Abstract

This research aims to show the perspectives of personnel in various organizations. From senior executives to operational staff responsible for recruiting employees of private organizations in India, 22 people peruse artificial intelligence innovation in human resource recruitment which relies on collecting insights from the sample and theoretical research studies to study the possibility. Advantages and effects of artificial intelligence innovation on human resource recruitment and use it as a recommendation for organizations to apply artificial intelligence innovation to human resource recruitment.

Keywords: artificial intelligence innovation, recruitment, human resources.

1. Introduction

Artificial intelligence (AI) is intelligence created for inanimate objects. Artificial intelligence is primarily a branch of computer science and engineering, but it is also used in other fields such as psychology, philosophy, and biology, where artificial intelligence is used to learn thinking processes, actions, reasoning, adaptation, inferences, and brain function [1]. Despite being a significant branch of computer science at first. Many concepts in this science, however, have been refined by other sciences. We live in a time when technology is driving the world [2]. Because of its

rapid advancement, technology has become indispensable for modern people in India, both in daily life and at work. We have entered the "Industry 4.0" model by changing the economic structure to "innovation-driven economy,"[3] which directly results in human resource management (HRM) changing the world, so that the organisation can grow up to date and be able to cope with risks that may affect the lives and work of employees. Furthermore, many significant trends are expected to emerge as a result of the transition to the 4.0 era [4] such as:



1. We are about to enter an ageing society. Therefore, HR should start transferring knowledge from older employees to new-generation employees. It may also increase the age for retirement.
2. The emergence of the term "Internet of Things" means all information is linked to the Internet world. HR will have to look at how it can move people along with this change for maximum benefits
3. The Hyperconnected Phenomenon Where the line between work and personal matters is very close, people will use personal social to work. There will be no more Work-Life Balance but will change to "Weisure Time" (Work combined with Leisure), so HR must. There are also ways to manage the lives of employees that have changed, etc.

We cannot deny that Artificial Intelligence (AI) has played an essential role in our work, such as transportation, investment, and airport security. E-commerce Web Payments As new generations become accustomed to and addicted to technology, they have expectations for the use of technology in the organizations they work with. Therefore, HR departments in this era need to adapt to new technologies and elevate themselves to "HR Tech" or "Digital HR" to attract the new generation [5], who will be an important driving force for the organization. At the same time, technology can be used to enhance recruitment. To acquire quality personnel and create more value for the organization. It started with the recruitment and hiring process. Suppose we use artificial intelligence in this process, In addition to helping to manage an extensive database of applicants. It also helps to take steps on behalf of humans, such as application analysis, attitude assessment, appointment of candidates, etc. This year's HR Trend 2022 is still tied to the government's policy that focuses on Industry 4.0 in the era of disruptive technology, including changes in digital technology that affect the labour market. The rapid growth of technology in the past few years. This led to a number of issues that led to Trend HR 2022, which included: The increase in employee data management systems with Artificial Intelligence platforms that can analyze applicant data from big databases [6], the growing popularity of recruiting software, the use of software on the cloud (Cloud Software) is growing exponentially. The cloud means work, processing, storing data, and so on online [7].

Work is aimed at seeing the perspectives of personnel in various organizations. From senior executives to operational staff who are responsible for recruiting personnel to apply artificial intelligence innovations to human resource recruitment, for studying the possible Advantages and impacts of artificial intelligence innovation on human resource recruitment, and to be used as a recommendation for

organizations to apply artificial intelligence innovations to human resource recruitment.

2 Methodology

Current research study Artificial Intelligence Innovation and Human Resource Recruitment It is qualitative research using data collection methods by in-depth interviews (In-Depth interviews) with personnel working in human resource management from the operational to the management level. The use of qualitative research methods will enable the researcher to receive complete and detailed information and know the source and attitude of the sample. This can be used as information to develop artificial intelligence technology to be used in the recruitment process. This also gives the researcher a view of the environment in which the assessment will be more accurate. In this regard, the researcher has set the research regulations as follows.

2.1 Secondary Data

It is information that the researcher has not collected by himself. But there are already compiled by others, such as published reports. It helps in saving time and money. But sometimes the information obtained may need to meet the needs. Which the research has been searching for information from articles, documents and the Internet, including research Sourced from government and private agencies as a guide and information for decision-making in the study.

