

# Hirevue

Hemachandran K,Raul V. Rodriguez

**Class and Social Background Discrimination in the Modern Workplace** Angelo Capuano, 2023-07-28 This book exposes how inequalities based on class and social background arise from employment practices in the digital age. It considers instances where social media is used in recruitment to infiltrate private lives and hide job advertisements based on locality; where algorithms assess socio-economic data to filter candidates; where human interviewers are replaced by artificial intelligence with design that disadvantages users of classed language; and where already vulnerable groups become victims of digitalisation and remote work. The author examines whether these practices create risks of discrimination based on certain protected attributes, including 'social origin' in international labour law and laws in Australia and South Africa, 'social condition' and 'family status' in laws within Canada, and others. The book proposes essential law reform and improvements to workplace policy.

**The Future of Recruitment** Franziska Leutner, Reece Akhtar, Tomas Chamorro-Premuzic, 2022-03-11 The Future of Recruitment explore how to use technology ethically to tackle past issues and future developments in recruitment, helping define new directions and values for a future of recruitment that serves society, employers, and job seekers alike.

**The Quantified Worker** Ifeoma Ajunwa, 2023-04-30 The information revolution has ushered in a data-driven reorganization of the workplace. Big data and AI are used to surveil workers and shift risk. Workplace wellness programs appraise our health. Personality job tests calibrate our mental state. The monitoring of social media and surveillance of the workplace measure our social behavior. With rich historical sources and contemporary examples, The Quantified Worker explores how the workforce science of today goes far beyond increasing efficiency and threatens to erase individual personhood. With exhaustive detail, Ifeoma Ajunwa shows how different forms of worker quantification are enabled, facilitated, and driven by technological advances. Timely and eye-opening, The Quantified Worker advocates for changes in the law that will mitigate the ill effects of the modern workplace.

**The Lonely Century** Noreena Hertz, 2021-02-02 A bold, hopeful, and thought-provoking account by "one of the world's leading thinkers" (The Observer) of how we built a lonely world, how the pandemic accelerated the problem, and what we must do to come together again "A compelling vision for how we can bridge our many divides at this time of great change and disruption."—Arianna Huffington, founder and CEO of Thrive Global "An important new book."—The Economist NEXT BIG IDEA CLUB NOMINEE • NAMED ONE OF THE BEST BOOKS OF THE YEAR BY WIRED (UK) AND THE DAILY TELEGRAPH Loneliness has become the defining condition of the twenty-first century. It is damaging our health, our wealth, and our happiness and even threatening our democracy. Never has it been more pervasive or more widespread, but never has there been more that we can do about it. Even before a global pandemic introduced us to terms like "social distancing," the fabric of community was unraveling and our personal relationships were under threat. And technology isn't the sole culprit. Equally to blame are the dismantling of civic institutions, the radical reorganization of the workplace, the mass migration to cities, and decades of neoliberal policies that have placed self-interest above the collective good. This is not merely a mental health crisis. Loneliness increases our risk of heart disease, cancer, and dementia. Statistically, it's as bad for our health as smoking fifteen cigarettes a day. It's also an economic crisis, costing us billions annually. And it's a political crisis, as feelings of marginalization fuel divisiveness and extremism around the world. But it's also a crisis we have the power to solve. Combining a decade of research with firsthand reporting, Noreena Hertz takes us from a "how to read a face" class at an Ivy League university to isolated remote workers in London during lockdown, from "renting a friend" in Manhattan to nursing home residents knitting bonnets for their robot caregivers in Japan. Offering bold solutions ranging from compassionate AI to innovative models for urban living to new ways of reinvigorating our neighborhoods and reconciling our differences, The Lonely Century offers a hopeful and empowering vision for how to heal our fractured communities and restore connection in our

lives.

