Recruitment and Talent Management in The Modern World Using AI

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Abstract

Recruitment and talent management are the key factors that affect a company's success, and this is inevitable when the company faces new problems. By examining the opportunities and risks of the current era, this research investigates how these positions relate to artificial intelligence (AI). To begin with, it is highlighted that addressing demographic changes in the workforce, talent limitations, and ethical issues is a must. It is important to comprehend the implications of AI for human resource management and hiring procedures because the article presents AI as a tool for solving strategic issues. This study employed secondary qualitative research techniques to investigate the impact of AI on human resource management and the hiring process by re-analysing qualitative data that have been previously published. The literature review used various platforms, including ProQuest, Google Scholar, Scopus, and Web of Science. The methodology section provides a detailed description of this. A total of 25 publications were included in this study since they met all the inclusion and exclusion criteria, which made it possible to perform a systematic selection of relevant research.

Keywords: Recruitment, talent management, artificial intelligence, human resource management, AI applications, workforce demographics, hiring procedures