



AI in HR:

Uncertain future or unique opportunity?



By Frank Allen



Introduction

Like all great inventions of generations past, AI has its promoters and detractors. It's to be expected. And as with any new frontier, it's hard to imagine the sheer magnitude of change such an innovative revolution will herald. However, we've been here before. Consider for a moment the motor car. We couldn't ever imagine a time without it; such is its necessity for modern life. But right at the start of its existence, scepticism was rife.

To prove this point, Alexander Winton, a legend of the auto industry, was often derided for his dabbling into the unknown world of 'self-propelled, horseless carriages.'

In an article he wrote for the Saturday Evening Post in 1930, Winton describes how he was derided as,

'The fool who is fiddling with a buggy that will run without being hitched to a horse.'

Even Winton's banker wasn't convinced and regularly called him to dissuade him in his mission to invent the automobile, with one particular conversation ending in a heated exchange as his banker bellowed,

'You're crazy if you think this fool contraption you've been wasting your time on will ever displace the horse.'

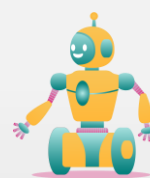
But displace the horse; the car certainly did. And how.

New inventions, especially seismic ones, are often met with fear and derision. But can the same be said of AI?

Given the adoption of genuine AI over the last two years, scepticism has been more marginalised. Perhaps most see genuine AI as the natural heir to automation, and with a good dose of conditioning thanks to film, media, and literature, let's be honest; we've known about AI for some time and have had time to reconcile with its arrival.

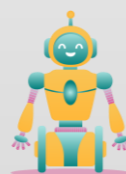
So, what do we think, really? Do we, as Elon Musk has said, face a grave existential threat and an uncertain future, or do we have a unique opportunity? And more to the point, how can HR benefit from AI's growing prevalence?

In this paper, we'll examine available AI and how HR might be able to harness it. However, before we begin, we're aware that AI is developing at a rate of knots, and, at the time of writing, in early 2024, this paper will be subject to regular updates.



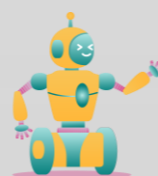
79%
of recruiters believe AI will soon be advanced enough to make hiring decisions

Zippia



By 2025
as many as 97 million people will work in the AI space globally

Global Market Insights



85%
Of recruiters think that AI will replace some parts of the hiring process

Tidio

AI and automation – they're not the same

Before we delve into AI proper, it's worth looking at some of the nuances between genuine AI and automation. Automation has been around for many years and across many sectors. But as advanced as it has become, it's not genuine AI.

In the world of HR, we've been convinced that we have genuine AI in our midst and at work in the talent tech we use. However, the reality, even now, is somewhat different. A best-in-class ATS will commonly use automation, with confusion setting in through misleading advertising and false claims about what, in reality, is merely automation.

Here are two simple definitions that highlight the key differentials:

Automation

Automation facilitates processes taking over manual tasks. It works with data to follow pre-programmed rules – in an ATS, automation will manage most of your recruiting and hiring processes.

AI

AI has been designed to learn like us, think like us and make decisions like us. Does your ATS have this capability? Maybe. But not likely.

Automation, of course, is vital to HR. Certainly, if it were to be removed, we'd notice the drastic difference. For many of us, without it, would be like going back to the Dark Ages. With automation, roughly **30 hours a week** of admin time are saved by recruiters sourcing CVs, let alone all the other tasks required.

With automation, the following is made possible:

1. Sourcing
2. CV screening
3. Candidate nurturing
4. Interviewing scheduling
5. Video screening
6. Background checks
7. Talent pooling

37%

Of HR job functions are commonly automated

Forbes

57%

Of tasks performed by HR can be automated without drastic changes to processes

McKinsey



AI and HR

The proliferation of AI is now so rapid that it is genuinely difficult to keep up. With the speed and ferocity of development, HR can be left behind if it's not immediately aware of what AI is available and how some of it can be harnessed to improve services, streamline processes, and make life easier for HR teams everywhere.

But what AI could be considered useful for HR? Immediately, content generators spring to mind.

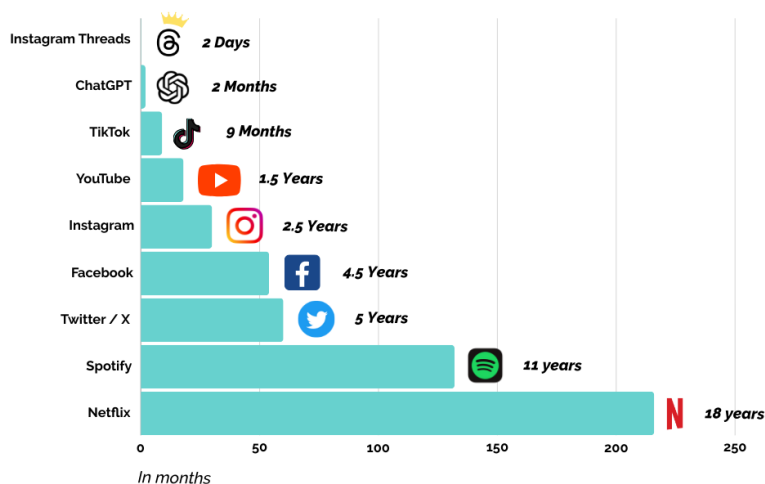
Generative AI

Let's start with the big three content generators, some of which you'll be familiar with and may already have dabbled with to help craft your adverts:

ChatGPT

The obvious one. Does it need any introduction? Released in 2022, ChatGPT has taken over the world. Not literally, of course, but when a product can reach 100 million users in just two months – you know something momentous is unfolding.

