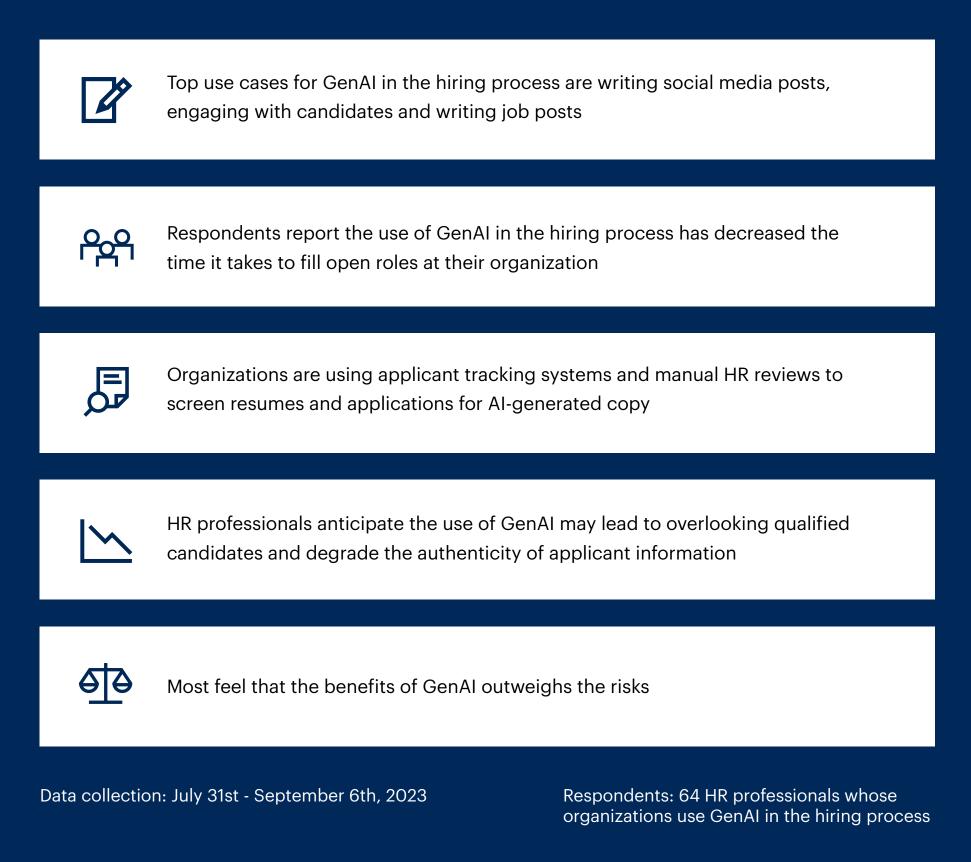
Applications of generative Al in the hiring process



HR teams across organizations are utilizing generative AI (GenAI) to streamline their hiring process. From drafting job listings to screening resumes, GenAI's applications have enhanced organizations' recruitment strategies and shortened the time needed to close open positions.

How are HR teams adapting GenAI to their personal needs, how successful have they been and what challenges are they facing?

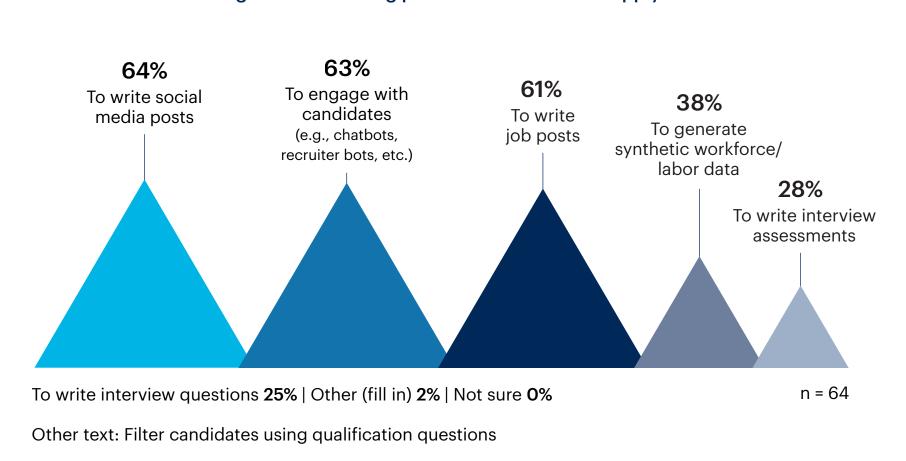
One-Minute Insights:



