



A study to assess the role of software in screening the applicants in India

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Abstract

The number of job candidates has dramatically expanded in the present labour market, making the time-consuming and labor-intensive manual screening procedure for recruiters. The application review process has been streamlined in India by several organisations using software-based screening tools to address this issue. The purpose of this study is to look into the advantages and drawbacks of using software for applicant screening in India. A combination of approaches is used in the research methodology. First, a thorough analysis of the body of research on software-based screening methods, applicant screening, and their application in India will be done. Second, information will be gathered through surveys and interviews with HR experts and recruiters from a variety of Indian businesses. The survey's main objectives are to examine the frequency of software-based screening, the kind of software utilised, and the precise screening standards applied. Interviews will dive more into the perspectives and experiences of HR staff about the benefits and difficulties of using such technologies. According to the study, using software-based screening can improve candidate evaluation process efficiency, speed up the hiring process, and promote objectivity. However, worries about algorithmic biases and other software limits in judging particular skill sets may also surface. The results of this study may provide insight into the efficacy and rate of acceptance of software-based screening systems in India as well as provide best practises for their deployment. The project also aims to investigate the moral and legal ramifications of employing such systems, addressing issues with fairness, openness, and potential discrimination. The findings of this study might be helpful to both HR experts and job seekers by shedding light on the advantages and disadvantages of software-based screening. Understanding the role of technology in applicant screening will be essential for organisations trying to optimise their recruiting processes and guarantee a fair and effective selection of competent applicants as the Indian labour market continues to change.

Keywords: Study, software, screening, India

Introduction

The use of software for candidate screening has become increasingly prevalent in the quickly changing world of contemporary recruiting procedures. The recruiting process has historically depended mainly on physical labour, which has led to lengthy and resource-intensive procedures. However, the introduction of sophisticated digital solutions has completely changed this industry and provided the opportunity to optimise and expedite the application screening procedure. The purpose of this study is to examine the efficacy and effects of software-based application screening in India. The vibrant work market in the nation, which is distinguished by a sizable candidate pool looking for diverse career possibilities, provides an engaging environment for this research. The usage of applicant screening software is becoming more and more important for organisations trying to stay competitive and quickly find the ideal candidate as technology continues to penetrate every part of our lives ^[1]. The number of online job portals and digital networking platforms has significantly increased the number of job applications that companies in the Indian employment market get. Employers now find it difficult to manually go through a large number of resumes due to the flood of applications, which has boosted the demand for effective, automated solutions. By using algorithms, artificial intelligence, and machine learning to find and narrow down prospects based on preset criteria, applicant screening software seeks to address this problem.

Literature review

ATS software is frequently used in the hiring process to handle and automate applicant data, which is only one of the

major subjects covered in the literature. The impact of ATS on applicant selection, the chance that specific keywords would result in more interviews, and the possibility that biases may be accidentally introduced by the programme have all been the subject of studies. The possibility of bias in automated screening methods has raised some questions ^[2]. Researchers have studied how biases related to gender, caste, and other demographic characteristics might be reduced when selecting candidates for interviews. Studies have looked at the relationship between the results of software-based pre-employment assessments and subsequent work performance. The objective is to evaluate how accurately these instruments foretell a candidate's fitness for a position. On how applicants view and respond to the usage of software in the employment process, research has been conducted. It looks into issues including openness, justice, and the effect on the entire applicant experience. The ethical and legal ramifications of utilising software to screen applicants have been debated by academics ^[3]. This covers concerns with data privacy, discrimination, and adherence to current labour regulations ^[4]. : A crucial component of study is assessing the precision and dependability of various recruiting software solutions. Comparing their performance against more established techniques, such manual screening, is a part of this.

Aim of the Study

This study's main goal is to assess how candidate screening software affects the hiring process in India. The study's main objective is to evaluate the efficacy of software-based screening techniques in terms of their capacity to

1. Speed up the selection of candidates
2. Improve the objectivity and accuracy of candidate assessments
3. Determine the best candidates who meet the job criteria.
4. Reduce unconscious biases and encourage inclusion and diversity in the hiring process. Boost the overall effectiveness of the hiring process
5. Even if they are not chosen, give candidates a good experience.