Time to reach 100 million users



“This is the fastest consumer application I have seen to hit 100 million monthly active users in my career covering this space.”

Lloyd Walmsley,
UBS equities analyst

ChatGPT in figures

- ChatGPT gained **1 million** users in just 5 days after its launch
- **100 million** monthly users one month after its launch
- ChatGPT enjoys **1.5 billion** monthly visits
- More than **92%** of Fortune 500 companies are using ChatGPT
- ChatGPT-4 scored **90%** in the Uniform Bar Exam



Claude

The direct competitor to ChatGPT, Claude is more precise than ChatGPT, and depending on what reviews you read, it'll summarise information with 'unparalleled precision.' Released in 2023, this Large Language Model moved through the gears quickly, releasing four updates in one calendar year, with Claude 2.1 now having the capacity to read up to 150,000 words and is trained on over 137 billion text and code parameters.

Some standout figures to chew on:

- Claude 2 scored **76.5%** in the Uniform Bar Exam
- The Claude website has **25.9 million monthly** visits
- Its website has a **42.87%** bounce rate
- Claude is available in **95** countries
- **60%** of Claude users are aged between **18 – 34**
- Just **9%** of Brits use Claude, compared to **45%** of people in the USA

Bard AI – now Gemini AI

Developed by Google, Bard AI was released in 2023 but was often guilty of providing flawed feedback. After Gemini's release in 2024, Google now has at their disposal generative AI that's powered by deep learning technologies – meaning, Gemini learns as it operates. In the ensuing AI race between ChatGPT, Claude and CoPilot – Google's Gemini looks set to outflank them all, primarily because it's made by Google and it's accessible in 238 countries.

Gemini AI in figures:

- Google are expecting Gemini to reach **1 billion** users by the end of 2024
- Gemini has **142.6 million** monthly users
- **58%** of Gemini users are aged between **18 – 34**
- Gemini supports a massive **46** languages
- Gemini scored **90%** in Massive Multitask Language Understanding, which combines **57** subjects such as maths, history, physics, law and medicine



HeyGen

Chinese start-up company, HeyGen gained international prominence in early 2024 at the latest World Economic Forum in Davos, Switzerland when Argentine president Javier Milei addressed the forum in Spanish. To all who listened, Milei spoke in perfect English thanks to this new video lipsync AI. Most impressive was that onscreen, HeyGen made Milei's lips move in accord with the translated English. So how could this type of generative AI help HR?

In a world where there is an insatiable need for new and fresh content, HeyGen has targeted its AI-powered video creation to those that must meet the growing consumption of online marketing, content, training, and how-to-videos. Sound familiar?

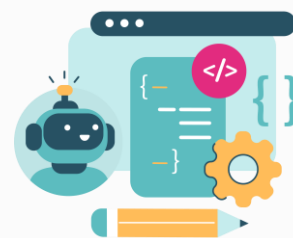
For HR, this could be a vital piece of software, particularly when considering the material required for onboarding.

Imagine using footage from your smartphone and, in just five minutes, you could have an AI-generated avatar regurgitating your pre-prepared script for a company welcome video or onboarding training exercise.

It's not just HeyGen that's running with this AI-powered tech. Content to video AI is now hugely popular, with increasing AI-avatar-led content appearing on **YouTube**, **TikTok** and other social media.

"The ability to take moving images of people and use their real words and make it seem like they are speaking those words in any language you like (the software has been adapted for Korean, Russian, Mandarin, and so on) is so momentous..."

Sean Thomas, Author, Spectator UK



\$196.63 billion:
The current worth of the AI market

GrandViewResearch



\$1.81 trillion:
The expected worth of the global AI market in 2030

GrandViewResearch

Similar AI content TO video software

- Veed.io
- Invideo.io
- Pictory.ai
- Fliki
- Synthesia
- Steve.ai

How generative AI can help HR

Thanks mostly to generative AI, according to HR Grapevine, 40% of HR professionals are already using AI to streamline their hiring processes.

Here are a few examples that illustrate how more HR professionals can take advantage of this powerful tech that's readily available...

1. Generating job adverts: At Talos360, we've integrated ChatGPT-4 with our ATS to help recruitment and hiring managers simplify the job advertising process. Our clients can save valuable time by creating a tailored job advert in minutes based on the job details provided and specified prompts.

2. Eliminate repetitive tasks: In the world of HR, repetition is commonplace – particularly where admin is concerned. However, with generative AI, HR can now quickly answer common employee queries, schedule interviews, or use it to update employee records. The 'outsourcing', as it were, of these repetitive tasks can help HR professionals focus on the more strategic elements of their role.

3. Accelerate talent search: Generative AI can speed up talent acquisition by helping HR shortlist candidate CVs or applications. It can also save HR professionals vast amounts of time and effort by analysing job descriptions and matching them with relevant candidates. Furthermore, generative AI could help formulate screening and interview questions.

4. Reduce employee turnover: Employee turnover is an ongoing headache for HR. However, a quick solution to combat this perennial headache is generative AI. Generative AI has only been with us since 2022, but we're already beginning to glimpse its breathtaking capacity. It's potentially limitless. Even now, HR can analyse qualitative data by running through exit interviews, employee surveys, or feedback through ChatGPT, Gemini AI, or Claude to help identify data trends and potential reasons for employee turnover. This ability to summarise common themes quickly could help improve employee satisfaction, reduce turnover, and mitigate churn...

5. Improving employee engagement: Generative AI can be used in so many ways—one that may not have received enough focus is how HR could use it to improve employee engagement. For example, it can draft employee enquiries and summarise company policies and benefits guidance while developing employee engagement initiatives, such as surveys or recognition programs.

