Postgraduate Certificate

Selection Processes and Artificial Intelligence

tech technological university

Postgraduate Certificate
Selection Processes and Artificial Intelligence

- » Modality: **online**
- » Duration: **6 weeks**
- » Certificate: **TECH Technological University**
- » Schedule: **at your own pace**
- » Exams: **online**

Website: **www.techtitute.com/us/artificial-intelligence/postgraduate-certificate/selection-processes-artificial-intelligence**

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Introduction

Recruitment processes are being significantly transformed by the integration of Artificial Intelligence. In fact, companies are adopting a more skills-focused approach rather than traditional academic qualifications, allowing for greater diversity in hiring and better alignment with the real needs of the labor market. In addition, the use of data analytics is becoming an essential tool for optimizing recruitment strategies. In this context, TECH has launched a comprehensive, fully online program, which will fit perfectly with graduates' work and personal agendas. This will be carried out through the innovative methodology called Relearning.

Thanks to this 100% online Postgraduate Certificate, you will gain practical knowledge about task automation with AI, allowing you to optimize your time and resources in identifying suitable candidates"

Artificial Intelligence is significantly transforming recruitment processes, optimizing the search for talent and improving hiring efficiency. Thanks to advanced algorithms, AI tools can analyze large volumes of data, allowing companies to quickly identify the most suitable candidates for a position.

This is how this Postgraduate Certificate was created, in which professionals will be able to use AI tools that facilitate the automation of processes, from the analysis of resumes to the evaluation of candidates. This approach saves a lot of time, allowing HR managers to focus on more strategic aspects of the selection process.

Also, as different AI techniques and tools are explored, we will delve into how these can be used to promote fairer and more equitable hiring practices. This will include reviewing algorithms that can be adjusted to minimize bias based on gender, race or work experience, ensuring that all candidates are evaluated objectively and on an equal footing.

Finally, the impact of Artificial Intelligence on organizational culture and candidate perception of selection processes will be addressed. In addition, experts will analyze success stories and challenges faced by companies that have implemented AI in their recruitment strategy, which will allow them to develop a critical understanding of the associated benefits and risks.

In this way, TECH has created a comprehensive, fully online program, which only requires an electronic device with an Internet connection to access all educational resources. This eliminates inconveniences such as travel to a physical center and the need to adapt to a fixed schedule. In addition, the program is based on the revolutionary Relearning methodology, which is based on the constant repetition of key concepts to achieve an optimal and natural assimilation of the contents.

This **Postgraduate Certificate in Selection Processes and Artificial Intelligence** contains the most complete and up-to-date scientific program on the market. The most important features include:

- Development of practical cases presented by experts in Artificial Intelligence in HR
- The graphic, schematic, and practical contents with which they are created, provide practical information on the disciplines that are essential for professional practice
- Practical exercises where the self-assessment process can be carried out to improve learning
- Its special emphasis on innovative methodologies
- Theoretical lessons, questions to the expert, debate forums on controversial topics, and individual reflection assignments
- Content that is accessible from any fixed or portable device with an Internet connection

You will be equipped with AI tools to implement fairer and more equitable practices, eliminating bias in the selection process and promoting diversity in the workplace. What are you waiting for to enroll?"

" *You will be empowered, not only to implement AI solutions in your selection practices, but also to advocate for a more ethical and responsible approach to the use of these technologies in the workplace"*

You will use AI tools to facilitate the analysis of resumes, quickly identifying the most suitable candidates for each position, thanks to an extensive library of innovative multimedia resources.

