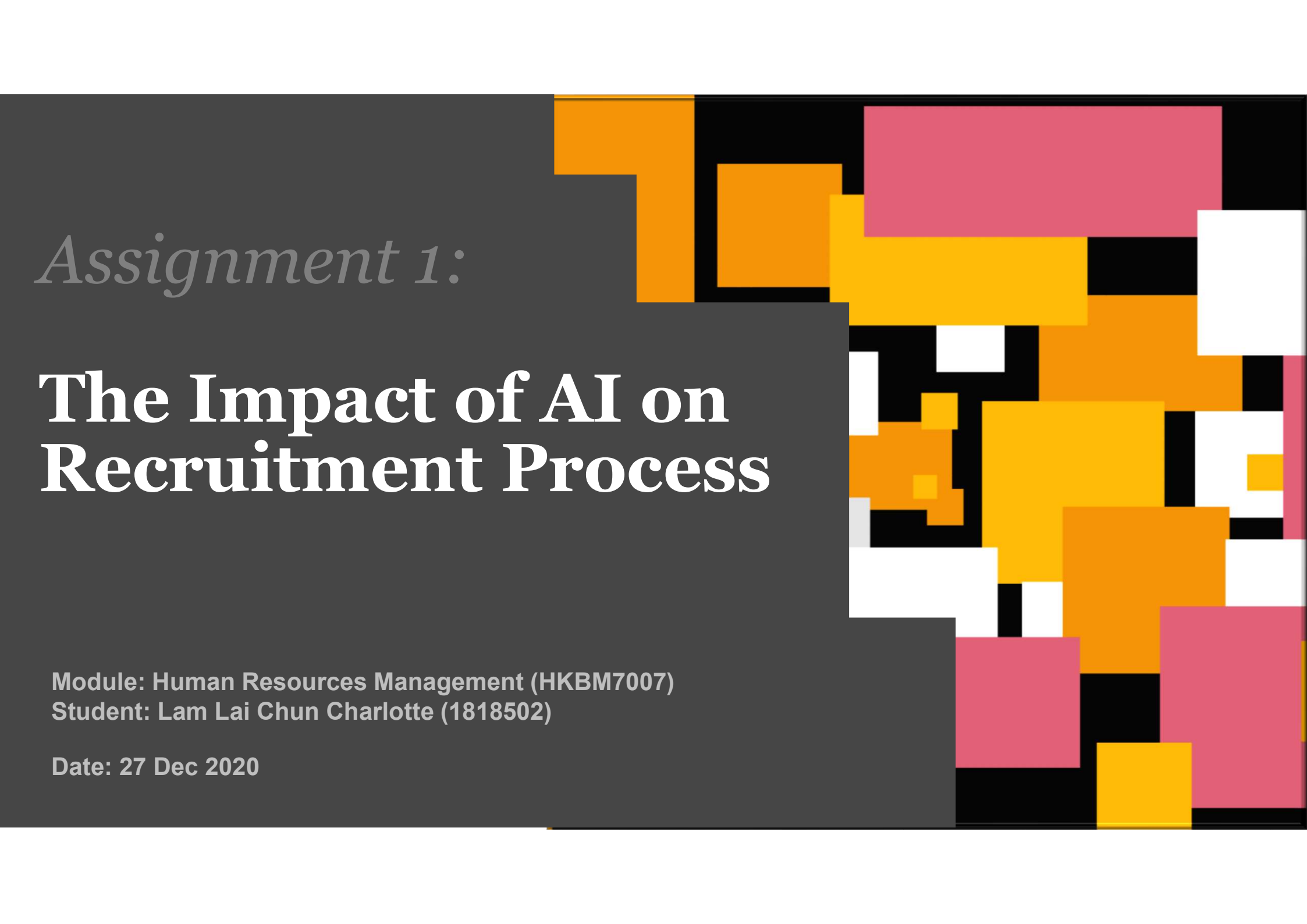




LEVEL 7 ASSESSMENT SPECIFICATION

Student name:	Lam Lai Chun Charlotte	Student ID number:	1818502
Programme:	MBA		
Module:	Human Resources Management		
Module code:	HKBM7007	Contribution to Overall Module Assessment (%):	50%
Lecturer:	Dr Leo Ho	Internal Verifier:	Dr Terence Li
Assignment Title:	Assignment 1	Word count (or equivalent):	15-20 minutes (Not more than 20 pages of PPT)
Submission deadline:	Dec 20, 2020 - Oral Presentation Dec 20, 2020 - Submission of finalized PowerPoint slides	Return date of provisional marks & written feedback:	14 working days after submission of finalized PowerPoint slides
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.) 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 honesty / referencing:	Academic honesty is required. In the main body of your submission you must 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.		



