

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)

