



## AN EVALUATION OF QUALITY RECRUITMENT THROUGH BOTS

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### **Abstract**

*As it is known, artificial Intelligence has been taking over in Every aspect of life. The paper focuses on determining the efficiency of bot recruitment. It also focuses on finding out how adapting new technologies helps in building a good work infrastructure and figuring out whether adapting bot recruitment reduces time compared to the traditional method.*

*This was formulated by conducting a questionnaire where thirty-seven people participated. Based on the data acquired the conclusion was drawn that majority of the people think bot recruitment helps in effective recruitment. People prefer work that requires minimum human effort. Not only in recruitment, AI has also been implemented in various HR activities like evaluating the employee's performance, monitoring the job and so on. 78.4 percent of the people who participated think that the bot recruitment is effective and 21.6 percent of the People think that other methods of recruitment is effective.*

**Key Words:** *Recruitment Bots, Efficiency, Evaluate, Time Consumption, Candidate's.*

### **Introduction**

over the years technology has been evolved in every aspect of life. The efficient way of recruitment in the human resource department has also been adapted. This paper is an evaluation of how bots are playing a vital role in providing quality recruitment. From walk in recruitment to computer aided method it provides a whole new experience of recruitment for the candidates, especially if we consider before the covid-19 pandemic most of the recruitment took place in the workplace using traditional method using various rounds like group discussion, personal interview as such but if we see post pandemic, people prefer less time consuming or less effort for every single work they do, so using bots is considered to be the most preferred choice of the candidates. Artificial intelligence has been improving every field related to science or commerce.

Artificial intelligence is being used in the human resources department as it reduces the work for the managers as well as builds a good infrastructure for the company by adapting to the new technologies. Artificial intelligence chat bots help in solving the customers queries as it provides consistent service. Chat bots acquires details from the candidate's resume, asks questions on skills and qualifications and then evaluates on a metric system followed by shortlisting. Along with recruitment bots are used in HR department for various aspects to evaluate the employee's performance, to update information which is a lot more effortless.

This paper includes a questionnaire along with objectives and discussion on how bots are providing quality recruitment in the organizations.

### **Literature Review**

Based on [1] Artificial Intelligence improves the quality of recruitment and job analyses will be done with using considerably less amount of time. Consequently, over a period of time AI advances to provide insightful data. [2] this paper aims on explaining how Artificial Intelligence impacts on HR department. This paper shows how Artificial Intelligence

reshapes HR department and can also be used in various HR aspects such as succession planning, recruitment process, monitoring operations as such. [3] AI can identify appropriate candidates, secure insights on training needs, analyze the resume of the applicant with minimal time consumption, ensures unbiased candidate selection and analyses the candidate's flaws. AI helps in evaluating the performance of the employees. [4] to identify the appropriate candidates and to reject the inappropriate candidates to apply, providing job offer and bringing selected candidate to the work place.



## Objectives

1. Objectives of this paper is to find how bots provide recruitment.
2. To know if bot recruitment increases the work infrastructure
3. If using bots are a less time-consuming process compared to the traditional method of recruitment.
4. To evaluate if the bot analyses the resume of the candidate to questions based on his/her/their qualifications.
5. This study aims in knowing the preference of the people asking them to answer a questionnaire and discussions are conducted based on the results acquired.
6. Bots are said to be less time consuming and thus evaluation on if it reduces the work of HR is discussed
7. Various applications are being used in the bot recruitment and by finding the preference of the people participating, it helps in analyzing the most chosen application.
8. Finally, this paper tries to find how effective role bot recruitment plays.