Assignment 1:

The Impact of AI on Recruitment Process

Module: Human Resources Management (HKBM7007)

Student: Lam Lai Chun Charlotte (1818502)

Date: 27 Dec 2020

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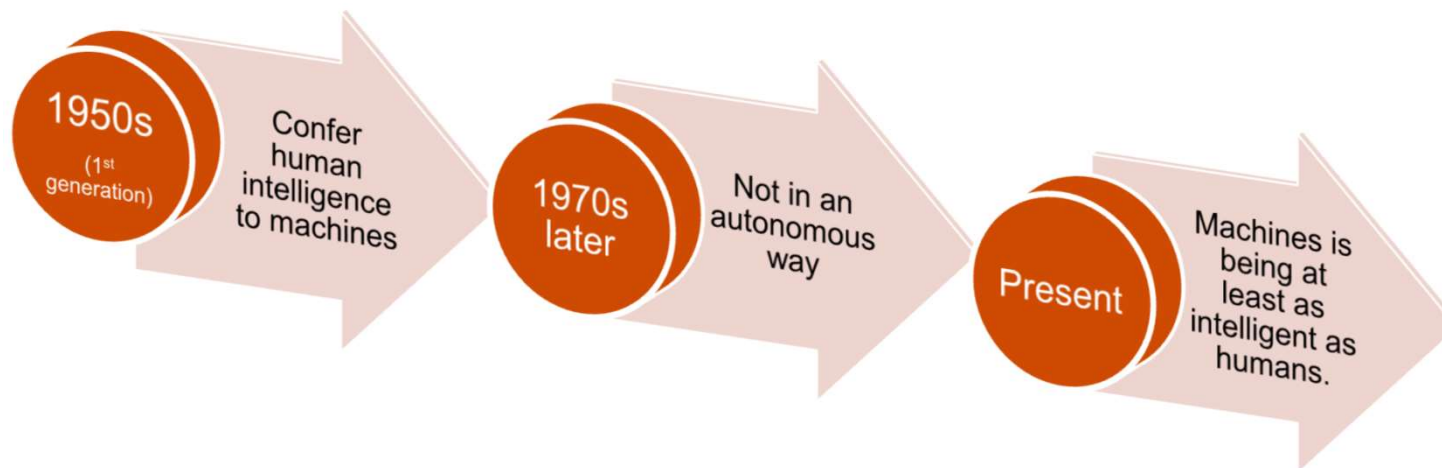
1. Introduction
2. What is AI for recruiting?
3. The benefits of using AI for recruiter
4. The challenges of applying AI in recruiting
5. Innovations AI for recruiting
6. How AI will change the recruiter role
7. Recommendation & Conclusion
8. Reference

1

Introduction

Introduction

- To better understand artificial intelligence (AI)
- To identify the right candidates
- To automate the workflow
- To engage, screen and assess candidates



2

**What is AI for
recruiting?**

What is AI for recruiting?

- **Recruitment function**
- **streamline the workflow of recruitment**

3

**The benefits of
using AI for
recruiter**

The benefits of using AI for recruiter

- **Saving time**
- **Improving quality**
- **Eliminating human bias**
- **Enhancing efficiency in assessment on candidate**
- **Enlightening relationships among existing employees**

- **Major benefits of using AI in recruitment are:**

1. Faster Hiring Process
2. Improved Quality of Hire
3. Unbiased Decisions
4. Enhanced Candidate Experience
5. Cost-Effective Recruitment
6. Data Protection Compliance



4

**The challenges of
applying AI in
recruiting**

The challenges of applying AI in recruiting

- **High volume data required**
- **Absorb human biases**
- **Uncertainty of new technology**

5

**Innovations in AI
for recruiting**

Innovations in AI for recruiting

- **Potential applications for automating**
- **Recruiter chatbots**
- **Digitized interviews**
- **Efficient hiring process by smart tools:**



Used Cases

- **Candidate Screening**

To improve candidate participation by thoroughly screening for recruiters while having more time to concentrate on top talent.

- **Posting Jobs**

To help employers to run more targeted advertisements that produce better outcomes.

