

PUTTING AI IN ITS PLACE

Artificial Intelligence should be part of the recruiting process, but it can't replace the human touch, according to Korn Ferry survey

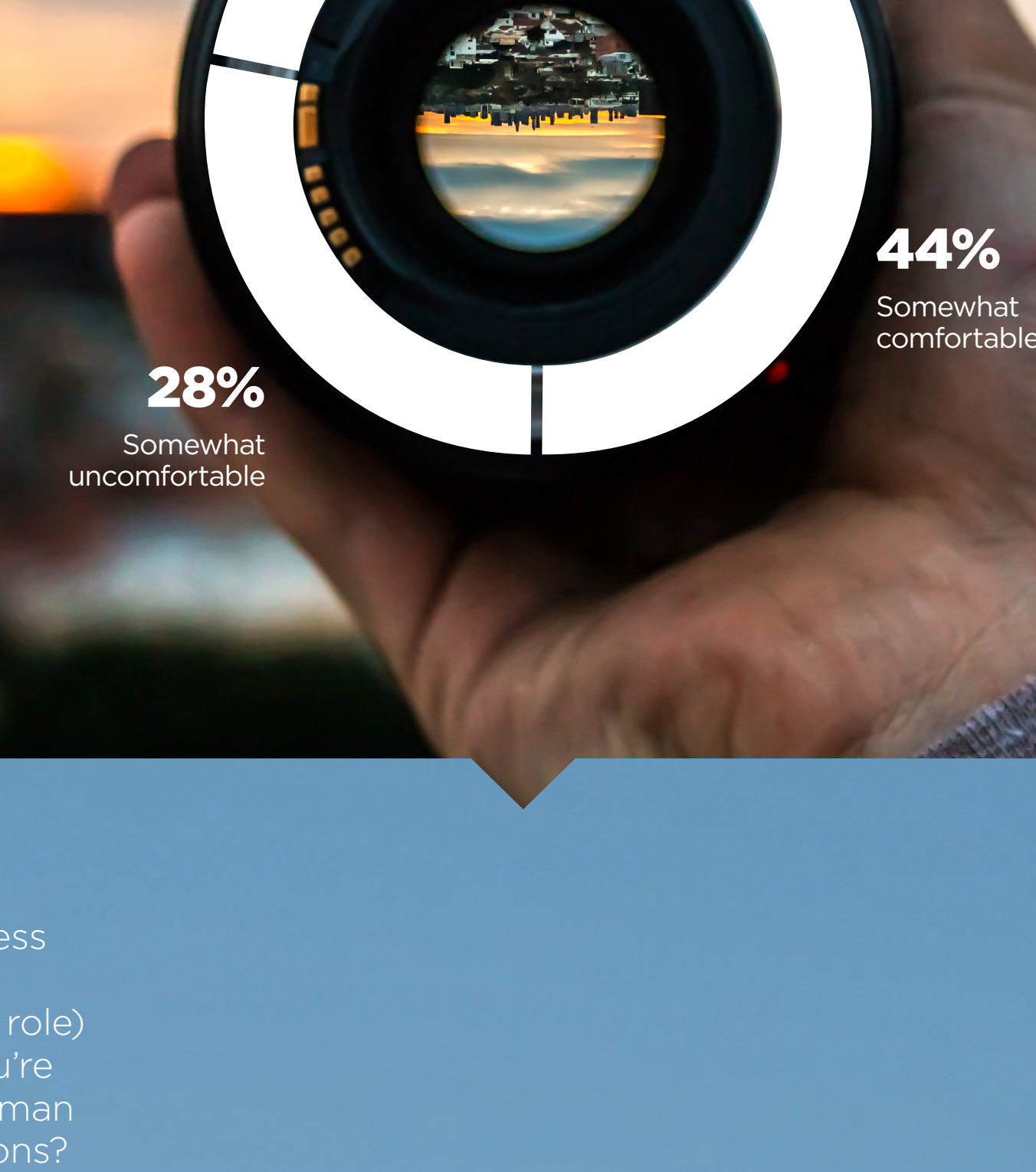


72%

of people said they think Artificial Intelligence (AI) should be used during the recruitment process.



When you do know it's an AI recruiter vs. a human recruiter in the recruitment process, how comfortable do you feel in dealing with it?



In the initial stages of the recruitment process (e.g. discussing your interest in a potential role) can you tell when you're not dealing with a human in recruitment situations?



Would you think it fair for an AI recruiter to judge your resume instead of a human, determining whether you are interviewed or not?

68%

think it would not be fair

Do people trust an Artificial Intelligence recruiter more or less than a human recruiter when it comes to finding jobs?