You will master techniques to detect implicit biases in the hiring criteria and algorithms used, promoting fairer and more equitable practices, with the support of the revolutionary Relearning methodology.
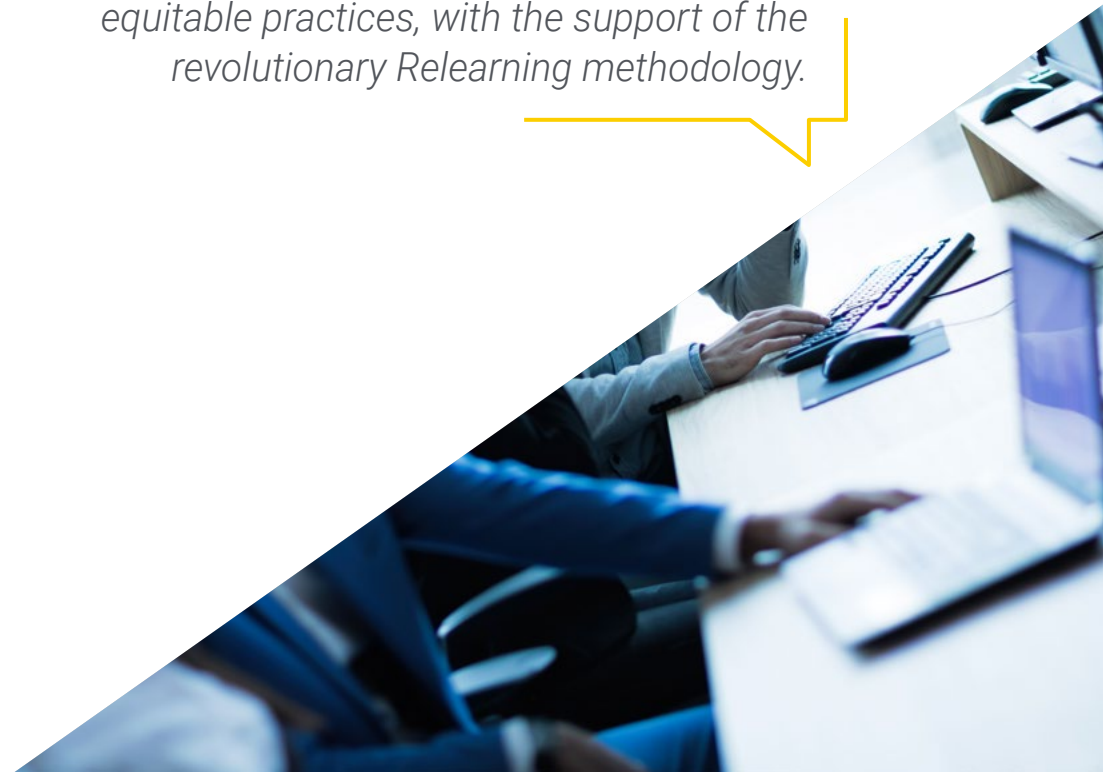
The program's teaching staff includes professionals from the field who contribute their work experience to this educational program, as well as renowned specialists from leading societies and prestigious universities.

The multimedia content, developed with the latest educational technology, will provide the professional with situated and contextual learning, i.e., a simulated environment that will provide immersive education programmed to learn in real situations.

This program is designed around Problem-Based Learning, whereby the professional must try to solve the different professional practice situations that arise during the course. For this purpose, students will be assisted by an innovative interactive video system created by renowned experts in the field of educational coaching with extensive experience.

02
Objectives

The main objective of a Postgraduate Certificate in Selection Processes and Artificial Intelligence is to train students in the use of artificial intelligence tools and techniques to improve and optimize recruitment and selection processes. Throughout the program, participants will learn to automate key tasks, such as resume analysis and candidate evaluation, in order to increase efficiency and accuracy in talent identification. In addition, we seek to promote fairness in the selection process by implementing strategies that eliminate bias and promote inclusion, ensuring that all candidates are evaluated fairly.

These objectives will prepare you to become a competent professional who can integrate technology into human talent management in an ethical and effective manner. With all the TECH quality guarantees!"

General Objectives

- Develop the ability to use AI to identify and eliminate bias in selection, evaluation and development processes

- Train students to implement AI solutions that automate administrative and managerial tasks

- Delve into the ethical and transparency principles necessary for the responsible implementation of AI in Human Resources

- Lead digital transformation projects in the Human Resources department, using AI as a key tool to innovate and improve organizational processes

Specific Objectives

- Acquire skills to use AI in the automation of recruitment and selection tasks, from resume analysis to candidate evaluation
- Apply AI to identify and eliminate biases in the selection process, promoting fairer and more equitable practices

"Upon completion, you will be equipped with technical and strategic skills, excelling in a competitive job market and contributing to the creation of more inclusive and effective teams in their organizations"

03
Course Management

Faculty members are experts in their respective fields, combining solid academic training with extensive professional experience in HR and technology. In fact, they have a background in data science and Artificial Intelligence, which will allow them to offer a comprehensive perspective on the intersection between recruitment and technology. In addition, their pedagogical approach will focus on hands-on teaching and the use of real-world case studies, making it easy for graduates to apply theories and tools to situations in the working world.

