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HIRE HIVE: AI-POWERED RECRUITMENT AND CAREER ASSISTANCE SYSTEMS

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ABSTRACT

AI-powered recruitment and career assistance systems are increasingly adopted to improve hiring efficiency and provide personalized job guidance. This paper analyzes their technical architecture, benefits, and ethical risks through literature review and case studies. Findings indicate that while AI reduces screening time and enables skill-based matching, it also introduces algorithmic bias, opacity, and privacy concerns. The paper proposes a hybrid human-AI model with mandatory bias audits, explainable outputs, and human oversight. It concludes that AI should augment—not replace—human judgment in recruitment, and that career assistance systems must prioritize fairness and transparency to avoid perpetuating existing inequalities.

KEYWORDS: *AI Recruitment, Algorithmic Bias, Career Assistance Systems, Human-AI Collaboration, Ethical AI, Talent Analytics.*

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