HR professionals have deployed GenAI across the hiring process, and the majority report time to fill roles has decreased since adoption

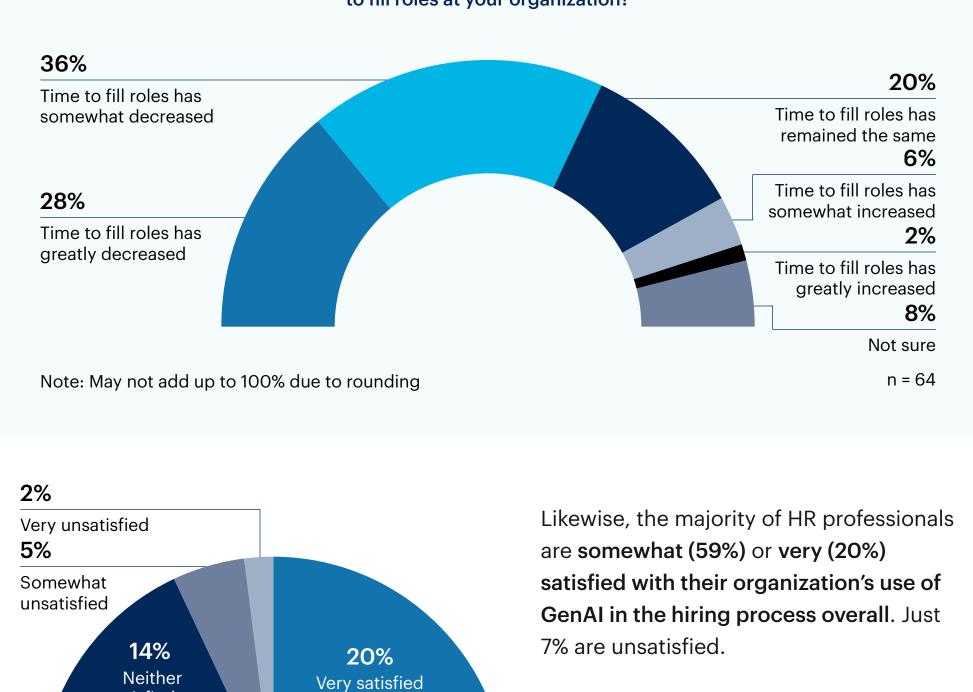
Among HR professionals whose organization uses GenAI in the hiring process (n=64), 64% report their organization is currently using GenAl to write social media posts. Using GenAl to engage with candidates (63%), and to write job posts (61%) are also commonly selected use cases.

How is generative AI currently being used in your organization's hiring process? Select all that apply.



Just 8% of HR professionals report GenAI has increased the time it takes to fill roles at their organization. The majority (64%) report time to fill roles has somewhat (36%) or greatly (28%) decreased.

How has generative AI impacted the time to fill roles at your organization?



How satisfied are you with the use of generative AI in your organization's hiring process overall?

Note: May not add up to 100% due to rounding n = 64

59% Somewhat

•••

satisfied or unsatisfied

"AI will positively impact the hiring landscape and reduce the workload of talent acquisition experts. This will lead to providing a better candidate experience and the organizations focussing more on the quality of hire"