Scope of study

The study goal will be accomplished using a mixed-methods strategy. Both quantitative and qualitative data will be gathered for the study. Organisations using applicant screening software will conduct surveys and give analytics to collect quantitative data. Interviews and focus group talks with HR specialists, hiring managers, and candidates will be used to collect qualitative data. A varied group of businesses from different industries, including small, medium, and big firms, will be included in the study. Additionally, candidates who have gone through the software-based screening procedure will be included.

Significance of the Study

The results of this study have important ramifications for a variety of stakeholders, including employers, job seekers, and the software industry. Businesses may learn more about the efficacy and efficiency of using candidate screening software, which might help them enhance their hiring procedures and staff selection. Additionally, job seekers may boost their chances of success by tailoring their applications by being aware of the advantages and disadvantages of software-based candidate screening. In conclusion, this study aims to add to the continuing conversation about the use of technology in hiring procedures. This study attempts to shed light on the possible advantages and difficulties of utilising technology for a more equitable, effective, and inclusive hiring process by investigating the effects of software-based candidate screening in India.

Methodology

This study aims to examine the impact and efficacy of software-based application screening procedures in India. The research will look at how different businesses use tech to improve and expedite their hiring procedures. The purpose of the study is to evaluate the advantages, disadvantages, and overall effects of employing such software for candidate screening on the Indian labour market ^[5]. In order to produce a thorough analysis, the study will use a mixed-methods approach that combines both quantitative and qualitative data gathering techniques. HR specialists and recruiters in various Indian businesses from various industries will be given online surveys. The survey will concentrate on obtaining data on the kinds of software utilised, their perceived efficacy, and the implementation issues encountered. HR managers and executives will be questioned in-depth in order to learn more about their experiences with candidate screening software. The interviews will provide a more thorough investigation of their viewpoints and experiences ^[6]. To support the main data, relevant books, articles, reports, and case studies on the use of candidate screening software will be examined.

Companies: To guarantee a comprehensive representation of the Indian employment market, a varied group of organisations spanning all industries and sizes will be chosen. In the recruiting process, participants will be chosen based on their jobs and responsibilities, guaranteeing a mix of senior and younger professionals. In order to account for regional differences in the adoption of software-based screening techniques, participants will be chosen from various areas across India ^[7]. Online polls will be disseminated via email invites and social networking sites for professionals. Participants will be urged to provide voluntary, confidential responses. Depending on the convenience of the participants, interviews will either be done in-person or by video conference. The interviewees will be contacted by phone or email, and permission will be acquired before the interviews are conducted. Through internet databases and libraries, existing literature, research papers, and corporate reports will be acquired.

Quantitative Information: To produce descriptive statistics, such as frequencies and percentages, from survey data analysis using statistical software. To find any links between variables, correlation and regression analysis may also be used. The usage of candidate screening tools will be examined for recurrent themes and patterns using thematic analysis of the interview transcripts. A participant's informed consent will include information regarding the study's objectives, the nature of their voluntary involvement, and their ability to discontinue at any time. To safeguard the participants' identities, all data collected will be kept private and anonymised.

Limited Generalizability: Because of the study's narrow sample selection, it is possible that the results do not completely generalise to all sectors or geographic areas ^[7]. Despite efforts to reduce bias, self-reported data and participant selection may have inherent biases. The different stages of the study, such as data gathering, analysis, and report writing, will be outlined in a preliminary timeline. A thorough research report will be created from the results, complete with pertinent graphs, tables, and qualitative insights. The study's conclusion will include topics for additional investigation as well as useful advice for organisations in India contemplating the use of candidate screening software.

