



A systematic Literature review on the Impact of AI Integration on Talent Acquisition Effectiveness: A Multidimensional Analysis

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Abstract

Human resource management (HRM) may face both possibilities and problems from artificial intelligence (AI). Despite the fact that studies on the influence of AI integration on the efficacy of talent acquisition have been conducted in recent decades, this study has not been thoroughly summarised in the literature. Such a review is required in order to: (a) direct future investigations to evaluate the effects of AI integration on the efficacy of talent acquisition; and (b) assist managers in utilising artificial intelligence technology in the most efficient manner.

This is a systematic review that looks at the connection between AI and the efficiency of talent acquisition. After conducting a thorough systematic assessment and analysis of the body of literature, we analyse and evaluate 23 publications that were published during a seven-year period (2018–2024) in 23 prestigious international journals. The influence of AI integration on the efficacy of talent acquisition is examined in our review. At multiple levels of study, the "antecedents, phenomena, outcome" process framework is used. We examine a few chosen articles based on their publishing history, theoretical frameworks, methodology, and the essential themes of "antecedents, phenomena, outcome." By contributing our perspective to the HR literature and offering themes based on alternate units of analysis and theories at the individual, group, and institutional levels, we offer helpful paths for future research.

Keywords: Artificial intelligence (AI), talent acquisition, recruitment, human resource management, multidimensional analysis, AI integration, talent acquisition effectiveness.

Introduction

The swift advancement of artificial intelligence (AI) has revolutionized several facets of the corporate world, one of which is the crucial domain of talent acquisition. Integrating AI-based solutions has emerged as a viable tool to boost the efficacy and efficiency of talent acquisition procedures as businesses want to obtain a competitive edge in the talent war. This paper attempts to investigate the many aspects that underlie this dynamic connection and offer a thorough analysis of the influence of AI integration on talent acquisition effectiveness.

One cannot overstate the significance of efficient talent acquisition as an organization's competitiveness and overall performance are largely dependent on its capacity to draw in, evaluate, and keep the best workers (Sattu et al., 2024; Pandita, 2019). In a fleetly evolving business environment characterized by increased globalization, technological disruption and changing workforce dynamics, traditional talent acquisition method has frequently proven inadequate to meet the demands of modern organization. This has led to a growing interest in embedding AI based results that promise to transfigure the way organization identify, engage, and engage top talent.

The current literature on the intersection of AI and talent acquisition provides precious perceptivity into the opportunities and challenges associated with this technology integration. Researchers have studied the impact of AI- enabled tools and application at different stages of the talent acquisition process, including acquisition, screening, evaluation, and decision making (Hmoud and Várallyai, 2021; Tiwari et.al., 2022; Tristram, 2019). These studies lime lighted the potential benefits of AI, similar as increased efficiency, reduced bias, and bettered seeker experience, as well as ethical considerations and organizational readiness factors that may impact the successful adoption of AI in talent acquisition.

Multivariate analysis of the impact. of AI Integration on Talent Acquisition Effectiveness is pivotal because this phenomenon involves a complex interaction of technological, organizational, and human factors. The literature review of this article linked several crucial dimensions that merit further investigation, including.

Operational efficiency: The impact of AI in simplifying and automating various talent acquisition processes performing in cost savings, reduced time to hire and perfecting overall operational efficiency.

Talent identification and Selection: The capability of AI- powered tools to ameliorate the identification and selection of potential candidate through predictive analytics, natural language processing and computer vision technique.

Job seekers experience: The impact of AI- powered recruiting on the overall seeker experience, including personalization, transparency, and engagement during the hiring process.

Organizational Readiness and Change Management: The part of organizational factors such as staff readiness, leadership support and change management strategies in easing the successful integration and adaptation of AI in talent acquisition.

Ethical considerations: Ethical challenges surrounding the use of AI in talent acquisition, including algorithmic bias, data protection, and the impact on human autonomy and decision making.

This review article aims to explore these multidimensional considerations. comprehensive understanding of the impact of AI integration on talent acquisition performance. The results of this review add to the growing body of knowledge in HR, informing both academic exploration and practical application for organisation seeking to harness the power of AI to ameliorate their talent acquisition strategies.

2) Research Methodology

This review paper uses an evidence-based systematic review based on the approach described by Tranfield, Denyer and Smart (2003). This approach enables a systematic, comprehensive, and transparent synthesis of existing research with the end of creating a reliable database and developing environment-sensitive knowledge. The methodical review process involved several main ways.