2.2 Sample of the population used in the research

This research study is qualitative research. The researcher uses a non-probability sampling method. (Non-probability sampling) by means of purposive sampling and selecting the sample group by using the decision of the researcher. The advantage of selective sampling is that it is convenient, fast and cost-effective. The disadvantage is that it requires knowledge, expertise and experience in the researcher's study. There is no statistical method to calculate the sampling error that the researcher has considered. Select a sample group that is consistent with the objectives of the research. The sample group used in this research is personnel working in human resource management from various industries, such as financial institutions consulting business, technology business, food industry business, the Real estate development business, Consulting businesses in terms of recruitment, etc., in order to see the perspectives of personnel from many places different business organizations. The samples were divided according to the objectives of the research into three groups of 22 people as follows (Table1):

2.3 Research tools

The researcher used in-depth interviews as a research tool. This is a tool that aims to know attitudes, perspectives, experiences, and lifestyles. There are no set rules for

questions. It is an open-ended question [8], which will reveal the feelings, attitudes, views, and experiences of each interviewee who has different responsibilities and affiliations with the company. Information with complete clarity. In addition, in-depth interviews that are open-ended questions allow the interviewees to express their opinions as follows fully:

1. Your responsibilities in your current job
2. How do you think AI is important to the organization?
3. How is AI important to HR work, especially recruitment?

4. He viewed the use of AI in recruitment. Is it worth the investment?
5. Does your organization use AI in recruiting employees or not, and how?
6. Does the introduction of AI have any impact on HR?
7. Will AI be able to replace human work?
8. Other suggestions on the use of AI in recruitment

Table 1: Sample group with characteristics consistent with the research objectives

position	The reason for selecting the sample group is above.
1. Senior executive level (HR Director), 5 persons	As personnel at the director level work closely with the Board of Directors, they will know what the executives think. What is the direction of organizational management? And can take the feedback of subordinates to pass on to the management team to improve the way of working in the department.
2. Middle management level (HR Manager), 10 people	This is because personnel at this level play a part in driving change or pushing for implementing various policies. Participate in decisions with senior management on what changes the HR department should make or bring any new technology into use
3. Operational level: HR Supervisor to Assistant Manager, 7 people	This is because operational personnel are the recipients of policies and directions from the management. They have actually done the work of Familiarity with HR systems in the organization. See the advantages and problems of the system or methods currently used. Therefore, allowing us to get views from real users

2.4 Data analysis

The researchers collected data from interviews and examined the data. Using a triangulation method. (Triangulation) to check the credibility and consistency of the data [8] before analyzing the data by analyzing the data to see the consistency between the data that has been compared with

theory and research. Related factors to explain factors influencing organizations to apply artificial intelligence innovations to human resource recruitment.

Data consistency analysis is divided into three levels, as shown in the table 2 below.

Table 2: Criteria for measuring the consistency of the data from the interview

level	criteria
1. High level of consistency (Most Evident)	The data showed clear evidence of more than 70% opinion concordance.
2. Moderate Evident	The data obtained is evidence that the consensus is more than 50% but not more than 70%.
3. Least Evident	The data provided evidence of an opinion concordance of less than 50%.

3. RESULTS

Research on Artificial Intelligence Innovation and Recruitment The researcher used qualitative research to collect data from the sample group through in-depth interviews. (In-depth-interview) with 22 personnel working

in the HR field, ranging from senior executives (HR Director), middle executives (HR Manager) and staff responsible for recruitment [9] by Research can be processed as follows:

3.1 Assessment of understanding of the meaning or definition of "AI" artificial intelligence from the point of view of the interviewee

From interviewing a sample group of people working in the human resource department "HR Professional" in various organizations, including 22 people, it was found that 19 people understand what AI is, but the other 3 people still understand AI only superficially. I need help seeing how AI is different from HRIS. We must explain to this group that AI is a fuzzy logic system that receives commands and works quickly under large memory (big data), making computers able to think, reason, learn, and work like a human brain. It always starts with this question in order to have a clear understanding of the meaning of AI.

- Examples of interviewees' responses to understanding the meaning of AI

"AI is artificial intelligence that uses technology to replace people in many matters. Which is now beginning to take part in daily life, such as AI analyzing photography. How should the lighting be? What kind of image is it?" (HR Director in a food production organization)

"AI is machine learning generated by entering one, two, three questions at a time until it gets smarter. We see it every day; whether it's Google, Facebook, or Gmail, it's all AI. We type anything often, and it knows what it will automate for us." (HR Manager at a start-up organization)

- Sample responses of interviewees who still do not understand AI

"It is various sum automation that comes to help with work. But I don't know where it gets the data from and what it is. Please explain to me." (HR et al. at a financial institution)

3.2 What is your view on AI and HR, especially recruitment?

The responses of the sample group were in the same direction from 16 out of 22 sample groups. AI helped reduce the time spent on this task, especially sourcing candidates, because AI could match the job criteria that we set with a candidate profile for us. This part of the job is quite time-consuming if done manually.

