

Transformative Model for Artificial Intelligence of Talent Acquisition Towards HR Recruitment

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Abstract: *Artificial Intelligence has a restructuring model towards transformative model on various organizations and realms of human resource management. This comprehensive paper concentrates on the mystical impact of AI on the HR recruitment process and vision thoughts, as well as scholarly papers published in academic databases such as Elsevier, Emerald, and Springer. This outline will elucidate the innumerable advantages critics of the assimilation of AI in recruitment which examines AI's potency in candidate sourcing screening and selection which prioritizes the uprising aspects of the HR perspective point. The critique will excavate the moral dilemma and tendency that may adapt AI in HR to ensure integrated thinking of technology connotations in addition to its scrutiny of AI's role in HR. This review deeply digs into the impact on cost-effectiveness and its remodeling within the microscopic businesses (SME) by exhaustively analysing the stretch of peer-reviewed articles, into valuable knowledge in talent acquisition practices on reshaping HR practices with positive transformative inherent challenges*

Keywords: Human Resource Management, Talent Acquisition Artificial Intelligence

1. Introduction

Artificial Intelligence Can help users in a new era of human resource management, where machine learning data analytics consumes an employee's time for positive outcomes and a higher organization's efficacy. According to the (IBM) Global Study Institute of Business Value (IBV), Survey reports that 40% of their workforce will Work leads need to be retained as a result of invoking AI Automation over the next three years. This scrutinized the enlargement of job prospects. 87% of informants believe employee roles are more likely to be amplified than supplanted by generative AI with results that depend on job specification & functions.

AI tools can nurturance a wider range of areas including Workforce Management, Recruitment, Hiring Processes, Payroll Processing, Performance Measurement, Auditing & Control Integration &Engagement, HR support, and service desks. Companies today have used AI in hr functions & processes to have decision-making for the optimum utilization of resources for retention and employee satisfaction. AI has significantly reshaped various types of industry's methods of using a strategy that hr managers and recruiters to attract select, and hire the best candidates for the proper outlet of an organization. The adoption of practicing AI in organizations has to be focused on broadly using various job practices like Employee Engagement, working environment & career advancement opportunities for practicing the best outcome in optimizing the proper workplace. When AI evolved in human resource management it became an interest & debate significantly through available literature on Elsevier & Science Direct the review determines the extent of HR transformation in the HR process.

2. Review of Literature

AI enhances Talent Acquisition by acknowledging organizations through recruitment efficiency biased for the involvement of maintaining high-risk employee branding for

facilitating the approach of AI integration process (Zhang, 2024)

The strategical role of hr for managing AI-driven data to transform the upskilling analytics for the recruitment process &its criteria to focus on qualification and personal traits in order DEI (Westover, 2024)

Using objective data &criteria on mitigating the AI streamlines the process for rapid growth towards identifying suitable applications ensuring the evaluation on focus through qualification &experience (Oman et al., 2024)

The major significant role of AI is to streamline the hiring process from time to time to reduce 85% and cut the recruitment cost30% through reliability, the accuracy rate of a challenge to enhance the candidate (Birder et al.)

The study concentrates commonly on strong decision-making through AI integration challenges data privacy algorithms bias with inclusive mitigation of the recruitment process (Sasi, 2024)

Comprehensive the existing literature of AI in implementation through recruitment for time-saving, and cost efficacy for positive impact in the development of effectiveness in organization for the boarding process (Alnsour et al.)

The paper highlights that AI's impact on systematic review involves crucial factors categorized into technology, and external environment for successful AI adaptation in the landscape of recruitment (Lorde et al.,2024)

Highlighting perceptions, acceptance adaptation into ethical consideration into hybrid approaches combining AI and human judgment to enhance quantitatively AI impact (Asif,2024)

Automating Resume screening, lining candidates with job requirements conducting preliminary interviews thereby

Volume 15 Issue 7, July 2026

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reducing time while enhancing the hiring in IT sectors (J&Lakshminarayan,2024)

Integrating AI & machine learning in recruitment in enhancing the prediction of accuracy in facilitating the key factor in recruitment strategy (Kundu&Palani,2024)

3. Objective of the Study

The study majorly focuses on a transformative model of artificial intelligence in talent acquisition towards hr recruitment.

Transformation Of Human Resource Recruitment by AI

According to the report which was given by (Forbes) the future of HR in the era of Artificial Intelligence ensures recruitment tools that leverage the right data to mitigate biases and promote inclusivity which comprehensively the training data on race, gender, ethnicity, age & socio-economic background & also demographic factors.

Elevating employee engagement & development AI's ability to analyse vast datasets that can uncover deep insights like employee feedback, and engagement surveys to identify trends, potential issues & more engagement strategies.