1. Database Hunt and Verification: The researchers conducted a comprehensive search of applicable databases using keywords related to artificial intelligence, talent acquisition and human resource management. The initial hunt yielded a large number of potentially applicable papers, which were also screened according to pre-specified addition and rejection criteria to identify the most applicable studies.
2. Quality assessment: Named studies passed quality assessment to insure the addition of high- quality peer- reviewed studies. This evaluation was grounded on criteria similar as methodological rigor, theoretical explanation, and contribution to the field.
3. Data Extraction and synthesis: crucial data were extracted from named studies, including study objects, method, findings, and implication. We have also used thematic analysis to synthesize findings and identify crucial dimensions and underlying connections.

4. Reporting and discussion. The review paper presents a detailed analysis of the being literature organized around identified crucial dimensions. A discussion of theoretical and practical implications and suggestions for future exploration directions follows.

During the review process, we used a methodical, transparent, and rigorous approach to insure the trust ability and validity of the results. Following the principles of an evidence based systematic review, this article aims to give a comprehensive and comprehensible assessment of the impact of artificial intelligence integration on talent acquisition effectiveness.

2.1 Selection of papers

Regarding the scope of the review, we concentrated on papers published in leading journals in the field (Mohammad Hossein Jarrahi, 2018), because high- quality journals contribute significantly to the academic development of the field. thus, we've included journals that are considered to be the most important publication channels in business exploration. To achieve this, we followed example from existing state of the art system reviews. In addition, the limitation of the literature hunt also ensures the quality of the studies included in the review according to systematic reviews in leading management journals. still, the coming step was to define their nature and determine the final if we chose our publishers. sample papers. consistent with our goal and standard practice for recent reviews of leading management journals, we concentrated on full- length peer reviews, but barred letters, editorials, book reviews, narrative, and responses. We also decided not to set a deadline because this is a methodical review of the relationship between these two important exploration areas, so we wanted to collect all potentially applicable studies. To conduct a comprehensive literature review on the impact of AI integration on talent acquisition. getting effectiveness, we conducted an extensive hunt for AI and talent acquisition effectiveness.

2.2 Coding

Since the purpose and need of our review is to gain results grounded on a methodical analysis of the literature in an unprejudiced way, we used multiphase qualitative coding as a logical system. In the first step, we validate the introductory information of each composition. including publication channel, time of publication, main content delved, type of paper (theoretical, empirical or review), methodology used (quantitative, qualitative, or mixed system), field environment of empirical exploration, and position of analysis (individual, team, organisation, societal/institutional, multi-level). We also documented the main theories used in the named

studies, including the geographic content of the data and the authors of the named studies, as this analysis was useful for interpreting the theoretical models, content and method used. We also proved the practical implication and directions for further exploration of each article in the final sample to identify recreating recommendations for further exploration.

Secondly, we used process logic, and specifically ‘antecedents- phenomenon - consequences’, to collude the connections between AI and talent acquisition effectiveness and identify crucial themes at their intersection.

