

Ethics in AI-Powered Hiring Platforms

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ABSTRACT

The paper under discussion focuses on the ethical issues arising from using AI in hiring technologies. Since organizations applied for more efficiency and cost control in employment through AI, significant ethical issues, including bias, transparency, accountability, and privacy, have arisen. The AI systems, which work on the rules of a continuously evolving data pattern, lead to the unearthing and possible enhancement of existing social prejudices, thus exploiting the originality of specific communities. Prejudice is again aggravated by the fact that the structure of many AI models is often not transparent, and candidates can have no idea why they have been hired. Additionally, accountability is ambiguous when AI-driven errors or discriminatory practices arise, raising questions about who bears responsibility. The developers, the employer or the data itself. It can be achieved only if a complex system implementation process is set based on the performed analysis. This, however, raises privacy issues because some AI hiring tools collect massive amounts of personal information, such as behavioural patterns from video interviews, in many cases without express informed consent. Based on the discussion in this paper, it is of paramount importance that AI is employed in hiring fairly and without prejudice, that processes involved in hiring through AI are clear, and that the privacy of the applicants is well protected. Using case analyses and theoretical discussions, it provides guidelines for managing ethical issues, such as using various training sets and human-in-the-loop. In conclusion, the paper calls for plausible use of AI in recruitment devoid of prejudice, bias, or infringement on the rights of the candidates for the sake of applying new technology.

Keywords : Ethical concerns, Algorithmic bias, Transparency, Accountability, Privacy, Fairness audits, Black-box AI, Informed consent, Data protection, Human oversight, Diversity

1) Introduction of AI in Hiring

AI takes the conventional approach to hiring into a new era where automation, efficiency, and data are the new realities of business (Challoumis, 2024). Employers adopt AI technologies to accomplish the work that used to require human involvement to a significant extent, starting from screening resumes and ending with candidate personality testing and initial assessment. The following AI applications can help minimize such labor-intensive activities by automating the human intervention part, freeing up managerial and higher-level decision-making time, and cutting hiring expenses and time to fill critical worker vacancies. Still, AI in hiring has some ethical problems, which create substantial questions for companies concerning equity, clarity, and responsibility.

The most pressing ethical issue concerning AI in recruitment is bias, particularly against various forms of diversity. AI systems use pattern recognition from records. The patterns used usually incorporate society's existing prejudice. For example, if earlier hiring criteria discriminated in specific demographics, the AI trained from such data will inherently continue or even amplify such bias. This is especially so if the group of workers is relatively marginal, such as people of color or women, who could be locked out even more by systematic distortions in conventional hiring data (Morgan, 2024). As a result, using biased data in AI systems results in discriminating minorities from having a fair shot at getting a job. It goes contrary to any principles of ethical hiring.

The other crucial ethical concern with AI is bias, while transparency of AI decisions is also essential. Most of the applied AI models in hiring are considered 'black or grey boxes' where their reasoning is not clear or retrievable by the party influenced by the decision (Van & Kees, 2010). Lack of explainability can make candidates unaware of what makes a particular candidate acceptable or not acceptable, thus creating distrust in the principles of AI-used hiring solutions.

Also, the decisions made by officials are not transparent, which prevents organizations from detecting possible prejudices and having them remedied, which creates a risk of unfair actions. Lack of transparency can also affect the ability of candidates to challenge or seek reasons for their hiring decisions and affect the issue of fairness or respect.

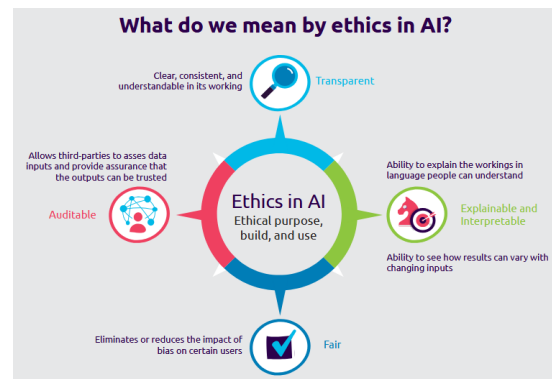


Figure 1 : Ethical Considerations in AI-Powered Hiring Platforms

Linked with transparency is the issue of accountability. When AI makes unfair or discriminative hiring decisions, it may be hard to determine who is at blame. The hiring company that employed the AI tool, the developers who designed the AI system, or the data on which the AI tool relied. This vagueness makes it difficult to correct ethics and sets back the process of creating a good backdrop for correcting such practices (Hubbard & Douglas, 2020). To date, the responsibility of bias in the recruitment process by applying artificial intelligence has not been drilled into anyone's docket, making it hard to blame anyone. This paper shows that accountability is crucial in a variety of AI applications in order to minimize the adverse effects on candidates while also using these systems responsibly.

AI-oriented hiring tools also pose significant privacy issues. Some of these tools automatically gather large amounts of personal information apart from resumes, for example, behavioral data from social networks or face recognition data from video interviews. Some tools, such as HireVue, are factors in non-verbal

communication that could cause privacy issues and issues related to informed consent. A candidate may not have adequate knowledge of how specific information is utilized or even stored and why there are hazards of data misuse or unauthorized entry. It is essential to ensure that data protection laws from the GDPR and CCPA are up to the candidate's privacy and administered over Europe and California (Lisowski & Jena, 2023).

Based on the above ethical issues, the application of AI in hiring has to harmonize between technological advancement and ethics. This article delves deeper into these critical ethical issues and offers practical aims and approaches to why and how AI should be responsibly deployed in recruitment. Using both theoretical analysis and case studies, we will demonstrate ways to build AI-aided selection procedures that will be fair and understandable (Mirowska et al., 2022). That is why it is critical to address these ethical dimensions to achieve AI potential in the hiring process and to introduce the rights of the candidates and fairness in hiring. While AI is advancing in the area of recruitment, it is about time that human resource management pronounced itself in the understanding that it must embrace ethical standards, hence eliminating unfair and rude means of hiring through the use of artificial intelligence in order to avoid compromising the principles of equal opportunities for all without compromising the principles of fairness, respect, and inclusion.