6. Identifying trends and opportunities: The ability to quickly summarise large amounts of data would enable HR to make data-driven decisions that feed into the wider business. By using qualitative data from customer/employee feedback or performance reviews/questionnaires, HR could feed this into generative AI to analyse and identify trends, patterns, and opportunities for business improvement.

7. Training, onboarding, and how-to videos: HeyGen, Veed, and Pictory AI are making huge waves, transforming your scripts and breathing life into them using realistic avatars. Though this technology is still in its infancy, the speed at which the tech is improving means that distinguishing avatars from humans will be increasingly difficult in just a few years. However, in the meantime, this tech could revolutionise your onboarding.

Pressing pause: AI hallucinations and bias

Using language models and guidance to combat

Developed by Open AI, ChatGPT is one of the best-known large language models and guidance platforms. It has undergone two iterations, with the subscription model now using GPT-4 - generating text and language and answering questions in an easy-to-understand, people-friendly format is partly why the platform has become so ubiquitous.

However, despite GPT's popularity, it's well known that, like other generative AI, its outputs often make mistakes.

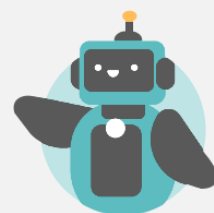
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Even when ChatGPT is mostly accurate, as it sometimes is, it often makes a fundamental mistake or two. For example, it told me that former Apple CEO John Sculley was responsible for the iPod, a product released eight years after he left the company. Some people will immediately spot that as an error; others will not. But will anyone bother to fact-check it?

Harry McCracken

Global Technology Editor, Fast Company

If you're one of the millions who have used ChatGPT, Gemini, Bard, or any other generative AI, you'll be familiar with such mistakes. Rather than mistakes, OpenAI creators, however, will mark these down as hallucinations.



Here's what Open AI said:

'Even state-of-the-art models are prone to producing falsehoods —these hallucinations are particularly problematic in domains that require multi-step reasoning since a single logical error is enough to derail a much larger solution.'

But these hallucinations aren't merely limited to the free version of ChatGPT, nor are they exclusive to GPT. Gemini AI's image generator recently came under scrutiny for incorrectly depicting historical figures. Among them were a female pope, black Vikings, and Native and Black American founding fathers.

In other Gemini bloopers, Nazis, that well-known collection of 'diverse and racially tolerant' individuals, were portrayed as racially diverse – with social media awash with images of black and female SS soldiers.

Since everyone knows these images are plainly wrong, you might be tempted to think, 'Well, what's the problem?'

The problem is a big one.

Not only is AI attempting to rewrite history, but it's also presenting an alternative one—and one that never existed. But that wasn't all. Worse was to come from Gemini AI.

Asked who has 'negatively impacted society more - Elon [Musk] tweeting memes or Adolf Hitler?' The chatbot responded: 'It is up to each individual to decide who they believe has had a more negative impact on society.'

Whatever your thoughts on Elon Musk, there's only one plausible response, isn't there?

So, what's the answer to these hallucinogenic images and plainly biased statements?

1. Rely on your own intelligence. If

you're using generative AI - check everything.

2. Use clear prompts.

You get what you put in out of generative AI. If your prompts are unclear, it leaves AI room to generate hallucinatory responses. Prompts should be concise, unambiguous, and clear.

There is a **third** option, too, particularly when relying on generative AI for content. It lies within other well-known large language models.

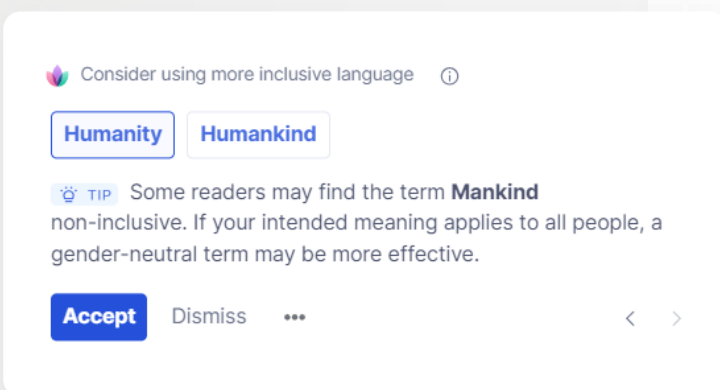
Here are two we've highlighted...

Grammarly

For regular users of Grammarly, you'll have noticed that not to be outdone by GPT, they've also introduced AI to their platform. But for HR, more importantly than that, since it's a platform powered by a large language model, Grammarly helps HR mind its language.

What do we mean by that? When composing content with Grammarly, you'll have noticed that it checks your language, syntax, and grammar, as well as its *inclusivity*.

Here's just one example...



With a shockingly high percentage of **FTSE 100** companies using gender-biased language in their job adverts – tools like Grammarly can help isolate gender-biased language where sometimes it's missed entirely by generative AI.

Fact: 96% of job adverts at FTSE 100 companies use gender-biased language despite 56% of employees believing their company has a gender-neutral approach to staffing.

Adzuna

When you're writing your job adverts, you **MUST** ensure you're using gender-neutral language. Using gender-neutral language will open up your advert to a much broader audience, making recruitment of top talent easier.

Textio

Grammarly isn't the only platform that promotes the use of gender-neutral language - most of the writing aids out there do. However, we want to highlight Textio above the many other large language models simply because when it comes to rooting out unconscious bias in your writing, there's no better platform.

Like Grammarly, Textio will throw up suggestions and prompts for your writing in real time, whether that be in your job advert description or email communications to candidates. However, Textio seems to be far more focused on rooting out unconscious bias than Grammarly or, indeed, any other writing aid – even mentioning as such in its mission statement:

“““

Exclusion and inequity at work are systemic issues rooted in unconscious bias. Textio removes bias before it gets into your communication systems and provides data insights to help you spot and close gaps in pay and opportunity.