**The Algorithm** Hilke Schellmann, 2024-01-02 Based on exclusive information from whistleblowers, internal documents, and real world test results, Emmy-award winning Wall Street Journal contributor Hilke Schellmann delivers a shocking and illuminating expose on the next civil rights issue of our time: how AI has already taken over the workplace and shapes our future. Hilke Schellmann, is an Emmy-award winning investigative reporter, Wall Street Journal and Guardian contributor and Journalism Professor at NYU. In *The Algorithm*, she investigates the rise of artificial intelligence (AI) in the world of work. AI is now being used to decide who has access to an education, who gets hired, who gets fired, and who receives a promotion. Drawing on exclusive information from whistleblowers, internal documents and real-world tests, Schellmann discovers that many of the algorithms making high-stakes decisions are biased, racist, and do more harm than good. Algorithms are on the brink of dominating our lives and threaten our human future—if we don't fight back. Schellmann takes readers on a journalistic detective story testing algorithms that have secretly analyzed job candidates' facial expressions and tone of voice. She investigates algorithms that scan our online activity including Twitter and LinkedIn to construct personality profiles à la Cambridge Analytica. Her reporting reveals how employers track the location of their employees, the keystrokes they make, access everything on their screens and, during meetings, analyze group discussions to diagnose problems in a team. Even universities are now using predictive analytics for admission offers and financial aid.

**The Neurodivergent Job Candidate** Marcia Scheiner, Joan Bogden, 2021-11-10 This book provides guidance on recruiting, interviewing, and onboarding practices that will allow employers to successfully hire neurodivergent professionals into inclusive, competitive employment. Today, 35% of 18-year-olds with an autism spectrum diagnosis attend college, yet they have a 75-85% under-employment and unemployment rate after graduation. While organizations are looking to expand their diversity and inclusion hiring efforts to include neurodivergent professionals, current recruiting and interviewing practices in general are not well-suited to this. With over one-third of the US population identifying as neurodivergent, employers need to address how to attract this talent pool to take advantage of a meaningful segment of the workforce. Readers of this book will gain an understanding of how to guide their organizations through the creation of recruiting, interviewing, and onboarding processes tailored to neurodivergent professionals in any field. Written by authors with extensive experience working in the corporate world and consulting with Fortune 1000 companies on autism hiring efforts, this book is targeted at employers, acknowledging their perspective. Structured as a reference guide for busy recruiters, hiring managers, and supervisors, this book can be read in its entirety, in relevant sections as needed, or used as a refresher whenever necessary. This book also provides a background on the thinking styles of autistic individuals, giving the reader a deeper understanding of how to best support neurodivergent jobseekers.

**Lab Rats** Dan Lyons, 2018-10-23 New York Times bestselling author Dan Lyons exposes how the new oligarchs of Silicon Valley have turned technology into a tool for oppressing workers in this passionate (Kirkus) and darkly funny (Publishers Weekly) examination of workplace culture. At a time of soaring corporate profits and plenty of HR lip service about wellness, millions of workers--in virtually every industry -- are deeply unhappy. Why did work become so miserable? Who is responsible? And does any company have a model for doing it right? For two years, Lyons ventured in search of answers. From the innovation-crazed headquarters of the Ford Motor Company in Detroit, to a cult-like Holocracy workshop in San Francisco, and to corporate trainers who specialize in . . . Legos, Lyons immersed himself in the often half-baked and frequently lucrative world of what passes for management science today. He shows how new tools, workplace practices, and business models championed by tech's empathy-impaired power brokers have shattered the social contract that once existed between companies and their employees. These dystopian beliefs--often masked by pithy slogans like We're a Team, Not a Family -- have dire consequences: millions of workers who are subject to constant change,

dehumanizing technologies -- even health risks. A few companies, however, get it right. With Lab Rats, Lyons makes a passionate plea for business leaders to understand this dangerous transformation, showing how profit and happy employees can indeed coexist.