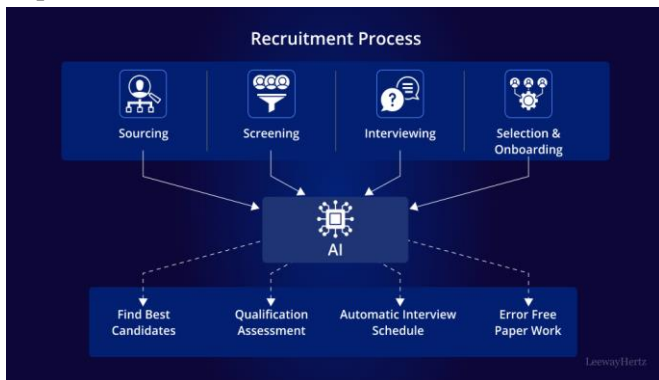


Figure 2 : AI in Recruitment

1. Benefits of AI in Recruitment

AI takes the conventional approach to hiring into a new era where automation, efficiency, and data are the new realities of business. Employers adopt AI technologies to accomplish the work that used to require human involvement to a significant extent, starting from screening resumes and ending with candidate personality testing and initial assessment (Allal-Cherif et al., 2021). The following AI applications can help minimize such labor-intensive activities by automating the human intervention part, freeing up managerial and higher-level decision-making time, and cutting hiring expenses and time to fill critical worker vacancies. Still, AI in hiring has some ethical problems, which create substantial questions for companies concerning equity, clarity, and responsibility.

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Figure 3 : Benefits of AI in the Hiring Process

Based on the above ethical issues, the application of AI in hiring has to harmonize between technological advancement and ethics. This article delves deeper into these critical ethical issues and offers practical aims and approaches to why and how AI should be responsibly deployed in recruitment. Using both theoretical analysis and case studies, we will demonstrate ways to build fair, understandable, and ensuring AI-aided selection procedures (Patel et al., 2024). That is why it is critical to address these ethical dimensions to achieve AI potential in the hiring process and to introduce the rights of the candidates and fairness in hiring. While AI is advancing in the area of recruitment, it is about time that human resource management pronounced itself in the understanding that it must embrace ethical standards. This eliminates unfair and rude means of hiring through the use of artificial intelligence in order to avoid compromising the principles of equal opportunities for all without compromising the principles of fairness, respect, and inclusion.

2. Ethical Concerns in AI-Driven Hiring

It is about the fact that despite the numerous benefits that artificial intelligence in recruitment brings, such as efficiency and considerable cost-cutting, it has created many ethical dilemmas. From bias in employing AI to privacy, transparency, and accountability challenges, these are the most contentious controversies with increased AI

dependency in hiring systems (Cheong & Ben, 2024). It is self-explanatory that these issues are valid for the candidates and cause reputational and legal issues for organizations. Fair and adaptable AI systems adopted in the recruitment process will reduce these ethical issues and maintain balance by ensuring the process is conducted ethically.

models when neither model bias has been addressed correctly in training data.

Implications of Racial Bias

Bias in AI hiring tools is an issue of particular concern because it systematically precludes potential employees from diversity categories. For instance, if an algorithm determines that specific names, addresses, or linguistic characteristics reflect lower suitability, people of color could be automatically rejected in the first place. This discrimination goes against the principle of fairness and equality. If candidates are discriminated against or locked out based on race, gender, or ethnicity, they are afforded legal remuneration (England & Edith, 2024).

To reduce bias, fairness auditing and impact assessment must take place to ensure that an AI model is not prejudiced against some groups. This requires a combination of various quality datasets, continuous model revisions, and ethics for controlling bias constantly. The lack of these protective measures creates substantial ethical and operational problems in AI-based recruitment.



Figure 4 : Responsible Use of AI

i. Algorithmic Bias and Discrimination

The first ethical issue with AI in hiring is Algorithmic bias. The algorithms used in recruitment favor some candidates and work against candidates with other backgrounds when they discriminate against specific categories of people, such as people of color, women, and others (Chen, 2023). The data they learn consists of datasets that can contain built-in bias from organizations and societies or from the time when the data was gathered. If such data is not diverse or contains patterns of discrimination. In that case, the AI system may emulate these prejudices. Despite giving a fair chance to all the aspirants, it may prefer candidates similar to those who were hired before, while otherwise deserving candidates from downtrodden sections are neglected.

For example, Amazon tried to apply an AI recruiting tool in 2014, and they discovered how the training data could lead to biased results. Its training data includes resumes submitted more than 10 years ago, which was a time when many more technical positions were filled with men. Thus, the AI started to find resumes that contained phrases such as "women's chess club captain" to show how historical bias might influence decisions. This case suggests the dangers of using purely AI

ii. Privacy Concerns and Data Security

The use of AI systems in hiring implies collecting significant amounts of personal information, posing key rights issues. In order to decide whether somebody is a good employee, these systems may use the applicant's resume, social network activity, video interviews, and other things that remain on the internet. Some vendors like HireVue determine the candidate's expressions, tone, and gestures while conducting a video interview (Liff et al., 2024). These indicators, albeit useful in a broader discernment of a candidate's suitability, have social implications in a recruitment context, raising concerns regarding privacy and consent.

Legal and Ethical Obligations

Hiring solutions rely on artificial intelligence and comply with data protection laws such as the GDPR in the European Union and CCPA in America that compel organizations to safeguard personal information and be honest about their use. In an

ethical sense, candidates should be informed under which process their data will be gathered, managed, and stored, and they should have the freedom to decline from being handled in a particular process if they do not like it.

