

AI IN RESUME SCREENING AND RECRUITMENT BENEFITS AT INFOSYS

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ABSTRACT: Infosys and other firms have transformed their recruitment and hiring procedures by using Artificial Intelligence (AI) into resume screening and recruitment processes. AI-powered systems can instantly analyze a large volume of resumes and select applicants whose qualifications, skills, and background closely match the job requirements. This technology ensures that candidates are evaluated more objectively, speeds up the recruitment process, and reduces human prejudice. AI-powered recruitment also enhances the candidate experience by enabling rapid communication and personalized involvement. Infosys uses artificial intelligence (AI) in its recruiting process to attract top personnel in a competitive global market while also lowering hiring expenses and optimizing business processes.

Keywords: *AI in Recruitment, Resume Screening Automation, Talent Acquisition Efficiency, Candidate Shortlisting, Bias Reduction in Hiring, Recruitment Analytics*

I. INTRODUCTION

Artificial intelligence (AI) has emerged as a game-changing technology in the modern job market, dramatically altering the hiring process. When a large number of applications are received for a limited number of positions, many organizations must review resumes and pick applicants. This is one of its most effective applications. Traditional recruiting tactics require a lot of physical effort, which may be time-consuming, expensive, and biased. The goal of AI-powered recruiting solutions is to alleviate these issues by increasing the automation, efficiency, and accuracy of the hiring process.

AI for resume screening analyzes, organizes, and prioritizes resumes using data-driven algorithms, machine learning (ML), and natural language processing (NLP). These algorithms can find relevant talents, credentials, and experiences by assessing both structured and unstructured

data in applications. This speeds up the shortlisting process by removing the need for recruiters to manually sort through hundreds of resumes. Artificial intelligence (AI) ensures that no competent candidates are overlooked by processing massive amounts of data in a matter of seconds.

One of AI's most notable features is its ability to reduce implicit bias in recruitment. Gender, age, ethnicity, and educational achievement may all have an impact on traditional employment processes. When AI-driven solutions are properly built and prioritize skills, expertise, and competencies, the hiring process becomes more egalitarian and accessible to all. Individuals from diverse backgrounds compete on an equal footing, which strengthens the organization's culture and increases its variety.

AI also improves the candidate experience by providing responses that are both faster

and easier to understand. Traditional recruiting techniques can leave applicants feeling ignored owing to a lack of timely feedback or updates. AI-enabled platforms and chatbots have the ability to interact with prospective clients, check their applications, and even schedule interviews. This allows for a more interactive and seamless recruitment process. In a competitive employment market, organizations may attract top talent and build a strong employer brand by providing candidates with a favorable experience.

Employers save significant time and money by incorporating artificial intelligence (AI) into the hiring process. Recruiters may prioritize more strategic activities, such as building relationships and determining whether a candidate is a good match for the corporate culture, over monotonous administrative work.

II. LITERATURE SURVEY

Chavez, R., & Patel, N. (2025): Examine the potential of artificial intelligence (AI) to improve diversity and inclusion in the recruitment process. Analyzing employment data patterns might help AI systems uncover and reduce biases associated with gender, ethnicity, and other demographic variables. As a result, hiring practices may become more equal. The authors discuss AI-driven recruiting strategies and tools, such as blind hiring methods and algorithmic fairness requirements. They also assess the efficacy of various techniques for promoting diversity and inclusion. The essay also discusses the ethical quandaries and obstacles that come with using AI, and it offers advice for firms looking to use AI responsibly.

Singh, R., & Mehta, S. (2025) : Singh and Mehta conducted a paper in 2025 to evaluate possible future breakthroughs in AI recruiting. The article discusses the integration of AI with other HR technologies, advances in machine learning algorithms, and the increasing use of AI in recruitment and engagement. The authors expect that AI will have an impact on the recruiting process in the future, focusing on potential modifications to onboarding and job advertisements. The report also discusses the problems and potential associated with the widespread use of AI in hiring and offers advice on how businesses should prepare for the future of AI-driven hiring.