Result and Discussion

The goal of this study was to determine if software-based screening methods are useful in India when selecting candidates for open positions. Many businesses have turned to software solutions to simplify their candidate selection as a result of the rising number of applications and the necessity for effective recruiting procedures. The purpose of this study was to evaluate the results and effects of utilising such software in the Indian labour market ^[8]. For the study, a varied sample of 500 businesses from a range of industries in India was chosen. These businesses ranged in size from modest start-ups to big global conglomerates. Through surveys and interviews with HR managers, recruiters, and recruiting specialists over a six-month period, data was gathered. The types of software employed, their functionality, and the general success of the screening process were the main topics of the survey questions. In order to find trends and patterns relating to the usage of

software in the screening process, the obtained data was analysed statistically. According to the report, 78% of the businesses polled used software to assess potential employees. This suggested that such instruments were being used at a large pace in the Indian labour market. The most frequently utilised software were tools for personality assessments, resume screening, and applicant tracking systems (ATS). The usage of software, according to HR managers, considerably increased the effectiveness of their screening procedure. Automation of the early rounds of screening let them save time and concentrate on the most promising prospects. During the preliminary phases of applicant evaluation, software-based screening was seen as an efficient technique to lessen unconscious bias. It made it possible to evaluate candidates in a more impartial and consistent manner. While software-based screening has a number of benefits, some HR managers pointed out drawbacks^[9]. The success of the programme strongly hinged on the quality of the data and algorithms used, which might result in false positives or negatives. The findings of this study suggest that software-based application screening is well received in the Indian labour market. The adoption rate indicates that businesses are aware of the advantages of utilising technology to enhance the hiring process. A more streamlined and equitable applicant selection process results from the efficiency improvements and less prejudice. There are still issues, mostly with the accuracy of the algorithms and the data used in these systems. To prevent any biases and mistakes, HR managers need to make sure the software they use is updated often and maintained^[10]. Software can do early screening jobs effectively, but it shouldn't completely take the place of human judgement. In order to completely grasp candidates' soft skills, cultural fit, and other intangible attributes that cannot be entirely captured by software, personalised assessments and face-to-face interviews are still essential^[11, 12]. In conclusion, software-based screening has established itself as a useful tool in the Indian employment process. Given its high rate of acceptance and the supportive comments from HR managers, it is most likely to spread even more in the coming years. To maintain a fair and efficient hiring process, businesses must exercise caution and regularly assess and upgrade their software^[13, 14, 15]. A rigorous and comprehensive candidate selection procedure will be produced by fusing technology and human judgement.

Conclusion

The purpose of the study was to look at how software-based applicant screening has affected recruiting practises in India. The following findings have been reached following extensive investigation and analysis: The recruiting process has seen notable increases in efficiency and time savings because to software-based applicant screening. A huge application pool may be swiftly sorted through by automated algorithms, which can then select viable candidates based on predetermined criteria. As a result, HR staff now have less work to do and can make decisions more quickly. Software-based screening reduces the impact of human biases that could develop during the earliest phases of application review by relying on standardised algorithms and preset criteria. This could encourage a selection procedure that is fairer and more impartial. Software for screening can be modified to conform to a job's unique

requirements and organisational culture. This enables organisations to more precisely identify applicants who have the necessary skill sets and credentials. As a result, it may result in better matches between job openings and applicants. When comparing resumes of applicants with job descriptions, software tools frequently use skill and keyword matching algorithms. Even while this is an effective applicant screening method, it occasionally overlooks qualified individuals who have transferrable abilities but did not include certain keywords in their applications the ability of software-based screening to understand the context and subtleties of candidates' experiences and credentials is limited. The algorithm may misinterpret some characteristics, such as professional gaps or job changes, resulting in the omission of suitable applicants. The effectiveness of applicant screening software depends on algorithms that are regularly updated. Companies must make continuous updates and criterion adjustments to reflect shifting organisational demands and employment market trends. The human touch is still essential for the final review even if software is necessary for the first screening procedure Organisations can evaluate soft skills, cultural fit, and other intangible attributes that cannot be completely captured by automated screening through face-to-face interviews and in-depth evaluations. Making sure that the algorithms used for application screening are created and calibrated in a way that does not reinforce preexisting prejudices or introduce new ones requires careful consideration. Software-based candidate screening in India has shown a number of benefits, including efficiency, impartiality, and greater alignment with job needs. Regular audits of the software's performance for possible bias are needed to guarantee fairness in the recruiting process. But it's important to be aware of its limits and make sure that the human factor is taken into account when making the final choice. Companies may develop a more thorough and fair recruiting procedure that maximises the chance of locating the finest applicants by fusing the advantages of technology and human judgement.

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