Another point in which the answer is one-way, from the sample of 10 people out of 22 people, think that AI helps with accuracy because this system is done by computer. The error was definitely lower than the human error, and the AI also reduced its bias, with 3 of the 22 subjects agreeing that AI was free of personal preference bias.

- Some people think that AI can help with candidate appointments, or ideally, AI could help with certain job interviews.
- Another important thing, with 3 of the 22 people in the sample, is that AI can reduce paperwork and the amount of paper.

“Reduce paperwork, promote Paperless, find employee information more easily, have records that can be tracked” (HR Supervisor – Recruitment in a financial accounting consulting organization)

- There are also interesting differences of opinion on help in catching lies and criminal history check.

"We will know if this person is deceiving us. View the history register to determine whether there is a criminal record. Nowadays, many companies waste money and waste 7-10 days of criminal background checks. This will reduce the time. Helps to detect lies, such as looking at the enlargement of the iris" (HR Director – in a food industry organization)

3.3 Worth investing in using AI in recruitment

16 out of 22 respondents thought it was worth the investment because It reduces the time spent on certain processes and reduces the organisation's cost in hiring people. However, this survey group still sees Great value for large organizations who want to recruit a large number of employees and look at this value in the long run

"It's worth it in the long run because it can be implemented once and can be used for a long time. But in the short term, it may not show much results because the people in the organization do not have enough knowledge. It takes time during the transition to training various systems may only use 20-30% of all functions" (HR Supervisor – Recruitment in a technology consulting organization)

"Worth it, but because the price is very high Therefore, it should be developed one phase at a time; for example, the first phase may be about collecting the database, then adding screening to forecasting" (HR Manager – Recruitment in a real estate development organization)

6 out of 22 of the respondents thought it was not worth the investment. Many reasons; the first reason is that from looking at the size of the organization itself, it is not large and does not have enough databases. In addition, there are other main reasons, such as

“For the company, we think it's not worth the investment. Since most of the company's customers are B2B enterprises, not individuals who can analyze behaviour that much. We don't have any end-user data, so we can't analyze marketing

behaviour” (HR Supervisor – Recruitment in a technology organization)

"I think it's not very worthwhile. It's better to use it through a platform like LinkedIn because they already have a lot of active users. If we sit and develop ourselves, it won't be enough to have a lot of information" (HR Manager at a Start-up organization)

3.4 Possible impacts of using AI in recruitment

- From the sample group, 4 out of 22 people thought there might be a problem in the system. In fact, computers still can't filter profiles against people because AI can only find them if their resume is detailed.

"I think there is a concern because HR is a job that has to be coordinated with people who have emotions and feelings about how computers can work here. There should be doubts about its efficiency if AI is used in recruitment" (HR Supervisor – Recruitment in a technology organization). From a sample of 6 out of 22 people, AI will reduce the role of HR Admin. HR Recruit down may be reduced by half from the current number.

"Reduce the role of HR Admin at the operational level, there is a chance of unemployment" (HR Director - Recruitment in a human resource consulting organization)

- HR must adjust a lot from the sample of 5 out of 22 people. The organization must be prepared to do Change management.

“There is a challenge in Change management about people who will support the change, change the way of working” (HR Consultant -Manager in a consulting organization)

- From the sample group, 3 people out of 22 people think there may be a problem with information leakage; hackers can access employees' personal information.

"Hackers can access information, such as personal information of employees" (HR Supervisor – Recruitment in a financial accounting consulting organization)

"The data may be hacked; there is no guarantee that the AI will not leak the data" (HR Manager- Business Partner at a financial institution)

- From the sample group, 3 people out of 22 people see that it results in less efficient HR work because AI does not have a human touch like humans.

“You have to be careful when using it because HR is a job that needs to be dealt with sensitive people, although it may take some time. But should not be neglected, interaction with employees is still very

important” (HR Consultant -Manager in a consulting organization)

“The sense of the interviewer should be more accurate. Therefore, it is considered that using AI in terms of soft skills is not suitable” (Assist HR Manager-Development in a service business organization)

3.5 What kind of organization should use AI in recruiting?

- From the advice of the sample group, It was found that the recommendations were in the same direction. It should be used for large organizations with a large number of resumes, recruiting throughout the year, and relatively high turnover in operation positions.

