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INSTITUTE OF SCIENCE & TECHNOLOGY
Deemed to be University u/s 3 of UGC Act, 1956
VADAPALANI

International conference on Reinventing Business Practices, Startups and Sustainability (ICRBSS) 2025



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Prof.V. Sasirekha

Editors

Dr. M.N. Prabadevi

Dr.S. Vijayakanthan

Dr.N. Sarulatha

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Startups and Sustainability (ICRBSS) - 2025**

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AI-Driven Recruitment: Transforming Hiring in the Digital Age - Past, Present, and Future

T. Kayalvizhroja, Research Scholar, School of Management Studies, VISTAS, Pallavaram, Tamil Nadu, India.

E-mail: kayalvizhrojaphd@gmail.com

Dr. Jayasree Krishnan, Professor & Director, School of Management Studies, VISTAS, Pallavaram, Tamil Nadu, India. E-mail: directormba@vistas.ac.in

Abstract---This paper describes the entire process of recruiting as they have been changed by automatic technology such as artificial intelligence, starting from the traditional way through human judgment and intervention going up to completely automated data-driven recruitment, gaining accountability for improvements in efficiency and candidate experience as well as attention to ethical considerations of bias and data security. Recent trends and novelties, such as virtual reality testing and blockchain authentication, are examined to serve as paradigms to show how deep-reaching changes attributed to artificial intelligence are in recruitment.

1. Introduction

Artificial intelligence scaled recruitment into a whole new dimension. It did away with the old simple methods of screening CVs and judging applicants. Now, there are far more advanced experience-driven AI solutions that fill the gaps of reducing time-to-hire and limit bias while opening up worries for ethics such as bias and data protection. This paper explores emerging trends in an AI-enabled recruitment process and the impact of these trends on anticipated future shifts in the recruitment landscape.

2. Literature Review

Many researchers have focused their study on the impact of AI on hiring in terms of ethical, efficient, and bias-free hiring. Saad et al. (2021), AI recruitment tools include resume screening, sourcing and candidate selection, prediction in hiring. It indicates that there has been much better improvement in the candidate's experience using AI, which reduces the long-time recruitment took in earlier processes. Admane et al (2024) have investigated the influence of AI on talent recruitment transformation. AI could create potential improvements in the accuracy of recruitment, as well as raise issues regarding the data security involved. According to Kazim et al. (2021), the importance of algorithmic auditing in AI hiring was cross-validated and stated that objective systems must produce by designed to curb discrimination in recruitment. Mujtaba and Mahapatra (2023) have also added issues of hiring fairness concerning open AI models, ethical recruitment strategies, and bias mitigation strategies. The study identified future challenges and opportunities for effective recruitment using artificial intelligence. According to Hidayat et al. (2025), recruitment also comprises business decision-making regarding AI. The paper, therefore, focuses more on the ethical implications of AI bias and the necessity of certain systems of regulations.

3. Research Methods and Materials

Thus, some comparative analyses are going on with recruitment in three phases, namely:

The Past (Manual Hiring)

Manual recruitment was based on human tendencies, which gave rise to resume screening, personal referrals, and subjective assessments.

The Present (AI-Driven Hiring)

AI has taken over automating the processes of filtering candidates via resumes, engaging with them, and using analytics to enhance recruitment efficiency.

The Future (Advanced AI Integration)

Futuristic consideration will embrace VR-based assessments, hyper-personalized job recommendations, and blockchain verification to guarantee secure hiring.

An intellectual study proceeds to carry out an analysis using data from journals, industry reports, and case studies to establish the impact of AI on efficiency in hiring, candidate experience, bias.

Comparative Table 1: Recruitment Across Phases

Aspect	2005–2015 (Past)	2015–2025 (Present)	Beyond 2025 (Future)
Sourcing	Job boards, print ads, referrals	AI-driven sourcing through online platforms	Real-time talent matching with advanced analytics
Screening	Manual review of resumes	Automated AI-based resume screening	Cognitive AI for Deeper Candidate Insights
Candidate Engagement	Limited to email and phone communication	AI-powered chatbots for 24/7 interaction	Hyper-personalized AI-driven interactions
Assessment Techniques	Face-to-face interviews, static resumes	Video interviews with AI analysis	VR/AR simulations for real-world scenario testing
Scalability	Limited by manual processes	Automation enables handling large applicant pools	Adaptive workforce planning powered by AI

4. The Results and Analysis

Past: Traditional Recruitment Problems

Before AI in recruitment, assessments were made through the lens of human perception, which resulted in inefficiency.

Time-consuming type of screening

The HR professional dived into the hundred hours of inactivity of manually checking resumes.

Limited reach for candidates

Were barriers in attracting diverse candidate pools in traditional methods of job posting.

Present: Innovations in AI-Based Hiring

Integration of AI has made the recruitment process fast, smart, and accurate. Such an amazing advancement has been realized:

AI-powered resume screening and Bias reduction

Candidates are ranked in terms of skills, experience, and cultural fit through machine learning algorithms and AI anonymizes resumes to promote fair recruitment.

Data-driven decision making

AI tools analyze actual hiring trends to formulate the recruitment strategy.

Future: New AI Developments in Recruitment

Future advancement of AI in recruitment domains, such as:

Prediction of the hiring process & Skill Evaluation Based on VR/AR

AI will yield a prediction regarding a candidate's retention rate and performance on the job, and Virtual Job Simulation for Practical Skill Evaluation of Candidates:

Blockchain for candidate verification: Decentralized credentialing for more transparent outcomes and less resume fraud.

5. Conclusion

The expectation is to foster and promote enhanced transparency and fairness in the setting of new recruitment technologies such as blockchain verification and virtual assessments. There had been so many ethical dilemmas in every aspect of life about governance and bias. Therefore, fair AI hiring is itself a subject of research and is influenced by it. In various ways, AI creates a powerful lever to enhance the efficiency of the hiring process and applicants' engagement.

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No.1, KP Square, Thiruvalluvar Street,
Villankurichi Rd, Ganapathy,
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