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A Study on the Role of Artificial Intelligence in E-Recruitment in IT Industries Chennai

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Abstract: ***In the competitive world Diligence, collet the accurate data and anatomized the collected data for the use of companies growth and daily working is essential. Artificial Intelligence helps the assiduity to work in briskly way and effective way to complete the work. Artificial Intelligence is entering into colourful department like mortal resource department, finance department, marketing and product department. With using AI system Association can suitable to inform the being performance and day-to-day functions. In business pressure has been adding, tough directors understood the significance of artificial intelligence at plant. The exploration paper is descriptive in nature. The experimenter was used secondary data where the data was collected from exploration papers, publications, websites, HR blogs, check reports etc. The core Ideal of the study was examine the part of artificial intelligence in mortal resource department and understand the challenges in HR department. The exploration study has concluded that a part of AI is larger into colourful functions carried out in mortal resource department where by robotics companies can handle reclamation, hiring, as saying the data, colleting the data, reducing workload at plant and enriching Plant effectiveness.***
Keyword: Artificial Intelligence, Machine languages, mortal resource operation

I. INTRODUCTION

Artificial Intelligence is a remarkable advance in technology proliferation. Indeed, the term AI isn't confined to just a single description, but also it's defined and interpreted else by different fields. It's programmed in sucha way that it can suppose and act like mortal beings (logic) do. This simple description of AI mentioned above fits any machine or device that can suppose and bear like mortal intelligence while learning and working a specific problem. In other words, AI can be described as technologies that emulate natural intelligence, yet the term AI is much broader than it's complicated to explain what's meant by it, what value AI brings, and how it can be applied.

The part of technologies in operation has been honored for quite some time. Innovation in operation practices is ineluctable and decreasingly significant for associations to attain a competitive edge and sustain rapid-fire changes in the terrain. Present- day association deal with the massive size of data and information, and the associations must transfigure them tone digitally and calculate upon technology like AI. Due to this reason, AI currently has come a mainstream element in the operation of companies, which has not only changed the way people work but has wholly shifted the business models. The Human Coffers sphere isn't vulnerable to this script, and it must also jump on the crusade of disruptive technologies or bedisintegrated.

To manage with capability and knowledge challenges associated with AI technologies, new strategic and holistic mortal resource operation are demanded in associations.The purpose of man- machine collaboration in the HR department isn't to put humans out of work; rather brings a radical functional shift in the way associations retain, learn & develop people and restructure daunting HR processes high- speed and fluently. We're witnessing major displacing and revolutionizing in worker's job nature and skillset needed within associations. AI acts as a significant player in transubstantiating the HR functions, which have backed the HR people, workers, and associations. AI technologies are being employed by associations to automate repetitious tasks and help in complex strategic opinions fleetly and more directly through prophetic algorithms. Only in recent days, an increased number of associations are showing interest in applying AI technologies in HR practices, similaras Reclamation, Seeker Webbing, and Selection. Leading and well- established companies are formerly using AI technologies to enhance effective decision- making and give prophetic analytics to all the workers. In simple words, AI- equipped associations can sustain the ferocious competition in the request, and also, the associations can enjoy functional excellence overall.

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II. REVIEW OF LITERATURE

Gomez, (2020) The success of the recruitment activity is the ratio of the potential pool of candidates applied for the position to the total number of job offers received by the candidates. The assessment of candidates would be dependent on the category of job or occupation. The software provides almost all types of evaluation methods that can be simple to administer, user-friendly, and keeping records of the assessment. It also follows with the complete reports which can be easily interpreted eliminating the personal bias of the assessor.

Van Esch et al., (2019) Contrasting positive job applicant feedbacks to their practices with artificial intelligence recruitment processes may generate a more massive acceptance rate of job offers and a more favorable position in relation to the hiring company.

Jarrahi, (2018) in his researcher paper title, Artificial Intelligence and the Future of work: Human- AI Symbiosis in Organizational Decision Making. The researcher papers talked about the usefulness of AI for human. Artificial intelligence has been supporting in decision making,dealing with uncertainty, and especially equivocality of decision-making in an organization. Still in an industry the role of human is essential and technologies have to depend on human when subconscious decisions are essential to evaluate and facilitate the outcomes of decisions.

Abhishek & Agarwal, (2017) Artificial intelligence, having several features of big data along with analytics, provides ultimate usability to recruiters It aids to automate and streamline the complicated workflow involving repetitive tasks in the recruitment process, removing the time consumption at each step of the process right from matching with error-free job description using the sentiments analysis to assessment for the selection of the candidate such as psychoanalytical tests, aptitude and analytical tests.

Dirican, (2015) A researcher in his research paper, title "The Impact of Robotics, Artificial Intelligence on Businessand Economics" has studied that use of Robotics and Artificial intelligence in business may have negative impact on the overall functions of an organization like production, performance management, sale, strategic planning, customer relationship management, banking system,coaching, training, taxes etc.