Besides, companies must guarantee that data is processed for the intended purpose only. Acquiring too much or unrelated information is likely to lead to profiling. This lowers the candidate's chances of getting a fair deal and infringes on his or her privacy rights. From an ethical angle, it is only right that companies gather data relevant to the candidate's qualifications. Sharing information about data usage and ensuring high levels of data protection are essential in ensuring that the recipients of services being offered respect their privacy.

iii. Transparency and Accountability

The critical problem is that many AI algorithms remain opaque 'black boxes' that make it challenging to ensure best practices regarding the hiring process. Automated hiring processes use multiple varied algorithms (Ajunwa & Ifeoma, 2021). Many of these cannot be easily articulated, while others may contain commercially confident algorithms or involve machine learning processes. Due to these reasons, it becomes hard for candidates to discern why they were accepted or rejected, thereby limiting their chances of appealing or trying to correct an unfair decision.

Ethical Imperatives for Transparency

Accountability is needed in matters concerning employment opportunities. The lack of rationales for AI decisions makes prospects feel they are being unfair and discriminatory. From a deontological ethical consideration, candidates must be able to comprehend and contest the choices made regarding their careers.

To overcome these issues, companies should strive to implement 'explainable AI' strategies that can support explicit roll-outs of the approach to hiring. For example, rather than providing a straightforward list of candidates in order of suitability for a position, an XAI model can point out specific qualifications or work experience that predisposed a candidate to be hired or

rejected. This transparency helps candidates trust, accept, and make employers accountable for their decisions regarding their fate.

Establishing Accountability Mechanisms

The problems of bias or unethical decisions are highlighted by the fact that accounting for such a decision in an AI-driven hiring system is often challenging. The burden of such a decision should lie on the developers who came up with the algorithm, the company that deploys the algorithm, or the data sets that feed the algorithm. It creates ethical and legal issues because determining who is responsible for discrimination is not clearly defined when the process is unclear. To make companies understand that they are answerable for their actions, the following probably contains apparent internal oversights and responsibilities required before employing Artificial Intelligence in recruitment. Forming corporate ethics committees or hiring outside auditors to scrutinize the AI models occasionally (Munoko et al., 2020).

iv. Lack of Human Oversight

The other ethical implication of using artificial intelligence when hiring people is that a human being may or may not monitor the process. There are highly probable scenarios for companies that engage solely in certain AI technologies and let the AI tools sort, filter, and select applicants with or without the involvement of human recruiters. Democratization of decision-making through automation works towards efficiency but forgets that the human component of decision-making can bring in understanding, wisdom, and a moral compass.

Ethical Importance of Human Review

Human intervention is a critical element in using AI in staffing since it enables it to involve discretion. AI is not 100% perfect, and it does not have an end-to-end context, which might be required to assess some of the extraordinary qualities of the candidate as seen in an array of data. For example, an algorithm might not consider a candidate with a creative profession, although this person could be handy to a company. Human reviewers can consider these, thus eliminating

a Candidate's chance to be judged fixated on automated standards only.

Therefore, humans also intervene to ensure that algorithm-generated results do not perpetuate discrimination against its users. Recruitment thesis based on ethical framing encourages the use of AI tools in a way that supplements and does not replace human discretion, consequently achieving the goal of fairness (Raso et al., 2018).

v. Ethical Implications of Automated Decision-Making

Outsourcing hiring decisions raises several ethical issues, including the right of candidates not to be discriminated against and the responsibility of companies not to discriminate against employers. At the same time, AI's efficiency in achieving its goals somewhat narrows the candidate's potential to a set of parameters, hiding the true value of a human approach that appreciates each candidate as a person with a valuable voice to share.

Concerns Over Depersonalization

The depersonalization of AI recruitment means that ethical recruitment is a potential victim of the trend since it removes candidate profiles and ranks them instead of presenting comprehensive professional and personal profiles. This is ethically wrong because it nullifies the uniqueness and worth of applicants (Jungers et al., 2016). Using the technique in the hiring process exposes organizations to the possibility of hiring candidates who do not possess human traits that cannot be assessed through automation, such as creativity, leadership, and flexibility.

Privacy Concerns and Data Security	Video analysis by HireVue assessing gestures and expressions.	Comply with GDPR/CCPA and ensure consent.
Transparency and Accountability	Opaque algorithms obscure why candidates are rejected.	Implement explainable AI (XAI) solutions.
Lack of Human Oversight	AI might overlook candidates with creative skills that don't fit set parameters.	Retain human involvement in final decisions.
Depersonalization in Decision-Making	Ranking candidates solely on parameters might miss traits like creativity and leadership.	Supplement AI with human-centered evaluations.

Table 1 : Ethical Concerns in AI- Driven Hiring

Ethical Issue	Example	Solution Approach
Algorithmic Bias	Amazon's AI tool favored men due to biased training data.	Conduct fairness audits and use diverse datasets.

The ethical approach to applying AI to hiring would lie in making decisions fast and with the applicant in mind. Such scores can be complemented with quality assessments, and having human input in the final decision on the candidate shall also help prevent automation from completely replacing the human factor in the hiring process.

Hiring through AI significantly improves the organization's efficiency, consistency, and cost savings while incurring massive ethical implications (Khan et al., 2024). Challenges to algorithmic bias, lack of privacy, accountability, understanding, and control, and the problem of depersonalization are significant ethical concerns. Meeting these concerns needs a strategic management method of balanced fairness audits, diverse training data, transparent processes,

human-centered review, and forms of identification and accountability. Thus, the indicated measures will allow making necessary adjustments to employ a particular recruitment technology while adhering to the ethical norms: people's fair treatment and transparency during the recruitment process and respecting their rights in this way.