Ethics of Data and Analytics Kirsten Martin, 2022-05-13 The ethics of data and analytics, in many ways, is no different than any endeavor to find the right answer. When a business chooses a supplier, funds a new product, or hires an employee, managers are making decisions with moral implications. The decisions in business, like all decisions, have a moral component in that people can benefit or be harmed, rules are followed or broken, people are treated fairly or not, and rights are enabled or diminished. However, data analytics introduces wrinkles or moral hurdles in how to think about ethics. Questions of accountability, privacy, surveillance, bias, and power stretch standard tools to examine whether a decision is good, ethical, or just. Dealing with these questions requires different frameworks to understand what is wrong and what could be better. *Ethics of Data and Analytics: Concepts and Cases* does not search for a new, different answer or to ban all technology in favor of human decision-making. The text takes a more skeptical, ironic approach to current answers and concepts while identifying and having solidarity with others. Applying this to the endeavor to understand the ethics of data and analytics, the text emphasizes finding multiple ethical approaches as ways to engage with current problems to find better solutions rather than prioritizing one set of concepts or theories. The book works through cases to understand those marginalized by data analytics programs as well as those empowered by them. Three themes run throughout the book. First, data analytics programs are value-laden in that technologies create moral consequences, reinforce or undercut ethical principles, and enable or diminish rights and dignity. This places an additional focus on the role of developers in their incorporation of values in the design of data analytics programs. Second, design is critical. In the majority of the cases examined, the purpose is to improve the design and development of data analytics programs. Third, data analytics, artificial intelligence, and machine learning are about power. The discussion of power—who has it, who gets to keep it, and who is marginalized—weaves throughout the chapters, theories, and cases. In discussing ethical frameworks, the text focuses on critical theories that question power structures and default assumptions and seek to emancipate the marginalized.

AI-Powered Recruitment and the Attitudes of German University Graduates Tobias Opifanti, 2020-08-27 Bachelor Thesis from the year 2020 in the subject Leadership and Human Resource Management - Recruiting, grade: 1,2, European School of Business Reutlingen, language: English, abstract: The purpose of this thesis is to investigate German graduate students' attitudes towards AI-powered recruitment. Toward this end, data were collected through a questionnaire that was e-mailed to German university (graduate) students. Businesses are becoming increasingly reliant on technology as globalization progresses. New skills and knowledge are vital for organizations to be competitive, making Human Resource Management (HRM) more important now than ever. The application of advanced technology like Artificial Intelligence (AI) has gained significant attention in the recruitment process in recent years. AI offers promising solutions for recruiters to increase cost and efficiency by taking over repetitive tasks, such as screening CVs and conducting job interviews. However, little is known so far about how these solutions affect potential applicants' attitudes, particularly the attitudes of graduate students from German universities, and whether they are willing to accept and make use of the new opportunities offered by AI. The online questionnaire gathered data from a total of 456 different respondents. However, 50 respondents dropped out before completion and a further 36 respondents were not in line with the inclusion criteria. These respondents needed to be excluded from the sample, which resulted in a final sample size of n=370 individuals.

**Handbook of Public Administration** W. Bartley Hildreth, Gerald Miller, Evert L Lindquist, 2021-04-26 Public administration as a field of study finds itself in the middle of a fluid environment. The very reach and complexity of public administration has been easy to take for granted, easy to attack, and difficult to explain, particularly in the soundbite and Twitter-snipe media environment. Not only has the context for the discipline

changed, but the institutions of public administration have adapted and innovated to deliver services to the public and serve those in power while becoming increasingly complex themselves. Has public administration evolved? And what new lines of research are critical for effective policy and delivery of programs and public services while preserving foundational principles such as the rule of law and expert institutions? This Handbook of Public Administration sheds light for new researchers, doctoral students, scholars, and practitioners interested in probing modern public administration's role in solving major challenges facing nations and the world. This fourth edition recognizes that the scholarship of public administration must reflect the diverse influence of an international orientation, embracing public administration issues and practices in governance systems around the world, and illustrating just how practice can vary across jurisdictions. Every section identifies foundational principles and issues, shows variation in practice across selected jurisdictions, and identifies promising avenues for research. Each chapter revisits enduring themes and tensions, showing how they persist, along with new challenges and opportunities presented by digital technology and contemporary political realities. The Handbook of Public Administration, Fourth Edition provides a compelling introduction to and depiction of the contemporary realities of public administration, and it will inspire new avenues of inquiry for the next generation of public administration researchers.