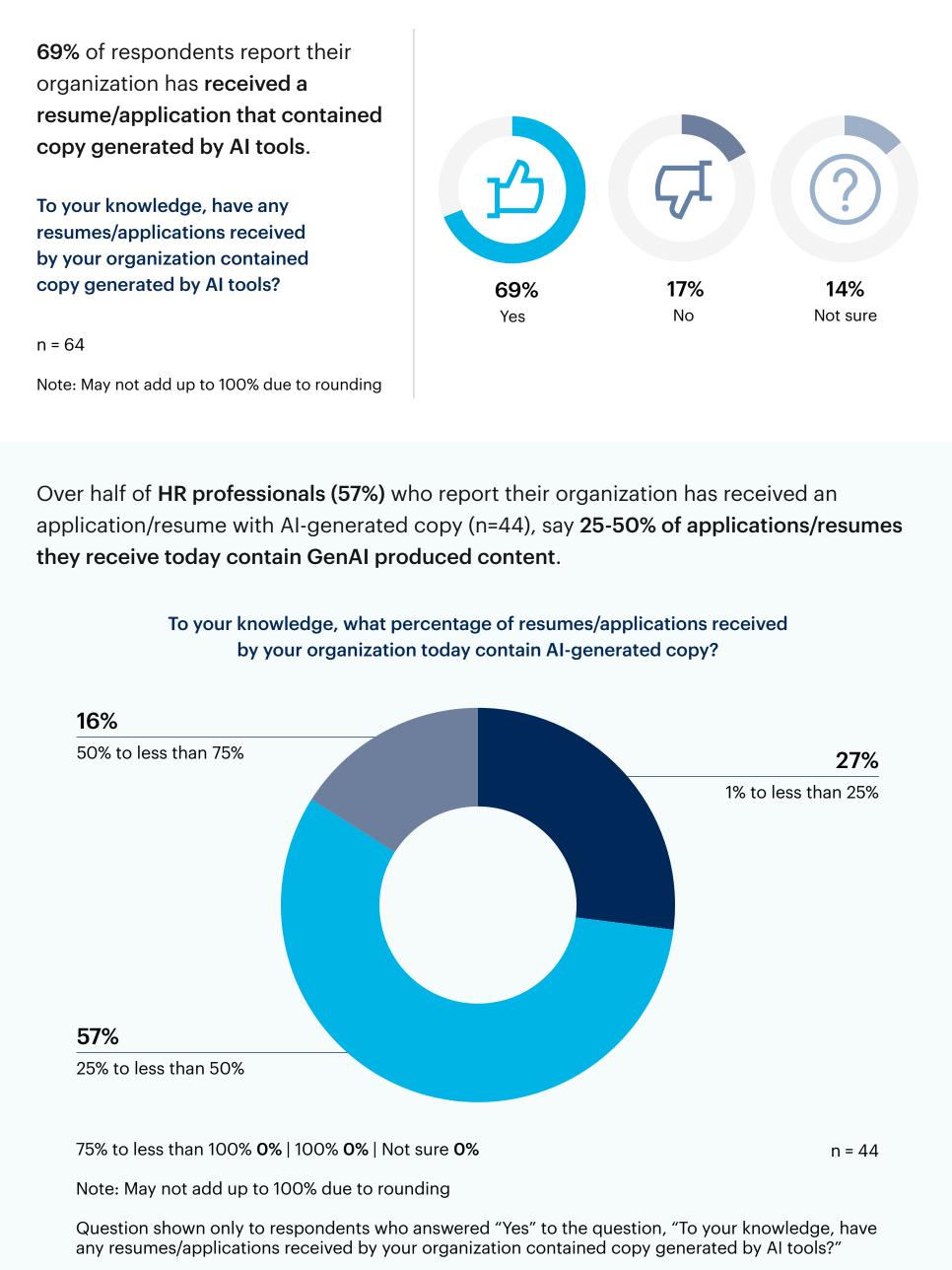
- Manager, educational services industry, 10,000+ employees

"We will see an influx of AI-generated applications, and I think we need to be equipped to know how to handle it effectively."