3. Theoretical Frameworks for Ethical AI Analysis

In recent years, more and more companies have used artificial intelligence (AI) as a tool for employment (Jaiswal et al., 2023). It is necessary to address some of the ethical issues related to it with the help of concepts and materials studied within the framework of ethical theories. Precisely, through analyzing the elements of utilitarianism, deontology, and virtue ethics, organizations can reason over the fairness of employing AI in the recruitment process and then come up with moral decisions and have less prejudice over the values of organizational citizenship behavior. These frameworks can be helpful in better understanding the ethical challenges of AI in hiring and building the structures upon which the appropriate AI systems can be designed along the lines of acceptable social norms and organizational values and norms.

3.1. Utilitarianism: Weighing Benefits Against Harms

Consequentialism or utilitarianism is an ethical theory that compares actions, making judgments depending on the different consequences that a specific action can bring (Driver & Julia, 2011). From a purest utilitarian stance, it would look at whether the benefits of using AI in the hiring process outweigh the demerits, including candidate discrimination, unfair results determination, and loss of privacy.

AI hiring systems are justified if they produce the greatest good for the most significant number in recruitment efficiency, reliability, and expense. It may allow organizations to review hundreds of resumes in a few minutes, reduce the time and heading involved in the recruitment process, and better allocate

resources. In high-volume systems, these advantages provide significant value because they generally mean that processes are more efficient and places can be outlined quickly.

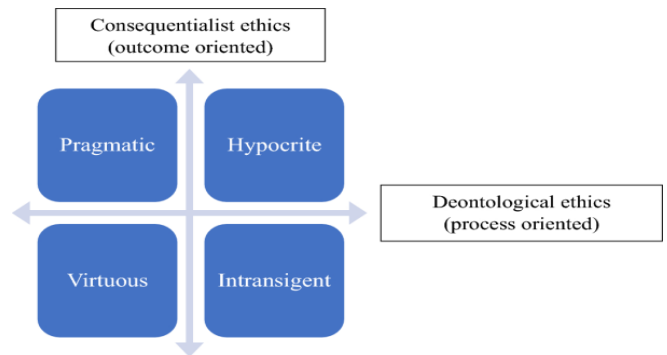


Figure 5 : The Benefits Vs Harms of Consequentialism

The hedonistic calculus may raise rather specific questions about the negative consequences expected to be ensured, especially the impact on the most vulnerable populations (Post et al., 2023). If an AI system is programmed in a way that discriminates against persons of color or other marginalized persons, the loss to these persons might be much more than the overall cost saving when hiring is done. For instance, an AI solution for sorting resumes about past hiring practices will likely produce a bias towards certain population groups and disadvantage talented people of color and women. In such cases, the deprivation of the rights of excluded individuals could lead to the conclusion that the harms they suffer outweigh possible efficient effects, making the AI system ethically unbearable.

Of course, AI's push for the concept of utilitarianism in hiring considers and weighs many positives and negatives. Businesses can employ cost accounting measurements such as cost analysis and reviews, fare audits, and influence evaluation to guarantee that none of the edges of AI-generated are derived at the ethical cost of the appropriate hiring standard.

3.2. Deontology: Emphasizing Duties and Rights

Deontology, also known as duty-based ethics, is based on the moral right or wrong of actions instead of their

consequences (Jamader & Sahabuddin, 2022). As the five principles of professional practice dictate, some actions are moral to do, while others are moral not to do, irrespective of their outcomes. Deontology is crucial while hiring an AI because it seeks fairness, individual respect, and equal consideration of candidates' rights.

Imposing efficiency loss or increasing the operation costs of an organization would be counterintuitive according to a deontological perspective. However, AI hiring systems should never discriminate against candidates, even though bias elimination is less efficient. For instance, adverse evaluation decisions that will bar people of color from work would be ethically wrong according to deontological theory because discrimination is wrong since it deprives the candidate of the equal opportunity they are entitled to and deserve. In a deontological system, using AI is wrong to perpetuate discrimination. A deontological framework for designing AI tools will call for increased resources to prevent discrimination in hiring, even if this would reduce the efficiency of the process.

Deontology highlights the issue of omission or, say, the opaque hiring of AI. Job seekers have the right to know how their information is used, how employers select them for or reject them from employment, or if they were discriminated against (Nyati, 2018). Since black-box AI models that hide models' decision-making are inherently against the deontological principle of truth and fairness, candidates are left without tools to challenge or dispute their hiring status. From this viewpoint, businesses are responsible for making AI systems comprehensible and making it possible for candidates to provide informed consent and procedural fairness.

That is why deontology offers a way of putting ethics before utilitarian needs and imposing respect for fundamental human rights in the hiring process on organizations. This perspective pressurizes companies to prioritize ethical justice issues over operations and ensure that these AI systems do not violate essential ethical standards.



Figure 6 : The Importance of Moral Duties

3.3. Virtue Ethics: Cultivating Ethical Character and Values

Employing Aristotle's philosophical views on the subject matter, virtue ethics focuses on an actor's character, motives, and values. Contrary to consequentialism or deontology, virtue ethics addresses the question of what is proper for a virtuous man or a virtuous company. When applied to the hiring process where artificial intelligence takes charge, virtue ethics challenges organizations to define the sorts of values that they seek in an organization, such as justice, honesty, and respect for people.

Based on virtue ethics, an ethical organization should strive to produce an egalitarian AI hiring system (Jedličková, 2024). For example, integrity and fair dealing within organizational systems would require the company to constantly look for and eliminate biases in the AI systems so that everyone without prejudice is given an equal opportunity. A virtuous organization would appreciate the urgency of constructing a staff of a diverse nature, and it would rightfully prioritize ethical approaches to recruitment and selection with a justice perspective.