“Worth the large one. And get a lot of AI, it will help recruit people a lot faster.” (HR Director – in a food production organization)

“For a very small organization like us, I think it's not worth it because AI is very expensive, but for large organizations that have to recruit employees all year. I think that in the long run, it is worth it” (HR Supervisor – Recruitment in a recruitment consulting organization)

- From the sample group, 1 out of 22 people saw that using AI would not cause any impact. If we have a good enough system On, the other hand, it is likely to affect recruitment agencies more than adjustments.

“Rarely if you put a good system May affect recruitment agencies that need to increase their expertise. For normal positions, the company would not need a recruiter.” (HR Director in a technology organization)

3.6 AI will replace human work

100% of the respondents thought that AI would help enhance the efficiency of HR work in some parts of the recruitment job, but it must be partially replaced because HR work is a job that people are involved in. Therefore, how do you see that humans must still do HR anyway?

“Finally, in important matters such as human touch, negotiation, chemistry between employers and employees,

AI can only do suggestion” (HR Manager at a start-up organization)

“AI might be able to help with the first round interview in every position. But in higher positions, there must be a second round interview done by HR by people anyway” (HR Supervisor- Business Partner in a financial institution)

“Yes, for the parts that machines can replace humans, but for the parts that machines can't, such as negotiating salaries. still need people” (HR Manager – Recruitment in a real estate development company)

3.7 Other suggestions for bringing AI to recruitment

There are various suggestions from the sample group, such as

“Today, AI seems to be superficial. I have not actually used it yet; it's just a tool that helps make work easier. It should take some time to prove whether it will replace it or not. Will people trust me?” (HR Director – in a food production company)

“There is still a limitation on Hindi language that the data is not big enough” (HR Consultant-M in a human resource consulting organization)

“I want AI to be developed to suit and customize with Hindi people, for example, a mapping system in Hindi and English at the same time because the resume itself has both languages.” (HR Manager – Recruitment at the real estate development company one)

“Every career has to go beyond their field and adopt technology. In addition, AI should benefit job seekers in helping match jobs with profiles.” (HR Manager at a Start-up organization)

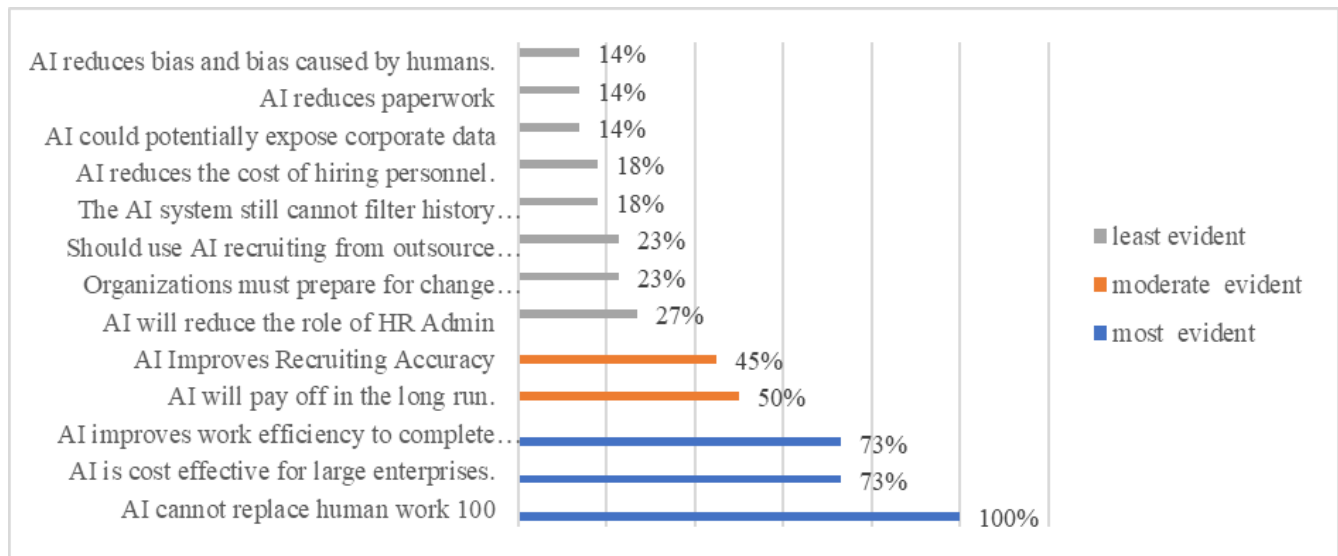


Figure 1: Results of data analysis from interviews with sample groups

The criteria for measuring the level of concordance (Figure 1) of data from the interviews according to various factors (% level of concordance).