3) Analysis & Interpretation

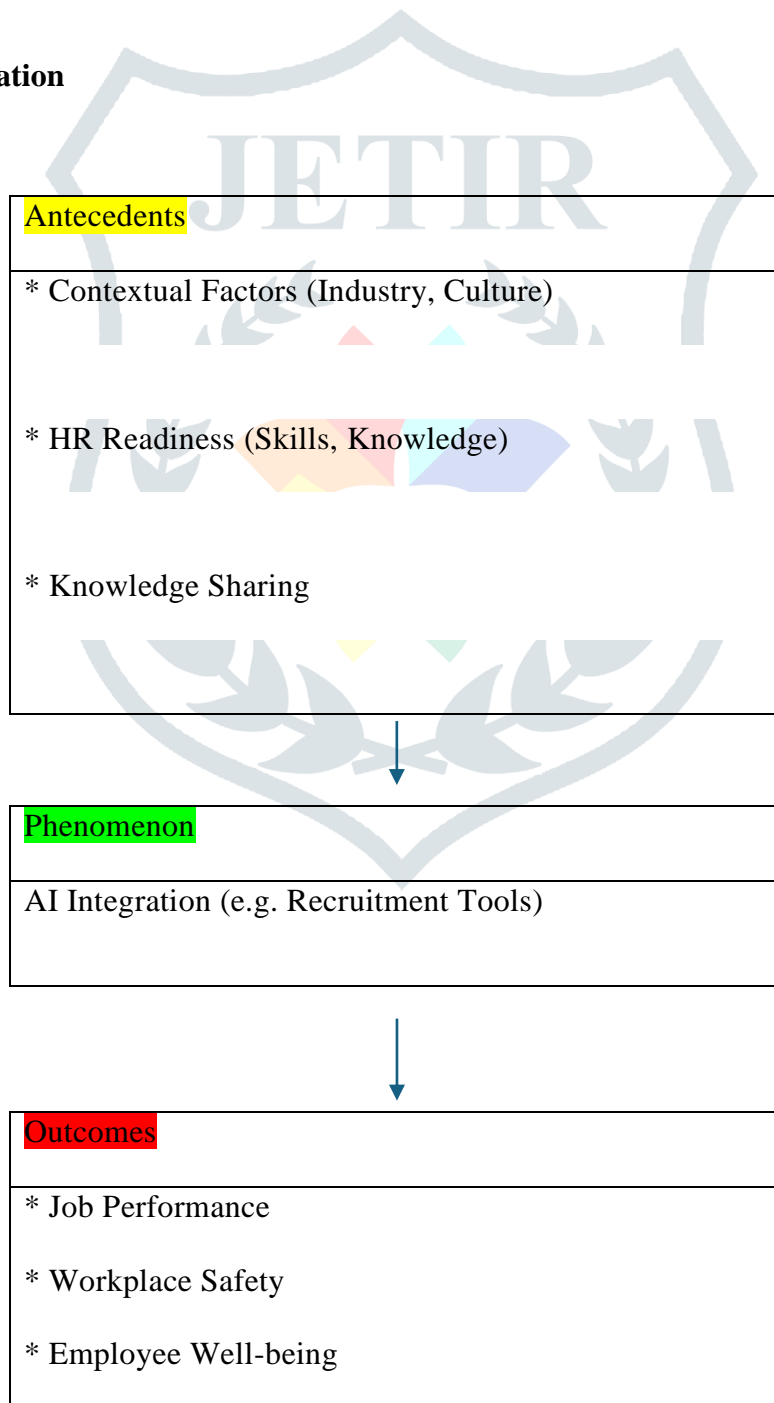


Fig. 1. Theme-guided ‘antecedents-phenomenon-outcomes’ framework.

Interpretation of Figure:

- **Antecedents:** These are the variables that affect the use of AI in hiring.

Contextual elements include things like company culture and industry.

HR Readiness: The ability, expertise, and readiness of the HR division to use AI.

Knowledge Sharing: The efficient exchange of AI-related best practices and knowledge inside the company.

- **Phenomenon:** This describes how AI is included into talent acquisition procedures, including employing AI-enabled hiring instruments.
- **Outcomes:** These are the consequences of employing AI in hiring. Examples include workers' well-being, job performance, and workplace safety.

Relationships:

- I. The arrows illustrate how the integration of AI is influenced by the antecedents and how it affects the consequences.
- II. Furthermore, moderating the correlations between the other variables are contextual considerations. For example, in some businesses, HR preparedness may have a greater influence on the adoption of AI. Organisations using this model to evaluate the effect of AI on their talent acquisition initiatives may find it useful. It draws attention to how different elements are interconnected and emphasises the necessity of a thorough strategy for effective AI integration.