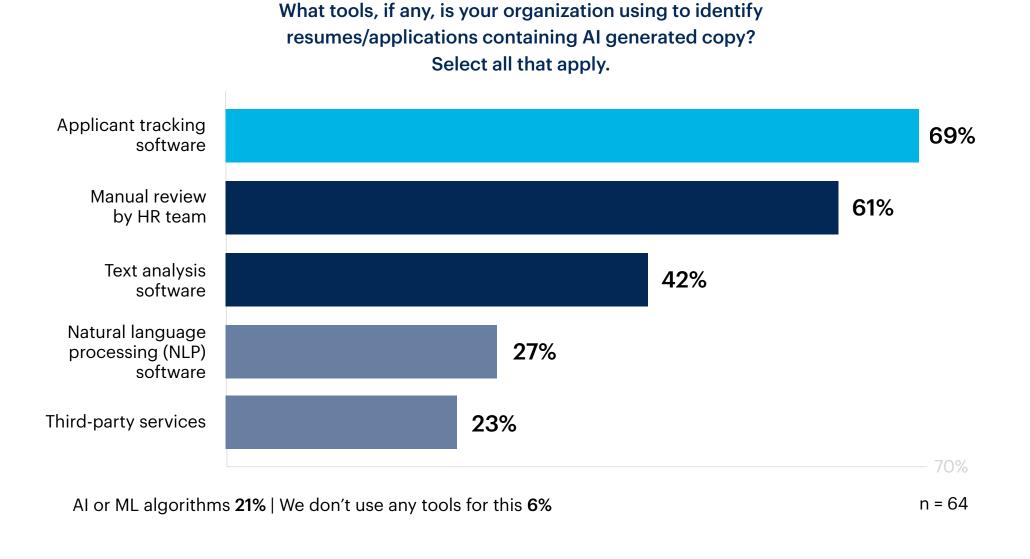
- Director, manufacturing industry, 10,000+ employees

Question: Any final thoughts to share about how you anticipate generative AI will impact the hiring landscape over the next 12 months, and how organizations should prepare?

Over two-thirds of HR professionals report they have received an application or resume with AI-generated copy, and most are using applicant tracking software to identify GenAl content



69% of respondents report their organization uses applicant tracking software to identify resumes/applications that contain AI generated copy. Manual review by the HR team (61%), is another top selected tool.



41% of HR professionals say their organization has a separate evaluation process for Al-generated resumes/applications. 14% say their organization hasn't established a process to handle these documents yet.

> How does your organization primarily address resumes/applications containing AI-generated copy?

We have a separate evaluation process for AI-generated resumes/applications We haven't established a process yet 8% We deprioritize Al-generated resumes/applications 2%

Not sure n = 64

We discard AI-generated resumes/applications 0% Note: May not add up to 100% due to rounding

"We have a strong process of evaluating candidates through assessments, so I dont think AI generated resumes would be an issue. We use technical and behavioral assessments for evaluating candidates so even if the resume copy is AI generated, and the candidate is lacking skills, we would be able to capture the feedback with the checks and balances in place."

- Director, telecommunications industry, 1,000 - 5,000 employees

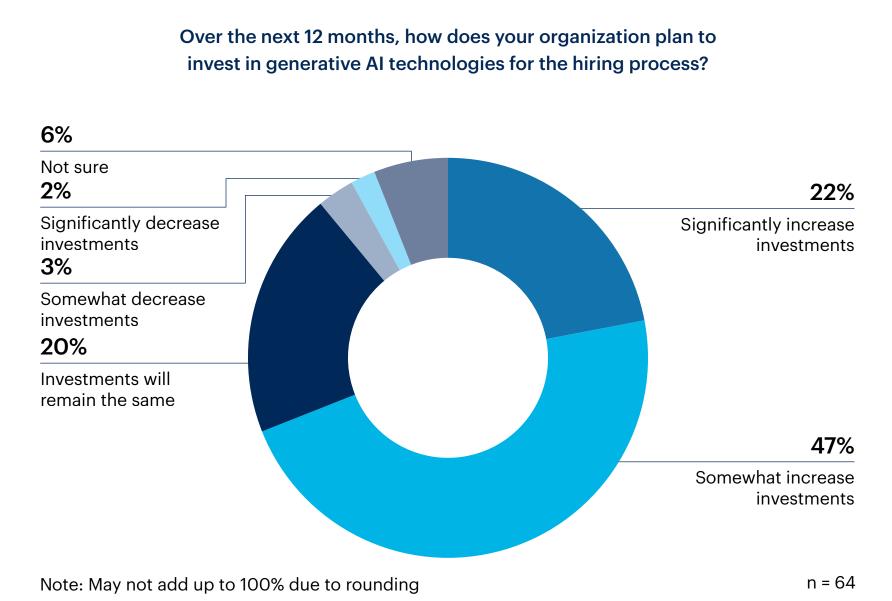
 "I don't agree with AI generated applications because we can't really be sure that the information given is true, even if the applicant is not lying, we don't know the extent in which they used AI for their application or resume." Director, manufacturing industry, 10,000+ employees
"I feel indifferent, on one side candidates can leverage AI tools to empower themselves in the job hiring process, on the other hand the AI tool can get it completely wrong."
- Director, finance, banking and insurance industry, 1,000 - 5,000 employees
"I have mixed feelings as the use of AI reduced the need for
authentic expression, yet the candidate who uses AI demonstrates tech literacy."
- VP, agriculture, forestry, fishing and hunting, 1,000 - 5,000 employees
Question: As an HR leader, how do you personally feel about applications/resumes submitted containing AI-generated copy? How should organizations today be addressing them?
The majority of HR professionals report the benefits of GenAI in the hiring process outweigh the risks, and