Keyword Pattern (Figure 2) derived from interviews with 22 sample groups to consider the Keyword Pattern that the sample groups have opinions in the same direction from descending.

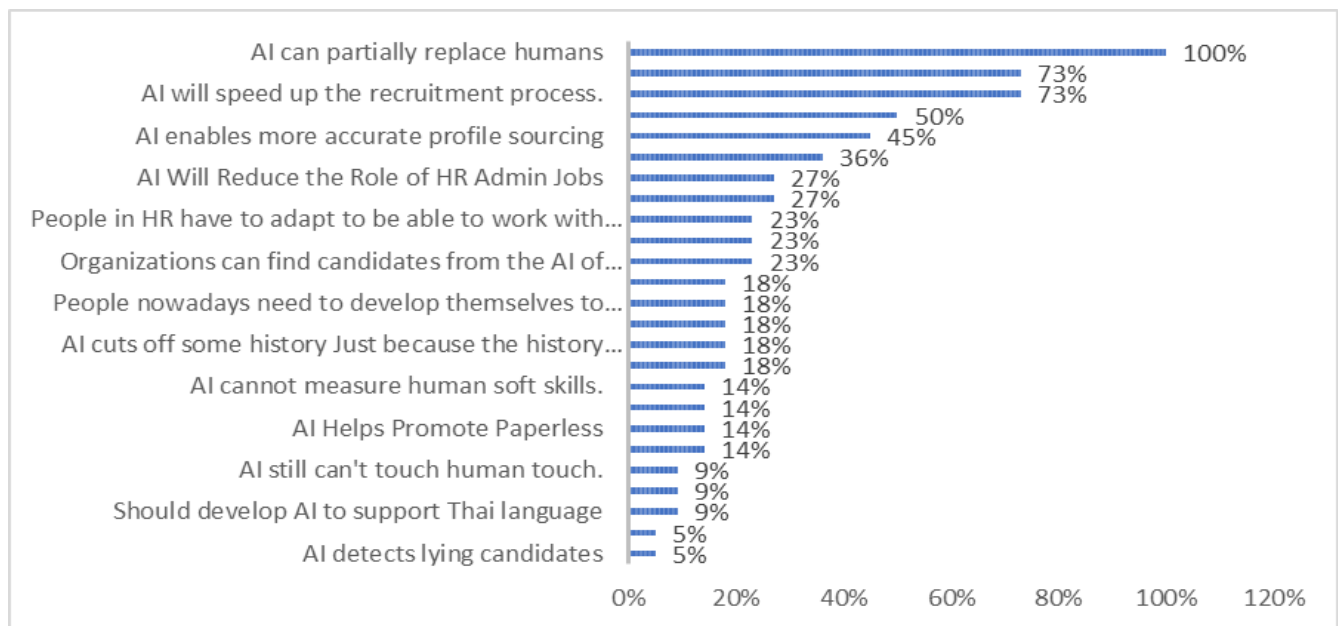


Figure 2: Keyword Pattern obtained from interviews with 22 samples to consider the Keyword Pattern that the sample groups have opinions in the same direction from descending.

4. Discussion of results and comparison with previous research

4.1 Highly consistent (Most Evidence)

The study on Product Intelligence Innovation and Human Resource Recruitment, where the subjects spoke at a high

level of consensus (Most Evidence), was similar to all 2 previous studies [10-11] in accordance with the 4 research studies as follows:

AI improves the work efficiency of personnel. The data obtained from the sample interviews showed that using AI helped make work more efficient. This is in line with



research, which states that AI can potentially increase employee productivity. Have the ability to analyze forecasts and enable HR professionals to become knowledgeable consultants. Additionally, PWC's research, Artificial Intelligence in HR: a No-brainer, agrees that AI can increase the efficiency of HR tasks by reducing repetitive tasks. It helps to search for job candidates faster, and increase employee engagement. It also corresponds with George, et al [13] in their paper, New Technology in the Recruitment Process, on the use of modern technology in the recruitment and selection process. Resulting in improving the recruitment process, especially for the business sector, to reduce the time and the cost of hiring personnel. AI can still not replace human work 100% due to the complexity of HR tasks relating to feeling. Based on the data obtained from the sample interviews, although AI is becoming increasingly important, it still cannot completely replace human work. This is consistent with research by Cappelli, et al (2018) [14] that HR is complex. Humans should do it. If we bring in AI or computers, there may be an unpleasant reaction from employees who oppose various decisions. that does not come from people

Moderate Evidence: AI improves accuracy. From the data obtained from the sample interview, it was found that 10 samples of people provided information that AI can increase the accuracy of tasks. This corresponds with Evseeva, (2021) [12] article on AI, new innovations in banking. This article states that AI technology can perform in-depth analysis and accurately make highly complex decisions. The bigger the data (Big Data), the more effective decision-making will be.