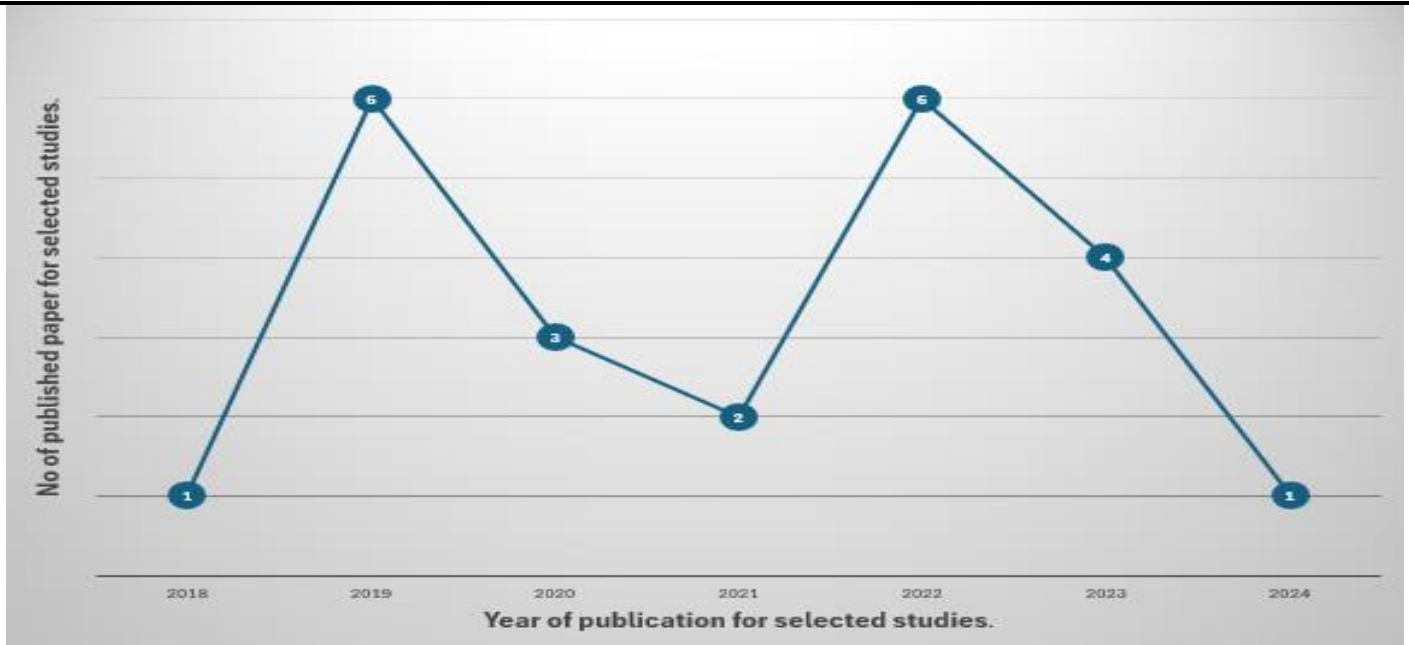


Fig. 2. Year of publication for studies selected.

Table 1: Article distribution across academic journals.

Journal	Entries
Journal of Business Ethics	1
Human Resource Management Review	1
Cognition, Technology & Work	1
Journal of Organizational Effectiveness: People and Performance	1
International Journal of Marketing and Human Resource Management	1
Journal of Agricultural Informatics	1
Human-Intelligent Systems Integration	1
Strategic HR Review	1
AHFE international	1
International Journal of Contemporary Hospitality Management	1
SAMVAD International Journal of Management	1
Heliyon	1

International Journal of Business and Management	1
MDPI	1
International Journal of Educational Technology in Higher Education	1
European Economic Letters	1
International Journal for research in applied Science and engineering technology	1
International Journal of Advanced Trends in Computer Science and Engineering	1
California Management Review	1
ICIEM (International Conference on Intelligent Engineering and Management)	1
Business horizons	1
Computers in Human Behavior	1
AI and Ethics	1

Table 2 Author, Years, theories, methods, and themes across levels of analysis.

Author	Year	Theory / Framework	Method	Level of Analysis	Key Themes
Ramesh Sattu, Simanchala Das, Lalatendu Kesari Jena	2024	-	Quantitative	Individual, Organizational	Perceived benefits, sacrifices, HR readiness, AI adoption intention
Sajin Jose	2019	-	Conceptual	Organizational	Recruitment innovation, HR technology, talent management strategies
Hmoud Bilal, László Várallyai	2021	Technology Acceptance	Qualitative	Individual	Trust in AI, perceived advantages, attitude towards

		Model			AI adoption
Vijay Pereira, Elias Hadjielias, Michael Christofi, Demetris Vrontis	2021	-	Systematic Review	Multi-level	AI impact on workplace outcomes across HR functions
Edward Tristram Albert	2019	-	Systematic Review	Organizational	AI applications in recruitment and selection stages
Maryam Alzaabi, Ahmed Shuhaiber	2022	Technology Adoption Model (TAM)	Quantitative	Individual	AI availability, perceived risks, AI adoption, organizational values
Rajasshrie Pillai, Brijesh Sivathanu	2020	Technology Adoption Model (TAM)	Quantitative	Individual	Chatbot adoption intention and usage in hospitality/tourism
Pooja Tiwari, Namita Rajput, Vikas Garg	2022	IT Innovation Theory	Quantitative	Individual	HR leaders' role in AI adoption for talent acquisition
Anna Lena Hunkenschroer, Christoph Luetge	2022	-	Literature Review	Organizational	Ethical considerations in AI- enabled recruiting
Deepika Pandita	2019	-	Evidence based Review	Organizational	Digital transformation in talent acquisition
Tiago Jacob Fernandes França, Henrique São	2023	-	Literature Review	Organizational	AI in potential assessment and talent identification

