

Talent acquisition 5.0aa

Talent Acquisition 5.0??
?? "?????????????????????"(Human-Centric)
??
?? (Multi-generational Workforce)

? ?????????? Talent Acquisition 5.0

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1. AI & Automation	??? AI, Chatbots, ?????? ATS (ApplicantTracking Systems) ????????????????????????????,????? Job Matching, ????????????? CandidateExperience
2. Data-Driven Decision Making	?? (?????Time-to-Hire, Cost-per-Hire, SourceEffectiveness) ??
3. DEI (Diversity, Equity, Inclusion)	?? ????????????????????????, ?????????, ???? ????????????????????????
4. Employer Branding & Candidate Experience	?? ????????????????????????, Social Media ????????????????????????????
5. Human-AI Collaboration	???????????????? AI ?????????? ????????? AI ?? HR



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- AI-powered Recruitment Tools: ???? HireVue, Pymetrics, XOR, SeekOut
- Predictive Analytics: ??? ?
- Video Interview & AI Assessment: ?????????????????, ?????? ??? SoftSkills
- Skill-based Hiring: ??? HackerRank, Codility, TestGorilla
- Internal Talent Marketplace:??

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- ????????????????????????????????? (Data Privacy)
- ????????????????????????? (Bias in AI)
- ?????????????????? HR/Recruiter ?????????????
- ????????????????????????????? Tech ??? Touch

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- ?????? "?????????" ???
- ??? (Quality of Hire)