**Blown to Bits** Hal Abelson, Ken Ledeen, Harry Lewis, Wendy Seltzer, 2021-03-08 What you must know to protect yourself today The digital technology explosion has blown everything to bits—and the blast has provided new challenges and opportunities. This second edition of *Blown to Bits* delivers the knowledge you need to take greater control of your information environment and thrive in a world that's coming whether you like it or not. Straight from internationally respected Harvard/MIT experts, this plain-English bestseller has been fully revised for the latest controversies over social media, “fake news,” big data, cyberthreats, privacy, artificial intelligence and machine learning, self-driving cars, the Internet of Things, and much more. • Discover who owns all that data about you—and what they can infer from it • Learn to challenge algorithmic decisions • See how close you can get to sending truly secure messages • Decide whether you really want always-on cameras and microphones • Explore the realities of Internet free speech • Protect yourself against out-of-control technologies (and the powerful organizations that wield them) You'll find clear explanations, practical examples, and real insight into what digital tech means to you—as an individual, and as a citizen.

*Hack Recruiting* Victor Assad, 2019-07-23 Praise for *Hack Recruiting* It is a brilliant piece of work. A must-read for those of us in global corporations, or companies of any size really, that seek to act NOW. --Julia Martensen, Head of HR Strategy and Innovation at DB Schenker. Victor Assad uncovers longstanding empirical research from I/O psychologists on how to best match job candidates to jobs and the best of today's digital technology. He sees a world (that is emerging today) in which AI ontologies (which are identifying information and relationships about today's global and diverse workforces) will make significant improvements for matching candidates to jobs while reducing recruiting cycle times, costs and selection biases. Victor points out that HR now has the digital tools it needs to dramatically transform recruiting and the role of the recruiter. HR can now build strategic talent pools, improve the employee experience, and digitally collect insightful analytics that will open up a new era of understanding on what truly drives employee performance and innovation. --Angela Hood, Founder and CEO of ThisWay Global. Must read book if you are a recruiter or talent acquisition head. It goes over best practices and hacks each step of recruiting. --Sandeep Purwar, Founder/CEO, Bevo

Artificial Intelligence for Business Hemachandran K, Raul V. Rodriguez, 2023-11-21 Artificial intelligence (AI) is transforming the business world at an unprecedented pace. From automating mundane tasks to predicting consumer behaviour, AI is changing the way businesses operate across all sectors. This book is an exploration of AI in business applications, highlighting the diverse range of ways in which AI is being used across different industries. The book begins with an overview of AI in business and its impact on the workforce. It then explores the role of AI in marketing, advertising, and tourism. The use of AI in personalized recommendations and chatbots is discussed in detail. The book then moves on to examine how

AI is changing the retail industry, improving supply chain management, and enhancing the customer experience. The media and entertainment industry is also examined, with a focus on how AI is being used to personalize content and improve the user experience. The book also explores the use of AI in human resources, insurance, legal, and finance. The impact of AI on talent identification, recruitment, underwriting, document analysis, and financial forecasting is discussed in detail. In the healthcare and sports industries, AI is transforming the way we approach diagnosis, treatment, and training. The book examines how AI is being used to analyse medical images, develop personalized treatment plans, and improve patient outcomes. The use of AI in sports performance analysis is also discussed in detail. Finally, the book explores the use of AI in agriculture, energy, education, and the public sector. The potential of AI to optimize crop yields, reduce energy consumption, and improve the quality of education is discussed in detail. The book also examines how AI is being used to improve public services, such as transportation and emergency services. This book is a valuable resource for academics, researchers, professionals, and policymakers who are interested in understanding the potential of AI in the business world. The contributions from leading experts and researchers provide a comprehensive overview of AI in business applications, and how it is transforming different sectors. The book also examines the ethical dilemmas that arise from the use of AI in business, such as the impact on privacy and data security, and the potential for bias in AI algorithms. It provides valuable insights into how businesses can ensure that the use of AI is ethical and responsible. In conclusion, this book is a must-read for anyone interested in the potential of AI in the business world. It provides a comprehensive overview of AI in business applications and how it is transforming different sectors. The book examines the ethical dilemmas that arise from the use of AI in business, providing valuable insights into how businesses can ensure that the use of AI is ethical and responsible. We hope that readers will find this book informative and thought-provoking.