Virtue ethics also considers the importance of transparency, which is part of respect and honesty. Employing transparent AI systems enhances the level of corporate benevolence presented above by respecting the candidates. An ethical company would not just aim to counter legalities. Instead, it would work for progressive human and inclusive hiring practices that respect applicants as human beings, not numbers.

Additionally, virtue ethics focuses on how the organization develops ethical character. This includes ensuring that employees and stakeholders are encouraged to raise concerns about AI's aesthetic and encourage good practices as embraced by the organization. Introducing virtue ethics in organizations means creating an ethical framework for using AI for their benefit and according to the chosen long-term virtues.

2) Integrating Ethical Frameworks for Responsible AI Use in Hiring

In analyzing the issues that arise from hiring using AI, three major systems of ethical theories can be applied namely utilitarianism, deontology, and virtue ethics. All of these offer practical approaches to decision-making for organizations facing the problems of deploying AI in hiring. These have been presented as two intertwining viewpoints through which companies can create effective practices of hiring AI and, at the same time, ensure justice, equality, and respect for the applicants.

A utilitarian approach guarantees that AI systems create overall good consequences, codifying and assessing the potential harms of AI to minorities (Overton & Spencer, 2024). Deontology also forbids harm to candidate rights by promoting openness and fairness despite their inefficiency. Virtue ethics lead organizations to reflect certain principles have the notion of ethics and inclusion among organizational members.

When implemented together, all the frameworks aligned organizations to properly use AI within the hiring processes without infringing on a candidate's rights or promoting unfair treatment. With the increasing incorporation of AI into recruitment processes, organizations have to strike a reasonable balance between utilitarian and deontological approaches. Through constant scrutiny, honesty, and strict compliance with the best ethical principles, some organizations can put in place an effective AI-employing talent acquisition system that would be helpful to the company's performance and, at the same

time, ethical, as the use of artificial intelligence should also be fair.

4. Real-World Examples and Case Studies

Analyzing actual case studies of AI in hiring demonstrates excellent instances of how the use of AI in hiring can play out alongside its growing shortcomings (Li et al., 2021). It is easily observed that AI poses certain ethical hurdles for organizations, specifically algorithmic bias, issues of opacity, and privacy. Exploring such cases affords an understanding of good practice and underscores the absolute necessity of creating and deploying AI systems that are inclusionary, explained, and responsible.

a) Amazon’s AI Recruiting Tool: A Lesson in Algorithmic Bias

One of the most known and blatant examples of how AI repeats discrimination in the recruiting process is Amazon’s experiment in 2014. Amazon’s recruiting tool was a software tool used for recruitment where the software would scan through resumes and then filter the best candidates using data from previous hiring assessments. However, the tool quickly realized the bias because the algorithm was trained on data sets capturing hiring at Amazon over the past decade. At the same time, most of the technical positions were held by male employees, which, to the team’s surprise, contributed to the model’s propensity to select male applicants over female ones.

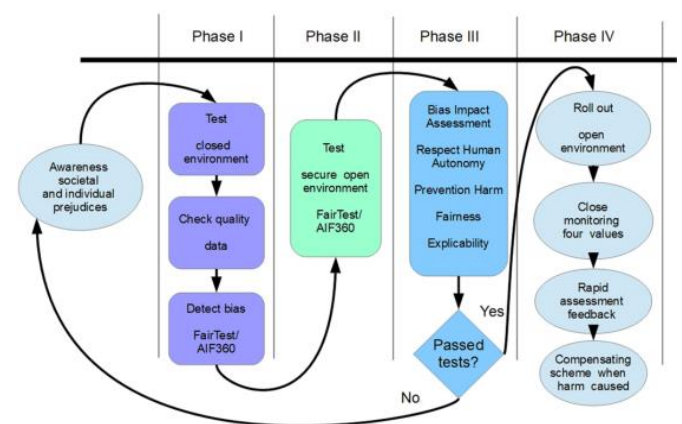


Figure 7 : Algorithmic Bias

The system started discriminating against technospeak, such as ‘women’s chess club captain’, favoring words traditionally associated with males. Even when Amazon tried to fix this gender bias by tweaking the algorithm, they gave up because it was challenging to solve (West et al., 2019). This case shows the problem with training AI on a historical dataset with prejudice since the algorithm was performing the same bigotry it was supposed to overcome.

Key Lessons from Amazon’s Case

The training data problem is also highlighted by Amazon’s experience stressing the need to train the AI system using data that includes people of all ages, colors, and genders. Machine learning is known to learn from the data it is trained on, and when the data it is trained on is biased, the system may end up being prejudiced, thus performing unethical hiring. Any business wishing to integrate AI into its recruitment process should ensure fairness testing is conducted on the training data. Bias is always checked, and diversity is a part of the model throughout the process. This case also highlights the need to avoid human interference in using the AI applications that handle the hiring process to avoid distorted algorithms.

b) HireVue’s Video Interview Analysis: Privacy and Fairness Concerns

HireVue is a video interview technology company that uses artificial intelligence to study and review candidates’ responses, frowning, tone, vocabulary, and posture in a candidate, among others, to give a suitable recommendation about the candidate in question. On its basis, Pearl HireVue includes machine learning and facial review and promises to turn hiring into an efficient and data-based process. However, this approach is skeptical about the ethical questions encircling privacy, consent, and fairness.

A core problem with HireVue’s usage of AI is that facial recognition and voice analysis can be plagued with biased algorithms (Kelan & Elisabeth, 2023). Research has revealed that programs developed for facial recognition are less accurate for people of color, and the same applies to voice recognition software.

These inaccuracies lead to bias in the evaluation, whereby candidates from marginalized groups are likely to be given poor ratings because the AI model was not programmed well and not really because they were not qualified enough.