Mamede, João Manuel Pereira Barroso, Vítor Manuel Pereira Duarte dos Santos					
Giulia Baratelli, Elanor Colleoni	2022	-	Quantitative	Individual	AI impact on employer branding and attractiveness
Maja Rožman, Dijana Oreški, Polona Tominc	2023	-	Quantitative	Organizational	AI for workload reduction and performance in VUCA environments
Orhan Yabanci	2020	-	Conceptual	Organizational	Transition to intelligent HRM (i-HRM) through AI integration
Fan Ouyang, Mian Wu, Luyi Zheng, Liyin Zhang, Pengcheng Jiao	2023	-	Experimental	Individual	AI performance prediction and learning analytics in online education
Dr. Shweta Batra	2023	-	Mixed Method	Organizational	Impact of AI tools on HR effectiveness in talent acquisition
Zhisheng Chen	2022	-	Mixed Methods	Multi-level	AI in recruitment stages, stakeholder perceptions
Mohammad Hossein Jarrahi	2018	Intelligence Augmentation	Conceptual	Multi-level	Human-AI symbiosis in organizational decision-making
Masineni Nikitha	2022	-	Qualitative	Organizational	Effectiveness of e-recruitment in IT sector
Nishad Nawaz	2019	-	Mixed	Organizational	AI's impact on recruitment

			Method		process in Indian software industry
Patrick van Esch, J. Stewart Black, Joseph Ferolie	2019	-	Quantitative	Individual	AI influence on job application likelihood and candidate attitudes
Patrick van Esch, J. Stewart Black, Denni Arli	2020	-	Quantitative	Individual	Job candidates' reactions to AI-enabled job application processes
Michael Haenlein, Andreas Kaplan	2019		Literature Review	Multi-level	History and evolution of AI, outlook

3.1) Descriptive analysis at the cross section between artificial intelligence and Talent Acquisition

Effectiveness.

Year of Publication:

The exploration covers a wide range of times from 2018 to 2024, indicating that the subject of artificial intelligence integration has grown in recent times in both significance and exploration enthusiasm in Talent acquisition. utmost studies were published in 2022 and 2023, indicating that further exploration has been done to understand this phenomenon in recent times.

Theories and Framework: Several studies used established theories and frameworks, similar as the Technology Acceptance Model (TAM), IT innovation theory, and the concept of intelligence augmentation. These theoretical lenses were used to examine factors impacting AI adaptation, stakeholder comprehensions, and the complementary role of humans and AI in organizational decision making. still, a significant number of studies adopted an exploratory or descriptive approach without explicitly applying certain theories.

Research Methods

Variety of research method are used till yet, including quantitative (Survey, trials), qualitative (interviews, case studies), mixed method, methodical reviews, and abstract or theoretical analyses. This diversity reflects the versatility of the subject and the need for different methodological approaches to address different aspects of integrating AI into talent acquisition.

Level of Analysis

exploration has examined the impact of AI integration on talent acquisition at multiple situations of analysis, including existent (e.g., job campaigners, HR professionals), organizational (e.g., relinquishment opinions, HR processes), and multi-level (e.g., societal) prospects. consequences, human-artificial symbiosis). This range of analysis highlights the far- reaching implications of AI integration, affecting individualities, associations, and the wider societal environment.

Crucial Themes

The table 2 highlights several crucial themes that have surfaced from the literature, including.

- Perceived benefits, offerings, and readiness factors impacting AI adaptation.
- Ethical considerations and pitfalls associated with AI- enabled recruiting.
- Impact of AI on various level of the talent acquisition process (sourcing, screening, assessment)
- seeker responses, attitude, and employer branding implications of AI integration
- Organizational factors (culture, leadership, change management) easing AI integration.
- AI's part in perfecting functional effectiveness, decision making, and employee performance.
- Integration of AI with learning analytics and educational applications.