III. OBJECTIVES

A. To study the concept of artificial intelligence.
B. To study the challenges of artificial intelligence inhuman resource department
C. To know the impact of AI capabilities onRecruitment and Selection.
D. To observe how artificial intelligence is usedcurrently in recruiting process

IV. METHODOLOGY

A. Research Design

From the objective we have studied the human resource management of IT industry. To analyze this different data have to be collected from various IT industries such as in what way the AI plays a vital role in their industry and what are the barriers to implement this concept also been discussed.

B. Sampling Design

The population for the study was made up of job seekers of artificial intelligence in e-recruitment in IT industries in Chennai, and convenience sampling methods were used.Samples of 200 are job seekers were questioned and the data has been collected.

C. Data Collection Methods

Primary data collection method comprised survey method while primary data collection instruments was structured questionnaire namely ARTIFICIAL INTELLIGENCE IN E-RECRUITMENT IN IT INDUSTRIES CHENNAI QUESTIONNAIRE in forms such as recruitment, natural language process, workforce, automation.

D. Statistical Tools

The main tools used for statistical analysis were percentages, anova, chi square and correlation.

E. Area Of Research

The research design consists of population size of 200 people in the location of Chennai, targeted people are the job seekers, who are looking for jobs.

F. Conceptual Framework

The conceptual framework of artificial intelligence in e- recruitment IT industry was based upon research gaps and exhaustive review of literature into 4 variables of the study such as,

1) Recruitment
2) Natural language process
3) Workforce
4) Automation

G. Hypothesis Questions

H0: There is no relationship between recruitmentand automation
H1 – There is a relationship between recruitmentand automation
H0 – There is no relationship between recruitmentand natural language processin
H1 – There is a relationship between recruitmentand natural language processing
H0 – There is no relationship between recruitmentand workforce
H1 – There is a relationship between recruitmentand workforce

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H. Limititations

Small sample size Brief study duration time less Demographic variables effect on the depending variable were not studied Data was collected online than hands on guide

V. DATA ANALYSIS

Technologies shaping the artificial intelligence in IT especially in E recruitment.
The respondents were rate the technologies which create the satisfaction to job seekers. The attributes comprise of

1) Recruitment
2) Natural language process
3) Workforce
4) Automation

The rating table comprises of 5 points with the 1 for lowest rating and 5 for highest rating. The responses statistical analysis is represented in table 1 to table4.

Table. 1 Recruitment and Natural Language Process

Correlation				
			Recruitment	Natural language process
Spearman's rho	Recruitment	Correlation Coefficient	1.000	.402**
		Sig. (2-tailed)	.	.002
		N	100	100
	Natural languageprocess	Correlation Coefficient	.402**	1.000
		Sig. (2-tailed)	.002	.
		N	100	100
**. Correlation is significant at the 0.02 level (2-tailed).				

Source: Primary Data

Result: From the table, it is interpreted that thesignificance value is 0.02 which is less than 0.05 and less than the critical value 1. So the null hypothesis rejected and alternative hypothesis got accepted. Thus, there is a relationship between recruitment and Natural language process

Table. 2 Recrutment and Workforce

			Correlation	
			Recruitment	Workforce
Spearman's rho	Recruitment	Correlation Coefficient	1.000	.502**
		Sig. (2-tailed)	.	.001
		N	100	100
	Workforce	Correlation Coefficient	.502**	1.000
		Sig. (2-tailed)	.001	.
		N	100	100
**. Correlation is significant at the 0.01 level (2-tailed).				

Source: Primary Data

Result: From the table, it is interpreted that the significance value is 0.01 which is less than 0.05 and less than the critical value 1. So the null hypothesis rejected and alternative hypothesis got accepted. Thus, there is a relationship between recruitment and workforce.

Table.3 Recrutment And Automation

			Recruitment	Automation
Spearman's rho	Recruitment	Correlation Coefficient	1.000	.802**
		Sig. (2-tailed)	.	.000
		N	100	100
	Automation	Correlation Coefficient	.802**	1.000
		Sig. (2-tailed)	.000	.
		N	100	100
**. Correlation is significant the 0.00 level (2-tailed).				

Source: Primary Data

Result: From the table, it is interpreted that the significance value is 0.00 which is less than 0.05 and less than the critical value 1. So the null hypothesis rejected and alternative hypothesis got accepted. Thus, there is a relationship between recruitment and automation.

Table 4. Comparison of therecruitment, natural language process, workforce, automation

Recruitment		Sum of Squares	df	Mean Square	F	Sig.
Natural language process	Between Groups	1.739	111	.580	5.108	.002
	Within Groups	56.283	89	.113		
	Total	58.022	200			
Workforce	Between Groups	1.783	120	.594	5.312	.001
	Within Groups	55.505	88	.112		
	Total	57.288	200			
Automation	Between Groups	1.739	111	.594	5.108	.002
	Within Groups	56.283	89	.112		
	Total	58.022	200			

Source: Primary Data

Result: Results state that, there is a relationship between dependent variable and independent variable because of the strong F value, which was greater than the significance value Natural language process 5.108>0.002, workforce 5.312>0.001, automation 5.108>0.002. So the null hypothesis rejected andalternative hypothesis got accepted.

