

Bachelorthesis

Modern Recruiting: Implementation of AI in Personnel Selection

Artificial intelligence (AI) and algorithms play an increasingly important role in various areas of everyday work. Many companies try to take advantage of this, for example in recruiting. Various questions arise in this context: How can the selection of applicants be made fairer and more efficient? How can recruiters be supported in this process?

As previous studies on the use of AI suggest, there is a certain skepticism about algorithms and AI among users. Does this also apply to the recruiting context or are recruiters grateful for computerized assistance and recommendations?

To investigate these questions, you will design an experimental research design in cooperation with the Research Group Human Resource Management at IBU (<https://www.ibu.kit.edu/1985.php>). The subsequent programming of the experimental environment will be done in oTree with the supervisors' support, if necessary. In addition, the work includes conducting a feasibility study on the basis of an exemplary data collection and the analysis and processing of the data.

Tasks:

- Topical literature review
- Further development of research questions
- Programming of the experimental environment with the help of the supervisors
- Largely independent collection of data
- Development of qualitative/quantitative data analysis
- Deriving relevant conclusions

Are you interested?

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