These themes give a comprehensive overview of the multidimensional aspects of AI integration in talent acquisition, encompassing technological, organizational, and Human factors.

Table 3. "Thematic Framework of AI Integration in Talent Acquisition Effectiveness: Antecedents, Phenomenon, and Outcomes"

Theme	Antecedents	Phenomenon	Outcomes
Perceived Benefits	Perceived benefits (cost-effectiveness, relative advantages, usefulness) of AI integration (Ramesh Sattu et al., 2024), Perceived sacrifices (security, privacy concerns,	Adoption and usage of AI-powered recruitment tools (e.g. chatbots, screening software, task automation) (Sajin Jose, 2019; Edward Tristram Albert, 2019; Zhisheng Chen, 2022)	Improved operational efficiency (cost savings, reduced time-to-hire) (Vijay Pereira et al., 2021; Dr.

and Sacrifices	lack of trust) of AI integration (Ramesh Sattu et al., 2024; Maryam Alzaabi & Ahmed Shuhaiber, 2022)		Shweta Batra, 2023)
HR Readiness	HR readiness (skills, knowledge) to adopt AI (Ramesh Sattu et al., 2024; Pooja Tiwari et al., 2022)	AI integration across various recruitment stages (sourcing, screening, assessment, decision-making) (Sajin Jose, 2019; Zhisheng Chen, 2022; Mohammad Hossein Jarrahi, 2018)	Enhanced talent identification and selection (Vijay Pereira et al., 2021; Tiago Jacob Fernandes França et al., 2023; Dr. Shweta Batra, 2023)
Organizational Factors	Organizational culture and values (Ramesh Sattu et al., 2024; Sajin Jose, 2019)	Human-AI collaboration and symbiosis (Mohammad Hossein Jarrahi, 2018; Zhisheng Chen, 2022)	Positive candidate experience and employer branding (Giulia Baratelli & Elanor Colleoni, 2022; Patrick van Esch et al., 2019, 2020)
Ethical Concerns	Organizational awareness and commitment to address ethical considerations (Anna Lena Hunkenschroer & Christoph Luetge, 2022; Vijay Pereira et al., 2021)	Integration of AI-powered tools while considering ethical implications (Anna Lena Hunkenschroer & Christoph Luetge, 2022; Vijay Pereira et al., 2021)	Mitigating ethical concerns (algorithmic bias, privacy) (Anna Lena Hunkenschroer & Christoph Luetge, 2022; Vijay Pereira et al., 2021)
Recruitment Efficiency and	Organizational commitment to enhance recruitment efficiency and	Adoption and usage of AI-powered recruitment tools (e.g. chatbots, screening	Improved operational efficiency (cost savings, reduced time-to-hire) (Dr.

Effectiveness	effectiveness (Sajin Jose, 2019; Dr. Shweta Batra, 2023)	software, task automation) (Sajin Jose, 2019; Edward Tristram Albert, 2019; Zhisheng Chen, 2022; Masineni Nikitha, 2022; Nishad Nawaz, 2019)	Shweta Batra, 2023) Enhanced talent identification and selection (Tiago Jacob Fernandes França et al., 2023; Dr. Shweta Batra, 2023)
Candidate Attitudes and Employer Branding	Organizational focus on enhancing candidate experience and employer branding (Giulia Baratelli & Elanor Colleoni, 2022; Patrick van Esch et al., 2019, 2020)	Adoption and usage of AI-powered recruitment tools (e.g. chatbots, screening software) (Patrick van Esch et al., 2019, 2020)	Positive candidate experience and employer branding (Giulia Baratelli & Elanor Colleoni, 2022; Patrick van Esch et al., 2019, 2020)
AI-enabled Workforce and Performance	Organizational vision and readiness to leverage AI-human collaboration (Mohammad Hossein Jarrahi, 2018; Fan Ouyang et al., 2023)	Human-AI collaboration and symbiosis (Mohammad Hossein Jarrahi, 2018; Fan Ouyang et al., 2023)	Improved employee performance and well-being (Maja Rožman et al., 2023; Fan Ouyang et al., 2023)

This subsection contains a thematic analysis of the papers according to the ‘antecedents- phenomenon- consequences’ sense. Framing the ‘antecedents- phenomenon- consequences’ process within each content is important to have a meaningful discussion about the results of the tried papers. As similar, the discussion can give a deeper understanding of how HR is using AI in talent Acquisition, the motorists behind its use and the issues sought from the use of AI. Themes included in the Antecedents, Phenomena and outcome themes surfaced as part of the coding process and are described in the method section in Figure 1.