To what extent do people agree with the following statements:

90%

agree

79%

agree

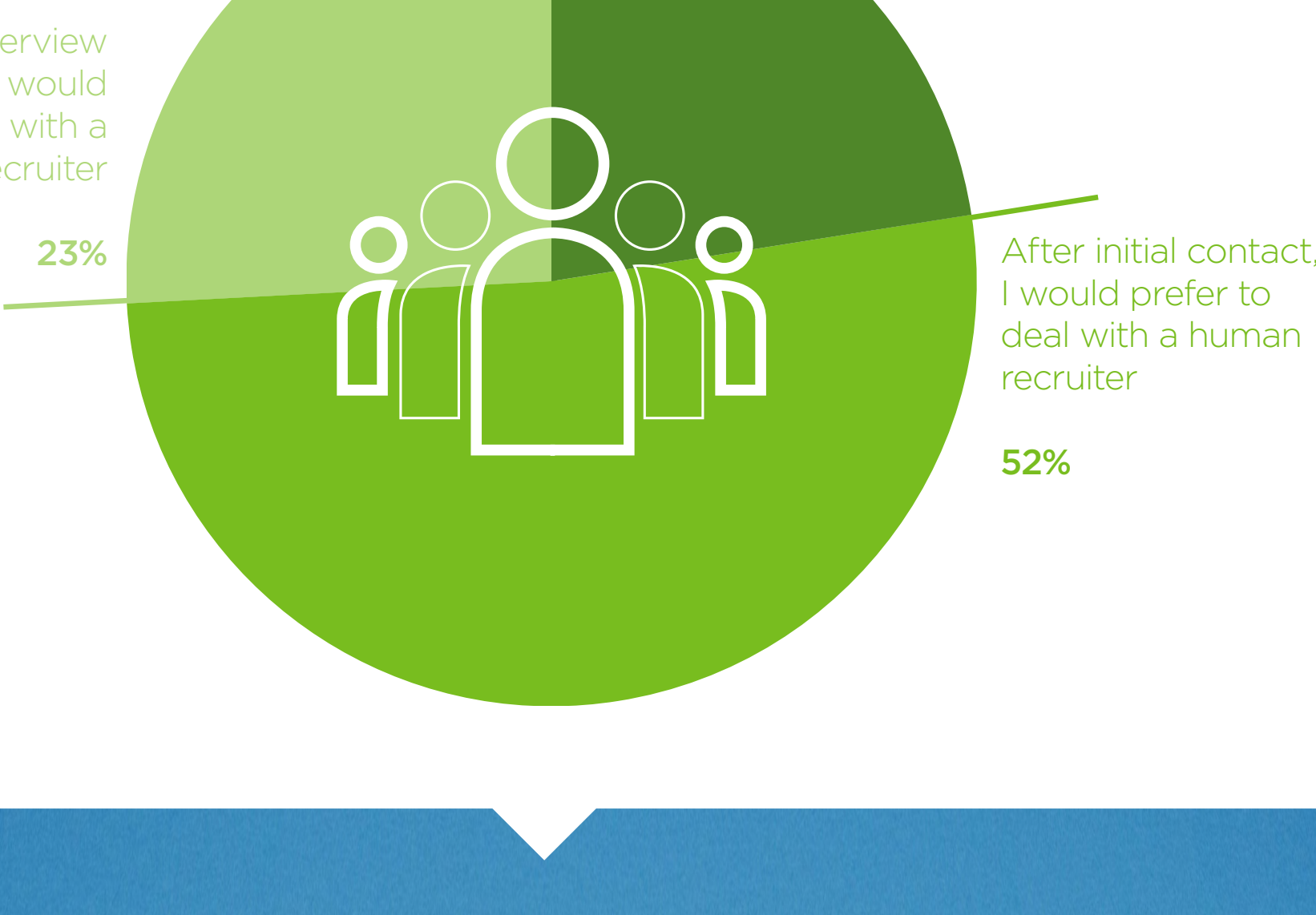
"Technology cannot replace the human interaction required to recruit effectively."

"Recruitment needs major change through the adoption of new technology."

Is there any point in the recruitment process where you would prefer to stop dealing with an AI recruiter and start dealing with a human?

I would prefer to deal with a human recruiter throughout the entire process

From an interview onwards, I would prefer to deal with a human recruiter



Do you think AI systems in recruitment work?

No, I don't think automated recruitment works most of the time

52%

Yes, automated recruitment works most of the time

35%

No, I don't think automated recruitment works all the time

11%

What do you value most from dealing with human recruiters?

28%

said that they can build personal relationships with them

22%

said they're more subjective when selecting candidates

21%

said that human recruiters really know what they want from a role

17%

felt that they care more about the job they're doing

What do people value the most from dealing with AI recruiters?

17%

More accurate in finding jobs opportunities that work for me

25%

They're unbiased and more fair

30%

Faster recruitment process

22%

More efficient than human recruiters

7%

A better candidate experience

When asked, people said they had seen an impact AI systems have on the following factors:

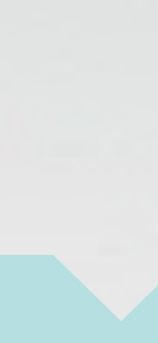
Speed of the recruitment process

26%



Quality of the recruitment process

17%



Are you concerned about the impact that AI has on the recruitment process and the way you interact with recruiters?

66%

said yes

Does the use of AI during the recruitment process impact the reputation of an employer?