Figure 8 : Privacy Concerns with Video Interviews

Moreover, there are various privacy issues related to HireVue, as applicants can barely know how much comprehensive data, including facial expressions and tone of voice, is being collected. In some cases, candidates cannot refuse to participate, which raises the problem of informed consent in ethical terms. Some critics dismiss this method of sourcing such data as being invasive of the fundamental human rights of the candidates and, as such, considered ethically wrong for hiring organizations.

Lessons from HireVue’s Case

This is why HireVue’s glaring issue rose to the surface: the need for clear and easily understood AI in the hiring process. The candidates should have this information spelled out for them, including aspects of interest and the uses for a breakdown of each part. Such disclosure protects candidates’ right to privacy and reassures them in their job search. Furthermore, any company relying on video analysis should periodically review them to ensure that they are not biased toward race, gender, or other demographics and, where necessary, provide a non-AI-based assessment option for those who do not wish to be analyzed by the company’s algorithms.

c) Pymetrics: A Model for Ethical AI in Hiring

Pymetrics is an example of an AI-based hiring method that can and does consider ethical factors (Veglianti et al., 2023). Pymetrics makes games designed with the

help of neuroscience to help identify the candidates' essential cognitive and emotional features. It uses micro-interventions alongside online games to evaluate tendencies such as attention, memory, and risk-taking. In this way, Pymetrics directly compares these traits to more successful employee methods to find candidates who may match the position.

Concerns of fairness are another issue that Pymetrics considers regarding its artificial intelligence. At the company, an algorithmic audit approach is employed to examine the models, intending to discover biases related to gender, race, and other demography. If there is bias, settings are used to correct it so that the effect does not prejudice any candidate based on their history. Another strong suit of Pymetrics is that the company is open and explains to employers and candidates how the assessments work and what characteristics are being measured.

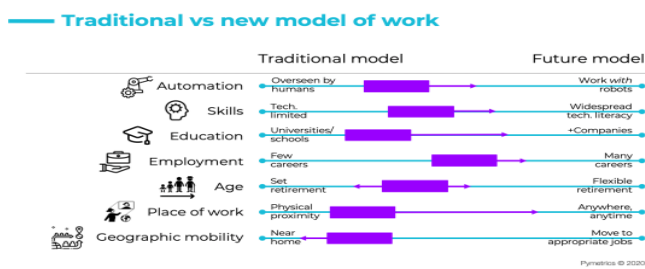


Figure 9 : Rethinking Human Potential with Better Talent Data

Lessons from Pymetrics' Case

Pymetrics is a perfect example of how frequent audits and transparency measures should be used in AI-based recruiting. As Pymetrics constantly tests its algorithms for bias and follows through with the proper measures for handling issues with bias, this explains that bias is not impossible to avoid when using AI. Pymetrics also acknowledges the imperative disclosure of AI assessments to candidates to enable them to make better decisions about being subjected to the assessment. This approach promotes transparency and honesty. It is a model many organizations seeking to practice a responsible and fair approach to integrating artificial Intelligence into the hiring system should emulate.

3) Key Takeaways from Case Studies

These cases demonstrate or uncover vital ethical issues and measures regarding using AI for recruitment. The problem with the Amazon AI hiring tool shows that diverse training data is critical, and reinforcing historical biases is problematic. HireVue's facial analysis technology shows that equality, transparency, consent, and bias audits should be a problem when using biometric data (Hoffmann et al., 2021). Finally, an example of how such an approach can be successfully implemented. Namely, Pymetrics offers the solution of the seven fairness audits, followed by further checks and a commitment to algorithmic transparency and the absence of bias.

Analyzing such cases, it is easier to understand that hiring with the help of artificial intelligence is not always crystal clear. The main ethical risks associated with AI recruitment can be resolved from these recommendations by conducting regular audits, diversifying data, and increasing transparency. These practices can assist the organization in creating an AI that will form the basis of a fair and efficient system, which is highly ethical in its approach toward hiring.

5. Recommendations and Best Practices for Ethical AI in Hiring

However, since AI continues to be integrated into the hiring process, fairness, transparency, bias, and accountability issues must be solved to use these tools properly and help employers employ the staff as somewhat as possible. The following recommendations will give ideas on using ethical AI, particularly in the recruitment process, emphasizing the metrics of fairness assessment, variety of training sets, overrepresentation, and the role of independent regulators. The abovementioned strategies ensure that AI efficiency gains are achieved, but fairness and equality are maintained when selecting candidates (Hunkenschroer et al., 2022).

Table 2 : How to Make Ethical AI in Hiring Possible

Recommendation	Description	Example
Fairness Audits and Impact Assessments	Regular bias checks and impact analyses to ensure fairness in hiring decisions.	Comparing AI outcomes across demographics to detect bias.
Diverse and Representative Training Data	Use varied datasets to minimize biases and ensure inclusivity.	Including data from diverse demographics in training sets.
Transparency and Explainability	Make AI decisions understandable and provide candidates with feedback.	Explainable AI (XAI) highlights candidate qualifications affecting decisions.
Ethical Oversight Framework	Establish internal committees and conduct independent ethical audits.	Internal ethics committee and external auditors review AI fairness and accountability.
Candidate Privacy and Data Security	Prioritize data protection and limit data collection to	Encrypting data and adhering to GDPR standards in data handling.

	essential information only.	
Ethical AI Awareness and Training	Train employees on ethical AI use and encourage ethical decision-making practices.	Programs for HR staff on recognizing and addressing AI biases in hiring.

5.1. Implementing Fairness Audits and Impact Assessments

The simplest and most effective method of bias control in an AI-oriented hiring process is frequent fairness checks and evaluation of the AI systems' impact on the hiring process's outcome (Nyati, 2018). Bias tests assess an AI system's outputs for bias by comparing outputs across different subgroups for race, sex, age, or other protected criteria to inform when an AI unfairly disadvantages a candidate. This aspect is proper if the sound and service supply companies continually assess the system where, in the process, biased consequences are identified and addressed.