Using Textio, recruiters and HR can:

1. See bias in real-time
2. Track language data
3. Disrupt implicit bias
4. Build scalable continuous microlearning

Here's a live example...

Fact: T-Mobile saw a 17% increase in female applicants when they added Textio's language guidance to their recruiting workflow

Textio

The screenshot shows the Textio interface for a job post titled "Senior software engineer". The job description text is highlighted with various colors, and a tooltip points to a specific phrase: "This phrase will attract a less diverse (and less qualified) pool of candidates". On the right side, there are several metrics and suggestions:

- Textio Score:** 34, Below Average.
- Tone:** Somewhat feminine tone.
- Appeals to people of all ages:** A bar chart showing the score.
- Age Group:** 60s.
- Suggestions:**
 - Uses corporate cliches
 - Too much bulleted content
 - Add a few exclamations
 - Includes fixed mindset language

Where generative AI is liable to make mistakes, hallucinations, or overlook bias, language model overlays like Textio and Grammarly won't let it go unnoticed or undetected. So, whether HR is relying on its own ingenuity or using generative AI to draft job adverts, email correspondence, or any other communication collateral, language models will help weed out exclusive language.



The rise of the AI candidate

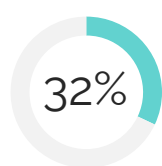
Much has been made of AI and how it can aid HR by streamlining its processes. But what about candidates? If generative AI is readily available to everyone, then businesses must be aware that candidates will use it too, especially to jazz up CVs or write personal statements and cover letters. The research backs this up.

In a 2023 research report by Opinium, seven out of ten jobseekers plan to use ChatGPT or other similar platforms to help complete a job application or assessment in the next 12 months.

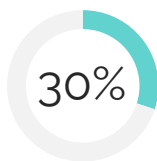
But that's not all. The report also highlighted profound implications for employers who outrightly ban any use of ChatGPT in the application process...

"Generative AI is not a nice-to-have amongst students and graduates; it's seen as an essential part of their approach to applying for jobs and their future careers."

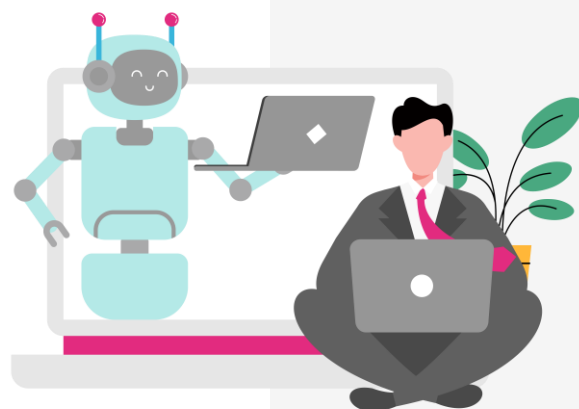
Robert Newry
CEO, Artic Shores



32% of students wouldn't want to work for an employer who told them they couldn't use generative AI in the application process



30% of students would not consider an employer very progressive if it prohibited the use of generative AI.



So, how can we negate the rise of the AI candidate?

GPTZero

With every advance in AI, there are advances in platforms that can filter its influence. GPTZero is one such platform.

Bringing transparency to a world already saturated with AI content, GPTZero helps businesses detect ChatGPT, GPT4, Bard, LLaMa and other generative AI models, giving HR peace of mind that the CV or cover letter in front of you is one belonging to a human, and not one authored by AI.

Candidate assessments

When research consultants Opinium claimed in 2023 that up to 72% of candidates use some form of generative AI in the application process, it's fair to say that HR and recruiters are in uncharted waters.

But as ever, where there exists a problem, there is normally a solution to help HR navigate choppy conditions.

Enter pre-employment tests...

It's true to say that while ChatGPT ably performs in verbal reasoning tests and completes personality assessments, neither the free ChatGPT 3.5 nor the more advanced ChatGPT 4 can complete interactive, task-based personality or aptitude assessments.

Furthermore, to protect vulnerable businesses, candidate assessment providers such as Talent Strengths can provide recruiters with onsite verification tests to ensure that the candidate who completed the initial assessments externally is, in fact, the candidate who is taking the verification. This additional step highlights discrepancies and is a fail-safe for businesses who, like the rest of us, are increasingly having to discern real from artificial.

Fact: 80% of Fortune 500 companies use pre-hire assessment tests.

Leaders

Candidate sourcing, interview, and screening

So much of the candidate journey is automated that it's difficult to isolate genuine AI from what we've become accustomed to as automation. This is partly due to the obfuscation of tech providers who want to stake a claim in the AI revolution and partly due to ignorance of what genuine AI is.

However, the advent of genuine AI looks set to revolutionise the whole recruitment process from sourcing to screening and interview, as you'll see below...

Candidate sourcing



Fetcher

Fetcher is a genuine AI tool that will help HR simplify talent acquisition by analysing candidate data and job descriptions to find job seekers who are a perfect match for your job adverts.

Standout features...

- AI sourcing to identify and engage passive candidates
- Chatbots that will screen and schedule interviews
- ATS integrations



Findem

The creators behind Findem have focused their energies on modernising the talent acquisition process. Findem's conversational AI will engage with potential candidates, improving your candidate experience and journey.

It uses advanced AI to explore career sites and job boards to find candidates who align with your job requirements.

Standout features...