Lopez, J., & Garcia, S. (2025): This paper looks into the possibility of using artificial intelligence into a large organization's recruitment processes. The authors examine the outcomes of AI adoption, focusing on recruitment efficiency, candidate quality, time to hire, and cost savings. The paper provides a wealth of information about the techniques used during the implementation phase, including staff training, process modification, and tool selection. The findings suggest that AI has the potential to significantly improve the recruitment process. They also emphasize the need of monitoring algorithm performance, addressing biases, and ensuring that individuals always have control. The paper concludes with a compendium of best practices for firms planning to use AI in their recruitment processes. These require continuous evaluation and detailed planning.

Garcia, L., & Martinez, P. (2024): This paper provides a complete examination of the use of AI in the employment process, contrasting techniques across industries

and nations. The writers discuss the benefits and drawbacks of AI-powered employment solutions for enterprises globally. These include variations in technology, laws, and culture. The report examines case studies from around the world to demonstrate the effectiveness of AI in recruitment and how it is used by a range of persons. The authors also discuss the possibility of worldwide uniformity in AI employment procedures and the future of AI recruiting.

Roberts, A., & Clark, M. (2024) : This paper looks into the potential of AI to forecast employee attrition by analyzing recruiting data patterns. The authors use prediction models that take into account aspects such as work satisfaction, engagement levels, and performance measures to determine the likelihood of an employee leaving the firm. The paper looks into the accuracy of predictive modelling approaches and resources, such as machine learning algorithms and data analytics, in assessing attrition risk. The findings show that AI may provide significant insights for proactive retention initiatives, allowing firms to address potential difficulties before they become a problem.

Harris, L., & Thompson, G. (2024). : This paper investigates the benefits and drawbacks of AI-driven resume screening. The authors discuss the benefits and drawbacks of applying algorithms, including improved candidate matching, reduced bias, and increased efficiency. They also address issues about algorithmic transparency, data privacy, and the importance of human oversight. The inquiry looks into case studies of firms that have altered the recruitment process by using AI to vet applicants. The findings suggest that AI has the ability to accelerate

and improve the equity of resume screening. However, in order to ensure its effectiveness, ethical and practical concerns must be carefully considered.

III. BENEFITS OF AI IN RESUME SCREENING AND RECRUITMENT

Faster Resume Screening

AI can evaluate hundreds or thousands of resumes in a fraction of the time that a human recruiter does. AI automates the first screening process, sorting applicants based on preset requirements such as education, experience, and skills. This enables organizations to accomplish work faster.

Enhanced Candidate Matching

AI systems identify the most competent applicants based on job descriptions and credentials. To ensure that recruiters prioritize the most qualified individuals for the post, they not only compare keywords but also consider skills, experience, and even career growth patterns.

Reduced Human Bias

AI can reduce unconscious bias in the recruitment process by emphasizing only a candidate's qualifications and relevant experience. This promotes inclusivity and diversity by giving each candidate an equal opportunity, rather than relying on subjective evaluation.

Improved Quality of Hire

AI helps in the recruitment of high-performing employees by ensuring that candidates are a good fit for the post. Identifying personnel with the necessary skills and potential for growth reduces turnover and increases the organization's long-term performance.

Cost Efficiency

The initial recruitment process can be automated to save both time and money. HR professionals can spend more time forming relationships with excellent prospects and making strategic decisions if they devote less time to administrative responsibilities and exhaustively evaluating applications.

Scalable Recruitment Process

AI simplifies and accelerates the processing of a large number of applications for enterprises. AI ensures that no candidates are ignored, and that the process runs smoothly and consistently during peak hiring periods, such as campus drives or seasonal hiring.

Data-Driven Insights

AI systems can generate reports on talent shortages, recruiting trends, and candidate pools. Instead than depending exclusively on intuition, these insights enable recruiters to make fact-based recruiting decisions, find more qualified applicants, and write more effective job descriptions.

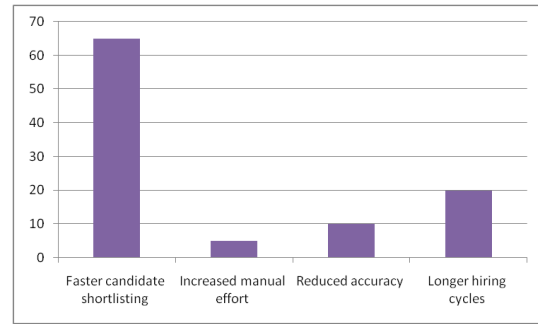
Continuous Learning and Improvement

AI algorithms are always gaining knowledge from historical recruitment data. As time passes, they improve their ability to identify the most promising individuals, anticipate their success, and streamline the recruiting process.