22% of respondents report investments in GenAI for their hiring process will significantly increase at their organization over the next 12 months. An additional 47% say investments

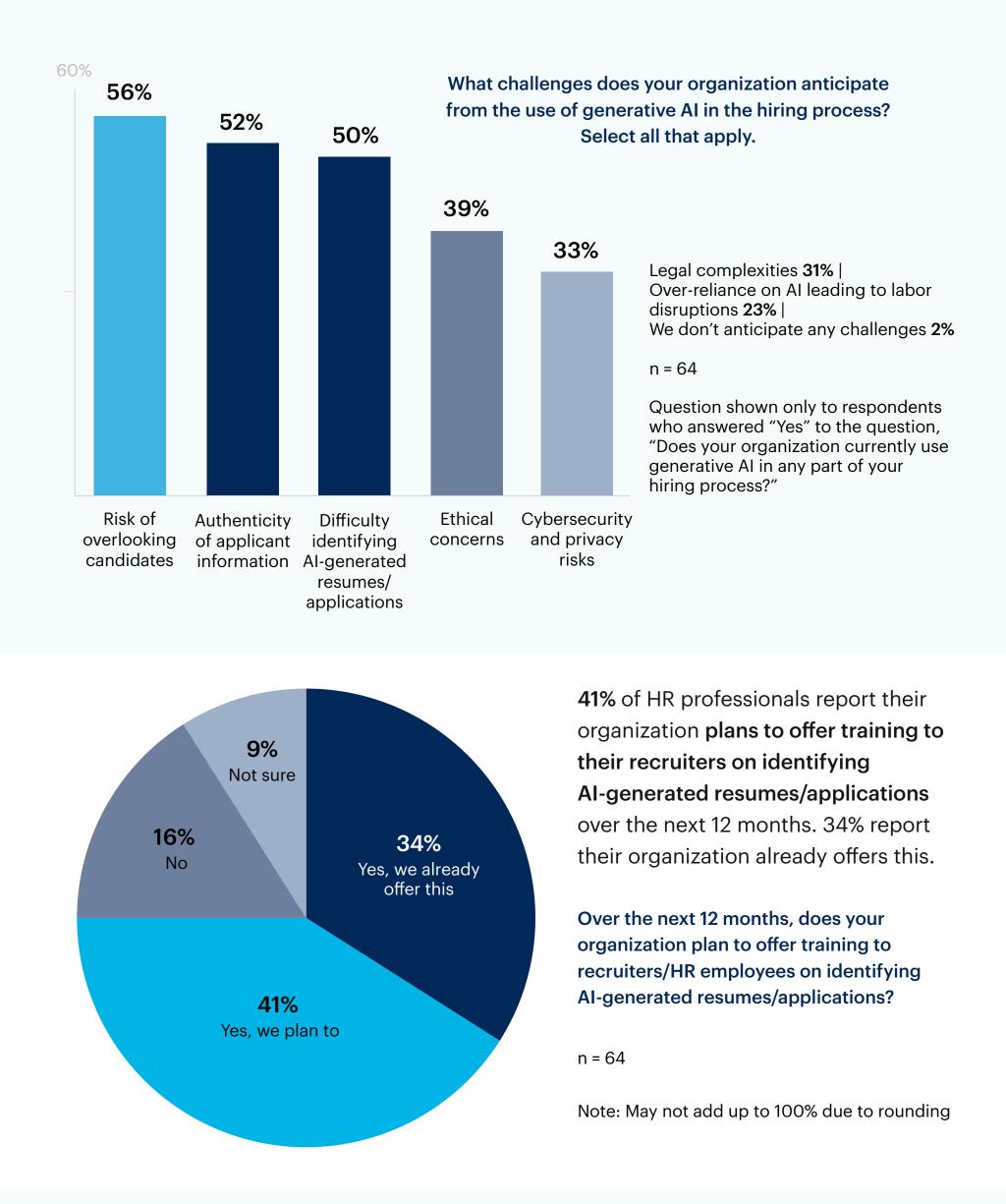
will somewhat increase, while just 5% report their organization will decrease investments.