- AI-driven talent search and outbound recruiting
- Detailed candidate profiles and activity tracking
- Automated interview scheduling

Interview summarisation

Clearly, ChatGPT and other generative AI have taken the AI headlines, and with just cause. However, once you delve into the world of AI, you quickly become aware that there is abundant AI tech that can immediately help HR streamline its processes and present unique opportunities to help both recruiters and candidates alike.

Take, for example, candidate interviews. How do you summarise what was said? Who takes the notes? Do you transcribe the interview? With metrics like time-to-hire increasingly used to measure recruitment efficiency, using AI to summarise candidate interviews could be a significant step in reducing your time-to-hire.

For HR, this tech is readily available...



Notta.ai

Using Notta.ai, HR has a one-stop solution for transcription, with options to connect it to Google Calendar so that the platform can easily schedule events and record and transcribe live sessions. Notta's AI capability means that HR can receive concise and accurate summaries of candidate interviews in no time at all.



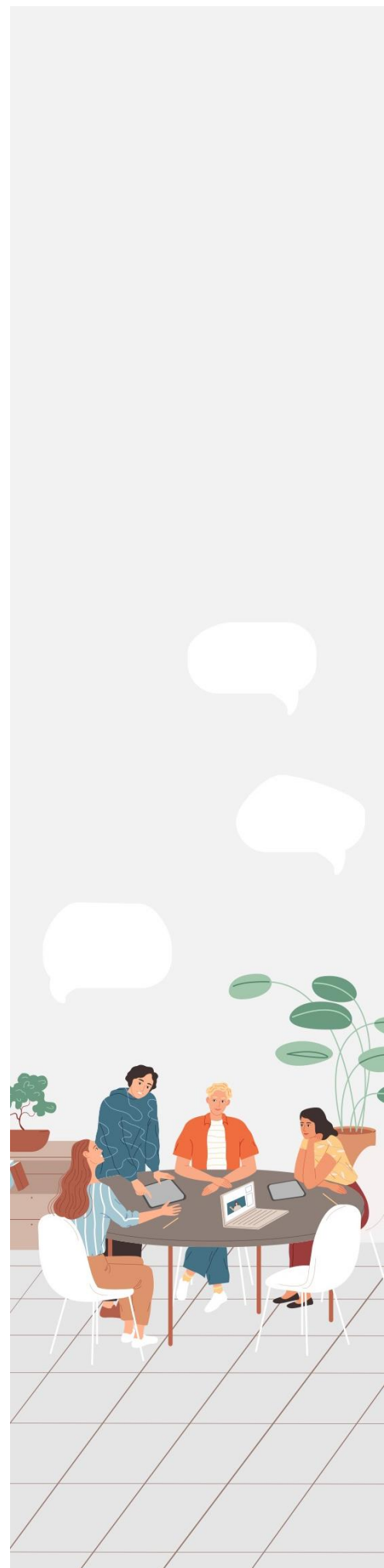
Otter.ai

Similar to Notta.ai, Otter.ai uses AI to generate automated meeting notes and transcribe and summarise interviews, thus reducing the time and effort required to evaluate candidates. Even more useful is Otter.ai's capability of condensing longer interviews into 30-second bites.



Quillbot

Slightly different than the previous two, you'd be forgiven for initially thinking QuillBot is a similar platform to Grammarly. And while it does indeed undertake similar tasks, such as grammar and plagiarism checks, in addition, QuillBot will quickly summarise whole chunks of text to make it more digestible and easily shared between teammates...



Communication and screening

Great candidate journeys are always anchored in excellent communication. Without effective communication, your business will struggle to keep candidates engaged and your hiring metrics will take a tumble.

Again, it's true that communication has, for the most part, been automated now. And if you possess an Applicant Tracking System, you'll know that automation undertakes a lot of the communication spade work. But what automation can do, AI can do better...



Eightfold

For talent management teams, a lot of the administration time is spent screening candidates. With Eightfold, AI pairs people with possibilities with a strong emphasis on DE&I. It's a single platform that will source, schedule, and select candidates with the help of AI – freeing up your hiring team to talk to the best candidates without becoming bogged down by admin.

Standout feature:

- AI-powered talent search, matching, and analytics
- Diversity, equity, and inclusion insights
- ATS integrations

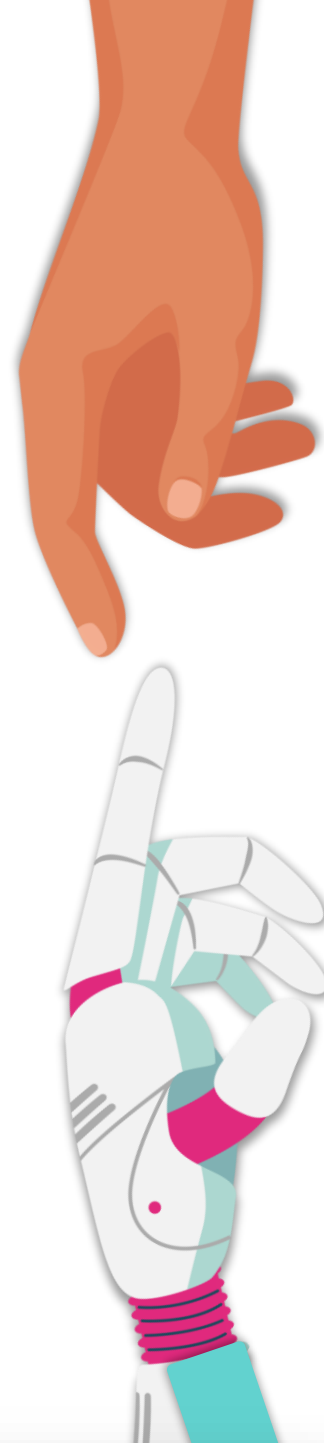


Paradox

Utilising a conversational AI named Olivia, Paradox ensures seamless communication between hiring managers and candidates. Acting as a mediator, Olivia can answer most inquiries, complete requests, and relay important information. It will also schedule interviews, send reminder notifications, and operate initial candidate screenings.