**Asian Economic Integration Report 2019/2020** Asian Development Bank, 2019-11-01 The Asian Economic Integration Report is an annual review of economic cooperation and integration that covers the 49 members of ADB in Asia and the Pacific. It documents progress made in trade and global value chains, cross-border investment, financial integration, the movement of people, and subregional cooperation. The theme chapter of this year's report explores the potential of technology to boost productivity in aging economies. It also discusses how innovations can help turn demographic challenges into opportunities.

**Chief Marketing Officers at Work** Josh Steimle, 2016-08-04 Read 29 in-depth, candid interviews with people holding the top marketing roles within their organizations. Interviewees include CMOs and other top marketers from established companies and organizations—such as Linda Boff of GE, Jeff Jones of Target, and Kenny Brian of the Harvard Business School—to startups—such as Matt Price of Zendesk, Seth Farbman of Spotify, and Heather Zynczak of Domo. Interviewer Josh Steimle (contributor to business publications such as Forbes, Mashable, and TechCrunch and founder of an international marketing agency) elicits a bounty of biographical anecdotes, professional insights, and career advice from each of the prominent marketers profiled in this book. Chief Marketing Officers at Work: Tells how CMOs and other top marketers from leading corporations, nonprofits, government entities, and startups got to where they are today, what their jobs entail, and the skills they use to thrive in their roles. Shows how top marketing executives continuously adapt to changes in technology, language, and culture that have an impact on their jobs. Locates where the boundaries between role of CMOs and the roles of CEOs, CTOs, and COOs are blurring. Explores how the CMO decisions are now driven by data rather than gut feelings. The current realities in marketing are clearly revealed in this book as interviewees discuss the challenges of their jobs and share their visions and techniques for breaking down silos, working with other departments, and following the data. These no-holds-barred interviews will be of great interest to all those who interact with marketing departments, including other C-level executives, managers, and other professionals at any level within the organization.

**International Conference on Communication, Computing and Electronics Systems** V. Bindhu, Joy Chen, João Manuel R. S.

Tavares, 2020-03-04 This book includes high impact papers presented at the International Conference on Communication, Computing and Electronics Systems 2019, held at the PPG Institute of Technology, Coimbatore, India, on 15-16 November, 2019. Discussing recent trends in cloud computing, mobile computing, and advancements of electronics systems, the book covers topics such as automation, VLSI, embedded systems, integrated device technology, satellite communication, optical communication, RF communication, microwave engineering, artificial intelligence, deep learning, pattern recognition, Internet of Things, precision models, bioinformatics, and healthcare informatics.