Perceived Benefits and offerings

Antecedents: The perceived benefits (e.g., cost- effectiveness, relative advantages, utility) and perceived offerings (e.g., security enterprises, sequestration issues, lack of trust) of AI integration are crucial factors that impact the adaptation and usage of AI- powered recruitment tools.

Phenomenon: companies are increasingly adopting AI- grounded recruitment tools, similar as chatbots, screening software, and task automation, to enhance various stages of the talent acquisition process.

Outcome: The integration of AI in talent acquisition can lead to improve functional efficiency, performing in cost savings and reduced time to hire.

HR Readiness

Antecedents: The readiness of HR professionals, in terms of their skill and knowledge, is a pivotal factor in determining the successful integration of AI across different recruitment stages including sourcing, screening, assessment, and decision making.

Phenomenon: AI is being integrated into the talent acquisition process, some time in collaboration with HR professionals, to enhance the effectiveness of identifying and opting high potential candidates.

Outcome: The use of AI- enabled talent acquisition can lead to bettered talent identification and selection, performing in better talent outcome for the organisation.

Organizational Factors

Antecedents: Organizational culture and values play a significant role in shaping the adaptation and integration of AI in talent acquisition, as well as the cooperative relationship between humans and AI.

Phenomenon: Organizations are exploring the symbiotic relationship between humans and AI, using the reciprocal strengths of both to ameliorate recruitment processes.

Outcome: The use of AI in talent acquisition can appreciatively impact the seeker experience and enhance the organization employer branding.

Ethical Concerns:

Antecedents: Organizational awareness and commitment to addressing ethical considerations, similar as algorithmic bias and data privacy, are pivotal for the responsible integration of AI in talent acquisition.

Phenomenon: Organisation are integrating AI- powered tools while considering the implicit ethical implications and taking step to mitigate them.

Outcome: The integration of AI in talent acquisition should aim to address and mitigate ethical concerns, similar as algorithmic bias and privacy issues, to insure fair and indifferent hiring practices.

Recruitment efficiency and effectiveness:

Antecedents: Organizational commitment to enhancing recruitment efficiency and effectiveness is a crucial driver for the adaptation and use of AI- powered recruitment tools, similar as chatbots, screening software, and task robotization.

Phenomenon: Organization are increasingly adopting AI- powered recruitment tools across various stages of the talent acquisition process to ameliorate efficiency and effectiveness.

Outcome: The use of AI in talent acquisition can lead to bettered functional efficiency, performing in cost savings and reduced time to hire, as well as enhanced talent identification and selection.

Job seeker attitude and Employer Branding

Antecedents: Organizational focus on enhancing seeker experience and employer branding is a crucial factor that influences the adaptation of AI- powered recruitment tools, similar as chatbots and screening software.

Phenomenon: Organization are using AI- powered recruitment tools to engage with campaigners and ameliorate the overall seeker experience.

Outcome: The integration of AI in talent acquisition can appreciatively impact the seeker experience and contribute to the organisation's employer branding.

AI enabled Workforce and Performance:

Antecedents: Organizational vision and readiness to influence the symbiotic relationship between humans and AI are essential for the successful integration of AI in the workforce and the improvement of employee performance and well- being.

Phenomenon: Organisations are exploring the cooperative relationship between humans and AI, where AI can compound human capabilities in the environment of talent acquisition and workforce management.

Outcome: The integration of AI in talent acquisition and workforce management can lead to bettered employee performance and well- being.

This comprehensive table give a holistic understanding of the current state of exploration on the impact of AI integration in talent acquisition effectiveness. It highlights the various antecedents, organizational factors, and ethical considerations that impact the adaptation and outcome of AI- enabled talent acquisition, as well as the

implicit benefits in terms of bettered functional efficiency, talent identification and selection, seeker experience, employer branding, and employer performance.

4) Future exploration directions

Grounded on the analysis and interpretation these are the implicit future exploration directions.

Explore the part of contextual factors: The review highlights the significance of organizational culture, industry, and other contextual factors in shaping the adaptation and use of AI in talent acquisition. further exploration could claw deeper into how these contextual factors impact the integration and outcome of AI-enabled talent acquisition.

