



जवाहरलाल नेहरू विश्वविद्यालय

परियोजना (प्रशासन) प्रकोष्ठ (Project (Admn.) Cell)

PAC-ABVSME-SS-ICSSR-18221723-1466

17 November 2022

कार्यालय आदेश संख्या/Office Order No.:635/2022

सक्षम प्राधिकारी द्वारा परियोजना के लिए निम्नलिखित व्यक्ति की नियुक्ति के लिए स्वीकृति प्रदान की गई है The Competent Authority is pleased to make the following appointment in the project as per the details given below:

1.	नम/ Name	:	Ms. Ritika Sahrawat
2.	पदनाम/ Post name	:	Research Associate (contractual)
3.	वेतन और वेतनमान/ Salary and Honorarium	:	Rs.20,000/- p.m. (consolidated)
4.	कार्यभार ग्रहण करने की तिथि और नियुक्ति की वैधता/ Date of Joining and validity	:	14.11.2022 to 13.02.2023
5.	परियोजना का शीर्षक/ Title of the project	:	"Private Equity.....for Emerging countries"
6.	वित्तपोषक एजेंसी का नाम/ Name of Funding agency	:	ICSSR
7.	परियोजना निदेशक का नाम/ Name of Project Investigator	:	Dr. Sakshi Sharma
8.	केन्द्र/संस्थान/विभाग/ Centre/School/Deptt.	:	ABVSME

स्टाफ सदस्य की नियुक्ति पूर्णतया अस्थायी/तदर्थ/अनुबंध आधार पर होगी और यह नियुक्ति उपरोक्त अवधि अथवा जब तक परियोजना निदेशक द्वारा स्टाफ सदस्य की सेवाओं को आवश्यक समझा जाएगा, इनमें से जो भी पहले हो, तक वैध रहेगी। The appointment of the staff member will be purely temporary/ ad-hoc /contractual basis and valid for the above period as mentioned above or until the services are required by the Project Director, whichever is earlier.

स्टाफ सदस्य की सेवाएँ बिना कोई नोटिस दिए अथवा बिना कोई कारण बताए किसी भी समय समाप्त की जा सकती है। The services of the staff member will be liable to termination at any time without any notice and without assigning any reason.

स्टाफ सदस्य की नियुक्ति विशेष रूप से उपरोक्त परियोजना के लिए होगी और उसका विश्वविद्यालय में किसी भी पद पर कोई दावा/अधिकार नहीं होगा। The appointment shall be specifically for the aforesaid Project and staff member will not have any claim / right on any post in the University.

नियुक्ति की सभी शर्तें विश्वविद्यालय में समय-समय पर लागू नियमों द्वारा निर्धारित अनुदान की शर्तों द्वारा शासित की जाएँगी। All conditions of the appointment shall be governed by the terms of grant –in –aid laid down by the rules in force time to time in the University and subject to the availability of funds.

Note:- 1) Kindly forward the joining report of the candidate immediately.

2) In case the appointee is a recipient of any fellowship/scholarship, his/her fellowship/scholarship will be forfeited for the period of the engagement in the project.

3) Further appointment, if required may be made through selection committee only.

(Prof. Praveen Kumar Verma)
Director (R&D)

Ms. Ritika Sahrawat, Research Associate
द्वारा/ C/o: Dr. Sakshi Sharma, ABVSME

प्रतिलिपि/ Copy to:

1. Dean, ABVSME
2. AFO (Project Finance)
3. Office Copy



Certificate of Appreciation



International Conference on Contemporary Issues in Business, Management and Economics (ICCIBME 2022)

PIET Congratulates
Ms. Ritika Sahrawat

Assistant Professor, Aggarwal College, Ballabhgarh

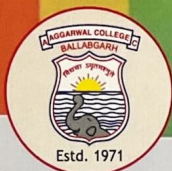
for presenting the paper entitled "Role of Artificial Intelligence in Recruitment: An Indian Perspective" in

Two days "2nd Virtual International Conference on Contemporary Issues in Business, Management and Economics" (ICCIBME 2022) from 17th – 18th June 2022 organised by Department of Management Studies at Panipat Institute of Engineering & Technology, Panipat, Haryana (India).

Conference Chair

Director, PIET

Chairman, PIET



National Conference (Multidisciplinary)

Sustainable Development Goals (SDGs) and Higher Education Institutions (HEIs)

(NCSDBGHEI-2022)

June 28-29, 2022



DHE, Haryana

Certificate

Awarded to

Prof./ Dr./ Mr./ Ms. Ritika

of Aggarwal College Ballabgarh

for Contributing/ Participating/ Presenting Paper/ Invited Talk/ Chairing Session

Titled Sustainable Development Through Skilling, Upskilling and Reskilling

Organised By

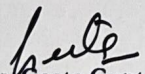
Department of Economics & SDGs Club

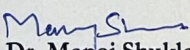
AGGARWAL COLLEGE BALLABGARH

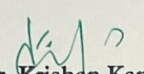
A Co-educational Post Graduate College Accredited 'A++' Grade by NAAC (CGPA 3.57)

