Category

Data & AI

AI-Enabled HR & Talent Management Playbook (Recruiting, Learning)

Using AI to improve talent decisions without quietly automating away fairness

- Practitioner
- Advanced
- Template Included

- Administrator
- 30 September 2021
- 4 minute(s)

Overview

A framework for deploying AI in HR and talent management functions — recruiting screening, learning personalization, and workforce analytics — that builds bias testing and human oversight into deployment design from the outset, given the direct employment consequences these applications carry for real people.

Isn't AI recruiting screening more objective than human screening,

since it removes individual reviewer bias? AI screening can reduce certain forms of individual reviewer inconsistency, but it can also encode and scale systemic bias present in historical training data if not specifically tested and corrected for — "more consistent" isn't

automatically "more fair" without deliberate bias testing.

What's the most important safeguard for AI use in employment

decisions specifically? Maintaining genuine human review and accountability for actual employment decisions, with AI supporting rather than replacing human judgment, combined with regular disaggregated bias testing across candidate or employee demographic groups.

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