

# AI Recruiting: A 2022 Guide to Smart Recruiting

How artificial intelligence changes the hiring process?



**California City, California Jan 4, 2022 ([IssueWire.com](https://www.issuewire.com))** - Artificial intelligence is not just about talking robots, as we have seen in movies. From controlling our home (Alexa) to auto-driving cars (Tesla), these technologies use AI to function efficiently. In the past few years, AI has managed to become an integral part of the recruitment industry.

In the candidate-driven market, it's important to quickly find and hire the top talents in the industry. AI-based technologies can help recruiters speed up their hiring process with complete accuracy. Let's check out how AI technology affects different parts of the recruitment process.

## How AI changes a recruiter's role?

With AI in your recruitment team, you can get rid of the repetitive and time-consuming tasks from your recruitment process. When you eliminate such tasks from your recruitment, you will have more time to engage with the candidates and develop strong recruitment strategies.

AI won't replace your recruiters, but it empowers them with modern technologies and makes their job easier. Human interaction is a must-have prospect during the recruitment process as recruiters should have empathy, negotiation ability, conflict management, and social skills.

## How artificial intelligence changes the hiring process?

AI technology brings a lot of changes to the recruitment process. Let's discuss all these improvements in detail.

- **Boosts hiring speed –**

The current job market is candidate-driven, which means that you won't get a vast pool of applicants unless you create an efficient process. If you take your time in recruiting the candidates, then they will get offers from other companies. So, creating a fast and efficient hiring process is crucial to secure the top talents.

By using AI technology in your hiring process, you can discover the top candidates and speed up your hiring process. Collaborate with your team to review the video interviews and find the most talented employees. With machine learning, you won't have to worry about making mistakes as all the work will be done efficiently.

- **Create a transparent hiring process –**

Every organization has some level of unconscious bias in its hiring process. Even if you try creating a fair process, you will still face many difficulties. It could badly affect your recruitment process as you might lose some talented candidates in the process.

A biased recruitment process leads to bad hires, and it will prove costly for your organization. With AI, you can create a transparent hiring process to ensure that only a talented candidate gets selected in your organization.

- **Screen applicant pool –**

Screening a vast pool of applicants can end up taking a lot of the recruiter's time. A study shows that recruiters spend most of their time screening candidate resumes and managing telephonic interviews. It can become a tedious and repetitive task where some recruiters can make a few mistakes.

By using AI technology in your recruitment, you can automate the screening and sourcing of the applicant pool. You can customize AI to find the most qualified candidates and then create the best strategies to recruit them to your organization.

- **Manage interview schedules –**

One of the biggest challenges any recruitment agency faces is managing its interview schedule. With so many candidates, the recruiters have to find the time where the candidate and interviewer will be available to schedule a call. By integrating artificial intelligence with ATS, you won't have to worry about managing schedules. You can easily manage your schedule and also sync it with your Outlook calendar.

## **What are the challenges of using AI in recruiting?**

It's not easy to use new technology, especially when it's artificial intelligence. Here are a few challenges the recruiters face when using AI in recruiting.

- AI requires vast amounts of data to complete human tasks
- AI could learn human biases from your hiring process
- Most recruiters are unfamiliar with new technology

While these problems could be considered as an obstacle in your recruitment, but you can resolve them with a professional [video interview tool](#). The popularity of AI in recruitment is because its benefits

overshadow its cons.

### **Conclusion:**

Recruiters have to compete in a competitive job market where hiring trends change quickly. If you do not remain up-to-date with all these changes, you will start losing talented candidates. You can [request a demo with Jobma](#) to learn how AI will be used in video interviewing. It ensures that you can quickly grasp its functions and streamline your hiring process.

### **Media Contact**

Digital Video Interview

support@jobma.com

Source : Jobma

[See on IssueWire](#)