

A Model Framework for Automating the Recruitment Process

Jyoti Singh Rojariya and Ayush Sengupta

Alfred University

Abstract: Recruitment processes are labor-intensive and susceptible to human bias. This paper introduces a model framework to automate key recruitment stages, with a focus on objectively assessing candidate-culture fit. We design a model that quantifies key organizational culture traits, and we validate their dependencies using Structural Equation Modeling (SEM). Our SEM results suggest an adequate model fit, indicating that cultural compatibility may be an important factor in predicting successful hiring outcomes. Our framework offers a novel approach to recruitment automation by integrating culture fit analysis, thereby enhancing the alignment of new hires with the organization's values and practices.

Keywords: Automation, Recruitment, Cultural Fit, Structural Equation Modeling, Simulation