"

Faculty will foster a collaborative learning environment, encouraging alumni participation and discussion of innovative ideas, which will further enrich the educational experience"

Management

Dr. Peralta Martín-Palomino, Arturo

- CEO and CTO at Prometeus Global Solutions
- CTO at Korporate Technologies
- CTO at AI Shepherds GmbH
- Consultant and Strategic Business Advisor at Alliance Medical
- Director of Design and Development at DocPath
- PhD in Psychology from the University of Castilla La Mancha
- PhD in Economics, Business and Finance from the Camilo José Cela University
- PhD in Psychology from University of Castilla La Mancha
- Master's Degree in Executive MBA from the Isabel I University
- Master's Degree in Sales and Marketing Management, Isabel I University
- Expert Master's Degree in Big Data by Hadoop Training
- Master's Degree in Advanced Information Technologies from the University of Castilla La Mancha
- Member of: SMILE Research Group

Professors

Ms. Del Rey Sánchez, Cristina

- Talent Management Administrative Officer at Securitas Seguridad España, S.L.
- Extracurricular Activities Center Coordinator
- Support classes and pedagogical interventions with Primary and Secondary Education students
- Postgraduate in Development, Delivery and Tutoring of e-Learning Training Actions
- Postgraduate in Early Childhood Care
- Degree in Pedagogy from the Complutense University of Madrid

Take the opportunity to learn about the latest advances in this field in order to apply it to your daily practice"