Least Evidence: There are quite a few studies that are consistent with what the sample group saw as being consistent with the low level, with 3 of the 3 research studies that have been studied:

Organizations must be prepared to do Change Management. According to the data obtained from the interviews with the sample group, it was found that the organization should develop and prepare people before adopting AI. It said that people with IT knowledge should be developed to set up systems and provide specialized IT knowledge training for employees in various professional fields. For further development of the system.

AI reduces the cost of hiring personnel. Based on the information obtained from the sample interviews, they agree with George, et al [13] in New Technology in the Recruitment Process that using modern technology in the recruitment and selection process guarantees success and ensures success according to the purpose but also to improve the recruitment process. Especially for the business sector to reduce the cost of hiring personnel and reducing time.

AI will reduce the role of HR administrators. Data obtained from interviews with the sample is similar to Oksanen, R. (2018) [15] conclusion in writing about New technology-based recruitment methods that Finland is also concerned about losing jobs. of humans to automation

4.2 Application of this research data

This research can be applied to private business organizations and government agencies that want to apply artificial intelligence innovation to human resource recruitment for the organization or work in human resources more efficiently by studying how prepared and suitable your organization is to adopt artificial intelligence innovations, Whether it's the size of the organization, the capital, or even the readiness of the employees in the organization. This research study is useful for executives. Head of Human Resources and all employees in the Human Resources Department By knowing the advantages and disadvantages, it can be taken to see whether our organization is ready for change or not.

4.3 Recommendations for executives for applying the data of this research

The researcher would like to divide the recommendations for executives into 3 parts as follows.

4.3.1 The worthiness of investment in AI system installation in the organization

From this research study, there are suggestions for executives that if your organization is many large employees are recruited each year. And there is enough budget for the human resources team. It is appropriate to use AI to help recruit employees. To increase work efficiency, such as increasing speed, especially reducing candidate recruiting time, increasing recruitment accuracy, reducing bias towards a candidate's profile (sourcing bias) based on personal preferences or dislikes that arise and because this system is a computer system, There is certainty and reduce human error, etc., but if your organization is small. There is no need to recruit a large number of employees each year. There are better solutions than investing in implementing AI for your organization. There is a suggestion that Smaller enterprises should consider using AI through third-party platforms such as LinkedIn or Jobsdb, as these platforms have a large number of candidates looking for active users. It may take a long time for companies to implement AI systems themselves. Rather than having as many active users as those platforms, and most importantly, it's a matter of cost-effectiveness. Investing in an AI system costs tens of millionsWhich, which may not be worth it for smaller organisations.

4.3.2 Readiness of Organizations and human resource teams to AI

If an organization is considering bringing AI systems to use in HR work in the field of recruitment. The consequences that will follow must also be taken into account. For example, HR is a relatively sensitive job involving people's feelings. Therefore, the introduction of robots to use in this work It may be a doubt may not be able to answer the question in some matters, such as The human touch includes the readiness and skills of the human resource team to adapt to the system. Therefore, if an organization is considering adopting an AI system, change management should be considered to prepare the organization and employees for the changes. Both in terms of communicating with relevant employees to acknowledge. Training to develop the skills of employees who have to work with the AI system. should be gradually developed phase by phase, module by module, so that employees can gradually adapt and, most importantly, manage Remedies for employees who may lose their jobs from the replacement of AI, especially in the HR Admin position.

4.3.3 Risk management in installing AI systems in the organization

Using AI systems may lead to corporate data leaks or cyber-attacks that cause system downtime because it is a system that is on the network. Suppose an organization is going to use AI. In that case, risk management should be considered to prepare to prevent and mitigate the uncertainty in achieving the objectives of using AI in the organization.

Finally, organizations should study more about the benefits and impacts of AI before actually implementing it because even though AI is becoming more and more important nowadays, AI cannot replace work. of all human beings, such as salary negotiations and Consultation for employees on sensitive matters or issues related to the human touch. The use of AI systems is also used in conjunction with humans in working in the organization.

