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ARTIFICIAL INTELLIGENCE IN RECRUITMENT

Artificial Intelligence (AI) is a technology that has been gaining more and more attention. It has been widely used not only in IT but also in marketing and development. As a result, modern companies start using AI solutions in recruitment.

Firstly, it enables to automate low-level tasks. Secondly, it provides decision-makers with more detailed information, which immediately reduces operational costs.

Modern recruitment software has many benefits besides automating administrative workload. There is also more specialized software which allows employers to see how a candidate demonstrates his or her skills in practice, like providing tests by using multiple coding challenges that are generated automatically.

Here are the most significant advantages of AI in recruitment:

1. Hiring quality is enhanced by better data analysis;
2. It helps to save time and money;
3. There are no preferences for decisions. It is more unbiased.

However, contemporary AI still has a lot of drawbacks:

1. It takes a lot of time to master it.
2. There are no reliable algorithms (dependency on keywords and trickery).

Lack of human judgment and cognitive skills can lead to missing a lot of perspective candidates.

All in all, AI in recruitment is one of the most promising areas for researching and development which would be very effective in the modern world because of overpopulation of the planet.

In the near future most of the recruitment work will be on AI's shoulders. Taking into account the rapid progress in IT, this decade is the best time for gaining experience in this field and becoming a demanded specialist.