04
Structure and Content

Thanks to this university program, professionals will delve into topics such as the automation of resume analysis, the creation of candidate evaluation algorithms and the use of AI tools to optimize selection processes. Techniques to identify and mitigate bias in hiring decisions, promoting fairer and more equitable practices will also be addressed. In addition, case studies and practical simulations will be included that will allow graduates to apply all these concepts in real situations, facilitating a deep understanding of how AI can transform human talent management.
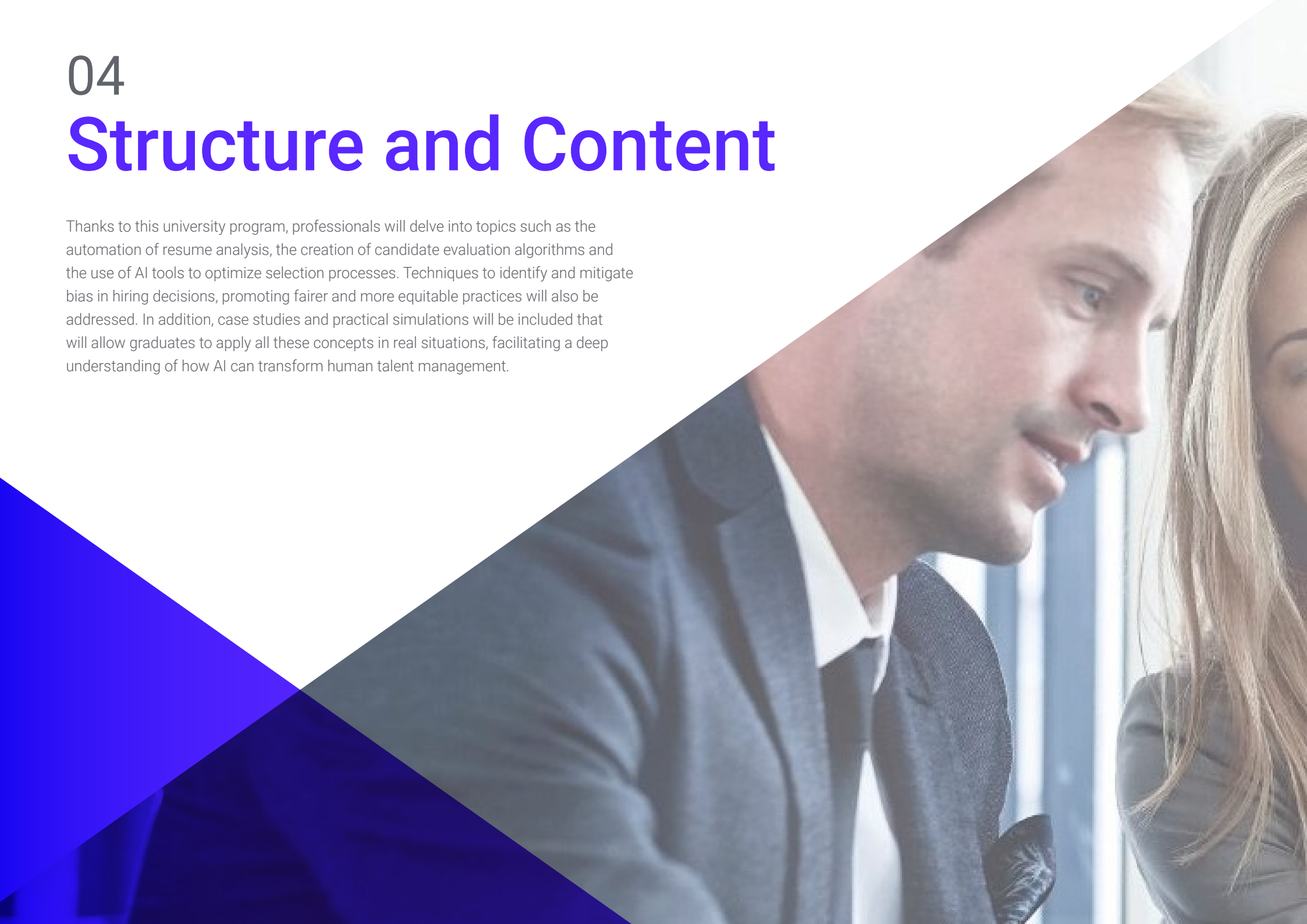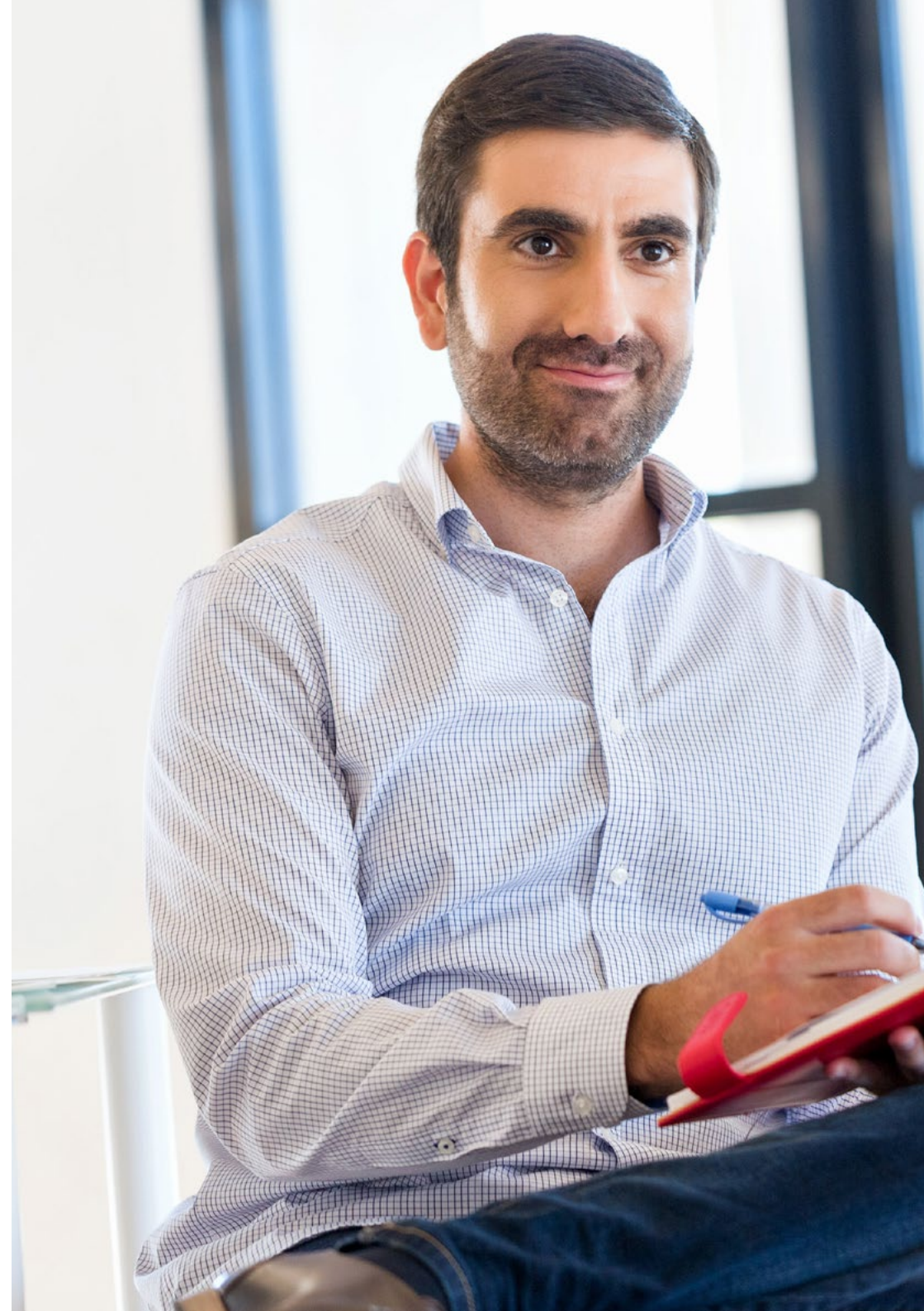
The Postgraduate Certificate will cover a wide range of content designed to equip you with the skills necessary to integrate Artificial Intelligence into recruitment and selection"