5. Conclusions and Recommendations

5.1 Processing the conclusions of each human resource group on the adoption of AI in recruitment

Perspectives from personnel in the organization at all 3 levels, from senior management (HR Director), middle management (HR Manager) and staff responsible for recruitment (Assistant Manager - HR Supervisor) on the use

Table 3: Conclusion Processing of each HR group towards the use of AI in recruitment

of AI in recruitment. Personnel Research can be processed into 2 groups, as detailed below (Table 3).

5.2 Research limitations

1. The sample group used in this research came from 22 people working in the human resource department of a private company. Data collection was used by non-probability sampling. (Non-probability sampling) in a specific way (Purposive sampling) by selecting the sample using the researcher's decision in some industries. As a result, the interviewed sample may not represent the entire population.
2. The data collected from the sample is a June - July 2022 survey. Therefore, those who will use this research data set should be careful when applying the data because the information may change from time to time.
3. This research is qualitative. This makes the assessment subject to individual discretion and may result in different assessment results.

5.3 Recommendations for further research

For those interested in researching artificial intelligence innovation and recruitment, this thesis can be used as a guideline for further research since few organizations in India have yet to implement AI. Therefore, some of the information is speculative. If other researchers will take this matter to study for further development. It has the following recommendations.

1. Interview the sample group in organizations that have implemented artificial intelligence innovations in the organization as well. to get accurate information from real users
2. Use a larger number of interview samples. to obtain information with a more diverse perspective and more reliable
3. Expand the research sample to other more diverse businesses, such as automotive, agro-industrial, petrochemical, government organizations, etc.

Interviewed group	Summary of Perspectives on AI and Recruitment
<p>1. Group of senior executives (HR Director) and middle executives (HR Manager), comprising 15 people.</p>	<p>HR Director and HR Manager have similar opinions, considering that AI can help increase the efficiency of HR jobs not only by matching candidate profiles with Job Descriptions that make recruiting faster. But this group also looks beyond other benefits, such as forecasting budgeting on employee OT reimbursement trends and employee turnover trend analysis management of employee engagement to the organization, determination of Compensations & Benefits, and making Payroll, etc. People in this group will look at the big picture because they are people who are involved in determining the direction of the HR department and the organization. They look at the overall job rather than looking at only one area of work, unlike the Assistant Manager group—HR Supervisor whose work focuses on operations and is more specialized. Therefore, there is a specific view on operations that use AI to recruit candidates.</p> <p>In addition, this sample There is also a view on the impact that will occur from the use of AI by looking at the readiness of people in the organization, both skill development and knowledge of the use of AI technology, rather than looking at the problems of The AI system will not work effectively which can be concluded that This group of people is in a position to take care of the team. Having subordinates to manage must pay attention to whether the team is ready. How to adapt? Different from the Assistant Manager - HR Supervisor group who are concerned about the system's problems, such as the ability to recruit and screen candidate history. The problem with using AI in Hindi is that he is a real user who has to work with the AI system.</p>
<p>2. HR Supervisor to Assistant Manager 7 people</p>	<p>HR Supervisors have an AI perspective on recruitment in the sense that it helps filter candidate profiles to match the job titles they are looking for. to work faster and more efficiently But at the same time, we see the disadvantage that AI is actually not very good at filtering profiles. If the candidate does not enter the job description Or a detailed work history into the resume may cause the AI to cut that profile altogether. This may result in missing a candidate's history that meets the requirements. In addition to filtering candidate history, This group of people also has recommendations for using AI in recruitment. We should improve AI to support the Hindi language better. Because now, the AI still works well in English but has yet to be customized in Hindi as it should. Therefore, it can be analyzed that People in this group are those who do real work that has to work with AI systems in every work—candidate recruitment day Familiarity with HR systems in the organization. Make them see the advantages and problems of the current system.</p>