College with Potential for Excellence (CPE) Status by UGC

Affiliated to M.D. University, Rohtak


Dr. Geeta Gupta
Organizing Secretary


Dr. Manoj Shukla
Convenor


Dr. Krishan Kant
Patron-cum-Principal

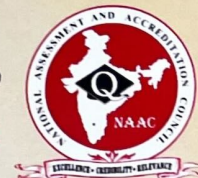
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National Conference on
Mapping NAAC Assessment and Accreditation to
NEP2020 for Quality Education in HEIs

10-11 October 2022



Certificate

Awarded to

Prof./Dr./ Mr./ Ms. [✓] Ritika Sahrawat.

of Thapar University

for Contributing/ Participating/ Presenting Paper/ Invited Talk/ Chairing Session

Titled Paradigm of Autonomy in Higher Education: Need & Impact

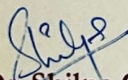
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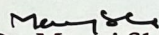
Internal Quality Assurance Cell (IQAC)

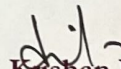
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Dr. Shilpa Goel
Organizing Secretary


Dr. Manoj Shukla
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Dr. Krishan Kant
Principal & Patron

Sponsored By
National Assessment and Accreditation Council, Bengaluru



National Seminar



India's Diamond Era: Moving towards Sustainable and Inclusive Growth

(Wednesday, 22-02-2023)

CERTIFICATE OF PRESENTATION

This is to certify that Ms./Mr./Mrs./Dr./Prof. **Ritika Sahrawat**, Research Scholar, Thapar University has presented a paper/poster titled “**India's Sustainable Growth: Guaranteed Or Uncertainty**” in Technical Session- III: ‘India's Diamond Era: Paradigm Shift in Humanities and Social Sciences’ of the National Seminar organized by Indian Accounting Association, Kota Branch and Vardhman Mahaveer Open University, Kota, Rajasthan.

Dr. Meenu Maheshwari

Convener

Associate Professor, DOCM, UOK, Kota
EC Member, IAA & General Secretary, IAA Kota Branch

Dr. Akhilesh Kumar

Co-convener

Assistant Professor
Vardhman Mahaveer
Open University, Kota



National Conference on
**Changing Scenario of International Trade:
Gains and Challenges for India**

(NCCSIT-23)

May 9-10, 2023

Certificate

Awarded to



Prof./ Dr./ Mr./ Ms. *✓ Ritika*

of *Thapar University, Patiala*

for Participating/ Presenting Paper/ Invited Talk/ Chairing Session

Titled *Emerging Regional Blocks for Free International Trade*

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Department of Economics, Management and Commerce

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Shilpa
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Krishan
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Indian Council of Social Science Research (ICSSR)

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“Global Finance, Technology and Sustainable Development for Emerging Markets”

CERTIFICATE

Lingaya's vidyapeeth - express its gratitude to

Ms. RITIKA

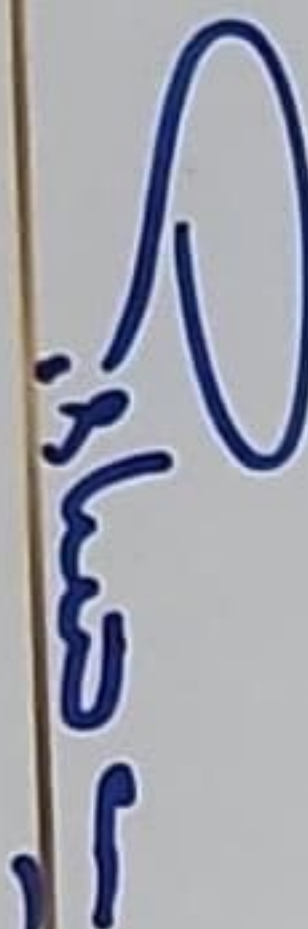
for being the Participants at the International Conference on

“Global Finance, Technology and Sustainable Development for Emerging Markets”

organized by School of Commerce & Management, Lingaya's Vidyapeeth

26th - 27th October, 2024


Convenor


Registrar


Pro Vice Chancellor


Vice Chancellor

Implications of AI-Based Tools in Recruitment

Ritika Sahrawat* and Gurvinder Kaur

*School of Humanities and Social Science,
Thapar institute of engineering and technology*

Abstract: Organisations' practises of talent discovery, evaluation, and engagement have been disrupted by the introduction of AI-based tools into the recruiting industry. This investigation on AI-driven recruitment draws on a wide variety of secondary sources to shed light on the potential repercussions of this trend. Our research shows that AI has become an invaluable resource, drastically improving productivity by shortening the time-to-hire and freeing up recruiters' time to concentrate on more strategic aspects of the selection process. Furthermore, AI shows promise for fairer, more inclusive employment practises by reducing bias in recruitment judgements. The increasing use of AI in the hiring process attests to its revolutionary potential. AI-powered solutions are becoming increasingly popular among jobseekers because they provide the type of dynamic, interactive experiences that candidates value. Adapting candidate engagement tactics to this changing environment is essential. However, there are serious ethical concerns to address. Careful attention to data selection, openness, privacy protection, and responsibility are essential for the ethical use of AI in personnel selection. Finding a happy medium between creativity and accountability is crucial.

