



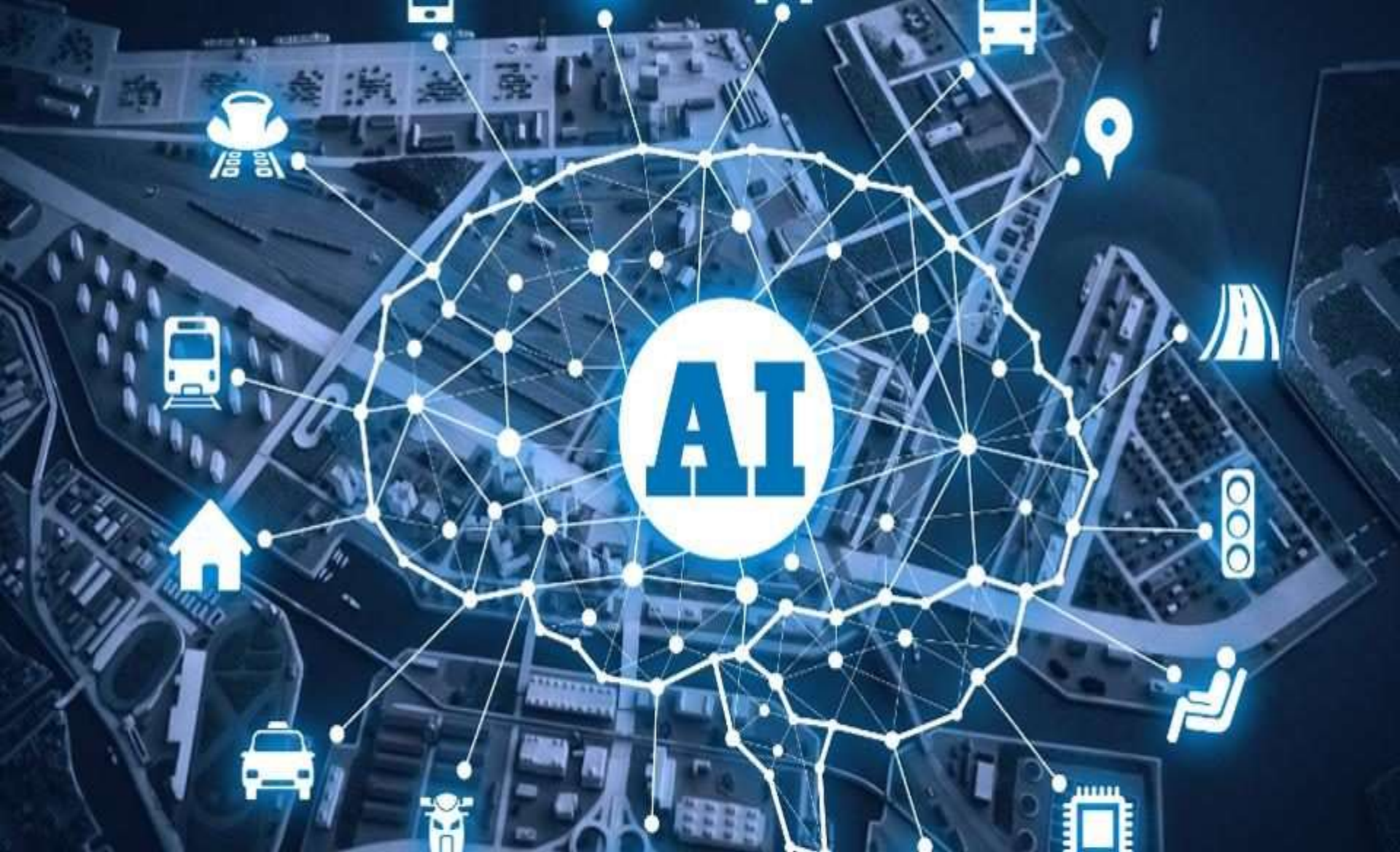
University of Wales

Trinity Saint David

LEVEL 7 ASSESSMENT SPECIFICATION

Student name:	Pang Steven Andrew	Student ID number:	
Programme:	MBA		
Module:	Human Resources Management		
Module code:	SBMA7101	Contribution to Overall Module Assessment (%):	50%
Lecturer:	Dr Leo Ho	Internal Verifier:	
Assignment Title:	Assignment 1	Word count (or equivalent):	1,500 words and 5-6 PPT
Submission deadline:	14 April 2019 (presentation) 22 April 2019 (Submission deadline)	Return date of provisional marks & written feedback:	6 May 2019
Submission method:	All written assessments, where practical and possible, must be submitted via Turnitin unless otherwise instructed by the Lecturer. (Please DO NOT put this assessment specification into Turnitin or it will match many similarities with other students' submissions.) Alternative submission method (if applicable): Late submission of the assessment will result in a late penalty mark. Penalties for late submission: Up to one week late, maximum mark of 50%. Over one week late, 0%. Only the Extenuating Circumstances Panel may approve a change to submission dates.		
Academic	Academic honesty is required. In the main body of your submission you must		

