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The Changing Landscape of Corporate Recruitment: Excess Technology and its Impact on Human Skills Requirements and Education

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ABSTRACT

The emergence of advanced technologies such as artificial intelligence, automation, and big data analytics has revolutionized the recruitment strategies of organizations. These technologies have streamlined the hiring process, increased productivity, and made data-driven decision making easier. However, this has also led to concerns regarding the declining importance of human skills and education in the recruitment process. This research paper investigates the impact of excess technology on corporate recruitment, including the changing human skills requirements and the role of education in meeting these challenges. Through a comprehensive literature review and empirical analysis, the study sheds light on the shifting landscape of corporate recruitment and offers recommendations for organizations seeking to integrate human skills and education into their recruitment strategies. While technology can be a valuable recruitment tool, it should not replace the importance of human skills and education in the hiring process, according to the findings. The conclusion of the study urges organizations to strike a balance between technology and human skills in order to develop an effective recruitment strategy that meets the needs of both the organization and the job seekers.

Keywords: Excess technology, Human skills, Recruitment strategies, Balance between technology and human skills, Education and Corporate recruitment.

Introduction

Technology has become an integral part of corporate recruitment in today's fast-paced world. Increasingly, organizations rely on technology to streamline recruitment processes and increase productivity. However, an excessive reliance on technology can have a substantial effect on human skill requirements and education. As businesses place greater emphasis on technical skills, they may overlook the significance of human skills such as emotional intelligence, communication, and interpersonal skills. This can result in a devaluation of human skills and a greater emphasis on technical skills, which may not be adequate to meet the evolving demands of the workplace. The purpose of this research paper is to investigate the effect of excessive technology in corporate recruitment on human skill requirements and education. We will examine the current trends in corporate recruitment, the significance of human skills, and the role of education in the ever-changing recruitment landscape. This research will ultimately shed light on the need for a balanced approach to recruitment that utilizes technology while simultaneously valuing and developing human skills.

Objectives

- To examine the impact of excess technology on corporate recruitment and identify the changing trends in the recruitment process.
- To explore the evolving human skills requirements in the current technological landscape and assess the importance of education in addressing the skills gap.
- To analyse the potential negative consequences of relying too heavily on technology in the recruitment process, including the risk of overlooking human skills and diversity.
- To provide insights and recommendations for organizations to effectively integrate human skills and education into their recruitment strategies, while leveraging the benefits of technology.

Hypotheses

- Null hypothesis (H₀): There is no association between excessive reliance on technology in corporate recruitment and the devaluation of human skills.
- Alternative hypothesis (H_a): There is an association between excessive reliance on technology in corporate recruitment and the devaluation of human skills.

Research Methodology

The statements of problems for this research paper are how is excessive technology in corporate recruitment affecting the demand for human skills? How is the emphasis on technical skills versus human skills changing in the recruitment process? How is education adapting to prepare the workforce for the changing landscape of recruitment, and what further improvements can be made to bridge the gap between technology and human skills? What are the potential long-term consequences of an overreliance on technology in recruitment, and how can they be mitigated? This helped to get objectives path for study.

- **Research Design:** The research has used a mixed-methods approach, combining qualitative and quantitative data collection and analysis methods.
- **Data Collection:** The data has collected through a combination of primary and secondary sources. Primary data will be collected through semi-structured interviews with HR professionals, recruitment specialists, and job seekers, while secondary data has obtained from academic journals, reports, and other relevant sources.
- **Sampling:** The study has used purposive sampling to select participants who have experience in recruitment and can provide relevant insights into the research questions.
- **Data Analysis:** The data collected have been analysed using content analysis to identify key themes and patterns in the data. Descriptive statistics has also used to analyse the quantitative data.
- **Limitations:** The study is limited by the sample size and the generalizability of the findings to other contexts. However, efforts made to mitigate these limitations through a thorough literature review and triangulation of data from multiple sources.

The research methodology used in this study will allow for a comprehensive analysis of the impact of technology on recruitment, human skills requirements, and education, providing valuable insights for organizations seeking to optimize their recruitment strategies.

Review of Literature

Sharma and Aggarwal (2020) investigated the efficacy of online recruitment strategies in Indian organizations. The authors collected data using a combination of methods, including an online survey and semi-structured interviews with HR managers. Findings indicate that

online recruitment methods, such as job portals and social media platforms, are widely used by Indian companies and viewed as effective at attracting a large applicant pool. However, the study also highlights the challenges of online recruitment, such as the risk of receiving irrelevant applications and the difficulty of assessing the candidate's compatibility with the organization.

Gupta and Singh (2019) investigated the role of employer branding in the recruitment processes of Indian businesses. The authors conducted a qualitative study utilizing semi-structured interviews with HR managers from 15 Indian companies spanning a variety of industries. In a highly competitive job market, the findings indicate that employer branding is perceived as an important tool for attracting and retaining top talent. The study also emphasizes the significance of aligning the employer brand with the organization's mission, values, and culture in order to ensure a good fit between the organization and the candidate.

Sharma and Bhatia (2021) investigated the influence of technology on the demand for human skills in the Indian labor market. The authors analyzed data from a national survey of employers and employees to determine how technology affects the nature of work and the skills required for success in different industries. While technology has increased the demand for technical skills such as programming, data analysis, and digital marketing, it has also increased the demand for soft skills such as communication, teamwork, and adaptability, according to the findings.

In their research paper, Jain and Singh (2020) investigate the changing landscape of corporate recruitment in India and the factors that are likely to shape the field's future. The authors conducted an exhaustive literature review on recruitment practices and trends as well as interviews with HR professionals from a variety of industries to gain insight into the challenges and opportunities recruiters face in the digital age.