most report their organization will be increasing

investments over the next 12 months

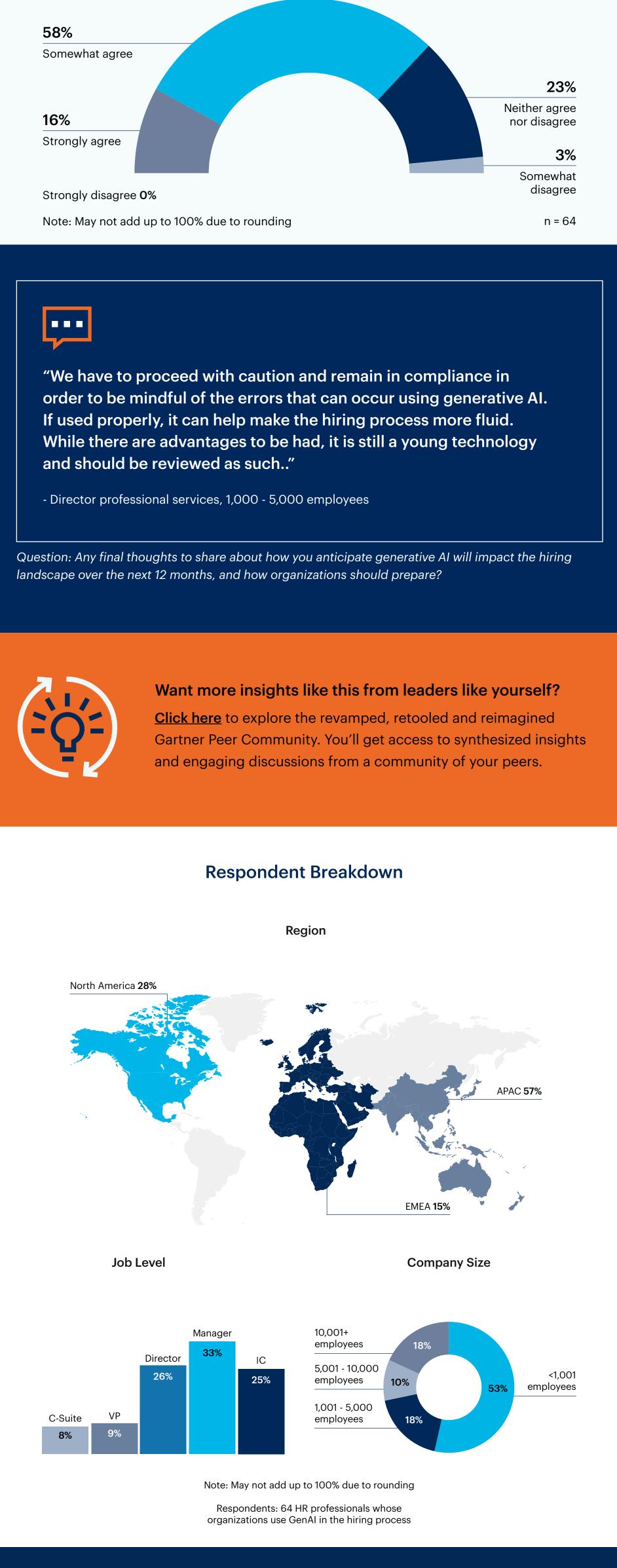


The top selected challenge respondents anticipate their organization will face from using GenAl in the hiring process is the risk of overlooking candidates (56%). Authenticity of applicant information (52%), and difficulty identifying AI-generated resumes/applications (50%) are also selected by at least half of respondents.



74% of respondents somewhat or strongly agree that the benefits of generative AI in the hiring process outweigh the risks. Just 3% disagree.

How do you feel about the following statement: "The benefits of generative AI in the hiring process outweigh the risks."



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