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Effects of AI-Powered Hiring Platforms on Diversity and Talent Acquisition in the Indian IT Industry

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Abstract

The rapid adoption of Artificial Intelligence (AI) in recruitment has transformed traditional talent acquisition practices in the Indian Information Technology (IT) industry. AI-powered hiring platforms are increasingly used for candidate sourcing, resume screening, skill assessment, interview scheduling, and predictive evaluation, enabling organizations to process large applicant pools efficiently and reduce recruitment time and costs. This study examines the effects of AI-powered hiring platforms on workforce diversity and talent acquisition in the Indian IT industry. It explores how AI-based recruitment tools can improve access to talent by standardizing screening processes, identifying skills beyond conventional qualifications, and potentially reducing certain forms of human bias. At the same time, algorithmic decision-making may reproduce or amplify existing inequalities when AI systems are trained on historically biased recruitment data or rely on inappropriate selection criteria. The study further examines concerns related to gender, caste, socioeconomic background, disability, and regional diversity in technology-sector recruitment. Particular attention is given to transparency, explainability, data privacy, algorithmic accountability, and the role of human oversight in AI-assisted hiring decisions. The review suggests that AI can enhance recruitment efficiency and broaden talent identification, but its contribution to diversity depends largely on the quality of training data, algorithmic design, monitoring mechanisms, and organizational policies. The study emphasizes the need for regular bias audits, transparent evaluation criteria, diverse training datasets, human supervision, and ethical governance frameworks. Responsible implementation of AI-powered hiring platforms can therefore support both efficient talent acquisition and a more inclusive workforce in the Indian IT industry.

Keywords: Artificial Intelligence, AI-Powered Recruitment, Talent Acquisition, Workforce Diversity, Indian IT Industry, Algorithmic Bias, Recruitment Technology, Gender Diversity, Ethical AI, Human Resource Management.

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