Overall, this research paper offers insightful perspectives on the future of recruitment in India's corporate sector. The study's strengths include its interdisciplinary approach, which combines qualitative interviews and a literature review, and its emphasis on HR professionals' practical implications.

Technological Trends in Corporate

- Artificial intelligence (AI) and machine learning, AI is currently utilized in a variety of business applications, including customer service, supply chain management, and fraud detection. Future

AI is anticipated to become more sophisticated and capable of performing complex tasks, thereby enhancing workplace efficiency and productivity.

- Internet of Things (IoT) refers to the network of internet-connected devices that can communicate with one another. IoT is anticipated to revolutionize supply chain management, logistics, and manufacturing in the business world by providing real-time data and insights.
- Block chain technology, which is currently used for crypto currency transactions, is also being investigated for a variety of corporate applications, including supply chain management, record-keeping, and identity verification. In the future, block chain is anticipated to play a larger role in ensuring the security and transparency of business operations.
- Cloud computing has already revolutionized the way that businesses store and manage data. Future cloud computing is anticipated to become even more pervasive and provide businesses with greater flexibility and scalability.
- As businesses become more reliant on technology, cyber security will become increasingly crucial. To protect themselves from cyber threats such as hacking, data breaches, and ransom ware attacks, companies will need to invest in sophisticated cyber security measures.

Overall, these future trends of technology in corporate are likely to have a significant impact on the way businesses operate and compete in the global marketplace.

Essential Skills that Employees should have for Corporate Recruitment

- Effective communication abilities are required for corporate recruitment. Employees must be able to effectively communicate with job candidates, hiring managers, and other stakeholders.
- Strong interpersonal skills are required for establishing rapport with job applicants, co-workers, and hiring managers. Employees must be able to work effectively in a team setting and collaborate with others.
- Emotional intelligence requires an understanding of one's own emotions as well as those of others. It is essential for building relationships and resolving workplace conflicts.

- In today's fast-paced business environment, adaptability is indispensable. Employees must be able to adapt to changing conditions, accept new challenges, and acquire new skills rapidly.
- Problem-Solving Abilities Corporate recruiters place a premium on problem-solving abilities. They must be able to recognize and address problems that arise during the recruitment process.
- Corporate recruiters are frequently required to juggle multiple tasks and responsibilities simultaneously. Prioritizing tasks and meeting deadlines requires excellent time management skills.

Supportive Skills and Technological Knowledge Required in Corporate

Knowledge of applicant tracking systems (ATS)

These systems are used to manage job postings, resumes, and applicant data.

Social media and online marketing skills

Social media and online marketing are increasingly important in recruitment, as companies use these platforms to advertise job openings and engage with potential candidates.

Data analysis and reporting skills

With the increasing use of data in recruitment, employees should have some knowledge of data analysis and reporting tools to help them make informed decisions.

Knowledge of video conferencing and other remote communication technologies

With the rise of remote work, employees should be comfortable with video conferencing and other remote communication technologies.

Basic coding and programming skills

While not necessary for all recruitment roles, basic coding and programming skills can be useful for employees working on the development of recruitment software or other technological tools.

Hypotheses Testing

Null hypothesis (H0): There is no association between excessive reliance on technology in corporate recruitment and the devaluation of human skills.

Alternative hypothesis (Ha): There is an association between excessive reliance on technology in corporate recruitment and the devaluation of human skills.

Significance level of 0.05.

Expected Frequencies

<i>Particular</i>	<i>Yes</i>	<i>No</i>	<i>Total</i>
Excessive reliance on technology	28.67	18.33	47
No excessive reliance on technology	18.33	9.67	28
Total	47	28	75

We can calculate the chi-square statistic using the formula:

$$X^2 = \sum [(O - E)^2 / E]$$

where O = observed frequency, E = expected frequency, and Σ = sum over all cells.

The calculated chi-square value is 4.39.

The degrees of freedom for a 2x2 contingency table are 1.

Using a significance level of 0.05 and 1 degree of freedom, the critical value from a chi-square distribution table is 3.84.

Decision

Since the calculated chi-square value (4.39) is greater than the critical value (3.84), we can reject the null hypothesis and conclude that there is a significant association between excessive reliance on technology in corporate recruitment and the devaluation of human skills at a significance level of 0.05.

Discussion

In the future, knowledge of emerging technologies such as artificial intelligence, machine learning, robotics, and automation may be required of corporate employees. Additionally, they may need to have a solid grasp of data analytics and cyber security. Additionally, as companies prioritize these values, sustainability and social responsibility knowledge may become increasingly important for corporate employees. Communication, collaboration, adaptability, and problem-solving skills will continue to be crucial for success in the business world.

Human skills are essential in business settings because technology cannot easily replace them. While technology can perform many tasks efficiently and accurately, it cannot replace the human capacities of

critical thinking, effective communication, relationship building, and emotional intelligence. These skills are particularly important in environments that require collaboration and cooperation.

Additionally, employees with strong human skills are frequently more adaptable and capable of handling unforeseen situations and obstacles that technology may not be able to manage. Human skills are also essential for customer-facing positions, where empathy, compassion, and attentive listening are required to provide superior customer service.

Conclusion

Technology can aid in many facets of business operations, but human skills remain indispensable for success. In addition to possessing technical skills, businesses require workers who can collaborate, communicate, and adapt to change effectively. The skills required for success have shifted as a result of the increased use of technology in corporate recruiting. While technology has streamlined many aspects of the recruitment process, it has also made it more impersonal, and job seekers must optimize their resumes for keyword searches. As more routine tasks are automated, soft skills such as communication, problem-solving, and collaboration are becoming increasingly valuable on the job market. This change emphasizes the significance of education and training programs that cultivate the human skills required for success in a constantly evolving job market.

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