VI. SUMMARY OF FINDING

A. The significance value is 0.02 which is less than 0.05 and less than the critical value 1. So the null hypothesis rejected and alternative hypothesis got accepted. Thus, there is a relationship between recruitment and Natural language process

B. The significance value is 0.01 which is less than 0.05 and less than the critical value 1. So the null hypothesis rejected and alternative hypothesis got accepted. Thus, there is a relationship between recruitment and workforce.

C. The significance value is 0.00 which is less than 0.05 and less than the critical value 1. So the null hypothesis rejected and alternative hypothesis got accepted. Thus, there is a relationship between recruitment and automation.

D. The strong F value, which was greater than the significance value. Natural language process 5.108>0.002, workforce 5.312>0.001, automation 5.108>0.002. So the null hypothesis rejected and alternative hypothesis got accepted.

VII. CONCLUSION

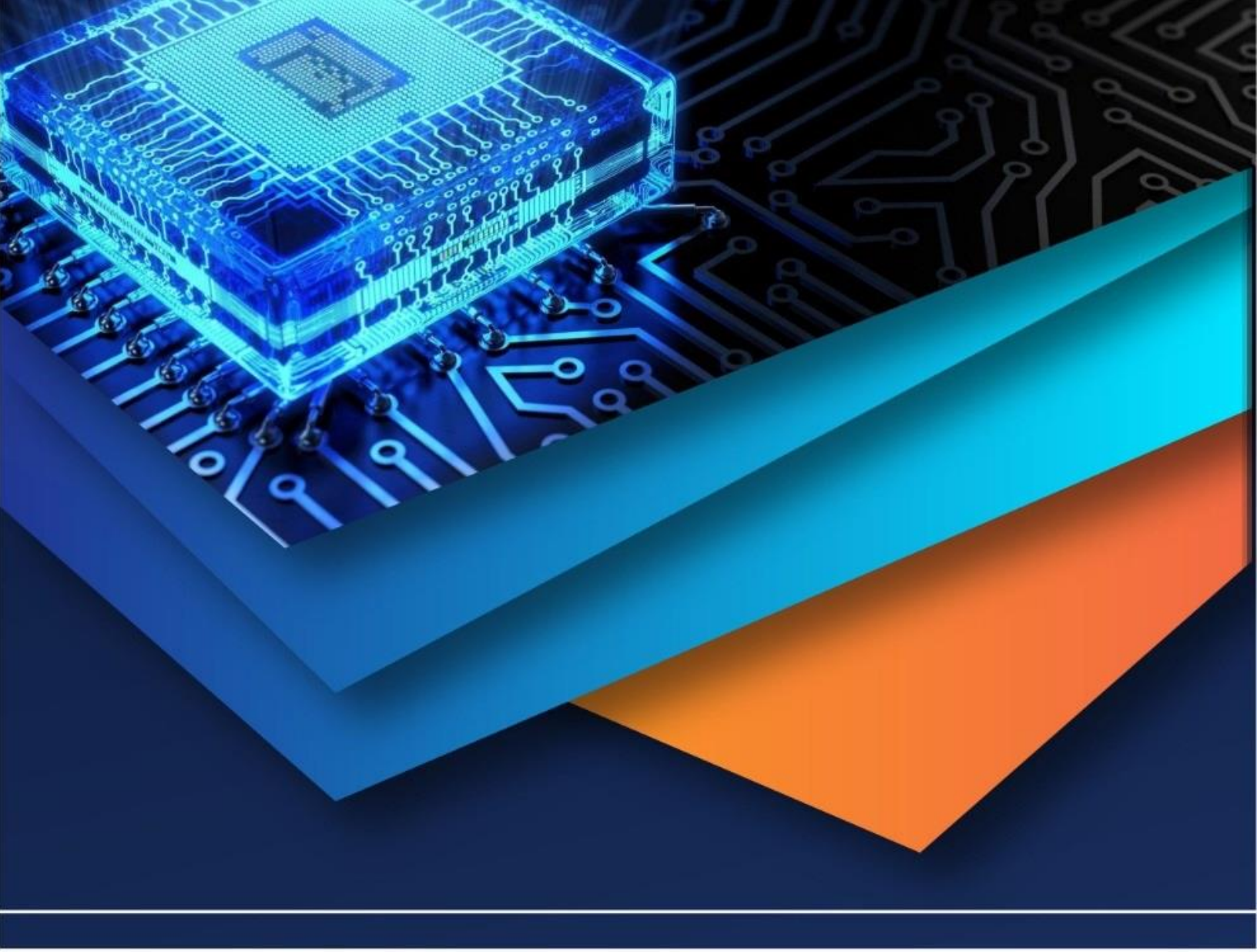
The current study conducted on the impact of Artificial Intelligence technologies on the Reclamation and Selection process made a study on crucial AI capabilities and their influence on the reclamation and selection process, and implicit issues of applying AI capabilities in the Reclamation and Selection Process.

The babe revealed that exercising AI technologies in the reclamation process can speed up the reclamation process and cost-effective. Applying AI technologies in the reclamation process can enhance the reclamation process's quality with a high delicacy position and reduced mortal bias. The operation of AI in the reclamation process can make it possible for the beginner to get the right seeker with the right skill set for the right job with ease.

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