How to use Artificial Intelligence to View the List of Top Recommended Candidates for Open Job Requisitions using Advanced Algorithms and Machine Learning Models using Oracle AI

Sai Raj Kondogi Shiridi

Oracle Certified HCM Cloud Architect & Implementation Specialist, Individual Contributor, Austin, TX, USA.
Email: *kssairaj[at]gmail.com*

Abstract: *This paper presents a comprehensive technical design proposal that outlines the usage of matching features in Oracle AI for Talent Management, specifically focusing on Oracle Recruiting Cloud and how to display the Best Candidates, Similar Candidates, Recommended Jobs, and Similar Jobs features.*

Keywords: Matching Features, Oracle AI Apps, Talent Management, Best Candidates, Top Recommendations, Intelligent Matching, Candidate Selection, Exclude Recommendations, Similar Candidates, Recommended Jobs, Similar Jobs.

1. Introduction

Using Oracle AI in streamlining the identification and selection of top talent for open job requisitions. Activation of this feature within an organization unveils a curated list of recommended candidates, providing an efficient and tailored approach to talent management. The default sorting mechanism for recommending bestcandidates feature empowers recruiters with diverse filtering options, including location, years of experience, degree, and last updated information. This flexibility accommodates geographic preferences, displaying candidates within specified regions. A unique exclusion mechanism allows recruiters to fine - tune recommendations by selectively excluding certain employees, ensuring a precise alignment with requisition requirements. A sophisticated dismissal mechanism enables recruiters to remove unsuitable candidates from the list, preventing their reappearance as top recommendations. This user - centric approach acknowledges the collaborative nature of talent acquisition, allowing other recruiters to potentially view the same candidate. A fusion of artificial intelligence and human expertise, providing organizations with a sophisticated solution for engaging with the most promising talents.

2. Rationale

In this section, we discuss the rationale behind using Oracle AI for efficiency and optimization, tailored filtering mechanism, user centric dismissal process, how the system adapts to recruiters recommendations based specifically on requisition based requirements. It provides organizations agility in attracting high caliber talent ahead of competitors.

3. Benefits

Efficient Candidate Identification: Enables quick and efficient identification of top candidates for open job requisitions, reducing the time and effort involved in the initial screening process.

Profile - Based Sorting: Automatically sorts candidates in the Top Recommendations section based on the strength of their profiles, providing recruiters with a prioritized list for review.

Customized Filtering Options: Offers diverse filtering options, including location, years of experience, degree, and last updated information, allowing recruiters to tailor the candidate selection process according to specific requisition criteria.

Geographic Preferences: Facilitates location - based filtering, displaying candidates within a specified radius of a selected city or within a chosen country, enhancing the relevance of recommendations.

Exclusion of Employees: Provides the flexibility to exclude certain employees from recommendations, ensuring that the list aligns with the unique needs of each requisition.

Adaptability to Multilingual Requisitions: Adapts seamlessly to job requisitions involving non - English languages by temporarily hiding the Top Recommendations section, maintaining clarity in the selection process.

Dismissal Mechanism: Empowers recruiters to dismiss candidates from the top recommendations list, with options such as "Not a good match," "Appears repeatedly, " or "View other recommendations, " preventing the repeated suggestion of unsuitable candidates.

Enhanced Collaboration: Acknowledges the collaborative nature of talent acquisition by allowing dismissed candidates to be potentially viewed by other recruiters, fostering teamwork and collective decision - making.

Country - Based Recommendations Exclusion: Offers the capability to exclude certain countries from receiving candidate recommendations based on business needs, ensuring a targeted approach to recruitment.

Similar Candidates Feature: Introduces the Similar Candidates feature, leveraging AI and machine - learning algorithms to suggest candidates with traits similar to existing candidates, enhancing productivity and improving the quality of selected candidates.

Limit on Similar Candidates: Sets a maximum limit of 30 similar candidates based on a specific candidate profile, maintaining a manageable and focused pool for consideration.

Hidden Feature based on Country List: Allows administrators to hide the Similar Candidates tab in candidate profiles, prospect records, and candidate pool members based on a predefined list of countries, ensuring compliance with organizational policies.

Recommended Jobs Feature: Introduces the Recommended Jobs feature, enabling candidates to review job opportunities based on their profiles, facilitating quicker job discovery through AI and machine - learning algorithms.

Similar Jobs Feature: Utilizes the Similar Jobs feature to recommend roles similar to a specific job requisition, helping candidates find relevant opportunities quickly, and applying for roles that align with their skills and preferences.

Overall Improvement in Hiring Quality and Efficiency: The integrated features collectively contribute to an overall improvement in the quality and efficiency of the hiring process, aligning talent acquisition strategies with organizational goals and optimizing resource utilization.

