Inteligencia artificial aplicada al proceso de selección de personal [

2023

text (article)

Analítica

Artificial intelligence encompasses machines that are capable of learning, deducing and acting on their own, trying to imitate human behaviour. Most of these advances are supported by Machine Learning algorithms, being Deep Learning, which mimics the neural networks of the human brain. You can add value to the human talent management area by providing real-time information (data analytics) to your collaborators: entry records, time it takes the collaborator to do an activity, job performance levels, levels of skills acquired, hours of training, job profiles, degree of communication between collaborators, work environment, tastes and preferences, predictive reports to improve teamwork, leadership and make the best decisions. Currently it is necessary to promote in companies a dynamic environment in harmony with changes in organizations so that they are efficient and evolve correctly, the use of technology and information technology reached a boom with the automation of operational tasks that in the past did not overcome some difficult problems modeling, this knowledge and experience are only achieved when there is an environment that develops organizational learning and the number of experts. Explicit rule based software programs are easy to trace and understand, the same cannot be said for deep learning algorithms, due to their complexity they are difficult for humans to interpret and communicate. These limitations are one of the great challenges in artificial intelligence, (requires clarity in what is requested by the human), there is a lot of active research in these directions. A descriptive methodology was applied, with a documentary approach, that is, reviewing available sources on the network, with timely and relevant content to respond to what is discussed in this article

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