## Disadvantages

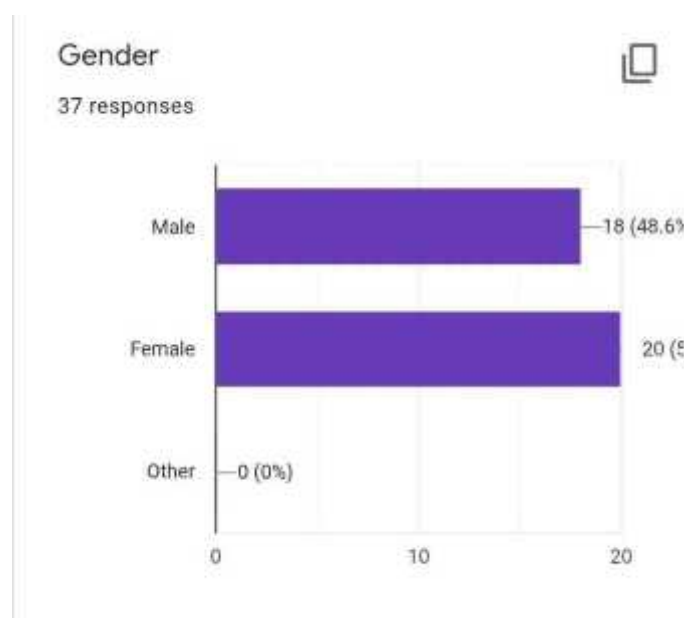
1. Disadvantages of this paper mainly include the range of the participants which has been restricted to thirty-seven this can lead to conclusion which might not be favorable unless a great number of participants are involved.
2. When it comes to bot recruitment, regular monitoring is required which is time consuming.
3. Recruitment through bots might not provide accurate results which makes it unreliable.
4. There are aspects which calls for human judgement that a recruitment lacks.

## Research Methodology

This paper is questionnaire-based research. The research provides information on the efficiency of bot recruitment and the impact it has on work infrastructure. With the help of questionnaire conducted where the questions were based on bot recruitment, conclusions were drawn after analyzing the data.

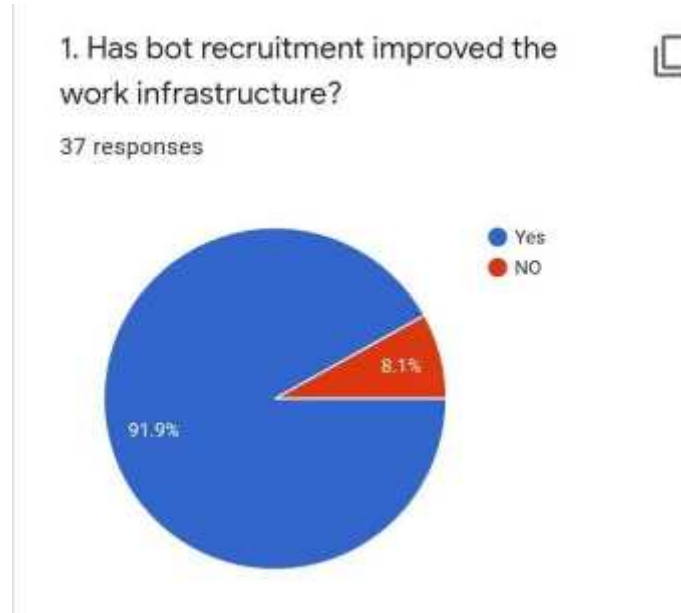
## Evaluation and Interpretation

The total number of participants who responded were thirty-seven. Among them there were eighteen male who responded and twenty females. This is shown in the graph below



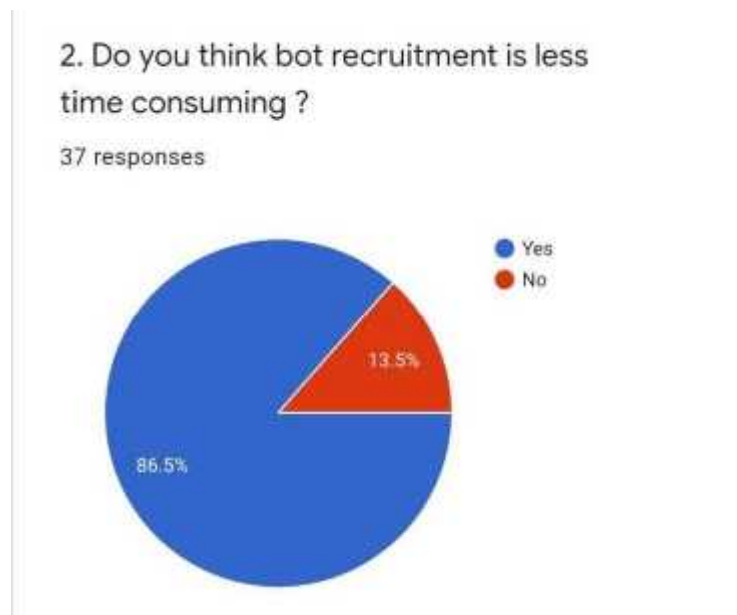


1. The first question was about determining whether the bot recruitment has improved the work infrastructure in the organization. Out of thirty-seven responses, thirty-four people chose yes and three chose no.



**Interpretation:** based on the data received it is concluded that Bot recruitment develops work infrastructure as majority of people chose yes. In the graph above you can see 91.9 percent shows yes and 8.1 percent shows no.