Module 1. Selection Processes and Artificial Intelligence

1.1. Introduction to the Application of Artificial Intelligence in Personnel Selection

    1.1.1. Definition of Artificial Intelligence in the Human Resources Context. Entelo

    1.1.2. Importance of Applying AI in Selection Processes

    1.1.3. Benefits of Using AI in Selection Processes

1.2. Automating Tasks in the Recruitment Process

    1.2.1. Using AI to Automate Job Postings

    1.2.2. Implementing Chatbots to Answer Candidates' Frequently Asked Questions

    1.2.3. Tools XOR

1.3. Resume Analysis with AI

    1.3.1. Using AI Algorithms to Analyze and Evaluate Resumes. Talview

    1.3.2. Automatic Identification of Skills and Experience Relevant to the Position

    1.3.3. Advantages and Disadvantages

1.4. Candidate Filtering and Ranking

    1.4.1. Applying AI to Automatically Filter Candidates Based on Specific Criteria. Vervoe

    1.4.2. Ranking Candidates According to Suitability for the Position Using Machine Learning Techniques

    1.4.3. Using AI for Dynamic Customization of Filtering Criteria based on Job Needs

1.5. Pattern Recognition on Social Networks and Professional Platforms

    1.5.1. Using AI to Analyze Candidate Profiles on Social Networks and Professional Platforms

    1.5.2. Identifying Behavioral Patterns and Trends Relevant to Recruiting

    1.5.3. Assessing the Online Presence and Digital Influence of Candidates Using AI Tools

1.6. AI-Assisted Virtual Interviewing

    1.6.1. Implementing Virtual Interviewing Systems with Language and Emotion Analysis. Talentoday

    1.6.2. Automatic Evaluation of Candidate Responses Using Natural Language Processing Techniques

   1.6.3. Developing Automatic and Personalized Feedback for Candidates Based on AI Interview Analysis

Methodology

This academic program offers students a different way of learning. Our methodology uses a cyclical learning approach: **Relearning.**
This teaching system is used, for example, in the most prestigious medical schools in the world, and major publications such as the **New England Journal of Medicine** have considered it to be one of the most effective.

