

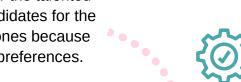
HIRE **BIAS-FREE** TO

RECRUIT WITHOUT FAVORITISM IN ORACLE HCM

Unconscious Bias - the silent killer of the recruitment industry has become a universal problem. There are certain traits like, the same culture, educational background, color, or political views that a recruiter prefers and is automatically inclined towards another individual who possesses those. Shunning hiring bias, however, can improve the hiring quality, only if you know how to avoid it.



They pass over the talented and skilled candidates for the lesser skilled ones because they met the preferences.



WHAT IS **HIRING BIAS?**



Prejudices that cloud the candidate selection judgment and negatively influence the decision-making ability.



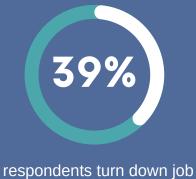
take over the resume evaluation

process.

Ignoring high-potential candidates that affect the quality of the hirings. Also, putting the company's reputation at stake.



Hiring Bias Alarming Statistics



inclusion & diversity in a company.

offers because of lack of



to get an interview call than black-sounding names.



to fight gender & racial diversity.



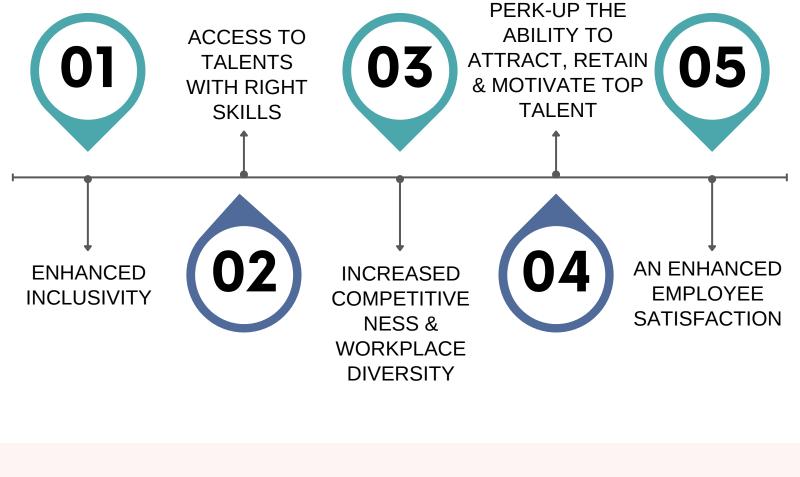
Source: <u>Springworks</u>, <u>HiringThing</u>, <u>JobFlare</u>



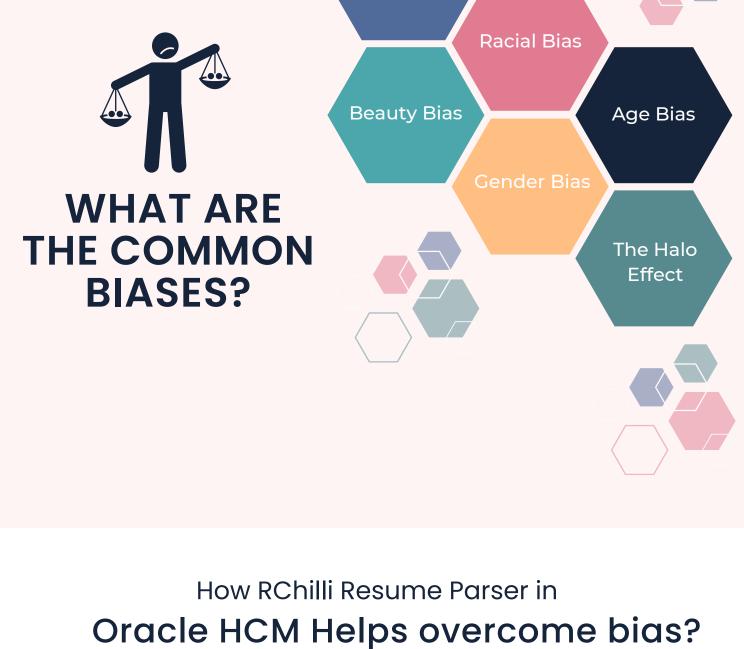
resume.

Why Is Unbiased

Hiring Important?



Confirmation







Fetches and auto-populates nearly 140+ fields from the resumes

Enhances the ability to make an











Rapid API

available on