Keywords: AI-based Tools, Recruitment, Efficiency, Bias Mitigation, Candidate Engagement, Ethical Considerations

1. Introduction

The advent of AI has spurred a revolution in the recruiting industry, one that is changing the game for HR professionals and jobseekers alike. Incorporating AI-based technologies into the hiring procedure has the potential to boost productivity, lessen bias, and enhance the candidate experience (Mujtaba and Mahapatra, 2019). This Scopus Technical Paper investigates the far-reaching effects of AI-based technologies in the field of human resources management, illuminating the wide range of effects that this technical breakthrough has spawned.

1.1. Background

The research is conducted within a context where the emphasis is placed on prioritising productivity and accuracy in the hiring process. Historically, talent acquisition has been a labour-intensive endeavour due to many factors such as human bias, the burden of monotonous administrative duties, and limited access to a diverse global talent pool (Horodyski, 2023). The emergence of AI-powered technologies has initiated a paradigm

* Research scholar.

EXPLORING THE ETHICAL IMPLICATIONS OF AI-ENHANCED HIRING PRACTICES IN DELHI NCR CONSULTING FIRMS

Ritika Sahrawat, School of Humanities and Social Science

Thapar Institute of Engineering and Technology

Gurvinder Kaur, School of Humanities and Social Science, Thapar Institute of Engineering and Technology

ABSTRACT

The integration of artificial intelligence (AI) in the hiring process has revolutionized the way organizations seek and evaluate potential candidates, offering numerous advantages such as increased objectivity and efficiency. It is essential to recognize and address the substantial ethical implications associated with AI-enhanced hiring practices. In this study a qualitative analysis, conducted in the Delhi NCR region, involved 550 individuals with prior experience in AI-enabled recruiting, employing a deliberate sampling approach facilitated through social media channels. The research encompassed both inferential statistical techniques, such as t-tests and regression analysis, to uncover correlations and trends, and descriptive statistics to assess questionnaire data and provide a comprehensive overview. The study began by formulating five dependent variables and twenty-one independent variables, structured in the form of a Google Sheet, and the samples were collected in random sampling approaches. The collected data was subsequently subjected to statistical analysis using SPSS. This research offers valuable insights into the ethical considerations surrounding AI-driven hiring, shedding light on issues related to fairness, bias, privacy, and transparency, which are of paramount importance in the contemporary employment landscape.

Keywords: Artificial Intelligence, Ethical Implications, Dependent Variables, Independent Variables, T-Tests, Regression Analysis.

INTRODUCTION

The way humans live, work, and interact has been revolutionized by artificial intelligence (AI), which has swept across several sectors (Vishwanath 2020). Its influence goes much beyond science fiction, as seen by its practical uses in industries including finance, healthcare, entertainment, and manufacturing. One of these domains where AI has had the most significant and positive effects is human resources (HR) (Singh & Shaurya 2021). Organizations are realizing more and more how important human capital management is in the fast-paced, fiercely competitive global environment of today (Al-Kassem 2021). The cornerstone of a company's success, human resources not only guarantees that the right people are working in the right positions but also creates an environment where workers can grow, thrive, and help the firm achieve its strategic objectives. Because of these responsibilities, HR specialists are always searching for ways to enhance their processes and make them more effective, fair, and in line with corporate objectives (Atmaja *et al.* 2022). The reader is taken on a tour through the nexus of AI and HR, two powerful forces that are changing the nature of the contemporary workplace.

जवाहरलाल नेहरू विश्वविद्यालय

परियोजना (प्रशासन) प्रकोष्ठ (Project (Admn.) Cell)

PAC/ABVSME/SS/ICSSR/1466

20 April 2023

Office Order No.: 237/2023

उत्तम प्राधिकारी द्वारा परियोजना के लिए निम्नलिखित व्यक्ति की नियुक्ति के लिए स्वीकृति प्रदान की गई है The Competent Authority is pleased to make the following appointment in the project as per the details given below:

1.	नाम/ Name	Ms. Ritika Sahrawat
2.	पदनाम/ Post name	Research Associate
3.	आय और वेतनमान/ Salary	Rs 20000/- pm
4.	कार्यभार शुरू करने की तिथि और नियुक्ति की वैधता Date of joining and validity	01.04.2023-30.06.2023
5.	परियोजना का शीर्षक/ Title of the project	"Private Equity and Venture Capital 4.0.....risk mitigation for emerging countries"
6.	मिमांशक एजेंसी का नाम/ Name of Funding agency	ICSSR
7.	परियोजना निदेशक का नाम/ Name of Project Investigator	Dr. Sakshi Sharma
8.	केंद्र/ संस्थान/ विभाग/ Centre/School/Deptt.	ABVSME

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The appointment is subject to the availability of funds.

Note:-1) In case the appointee is a recipient of any fellowship/scholarship, his/her fellowship/scholarship will be forfeited for the period of the engagement in the project.

(Prof. Sapna Ratan Shah)
Director (R&D)