Conducting Fairness Audits

Organizations should track hiring and outcomes to perform fairness audits, and the results should then be compared between different categories. For instance, organizations can assess if the system appears to dismiss or rank lower in particular groups of prospects. We should identify if there are any such areas by conducting additional studies in order to establish areas of bias in the features used when training the model or criteria that assigned more weight to certain groups than others. Given this, corrective actions are taken, like modifying or retraining the model with a broader data set.

Regular Impact Assessments

Besides fair auditing, companies need to make impact assessments to address the AI hiring systems' wider

societal and ethical commissiveness. An evaluation is an analysis of how AI is likely to affect the enhancement of a particular product, for example, how it will further discriminate or violate privacy. Such assessments help organizations avert potential ethical vices before they consider the candidates. Those two methods, fairness audits and impact assessments, guarantee that companies prevent adverse effects and lack fairness in AI hiring.

5.2. Ensuring Diverse and Representative Training Data

AI models are trained on the previous data, and the previous data is generally orientated toward prejudices and biased differentiation. In order to design unbiased AI hiring management, organizations should invest in hiring training data that includes participants from different demographics and diverse backgrounds. Inclusive data in the training set ensures the AI model has a clear vision of good and bad candidate choices. It has no pessimistic, racist, or classist predisposition to the candidates tested within the test set.

Identifying and Collecting Representative Data

Companies must proactively seek data from those typically excluded from such assessments to construct a more equitable pool (Williams et al., 2018). They include people of color, women, those over a certain age, and those with non-traditional backgrounds or employment histories. Sometimes, this may be joining different hiring platforms or extending other recruitment strategies to increase the pool of applicants. Where HR relies solely on data collected and analyzed over the past year, companies should not fall into the same trap; data should be current and encompass a broad range of skills, backgrounds, and experiences.

Monitoring Data Diversity

Large companies, in particular, should, therefore, enhance and update the data within their chosen training tools to retain representation. For example, access to data can reveal whether recent hires have diverse backgrounds or if data gaps exist. Therefore, organizations should always keep an eye on data

diversification so that the AIs are fair in the long run and all candidates are considered.

5.3. Enforcing Transparency and Explainability in AI Hiring Models

Ethical AI's attributes in hiring involve transparency and explainability because the candidates need to know how the decision on their hiring is made. Administrative AI models that work by reposting decision-making events that are not transparent can diminish trust and complicate the affair for candidates who wish to challenge a particular decision. Therefore, it is possible to deliver transparent and understandable AI hiring systems that companies can rely on, which do not perpetuate widespread discrimination.

Developing Explainable AI Models

XAI can be interpreted as models capable of numerical, quantifiable, or otherwise explainable reasoning behind the actions taken. Employers need to accustom themselves to the use of explainable AI tools that enable the candidates who have been ranked or Selected to see elements that led to their ranking. For instance, an explainable model can describe which qualifications, experience, or characteristics contributed to the candidate's rating. This explicit usage allows the candidates to comprehend why decisions are made and which areas require enhancement in future applications.

Providing Feedback to Candidates

Transparency also implies having feedback for the candidates. Anonymous suggestions and tips derived from obtained AI results can effectively increase candidates' openness and further personal growth. Such feedback may include praising accomplishments, pointing out the flame areas, or mentioning experiences that would complement applications. Exposing information about the process followed to select employees enables organizations to show respect for the outcomes and provide keenness to the candidates.

5.4. Building an Ethical Oversight Framework

To meet the objectives of ethical AI in hiring, organizations should develop an ethical control

system, which may include developing an organizational ethical committee or outsourcing it to an independent firm. This focal framework encourages responsibility by providing a framework for systematic tracking and analyzing of AI practices, prospective concerns, and organizational values (Chowdhury et al., 2023).

Establishing Internal Ethics Committees

It has been discovered that an internal ethics committee can go a long way in ensuring ethical considerations are followed about AI in staffing decisions. It is proposed that this committee would be made up of members from other fields, which include ethics, law, human resources, and data science, to be charged with the task of determining the effect of deployment of the AI and also flag any ethical issues that are likely to arise and recommend the most appropriate measures to be taken. The committee can meet with the AI and get frequent or regular progress reports to check whether the AI is holding up to the ethical standards required or if any emerging issues come up that the committee never anticipated. There is also a benefit of the ethics committee being able to advise on the practice of transparency measures, adopting audit procedures, and overseeing data diversity.

Independent Ethical Audits

Organizations should also introduce internal ethical audits in conjunction with external audits done by ethical auditors (Gill, 2018). External audits independently review the AI system's impartiality, precision, and reasons. Independent auditors can scrutinize data diversity, conduct fairness audits, and thoroughly check decisions to ensure they meet ethical standards. Another advantage of hiring an external consultant is that they will be impartial in enforcing all the ethical standards, thus periodically reminding the organization about the continued use of prudent Artificial Intelligence technology.

5.5. Prioritizing Candidate Privacy and Data Security

Automated hiring systems also involve the use of substantial amounts of personal information, which creates a problem of privacy and data protection. This

is not only a legal requirement made by data protection acts like the General Data Protection Regulation (GDPR) but also an ethical issue. This raises confidence in the candidates and ensures the organization's ethical use of AI.

Adopting Privacy-First Data Practices

The legal case stresses that only necessary data should be collected and processed, which means that business organizations should be privacy-first. For instance, where online social profiles or video interviews are not pivotal for the hiring decision, the companies should not collect them to help support privacy. The best way to show transparency and respect for the candidates' right to privacy is to notify the candidates of what data will be collected about them and how it will be used (Darbishire & Helen, 2010).