- **Hiring Remote Workers**

To determine an applicant's ability, attitude, and integrity while operating a completely remote hiring process.

- **Diversity Hiring**

To establish building a diverse workforce offers many advantages for companies, ranging from increased creativity to efficiency and retention of employees.

- **Data Collection**

To provide a smooth and successful way to collect candidate data, which can have a positive influence on the experience of the applicant by Chatbots and assistants

- **Onboarding**

To assist in automating mundane activities such as generating offer letter templates, handling background checks, arranging records of workers, and providing onboard paperwork

6

**How AI will
change the
recruiter role**

How AI will change the recruiter role

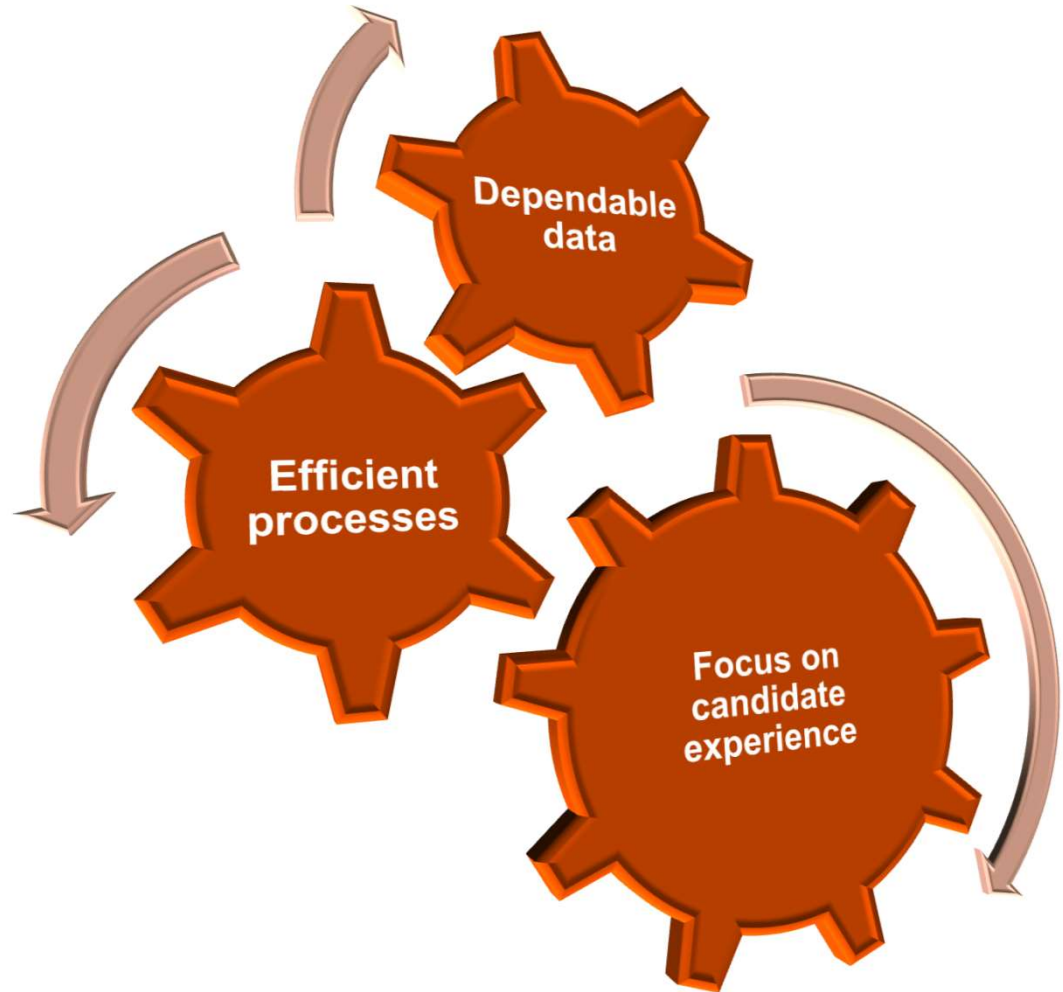
- **Conducting proactive strategic recruitment**
- **Spending time with candidates in-person to build relationships**
- **Closing the loop with hiring managers**

7

Recommendation & Conclusion

Recommendation

- **Dependable data**
- **Efficient processes**
- **Focus on candidate experience**



Q & A



Reference

Reference

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Thank you