4. The Proposed Solution& Technical Steps: Setting Up Intelligent Matching

Step 1: Enable Matching Features
Access the Oracle AI Apps and enable intelligent matching features, including Best Candidates, Similar Candidates, Similar Jobs, and Recommended Jobs. These features leverage Oracle's AI algorithms to provide valuable recommendations.

Step 2: Criteria for Usage
Ensure that your organization meets specific criteria to use these features, such as not being on a government pod. For optimal results, it is recommended that the Recruiting environment be live in production for at least 6 months or have prior production data of a similar duration.

Step 3: Automatic Activation
Best Candidates, Similar Candidates, Similar Jobs, and Recommended Jobs are automatically activated and do not require any additional steps for Oracle AI Apps activation. However, you need to run the "Synchronize Recruiting Data for Candidate Recommendations" scheduled process for data ingestion.

Step 4: Profile Option Creation
Create a profile option named "IRC_AI_INTELLIGENT_MATCHING" to enable intelligent matching. Access the Setup and Maintenance

work area, search for "Manage Profile Options, " and enter the necessary details.

Step 5: Profile Option Enablement
After creating the profile option, enable it at the Site level. In the Setup and Maintenance work area, search for "Manage Administrator Profile Values, " set the profile value for "IRC_AI_INTELLIGENT_MATCHING" to 'Y, ' and save the changes.

Step 6: Enable Intelligent Matching Features
In the Setup and Maintenance work area, navigate to "Recruiting and Candidate Experience" > "Recruiting and Candidate Experience Management" > "Enterprise Recruiting and Candidate Experience Information. " Expand the AI Feature Integration section, click Edit, select the matching features to enable, and save the settings.

Step 7: Run Scheduled Process
Execute the "Synchronize Recruiting Data for Candidate Recommendations" scheduled process. Access the Tools menu, go to Scheduled Processes, schedule a new process, search for the mentioned process, and configure the necessary fields, such as Entity Type and From Date. Set up a recurring schedule for optimal results.

4.1 Advantages of the proposed solution:

The implementation of Oracle AI offers several advantages to streamline and enhance the talent acquisition process. Recruiters benefit from the "Best Candidates" feature, which provides a list of top candidates for open job requisitions, ensuring efficient candidate review. The "Similar Candidates" feature empowers recruiters to find candidates with traits akin to successful hires, improving the precision of candidate matches. Tailoring job recommendations, the "Similar Jobs" feature recommends positions based on specific requisitions, while the "Recommended Jobs" feature provides candidates with personalized job exploration. The system's user - friendly filters, including location, experience, degree, and last update, enable recruiters to refine candidate lists effectively. Additional features like excluding employees, candidate dismissal flexibility, and language considerations further enhance the user experience. Administrators can exercise control by excluding specific countries from recommendations. The "Similar Candidates" feature, utilizing AI and machine - learning, boosts productivity by suggesting candidates with similar traits, contributing to an improved overall candidate selection process. This solution brings scalability, customization, and efficiency to talent acquisition, promising organizations a more streamlined, effective, and personalized recruitment journey, ultimately leading to enhanced hiring decisions and overall recruitment success.

5. Conclusion

Implementation of Oracle AI in talent management introduces cutting - edge features such as Best Candidates, Similar Candidates, Similar Jobs, and Recommended Jobs. This solution optimizes the talent acquisition process, offering efficiency, customization, and adaptability to diverse recruitment needs. The user - centric design and

dynamic adaptation to requisition - based requirements provide a strategic edge for organizations. The technical steps outlined for setting up intelligent matching ensure a seamless integration into existing recruiting processes. This implementation promises scalability, customization, and efficiency, aligning recruitment strategies with organizational goals. Ultimately, Oracle AI enhances hiring decisions and overall recruitment success.

References

Journal article
[1] Sai Raj Kondogi Shiridi, How to use Artificial Intelligence to view the list of top recommended candidates for open job requisitions using advanced algorithms and machine learning models using Oracle AI.

Book/Configuration Guide Oracle:
[2] Oracle Corporation Version 23 C – Oracle Fusion Cloud Human Resources
[3] Oracle Artificial Intelligence, Using AI Apps for Talent Management, August 2023 - F41585 - 08

Webpage
[4] https: //docs. oracle. com/en/cloud/saas/adaptive - intelligent - apps/aibfc/using - ai - apps - for - talent - management. pdf
[5] https: //docs. oracle. com/en/cloud/saas/talent - management/23d/faimh/set - up - matching - features - best - candidates - similar - candidates. html#s20081689