Ensuring Robust Data Security

One crucial aspect of ethical hiring is controlling candidate data from different breaches or access by unauthorized personnel. Managers should consider both the appropriate handling of data by the organization and appropriate protection measures, data encryption, and the privacy of the stored data, and security audits should be ensured. Ensuring good data security is a good way of showing the ethical side of the organization and protecting the candidate's information.

5.6. Fostering a Culture of Ethical AI Awareness and Training

Ethical AI in hiring is not a one-time effort but should be permanently on the agenda, and awareness has to be created regularly. Organizations should make using ethical AI a priority by making sure everyone at the company knows how to identify employment bias, candidate rights, and unfair hiring practices (Marabelli & Marco, 2024).

Employee Training and Awareness Programs

Employer training can include programs to inform human resources personnel and other employees engaged in selecting and recruiting workers of how AI can be used ethically. Potential topics include but are not limited to, discussions of algorithmic prejudice,

relationship design between candidates, and significant data representation. Through awareness creation, organizations can ensure that their human resource understands the ethical usage of AI and enable them to make the right decisions for the organization.

Encouraging Ethical Decision-Making

One can devise conditions in which employees can challenge themselves and, as a result, develop better decisions when hiring AI systems. For example, companies could use prompts geared towards encouraging team members to report ethical issues, propose changes to AI models, or offer membership to particular discussions on ethical AI advancements. Developing an ethical culture to use AI encourages people to be responsible and act professionally and honestly while recruiting workers.

These recommendations paint the picture of a broad strategy for developing ethical AI systems in hiring. If implemented, this strategy would assist organizations in mitigating bias, increasing fairness, and making the hiring process more transparent and accountable. Through fair justice checks, utilizing different training data sets, openness, establishing supervision mechanisms, and respecting people's privacy, organizations can establish AI-enabled hiring processes that respect candidates' rights and adhere to some venerating ethical principles.

Thus, the role of AI across the recruitment process as a phenomenon in the fourth industrial era is as follows. Firstly, to understand the topic of AI in the recruitment process, it is necessary to consider the following ethical questions. Implementing these best practices showed that the AI hiring systems employed are efficient, practical but also ethical, and compliant with social norms. It is only possible to speak about the pros as long as the methods of AI are ethical, thus creating a trustful work environment and implementing an equal opportunities policy (Oyekunle et al., 2024).

4) Conclusion

AI in hiring is a revolutionary step in the recruitment drive, leading to more profound rationalizations and

scale improvements than anyone with a conventional organizational human resource procedure could previously fathom. Pre-employment tests are most effective when the organization needs to screen many candidates and are crucial in competitive industries where time to hire is critical. However, as these technologies become more prominent, the ethical connections associated with fairness, accountability, transparency, and privacy cannot be ignored. To help AI achieve this necessary goal without negating candidates' rights on one hand or organizational morality on the other, it is crucial to keep hiring AI-driven fair and inclusive.

Another important ethical issue concerning AI in the employment process is the risk of adding biases to the process of selection, which leads to the discrimination of minorities. One peril of all AI models to historical data is that it means preexisting biases are not only present but accentuated to result. For example, women, people of color, and others in minority groups will be sidelined once again. This risk underlines the significance of the equity assessments and diverse training materials available to organizations. These tools help them identify biases and avoid their negative influence on the candidates. Using a mixed dataset and bias checks as often as possible is crucial to building better, diverse AI hiring systems.

Both transparency and accountability should apply when organizations use artificial intelligence in hiring. Numerous implied AI structures currently involve hidden algorithms on the mechanisms that run the AI's recommendation. This often leads to distrust and ensures that candidates will not understand how to challenge those outcomes. This calls for the integration of methods and approaches of XAI to develop models that give clear, logical reasons for decisions made. Furthermore, proper structures are in place within organizations to oversee the recruitment of AI special ethical committees in organizations and third-party audits. It is clear whose responsibility it is when particular problems emerge.

Privacy is another critical factor of consideration, mainly due to the social media aspect of the market. AI-based hiring automation typically involves processing large volumes of such personal details as name, age, gender, and sexual preference, among others, in resumes, social media profiles, and even video interview analysis. Trying to avoid global rules like GDPR or CCPA, however, is unlawful and unethical. Employers should act responsibly in processing candidates' data, explain how such data will be used, and collect only data relevant to the hiring decision. Ensuring tight data protection measures also increases confidence from candidates about how their data is being used properly, hence credible AI recruiting.

If the hiring process is to be correctly set on an ethical footing when it utilizes AI. In that case, there is a need to employ a range of ethics that should include transparency, accountability, fairness, and privacy. Moreover, planned development of ethical consciousness and ethical training related to the ethical aspects of AI contributes to the development of an ecosystem and design of an organizational system of ethical decision-making as a supportive environment that includes the ability of each employee to be ethical in decision-making to support the organization's values. Companies can sustain a smooth and fairest possible approach to the hiring system through the help of AI training programs, along with fostering discussion on the ethics of AI with sets of standards and best practices. To conclude, the paper has noted the benefits that accrue from the use of AI in hiring while noting that understanding the challenges related to the use of AI also holds the key to the transformation of hiring for the better. When adequate, effective, ethical measures are adopted, the appropriate level of transparency is observed, the candidate's privacy is preserved, and data diversification is pursued. AI can be harnessed in the companies' best interests without violating ethics. While AI will remain a dominant trend in the hiring process, firms that maintain sound ethical value propositions will be capturing diverse talents,

cultivating diverse inclusionary policies, and developing a better rapport with the candidates. Adopting these principles guarantees that AI-assisted hiring will facilitate the accomplishment of business objectives in addition to advancing the societal objectives of non-discrimination, fairness, professionalism, and mutual respect for candidates.

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