



Artificial-Intelligence Hiring System

Cameron Guilbert



What is happening?

Companies have started partnering with the recruiting-technology firm HireVue as a way of interviewing potential employees

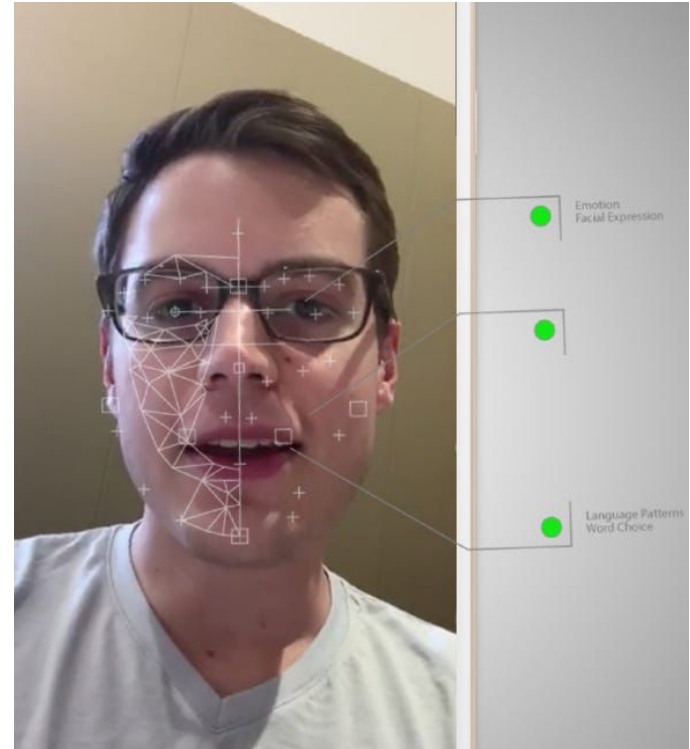
- System that uses computer or cellphone cameras and microphones
- Analyzes facial movements, word choice, and speaking voice

Many new companies have started using the system, such as Hilton, Goldman Sachs, and more than 100 others



HireVue Context

1. Employer makes written questions that HireVue's system presents to the interviewee
2. The system records and analyzes the response
3. The AI assesses facial movements, voice tone, and word choice
4. HireVue generates a report card for the employer
 - a. Likelihood of success
 - b. Behaviors
 - c. Willingness to Learn
 - d. The interviewee can not view this report





When did this event take place?

Within the last week, Hilton International has become a very big client for HireVue as they have started to use the system

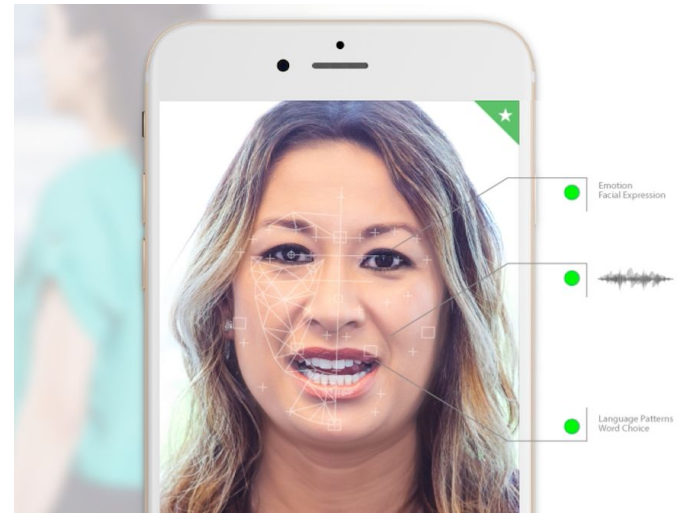
In addition...

- Carlyle Group invested \$18.5 billion in HireVue last month
- Interviews have taken place for many different companies daily



Who does it involve?

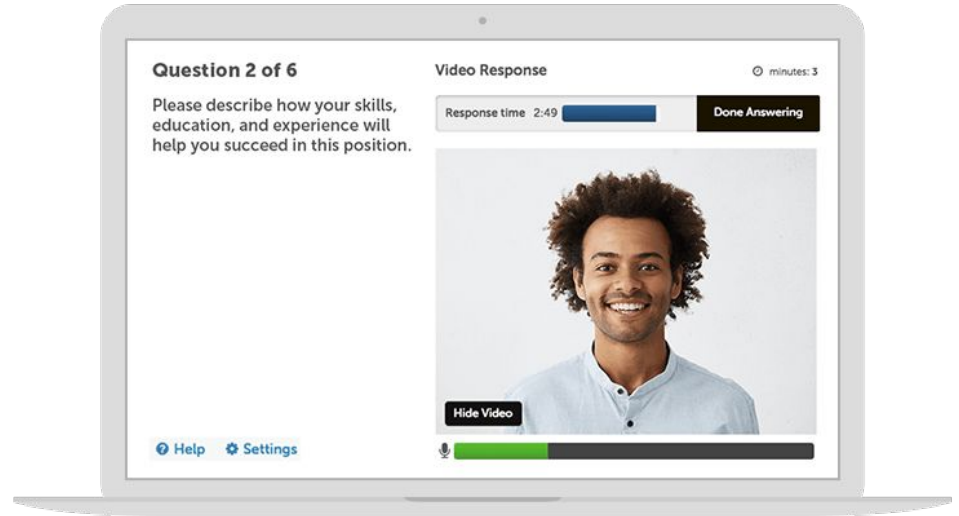
- HireVue: The artificial hiring system that analyzes interviewees
- Companies: Over 100 companies have started to partner with HireVue, such as Hilton International most recently, along with, Goldman Sachs, Unilever, Carlyle Group, etc.
- Interviewee: More than one million people have been analyzed through HireVue





Where did this event take place?

HireVue is an online system, so companies like Hilton International using the system and interviews through the system have all taken place on the web



Why did this event happen?

Companies have wanted to find a way to speed up the interviewing process, and HireVue does just that, as average hiring times have decreased from six weeks to five days by using the system





HireVue Support

- Employers are able to complete the hiring process at lightning speed, hiring process shortened from six weeks to five days
- Has saved 100,000 hours of interviewing time and \$1 million in recruiting costs
- The AI is very sharp and picks up on clues that a recruiter could easily miss



HireVue Opposition

- Some tests have shown that the AI can detect facial movements but lacks the ability to fully understand what they mean
- An interviewee's chance at a career is in the hands of a computer system
- Many interviewees are frustrated that they can't see their report card or understand why they did/didn't get the job they were interviewing for



Connection to Economics

Goals of free enterprise

- Economic efficiency: HireVue satisfies the goal to be more efficient within the economy
- Economic growth: HireVue satisfies the goal to expand the economy by providing a source where people can have a chance to earn jobs



Connection to Business/Management

STEEPLE

- Technology: HireVue is a technological advancement that has improved company productivity as they can now spend less time on the hiring process
- Ethical: Is it ethical to put one's chance at a career in the hands of AI



Website

<https://www.seattletimes.com/business/face-scanning-algorithm-increasingly-decides-whether-you-deserve-the-job/>