Standout features:

- AI-candidate communication
- Available integration into your careers site
- Identify and match the most suitable candidates to your roles



Paradox reckons their chatbot will:

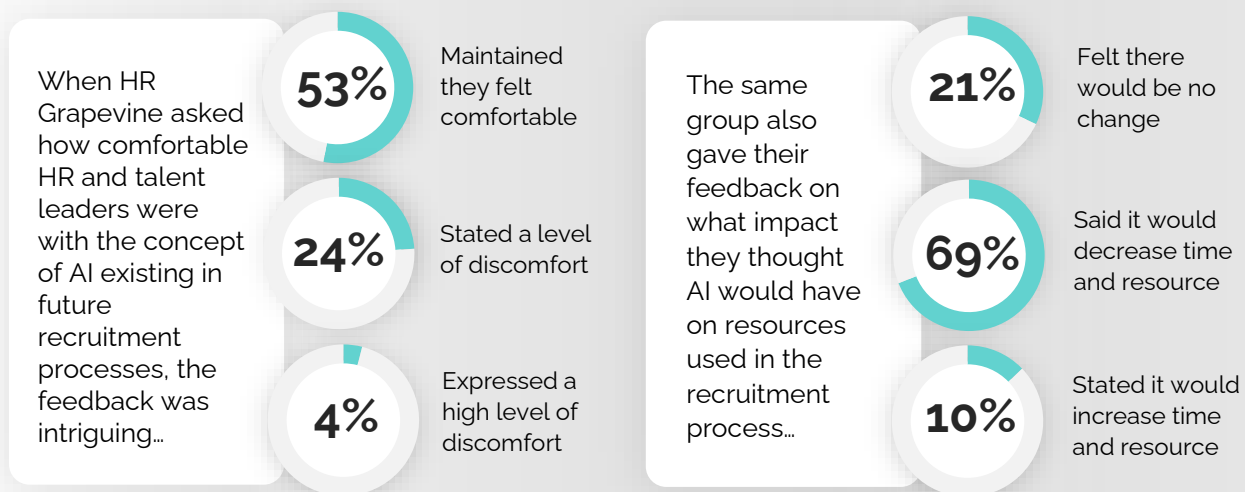
- 1.** Decrease **time-to-hire by 80%**
- 2.** Decrease **cost-per-applicant by 60%**
- 3.** Schedule **85%** of interviews in less than **1 hour**
- 4.** Save **5 hours of admin time** per employee per week

Humans Vs AI

The AI we've covered in this guide merely scratches the surface. To be honest, we've merely dipped our toes. But in so doing, what is evident is the huge amount of tech that's already influencing HR and will continue to do so.

But what will be the ramifications for widespread AI adoption? What will its impact be? In some cases, AI seriously threatens jobs - and in truth, the more AI is adopted, the more jobs will be at risk. However, it's also true that with AI adoption will come added opportunity, with the World Economic Forum musing that **85%** of jobs in the future have yet to be invented.

Perhaps this statistic best highlights our trajectory alongside AI - it's an uncertain future, true, but one with unique opportunities.



Interestingly, **69%** felt AI would decrease the requirement for resources - or jobs if we're being blunt. With so many professionals already wedded to the fact that AI looks set to be an unstoppable juggernaut, perhaps it'd be worth pausing and reflecting on Humans vs. AI...

Human pros:

- Can make educated guesses in novel situations
- Possess 'common sense'
- Envision changes to processes

Human cons

- Can over-rely on 'gut' feelings
- Limited speed
- Unconscious and conscious bias can lead to discriminatory decisions

AI pros:

- Make decisions based on data patterns rather than assumption
- Hugely efficient and quick
- Can provide consistency to processes

AI cons

- Possess no common sense
- Operate on bias inputted by humans
- With increased emotional intelligence, AI could manipulate situations
- When AI reaches Artificial General Intelligence, humans will struggle to control it



A scary future?

Of course, there is a good argument for proceeding with AI, and let's be honest: the decision to do so will be made regardless of whether we acquiesce or not.

The biggest concern for the ubiquitous adoption of AI should be that we have no idea how this all plays out. It's fine for the World Economic Forum to muse that we shouldn't worry because 85% of future jobs haven't been invented yet – but we're creating technology that even its creators believe has a serious chance of learning to improve itself – and when it does, Artificial General Intelligence will quickly lead to Artificial Super Intelligence – and we all know how the film franchise Terminator turned out.

Or a different lens?

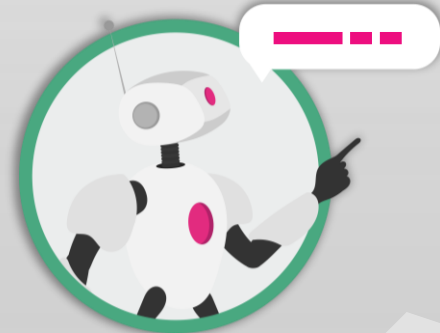
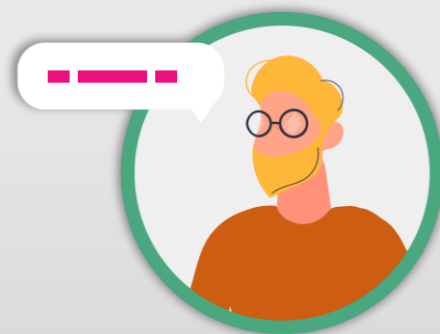
But putting Arnold Schwarzenegger aside, what if AI could free up more time for HR to be even more personal? With LinkedIn maintaining that over 50% of recruiters say AI will help them source, screen, and nurture candidates – the presence of AI could help HR...