2. The second question was to determine whether bot recruitment is less time Consuming than traditional recruitment. Out of thirty-seven responses, thirty-two were yes and five were no.

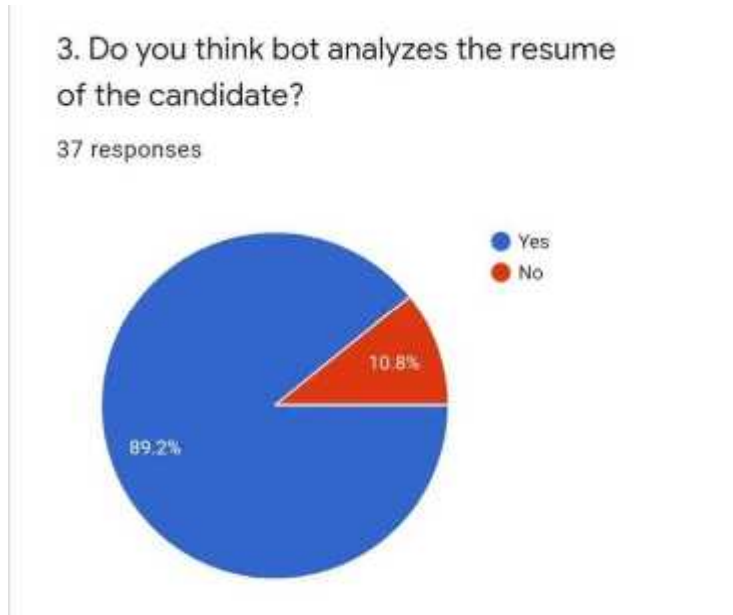




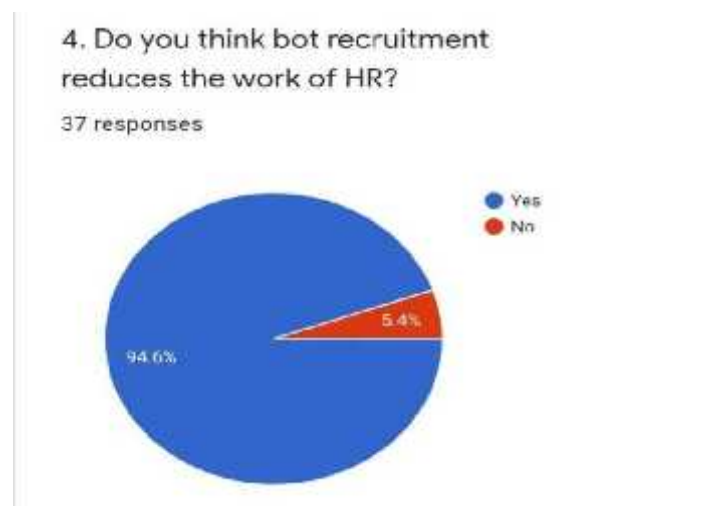
**Interpretation:** As per the data received the conclusion can be given that majority of the people participated think that the bot recruitment is less time consuming than traditional recruitment. In the graph above, 86.5 percent says yes and **13.5 percent shows no.**

3. Third question was asked to know if the bot analyses the resume of the candidate before an interview to which out of thirty seven who participated, thirty three of them chose yes and four of them chose no.

**Interpretation:** as shown in the chart above 89.2 percent shows yes and 10.8 percent shows no so this can conclude that majority of the people participated were positive that the bot analyses the resume.



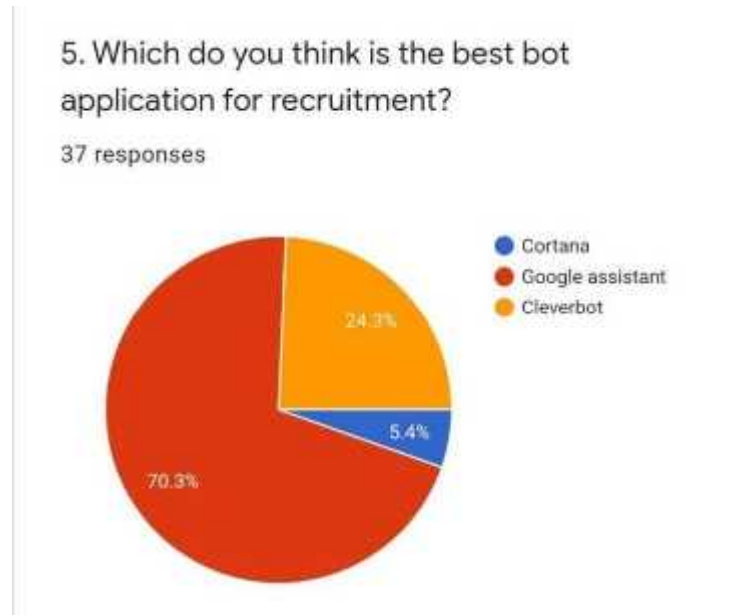
4. The fourth question's objective was to find out if adapting bot recruitment reduces the work of a HR to which among the thirty-seven respondents thirty-four of them chose yes and three of them chose no.