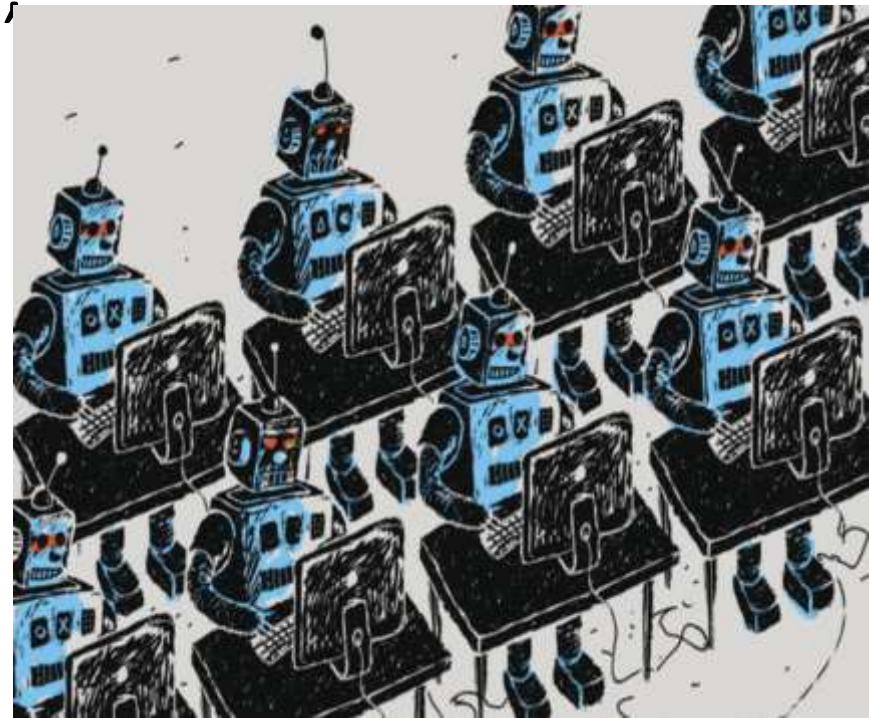
honesty / referencing:	give credit to authors on whose research and ideas your work is based. Append to your submission a reference list that indicates the books, articles, etc. that you have used, cited or quoted in order to complete this assessment.
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The Impacts of AI to Staff Screening

Introduction

- The Era-Silicon Generation
- Automation paperless, e.g. email
- Key drive - AI





Adoptions & Embrace

- AI-already here, Staff Recruitment - screening, the earliest date back to 2014
- Soft skill job is growing 2.5 times faster, will make up 2/3 jobs in 2030, researched by Deloitte Australia
- HSBC- Taleo,
- McDonald- Taxtio



PROS

CONS

✓ Offer cheaper, faster, more efficient ways to connect people to job

✓ Increase chance of successful recruitment by pre-screening them.

➤ Cyber-snooping

➤ Predicting biased outcomes - Amazon

Challenges

Company level:

✓ Building a Talent Pipeline



✓ Shifting Roles



Personal level:

✓ Fear of losing job to AI



✓ Resist to change





References

- ❑ The Impact of AI on recruitment, Ethan Lee, 21/5/2018
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- ❑ AI is coming – and HR is not prepared, Sarah Fister Gale, 4/1/2019
 - <https://www.workforce.com/2019/01/04/ai-coming-hr-not-prepared/> (9/4/2019)
- ❑ Don't let Artificial Intelligence to pick your employees, Dylan Walsh, 8/2/2019
 - <https://www.gsb.stanford.edu/insights/dont-let-artificial-intelligence-pick-your-employees> (9/4/2019)
- ❑ 10 ways Artificial Intelligence will change the recruitment practices, Forbes Coaches Council, 10/8/2018
 - <https://www.forbes.com/sites/forbescoachescouncil/2018/08/10/10-ways-artificial-intelligence-will-change-recruitment-practices/#7a3250783a2c> (9/4/2019)
- ❑ 3 use-cases of AI in recruitment, Sushman Biswas, 26/2/2019
 - <https://www.hrtechnologist.com/articles/digital-transformation/3-usecases-of-ai-in-recruitment/> (9/4/2019)
- ❑ Four unethical uses of AI in recruitment, Tomas Chamorro-Premuzic, 27/5/2018
 - <https://www.forbes.com/sites/tomaspremuzic/2018/05/27/four-unethical-uses-of-ai-in-recruitment/#a6f7a8d15f55> (9/4/2019)
- <https://hsbc.taleo.net/careersection/external/moresearch.ftl>



Thank you!

END

