

Examining the Concerns of AI: Combating Skepticism in Recruiting



Introduction

If conversations on social media and in popular press aren't apparent enough, consider this your official notification: AI is no longer the future; it's the present. Whether in response to the labor market, or the heavy competition to nab top talent before other businesses, it's clear recruiters and companies are turning to AI technology like never before.

Adopting New Technology

For all the promise of AI-powered technologies, some talent acquisition and recruiting practitioners are risk-averse when it comes to adopting these newer technologies. But are the concerns warranted? Let's dive in.



77%

of businesses are interested in using or currently using more advanced AI to support sourcing efforts.



Concern: Obsolescence

The number one fear of most recruiters is that AI will take their jobs. The truth, however, is that recruiters who embrace AI will have job security and a more strategic role within their organization.



42%

of recruiters believe that AI will help them become more strategic in their jobs.

The automation, analysis, and insight that AI provides gives recruiters more time for personal interaction with both qualified applicants and hiring managers to accelerate identifying, interviewing and hiring of the right candidate.



Concern: System Failure

AI in recruiting is not a new concept. Early applications promised much and delivered little, leading to resentment of technology investments with little return. It's understandable to take pause before implementing technology that could be a dud.



47%

of companies plan to increase spending on sourcing, including intelligent sourcing technology.

The failure of the first generation of AI applications in talent acquisition created lessons on which today's systems are based. And one of those lessons is universal – AI is not a magic wand, nor a stand-alone technology you can bolt on for recruiting success. Its success is a combination of people, processes, and technology all working together to solve a problem.



Concern: Bias

Some of the most notorious failures of technology involve AI application releases with the best of intentions. Few can forget Microsoft's 'Tay', the AI-powered chatbot that spewed offensive racist statements on Twitter, which helped highlight the dangers of AI left unchecked.



People, Process, & Technology

Using AI-powered technology in recruiting requires people, processes, and technology.

Empathetic people exercising critical thought and judgment to shape processes that root out and address bias through technology will help ensure a diverse, qualified candidate set. With thoughtful oversight and implementation, that's the mission AI can help serve.

If Ever There Was a Time to Leverage AI, Now is That Time



63%

of companies are investing or planning to invest in AI solutions this year, compared to 42% in 2020.



30%

of time recruiters spend on sourcing can be saved by using intelligent sourcing technology.

Keep Focused on the Human Element of Recruiting

AI should be regarded as a support or co-pilot function where recruiters and AI assistants complement one another instead of battling for dominance. AI will not, and should not, replace human judgment and experience. But AI will help elevate and empower human interactions, big-picture thinking, creativity, and decision-making.

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