**Interpretation:** in the above chart 94.6 percent shows yes and 5.4 percent shows no which means most of the people think that bot recruitment reduces the work of a HR.

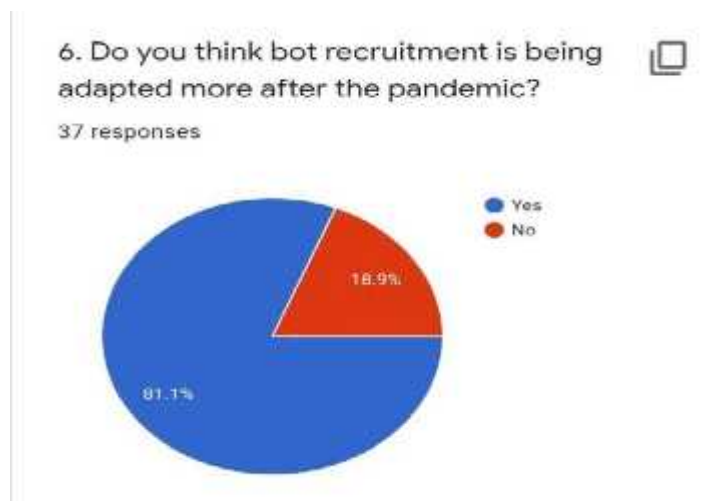


5. Fifth question was based on the various applications used for bot recruitment where two people chose Cortana, twenty people thought Google Assistant was more effective and nine people thought Cleverbot was effective.



**Interpretation:** in the above chart 5.4 percent people think Cortana is effective 24.3 percent think that Clever Bot is effective and 70.3 percent people think Google Assistant is the best which means it is the most effective.

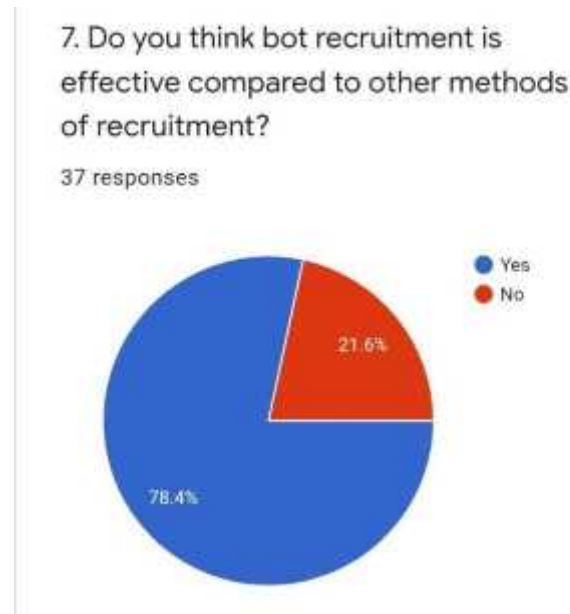
6. Sixth question was to know if the bot method was adapted more after the pandemic 2020 to which among thirty-seven thirty-one people chose yes and six people chose no and below is the chart referring to it.





**Interpretation:** in the above chart 81.1 percent of the people responded thought that bot recruitment had been adapted more after the pandemic and 18.9 percent people thought it wasn't adapted more after the pandemic.

7. The final question was to evaluate if people think bot recruitment was more effective compared to other methods of recruitment, among the thirty seven responds received thirty people chose yes and seven people chose no.



**Interpretation:** in the above chart 78.4 percent of people think bot method is effective compared to other methods of and 21.6 percent of people think that bot method of is not effective compared to other methods of recruitment.

### Conclusion

On a whole, majority of the people participated think that bot recruitment has helped in building a good work infrastructure, that it is less time consuming, analyses the resume of the candidate, reduces the work of a HR, has been adapted more after the pandemic and that it is effective compared to other methods of recruitment.

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