

## Recruitment and Selection

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### READING, DISCUSSION AND VIDEO PRESENTATION

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#### RECRUITMENT AND AI

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#### Goal(s):

- To analyze an article and do a video presentation.
- To acquire scientific knowledge regarding the new and future trends of recruitment.

#### Relevance for the Course Learning Outcomes (CLO's):

|           |                                                                                                                                                                                                                                          |
|-----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Knowledge | Student will be acquired with basic knowledge of importance of recruitment and selection process.<br>(Student will be acquainted with the use of new technologies in recruitment and selection process).                                 |
| Skills    | Analyze and appreciate the final decision of selecting employees.                                                                                                                                                                        |
|           | Manage resources, time and other members of the group, Self-management and self-study skills Interpersonal & teamwork skills<br>Communication skills in writing and presentations with computerized programs like excel, PowerPoint etc. |

#### Instructions:

1. Constitute groups of 4 or 5 members.
2. Read and analyze:
  - a. Article: Should Companies Use AI to Assess Job Candidates? by Tomas Chamorro-Premuzic and Reece Akhtar
  - b. PPTs – Recruitment (Part 1 and Part 2).
3. Discuss both sources of information (article and PPTs).

PPTs contain the theoretical background regarding recruitment. The article is an opinion-based article about the importance of considering Artificial Intelligence in recruitment.
4. Do a video presentation:
  - a. The video should be more than 5 minutes but less than 10 minutes.
  - b. You can decide how to create the video. (e.g., you can opt to record a PPT presentation; you can opt for an animation and present it, you can decide whether you want to show your face or not, etc). The most important aspect is that I can hear you clearly and that I am able to evaluate your understanding of the topic.
  - c. You can add any other information that you might consider relevant to the understanding of the topic. If you do so, include references.
  - d. Save the video in mp4 format.