

New Delhi: AI-powered chatbots and virtual assistants today can interact with you, collect your information and provide you with your initial health diagnosis. Similarly, have you experienced interacting with digital agents, when you call a call centre, who understand your needs through natural language processing and provide you with relevant information or assistance? AI-enabled robots and cobots (collaborative robots) are revolutionizing the manufacturing sector by automating repetitive tasks, improving workplace safety, and increasing efficiency.

In the realm of talent acquisition, such transformative technologies are poised to become mainstream sooner than you can imagine, reshaping the recruitment process as we know it today. Imagine a future, where a Digital Human can conduct interviews with your candidates, streamlining the hiring process and providing you with invaluable insights.

AI's Role in Talent Management:

Artificial Intelligence has already made significant strides in talent management, revolutionizing how organizations identify, attract, and retain top talent. AI-powered tools and platforms today automate repetitive tasks, analyze large volumes of data, and help you make data-driven decisions. From resume screening to candidate sourcing to predictive analytics for performance assessment, AI is becoming omnipresent, in every aspect of the talent acquisition process.

HireVue with their video interviews, assesses candidates' verbal and non-verbal cues and provides you with insights on their suitability. Eightfold.ai algorithms help you to identify suitable candidates within an organization's existing talent pool, and also provide you with personalized recommendations for career development and internal mobility. Evueme.ai algorithms help you analyze audio and video recording of candidates and rank candidates by rating their behavioral competencies.

In the next five years, AI in talent management will become even more sophisticated. Advancements in natural language processing, machine learning, and predictive analytics will enable recruiters to identify the best candidates with greater accuracy. AI-powered tools will facilitate more comprehensive assessments of cultural fit, considering factors just beyond skills and qualifications.

Rapid Transformation Evolution of Recruitment:

Over the past five years, traditional methods have given way to various automation and technological advancements in recruitment, resulting in significant improvements in access to talent, efficiency, and candidate experience. Digital Sourcing Platforms such as LinkedIn, Naukri, and Indeed, have no doubt, become essential tools for recruiters.. Online Assessments with companies like HackerRank and Codility that provide coding assessments, today allow recruiters to evaluate candidates' technical skills remotely, eliminating geographical constraints and enabling efficient screening of large candidate pools. Applicant Tracking System platforms, like Zoho-Recruit, Recruiterbox, and Freshteam use AI algorithms to scan resumes, identify and match relevant keywords, and rank candidates, enabling recruiters to focus on evaluating the most promising applicants.

Candidates' Changing Expectations:

In today's digital age, candidates have grown weary of the traditional recruitment process, which they feel is impersonal, time-consuming, and inefficient. No doubt, candidates today expect a seamless and engaging experience that aligns with their digital lifestyles. Streamlined communication, quick responses, and a personalized approach are what they expect. For instance, candidates prefer initiating interview conversations through a WhatsApp-like chat provided by [layers like EvueMe Selection Robot, MyHiringBox, and HireMee, a method that is simple, direct, and convenient. This not only enhances the candidate experience but also showcases the employer's commitment to innovation and efficiency.

The Future - Deploying AI Digital Humans for Interviews:

Imagine a scenario where a 24X7 AI Digital-Human helps you automate initial interview rounds, and interact with candidates in a conversational manner, simulating a human-like interaction via chat or video formats, maintaining consistency and objectivity. Imagine these Digital Humans analyzing audio and video feeds captured during candidate interaction, using advanced AI algorithms, and providing you with a ranked list of candidates based on various prediction scores. How far do you think, we are from this?

Says Rupak Agarwal, CEO, evueme.ai " We have built the World's 1st Digital Human AI Recruiter named Avi. She helps large organizations automate the first 2 rounds of interviews i.e. the Recruiter round and the L1 Hiring Manager round, speaking to candidates in 9 regional languages apart from English. Our AI algorithms evaluate over 20K predictive human attributes using cutting-edge technologies like Psychology Insights, Facial, Tonality, Cognitive and Semantic Analytics to rate the interviewed candidate on both Domain and Behavioural Skills in 100+ non-IT skills and 250+ IT skills, and present a ranked list of candidates with various predictions for human interviewers to take forward"

Days are not too far away when deploying such AI Digital Humans will cease to be just an aspiration but an indispensable necessity. They provide round-the-clock availability, enable "Interviewer On Demand", enhance the candidate experience, and help recruiters to focus their time and expertise on strategic activities, such as conducting final interviews, evaluating cultural fit, and building relationships with candidates. Their AI algorithms can assess candidates' domain-specific knowledge, problem-solving abilities, communication skills, and emotional intelligence, enabling a comprehensive evaluation of their suitability for the role. This holistic assessment allows recruiters to make informed decisions, selecting candidates who not only possess the necessary skills but also align with the organization's values and team dynamics.

Says Rupak Agarwal "It is important to note that Digital Humans will not replace human recruiters. The role of human judgment and intuition is invaluable in the recruitment process. While AI can provide data-driven insights and streamline certain tasks, the human touch is crucial for evaluating intangible qualities, assessing complex situations, and building meaningful connections with candidates. Therefore, the ideal recruitment process involves a harmonious collaboration between Digital Humans and Human Recruiters, leveraging the strengths of both to create a seamless and efficient experience".

The future of talent acquisition lies in embracing the possibilities offered by various emerging technologies, AI and Digital Humans. Organizations that embrace these technologies today will continue to retain a competitive advantage in attracting and selecting the best candidates. As we envision a future where AI and Digital Humans become ubiquitous, Talent Acquisition Heads, HR Heads, Digital Transformation Heads, and CEOs must recognize the importance of adapting to these changes. Failure to do so may result in inefficiencies, missed opportunities, and a loss of competitiveness in the evolving landscape of talent acquisition.