**The Oxford Handbook of AI Governance** Justin B. Bullock, Yu-Che Chen, Johannes Himmelreich, Valerie M. Hudson, Anton Korinek, Matthew M. Young, Baobao Zhang, 2024-04-02 Book abstract: The Oxford Handbook of AI Governance examines how artificial intelligence (AI) interacts with and influences governance systems. It also examines how governance systems influence and interact with AI. The handbook spans forty-nine chapters across nine major sections. These sections are (1) Introduction and Overview, (2) Value Foundations of AI Governance, (3) Developing an AI Governance Regulatory Ecosystem, (4) Frameworks and Approaches for AI Governance, (5) Assessment and Implementation of AI Governance, (6) AI Governance from the Ground Up, (7) Economic Dimensions of AI Governance, (8) Domestic Policy Applications of AI, and (9) International Politics and AI--

**A.I. in 2020** Jair Ribeiro, 2021-01-05 This book collects the best articles about several artificial intelligence concepts that I have published online during 2020. It is dedicated to anyone interested in Artificial Intelligence and anyone who wants to understand some of the building blocks that form this fascinating technology. Here, you will find my best articles, updated and revisited, with some more insights, with a suitable format for book readers. The content of this book results from extensive research, long nights of studies, and some of my best years of work in the field in some prestigious enterprise companies in Europe. My goal is to share as much as possible through an affordable, simple, and straightforward language, valuable knowledge that helps you understanding complex topics related to technologies such as Machine Learning, Deep Learning, Analytics, and Autonomous Vehicles, among others. It is a satisfying adventure, I must say. Every day I receive considerably positive feedback, lots of article views, lots of likes, retweets, and more on my social networks and not less, some indications as a top writer, invitations to collaborate in some prestigious online publications. All this is truly motivating. I believe that life is complicated enough, so I consider that every time someone tries to simplify concepts and knowledge useful to humanity, this can be regarded as an essential contribution to inclusiveness and equity in the world. So, this is my mission. This book is not intended to exhaust all the learning needs of those wishing to enter the AI world. It is a starting point composed of some "scattered notes" that will help you put together some valuable pieces of technology's great mosaic. The articles presented here are very beneficial to provide you a practical introduction to some of the most important concepts that many of us face daily. They also will give you some pointers on how to go beyond the first step in search of much more. Just as Dante suggested: "You were not meant to live as ugly, but to seek virtue and knowledge."

**International Business** Shad Morris, James Oldroyd, 2020-07-21 Leveraging their extensive background at multi-national corporations, co-authors Shad Morris and James Oldroyd created an International Business course that is current, concise, and easy to implement. As instructors themselves, the authors focused on engaging pedagogy that prepares students for the global marketplace and created interactive resources to deepen the learning experience. This second edition of International Business includes extensive updates including coverage on important topics like COVID-19, Brexit and the US-China trade war. Additionally, the WileyPLUS course provides just-in-time resources like chapter introductory videos, whiteboard animations, cases/case application problems, adaptive practice, and more to help students apply their learning and think critically.

**Voices in the Code** David G. Robinson, 2022-09-08 Algorithms—rules written into software—shape key moments in our lives: from who gets

hired or admitted to a top public school, to who should go to jail or receive scarce public benefits. Such decisions are both technical and moral. Today, the logic of high stakes software is rarely open to scrutiny, and central moral questions are often left for the technical experts to answer. Policymakers and scholars are seeking better ways to share the moral decisionmaking within high stakes software—exploring ideas like public participation, transparency, forecasting, and algorithmic audits. But there are few real examples of those techniques in use. In *Voices in the Code*, scholar David G. Robinson tells the story of how one community built a life-and-death algorithm in an inclusive, accountable way. Between 2004 and 2014, a diverse group of patients, surgeons, clinicians, data scientists, public officials and advocates collaborated and compromised to build a new kidney transplant matching algorithm—a system to offer donated kidneys to particular patients from the U.S. national waiting list. Drawing on interviews with key stakeholders, unpublished archives, and a wide scholarly literature, Robinson shows how this new Kidney Allocation System emerged and evolved over time, as participants gradually built a shared understanding both of what was possible, and of what would be fair. Robinson finds much to criticize, but also much to admire, in this story. It ultimately illustrates both the promise and the limits of participation, transparency, forecasting and auditing of high stakes software. The book’s final chapter draws out lessons for the broader struggle to build technology in a democratic and accountable way.

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## Hirevue Introduction

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