Advanced Implementation of AI in Organisation Majorly Focuses

- It clearly defines the vision & strategy
- Establishes the right infrastructure & data capability
- Cultivate an AI-driven culture skills & sets and also follow various application



New Age of Human Resource Management Analytics to Artificial Intelligence to Machine Learning

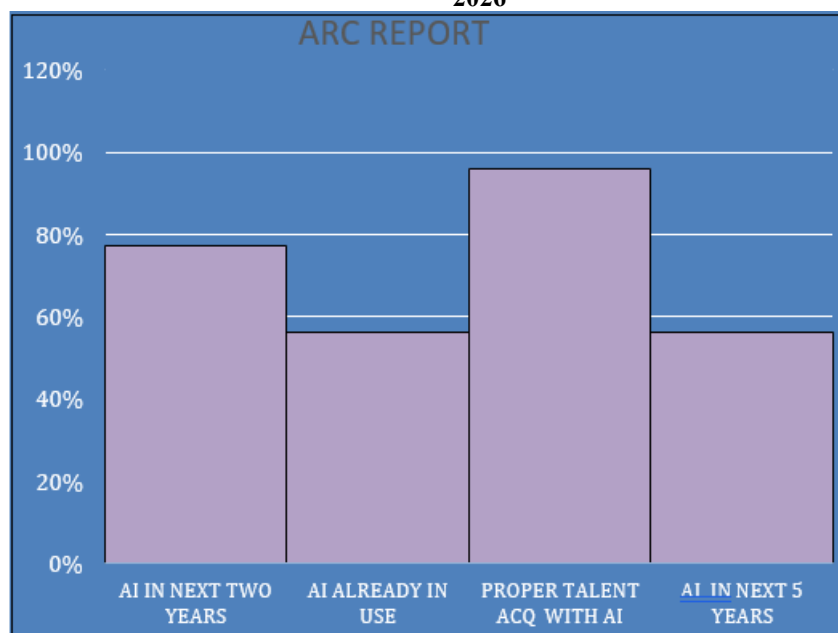


AI Principal Responsibility of HR Towards the Organisation

Some principles apply to the responsibility of AI towards the organization which is very effective in usage for the recruitment and selection processes,

- Human agency and oversight
- Accountability
- Social & Environmental Well-being
- Diversity non-discrimination fairness
- Transparency

Industry ARC Report AI in the recruitment market size was valued and projected CAGR of 6.76% during 2020-2026



Source: ARC Report

Volume 15 Issue 7, July 2026

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Challenges Embracing AI in Business Organisations with Special Reference of Forbes with Different Companies;

According to Forbes 2024 Author the Cofounder and COO of Doxia, an AI company that helps organizations, with various analyses of various organization founders facing challenges,

Effectively Bridging the Gap: From the point of view of Andri Neacsu (Hyper sense Software Inc.,) the challenge in adapting AI is bridging the gaps regardless of the industry must understand the lack of complexity which is crucial. Adaptation must be implemented to drive innovation and empower the AI staff.

Leaders not addressing employee fear of job displacement: (Kellie Rastegar prop. Company) says challenges for adapting AI which is the biggest threat that displaces employee resistance to foster AI with human manpower which assists and creates employee engagement which creates a support system

Needing Critical Thinkers: Streamlining the process that recognizes the technology will eliminate the job right now which the company mentioned about scale productivity by leveraging AI to get more in a shorter amount of time (Joe Trusty Pool Magazine)

Identifying the correct problem to address: The tendency of organizations to adopt AI as a solution that comprehends the problem in an imperative takes a step back into the true nature problem & specific nature which is for decision-making and action very most suitable for higher requirements in an organization (Pooja Kohli, Indra)

No, adding a Human Element: Implementing AI is currently jumping towards open AI ChatGPT speeding up social media into blog content and posts it is the greatest tool to save a lot of time however AI develops outlets to resonate in an accurate point of view (Allen Kolden National wide payment system Inc.)

4. Ethical Rampification of AI Adapting in Corporate Settings

Ethical ramification examines the benefits of the responsiveness of risk and the transparency of implied moral outcomes of patient actions or decisions to adapt AI in corporate settings to apply resources in an organization properly.

Ensuring Quality of Transparency & Explainability: Lack of clear cut and flexibility in AI algorithms will lead to mistrust & skepticism in decision-making & actions reliability of the customer regulatory bodies.

Regulatory Structure & Industrial Standards: Practicing AI in the corporate business landscape, the framework of regulatory & industry standards is very crucial so the government statutory bodies must collaborate with technology experts & business leaders for collaboration of AI deployment in shaping & sharing the framework of business collaboration for ethical guidelines.

Promoting an ethical AI Ecosystem: collaboration among business academia, policymakers, & civil society is essential in promoting the AI ecosystem of various kinds of knowledge to accelerate AI robust open discussion & knowledge in the ethical framework for building a contribution of AI in business

Responsible AI in decision-making: Analytical Decision-making using AI algorithms frees businesses from biases and discriminatory outcomes. Using AI means a rigorous testing and validation process to rectify and identify biases using development deployment mechanisms in an organization to address potential ethical concerns and ensure AI is a tool used to augment human judgment.

Collaboration & Ethical standards: Ethical challenges of AI business in industry association with regulatory bodies towards ethical standards & guidelines for AI implementation for best practices & promoting the cross-sector collaboration for cultural responsibility in AI adaptation for incorporate diverse perspectives in AI strategy.

5. Conclusion

The Assimilation of AI in HR recruitment has led to consequence changes in pinpointing recognition, identification & screening, and Selection procedures however ensuring fairness and inclusivity requires and addresses virtuous concerns & its tendency. The critical review paper signifies the need for incessant collaboration among HR data scientists & policymakers to utilize AI to mitigate its limitation in the recruitment AI optimization techniques in industrial HR management which underlines the occurrence of resource availability & workforce diversity AI shapes the HR landscape and encourages its beneficiary to the crucial force of integration towards the organization. This review highlights the broader way of HR adaptation which adapts AI technology in organizations and challenges efficacy towards ethical, psychological, sociological, and geographical work factors for a productive workforce towards sustainability & effectiveness of the workforce. It also comprehends the AI opportunity & transformation in a clear myopia for the ongoing research to optimize AI advantage while lacking the challenges in talent acquisition & its practices.

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