- **Be more proactive.** Rather than simply backfilling open job roles, AI will give recruiters the data insights – and enough time – to apply strategic hiring practices.
- **Focus on relationship-building.** With more time, recruiters can dedicate more time to best-fit candidates, going deeper than a resume to determine culture fit and opportunities.
- **Align more closely with hiring managers.** Recruiters could use AI-driven visuals to demonstrate KPIs such as quality-of-hire to educate hiring managers on outcomes.

“”””

If recruiters and companies can learn to pair themselves with a specific AI, they can train it to understand a particular corporate mission and culture – so that recruiters feel like they leverage these chatbots and other similar technology as extensions of their teams, not as replacements for them.

Jobvite



63%

Of talent acquisition specialists say using AI will change the recruiting process

Korn Ferry

68%

Of recruiters think that AI will remove unconscious bias from the hiring process

Zippa

In conclusion

An uncertain future or unique opportunity?

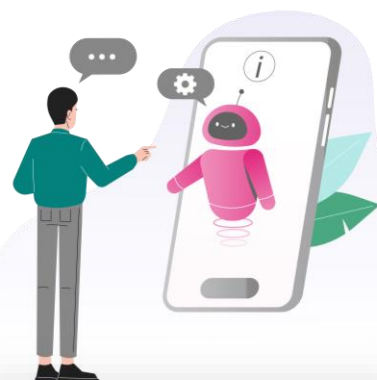
So, AI is here. It's no longer in the distance. It's over the brow of the hill. Does it present a unique opportunity? Or do we face an uncertain future?

Will businesses, and more to the point, their HR departments who sidestep AI be left behind, grasping at dust in the tracks of their competitors who boarded 'the AI buggy running without being hitched to a horse'? It's very likely.

We've reached a crossroads. Clearly, AI heralds big societal changes that no one can predict with any real certainty. And where AI adoption will take us is too vast for anyone to fully comprehend.

However, like the motorcar Alexander Winton was so roundly pilloried for, does HR press on like Winton, ignoring detractors, or will it hold back and lose ground? Perhaps a better analogy for AI would be the birth of the internet. So entwined is the internet with modernity; life would be unimaginable without it. In this seminal moment, perhaps the decision to adopt AI isn't up to HR. Instead, AI's vertical trajectory means its adoption is a MUST for everybody—even down to a personal level.

After hours of research, we've only covered a fraction of the AI readily available to HR, with the common thread being its capacity to revolutionise and streamline HR processes. Whatever the future might hold with AI adoption, uncertain or otherwise, a significant cause for positivity in the HR sphere is that thanks to AI adoption, HR will have more time to spend building human relationships, presenting a unique opportunity for HR to become what it set out to be in the very beginning - ***intrinsically human***.



85%

Of recruiters think that AI is a useful technology that will replace some parts of the hiring process

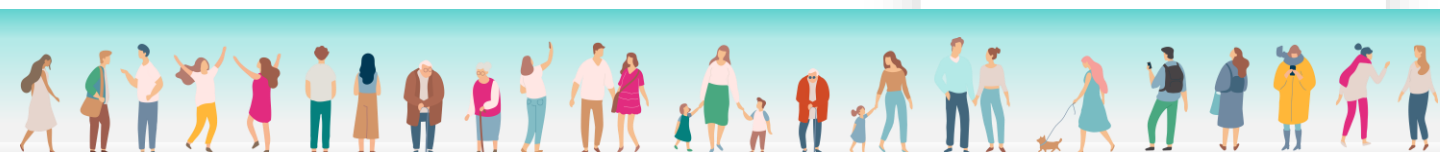
23%

Of talent acquisition specialists think that AI will replace them and are scared they'll lose their job

79%

Of hiring managers believe that AI will soon be advanced enough to make hiring and firing decisions

Tildo





Exploiting AI

At Talos360, we know the pivotal role technology plays in hiring the right candidate for your business, which is why our road map is always evolving. We know that standing still, you get left behind. Instead, we continually look for a better way for our customers to attract, recruit, and retain top talent.



AI-written job descriptions

At Talos360, we're hugely aware of the unique opportunity AI can bring to HR, which is why we've harnessed the power of generative AI.

Integrating with ChatGPT-4, our customers can simplify their advertising process by generating job descriptions in seconds based on the job post details and specific prompts.

Thanks to generative AI, HR can now save time and conserve energy to focus on the other countless aspects of recruitment.

1

Generate job descriptions based on the job post.

2

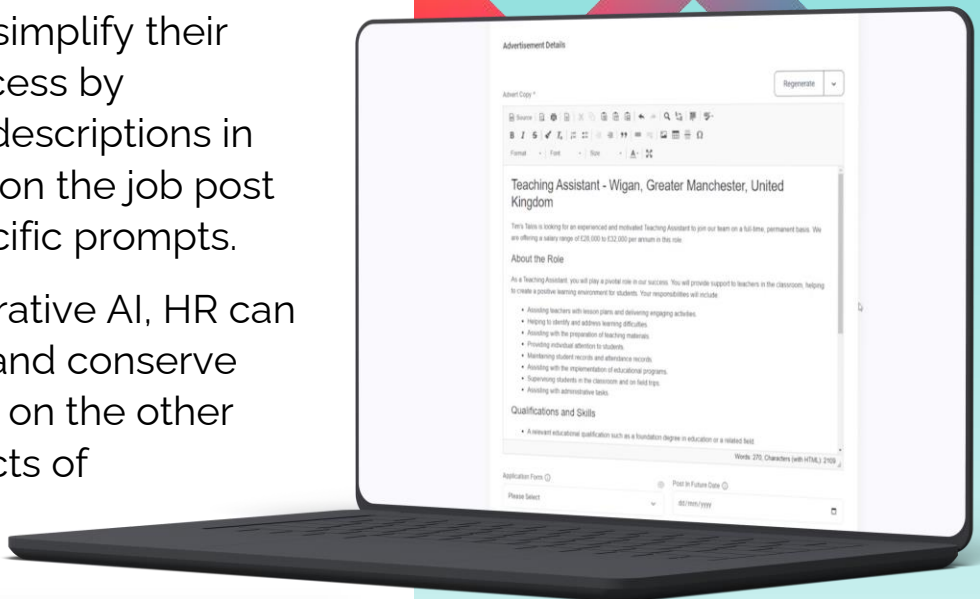
Tweak the job description using your own prompts.