Investigate cross-level relations: The review linked studies that examine the impact of AI at the existent, group, organizational and societal level. Further exploration could explore the relations and interdependencies at different level, providing a more comprehensive understanding of the relationship between AI and talent acquisition.

Expand the theoretical foundations Although the review identified the use of some established theories, such as the Technology Acceptance Model (TAM) and IT invention theory, it's possible to use broader theoretical perspectives from human resource management, organizational behaviour, and information systems. further enriches the abstract understanding of this phenomenon.

Employ longitudinal and multi-method approaches: Because the integration of AI into talent acquisition is dynamic and evolving, longitudinal studies can give precious perceptivity into long- term impacts and change management processes. In addition, combining quantitative and qualitative method could give a further comprehensive understanding of the phenomenon.

Assess the ethical and societal implications: The review limelight the significance of addressing ethical issues similar as algorithmic bias and data protection in the environment of AI- enabled talent acquisition. Future exploration could claw into these ethical considerations and explore the broader social implication of incorporating AI into employment and workforce management.

Investigate the part of HR professionals: The review emphasized HR readiness and the cooperative relationship between humans and artificial intelligence. further exploration could explore the changing role and skills of HR professionals in the environment of AI grounded talent acquisition, as well as the change management strategies needed for successful implementation.

Expand the geographical and industry contexts: The exploration that were estimated substantially concentrated on developed economies and certain industrial sectors. adding the compass of the study to include a wider range of industries and geographical areas may yield insightful information on the conditions impacting the results and uptake of AI in talent acquisition.

Explore the impact on employee well-being and performance: Indeed, though the review emphasised the possible advantages of AI integration for worker performance, further investigation is needed to completely comprehend the effect on worker dynamics, job satisfaction, and general well- being.

Develop integrated framework and models: exploration could make on the conclusions drawn from this review to produce thorough framework or models that represent the multifaceted features of AI integration in talent acquisition, considering organisational factors, antecedents, and consequences in a more integrated way.

Scholars can enhance their theoretical and practical understanding of the effect of AI integration on talent acquisition effectiveness by pursuing these future exploration directions. This will help organisations effectively navigate the opportunities and challenges brought about by this technological revolution in human resource management.

5) Contribution & Conclusion

Contribution

Many important additions to the knowledge of AI integration in talent acquisition are presented in this review study. First of all, it provides a comprehensive and methodical examination of the impacts of AI integration across a range of talent acquisition effectiveness dimensions, offering a nuanced standpoint on the subject. Second, it explores the theoretical framework that are formerly in use in the literature, including the IT Innovation Theory and the Technology Acceptance Model, strengthening the theoretical underpinnings for further study. Thirdly, the study covers a wide range of research technique used in pertinent studies, similar as mixed methodologies, qualitative, and quantitative approaches, which enhances the insights and promotes a thorough appreciation of the content.

It also looks at the effect of AI integration on hiring at the individual, organisational, and societal/ institutional level, allowing for a comprehensive analysis of its ramifications. also, the evaluation provides useful advice for professionals, highlighting the significance of organisational variables, ethical considerations, and HR

preparedness in the effective use of AI- powered talent acquisition tools. Eventually, it presents a comprehensive list of future exploration objective that fill in the gaps in the existing literature and give intriguing lines of inquiry into the changing link between AI and the efficacy of talent acquisition.

Conclusion

An extensive investigation of the influence of AI integration on the efficacy of talent acquisition is provided by this methodical review. Using the ' antecedents-phenomenon-outcome' framework, the review identifies major themes and liaison throughout the body of literature. The results demonstrate the complex interplay between technological, organisational, and mortal aspects that impact the uptake and performance of AI- driven talent acquisition strategies.

The analysis highlights how AI has the capability to significantly ameliorate a number of talent acquisition - related factors, including operational effectiveness, talent identification and selection, applicant experience, and employee performance. It also highlights how pivotal it's to address organisational preparedness, ethical issues, and change management technique in order to guarantee the ethical and successful integration of AI in this pivotal area of human resource management.

This review paper is a useful tool for scholars and practitioners, likewise, offering a comprehensive summary of the current body of information and suggesting intriguing avenues for future exploration. By providing perceptivity that can help organisations in using AI's power to ameliorate their talent acquisition strategies and sustain a competitive edge in the dynamic business geography, it adds to the growing body of literature on the content of AI and talent acquisition.

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