References

1. Wang, Pei. (2019). On Defining Artificial Intelligence. *Journal of Artificial General Intelligence*. 10. 1-37. 10.2478/jagi-2019-0002.
2. Ghosh, Ashish & Chakraborty, Debasrita & Law, Anwasha. (2018). Artificial Intelligence in Internet of Things. *CAAI Transactions on Intelligence Technology*. 3. 10.1049/trit.2018.1008.
3. Zhang, Hailun & Xu, Sheng. (2017). The Innovation-Driven Impact on Economic Structure Transition. The Case of China. *International Journal of Management and Economics*. 53. 10.1515/ijme-2017-0023.
4. Aravamudhan, Varadaraj & Alwadi, Belal. (2021). A Study on Contribution of Digital Human Resource Management towards Organizational Performance. *The International Journal of Management Science and Business Administration*. 7. 43-51. 10.18775/ijmsba.1849-5664-5419.2014.75.1004.
5. Numan, R. S., & Abdoon, F. M. (2020, March). Utility of silver nanoparticles as coloring sensor for determination of levofloxacin in its pure form and pharmaceutical formulations using spectrophotometric technique. In *AIP conference proceedings* (Vol. 2213, No. 1). AIP Publishing.
6. Aravamudhan, Varadaraj & Belal, Dr & Alwadi, Belal & Obrenovic, Bojan. (2021). A Study on Contribution of Digital Human Resource Management towards Organizational Performance.

- International Journal of Management Science and Business Administration 7(5). 43-51.
7. Li, Haibo. (2022). Research on the Significance of Big Data and Artificial Intelligence Technology to Enterprise Business Management. *Mobile Information Systems*. 2022. 10.1155/2022/7639965.
 8. Hashem, Ibrahim & Yaqoob, Ibrar & Anuar, Nor & Mokhtar, Salimah & Gani, Abdullah & Khan, Samee. (2014). The rise of “Big Data” on cloud computing: Review and open research issues. *Information Systems*. 47. 98-115. 10.1016/j.is.2014.07.006.
 9. Hollweck, Trista. (2016). Robert K. Yin. (2014). *Case Study Research Design and Methods* (5th ed.). Thousand Oaks, CA: Sage. 282 pages. *The Canadian Journal of Program Evaluation*. 30. 10.3138/cjpe.30.1.108.
 10. Alsaffar, M., Alshammari, A., Alshammari, G., Aljaloud, S., Almurayziq, T. S., Abdoon, F. M., & Abebaw, S. (2021). Machine learning for ischemic heart disease diagnosis aided by evolutionary computing. *Applied Bionics and Biomechanics*, 2021.
 11. Shammot, Marwan. (2014). The Role of Human Resources Management Practices Represented by Employee’s Recruitment and Training and Motivating in Realization Competitive Advantage. *International Business Research*. 7. 10.5539/ibr.v7n4p55.
 12. Jatoba, Mariana & Ferreira, João J. & Fernandes, Paula & Teixeira, João. (2023). Intelligent human resources for the adoption of artificial intelligence: a systematic literature review. *Journal of Organizational Change Management*. 10.1108/JOCM-03-2022-0075.
 13. Hassan Ahamed Shibly, F., & Kumar. R, L. (2023). Image Processing for Automatic Cell Nucleus Segmentation Using Super pixel and Clustering Methods on Histopathological Images. *Tamjeed Journal of Healthcare Engineering and Science Technology*, 1(1), 54–63. <https://doi.org/10.59785/tjhest.v1i1.6>
 14. Palos-Sanchez, Pedro & Baena-Luna, Pedro & Badicu, A. & Infante Moro, Juan Carlos. (2022). Artificial Intelligence and Human Resources Management: A Bibliometric Analysis. *Applied Artificial Intelligence*. 36. 10.1080/08839514.2022.2145631.
 15. Evseeva, Svetlana & Evseeva, Oksana & Burmistrov, Andrei & Siniavina, Maria. (2021). Application of artificial intelligence in human resource management in the agricultural sector. *E3S Web of Conferences*. 258. 01010. 10.1051/e3sconf/202125801010.
 16. George, Ginu & Thomas, Mary. (2019). Integration of Artificial Intelligence in Human Resource. *International Journal of Innovative Technology and Exploring Engineering*. 9. 2278-3075. 10.35940/ijitee.L3364.129219.
 17. Cappelli, Peter & Tambe, Prasanna & Yakubovich, Valery. (2018). Artificial Intelligence in Human Resources Management: Challenges and a Path Forward. *SSRN Electronic Journal*. 10.2139/ssrn.3263878.
 18. CB, S., & M, D. (2023). Accessibility Study of mHealth Systems Based on The Internet of Things (IoT). *Tamjeed Journal of Healthcare Engineering and Science Technology*, 1(1), 14–23. <https://doi.org/10.59785/tjhest.v1i1.7>
 19. Oksanen, R. (2018). New Technology in the Recruitment Process (Master's thesis). University of Tampere. Sołek-Borowska, C., & Wilczewska, M. (2018). New Technologies in the Recruitment Process. *Economics and Culture*, 15(2), 25-33. doi:10.2478/jec-2018-0017