IV. DATA ANALYSIS AND DISCUSSION

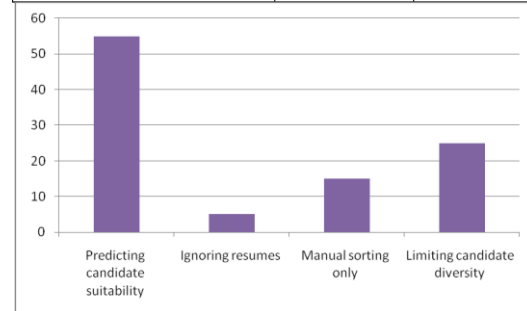
1. What is the main advantage of Infosys using AI for resume screening?

S.NO	PARTICULARS	RESPONDENTS	PERCENTAGE
1	Faster candidate shortlisting	65	65%
2	Increased manual effort	5	5%
3	Reduced accuracy	10	10%
4	Longer hiring cycles	20	20%
TOTAL		100	100%



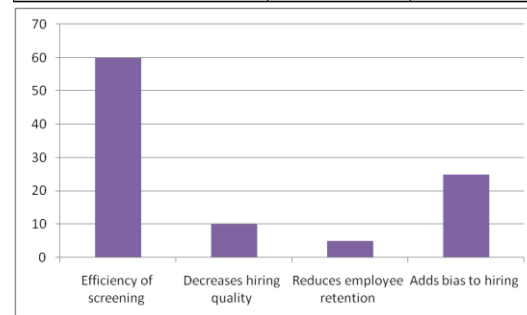
2. How does Infosys use AI to improve its recruitment process?

S.NO	PARTICULARS	RESPONDENTS	PERCENTAGE
1	Predicting candidate suitability	55	55%
2	Ignoring resumes	5	5%
3	Manual sorting only	15	15%
4	Limiting candidate diversity	25	25%
TOTAL		100	100%



3. What is the most significant way AI has benefited Infosys' hiring process?

S.NO	PARTICULARS	RESPONDENTS	PERCENTAGE
1	Efficiency of screening	60	60%
2	Decreases hiring quality	10	10%
3	Reduces employee retention	5	5%
4	Adds bias to hiring	25	25%
TOTAL		100	100%



DISCUSSION:

According to the findings, the majority of respondents (65%) believe that AI helps to reduce the pool of possible candidates throughout the hiring process. However, a small proportion of respondents (20%) noted difficulties with lengthier recruiting

cycles and reduced accuracy (10%), implying that there may be trade-offs to consider when implementing this.

The findings show that 55% of respondents believe AI can accurately predict a candidate's fitness. Nonetheless, misgivings persist. Five percent of respondents claimed that specific credentials are being overlooked, while twenty-five percent suggested that it may limit the diversity of candidates.

According to the findings, 60% of respondents believe that artificial intelligence streamlines the candidate evaluation process. However, 25% of respondents are concerned about the possibility of prejudiced hiring, while a smaller minority are concerned about a drop in recruitment quality (10%) and a drop in staff retention (5%).

V. CONCLUSION

The use of artificial intelligence (AI) to scan resumes and make recruiting decisions has significantly impacted the employment process. This method is now more efficient, effective, and less prone to error. AI tools make it easier to sort through a huge number of resumes, find the best prospects, and reduce bias, all of which lead to better recruiting.

HR professionals may engage with prospects and make better informed strategic decisions if they are not compelled to execute the same tasks repeatedly. Overall, this improves the efficiency of the employment process. Despite ongoing downsides such as ethical problems and reliance on high-quality data, AI's benefits in speeding, improving, and streamlining the employment process are clear. AI is a powerful tool for improving the efficacy, equity, and factual

accuracy of the recruitment process. This gives organizations an advantage in the recruitment and retention of qualified employees.

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