3

Edit the GPT description by choosing a friendly or formal tone.

4

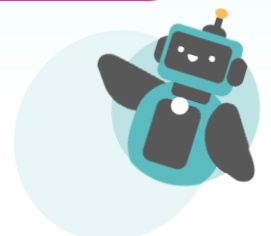
When you're happy – send to your all your job boards.



"We've used ATS systems in the past, but this is much more intuitive."

Catherine Fielder
Senior Resourcing
Advisor, **Pavers**

[Find out more](#)



Candidate Assessment

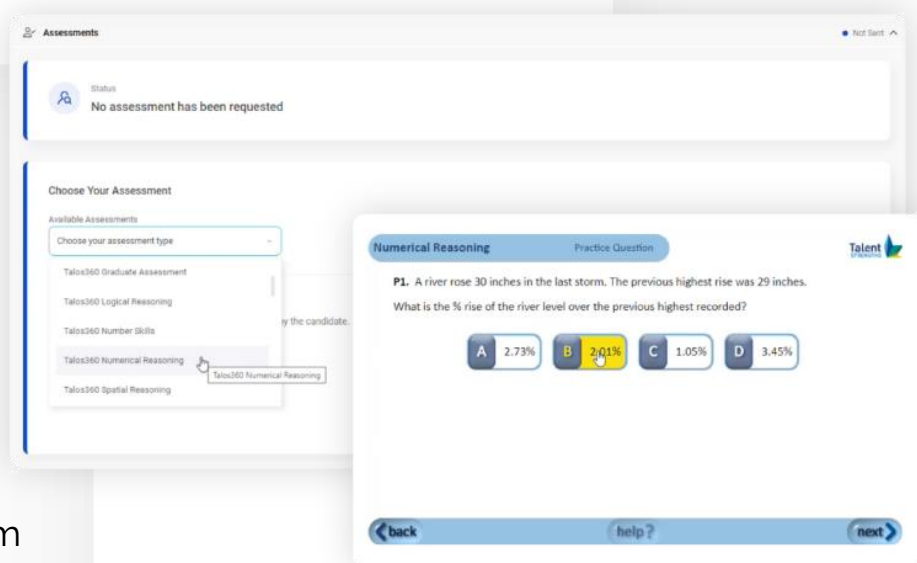
HR doesn't have the time to spend hours checking for American English or word repetition, the *tell-tale* evidence of AI-generated content. Instead, as it becomes increasingly difficult to discern between a machine-written CV and one curated by a human being, recruiters are increasingly turning to candidate assessments to help mitigate the rise of the AI candidate.

Using online psychometric tests is a great way to avoid wasting time and money on bad hires. Now, thanks to our partnership with **Talent Strengths**, our customers can use candidate assessments directly from Talos ATS to help standardise their hiring process, minimise unconscious bias, and create a more inclusive hiring process.

39%

Of companies that use pre-hire assessment tests report a lower turnover

Aberdeen Group



Just 27%

Of small to medium UK companies use online assessments and tests as part of their recruitment process

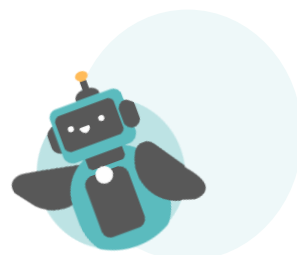
CIPD

It's not just AI candidates that candidate assessments help circumnavigate. Did you know that according to HR Review, over 51% of UK candidates admit to lying in their CVs?

With the reliable pre-employment tests offered with Talos ATS, your business can be sure it's not a machine it's hiring; instead, it's matching the role to the people with the right skills for your business to prosper.

Candidate assessments benefits

1. Increase the volume of applications
2. Minimise unconscious bias
3. Hire on aptitude
4. Reduce reliance on CVs
5. Decrease bad hires



[Find out more](#)

How Talos360 can help

If you need any help with your hiring strategy, candidate attraction, candidate management or employee engagement in 2024, then the team at Talos360 are here to help.

With our market-leading, award-winning people tech, we can save businesses time and money by improving people engagement and streamlining the entire candidate journey.

Free Recruitment Reviews

Talos360 offer free recruitment reviews that show how you can easily improve your hiring process.

Get your free review today and see how you can save on your recruitment costs.



[Find out more](#)

TalosATS

Advanced Hiring Software

Streamline your hiring process and create the ideal candidate journey, to effectively attract, manage and onboard talent.

[Find out more](#)



TalosEngage

Employee Engagement Platform

Unlock insights, improve engagement and boost morale with our intelligent engagement and workforce analytics platform.

[Find out more](#)



TalosAttract

Experts in recruitment

If you're struggling with hard-to-fill roles, our expert recruitment consultants can help secure the highest quality candidates that'll match your workplace culture.

[Find out more](#)