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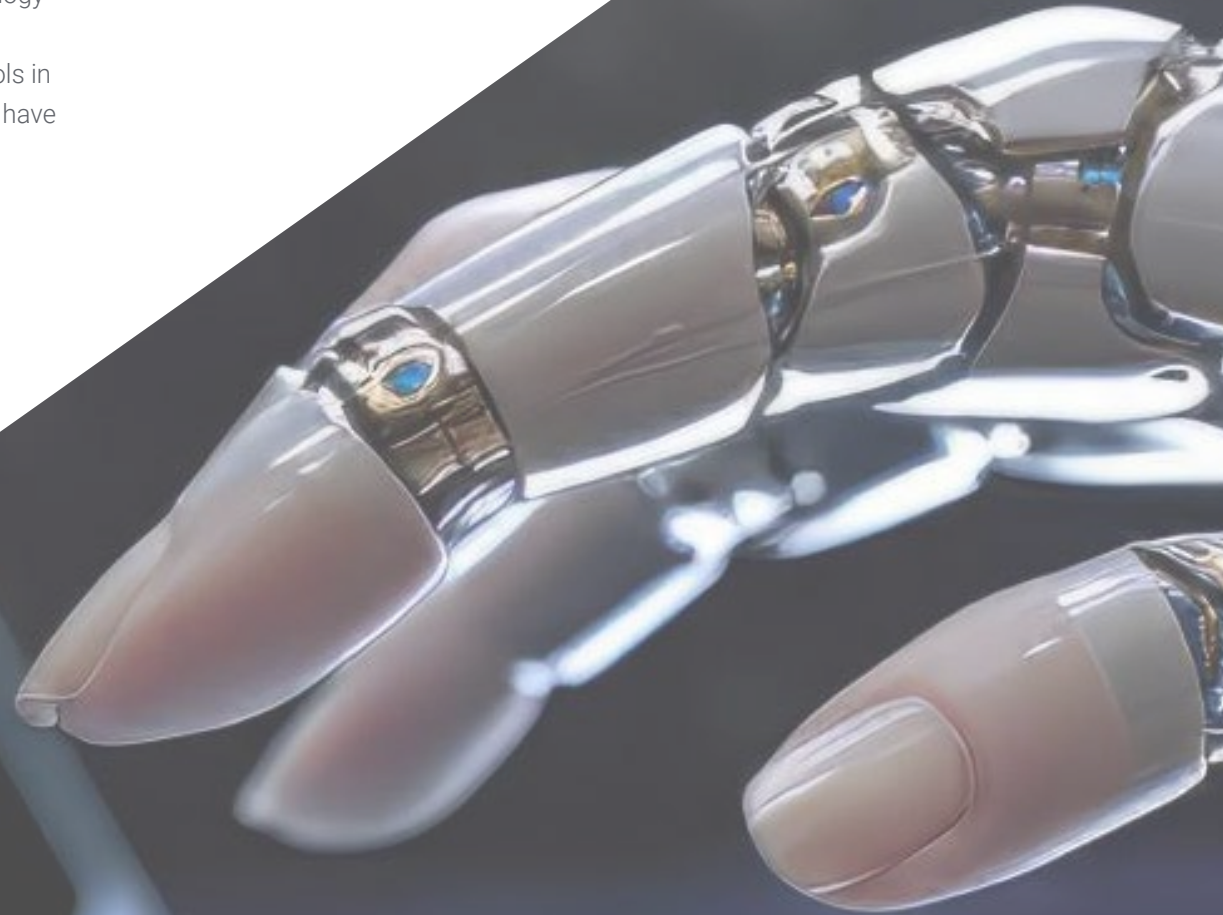
Discover Relearning, a system that abandons conventional linear learning, to take you through cyclical teaching systems: a way of learning that has proven to be extremely effective, especially in subjects that require memorization"

Case Study to contextualize all content

Our program offers a revolutionary approach to developing skills and knowledge. Our goal is to strengthen skills in a changing, competitive, and highly demanding environment.

At TECH, you will experience a learning methodology that is shaking the foundations of traditional universities around the world"

You will have access to a learning system based on repetition, with natural and progressive teaching throughout the entire syllabus.

The student will learn to solve complex situations in real business environments through collaborative activities and real cases.

A learning method that is different and innovative

This TECH program is an intensive educational program, created from scratch, which presents the most demanding challenges and decisions in this field, both nationally and internationally. This methodology promotes personal and professional growth, representing a significant step towards success. The case method, a technique that lays the foundation for this content, ensures that the most current economic, social and professional reality is taken into account.

❝

Our program prepares you to face new challenges in uncertain environments and achieve success in your career"

The case method has been the most widely used learning system among the world's leading Information Technology schools for as long as they have existed. The case method was developed in 1912 so that law students would not only learn the law based on theoretical content. It consisted of presenting students with real-life, complex situations for them to make informed decisions and value judgments on how to resolve them. In 1924, Harvard adopted it as a standard teaching method.

What should a professional do in a given situation? This is the question that you are presented with in the case method, an action-oriented learning method. Throughout the course, students will be presented with multiple real cases. They will have to combine all their knowledge and research, and argue and defend their ideas and decisions.

Relearning Methodology

TECH effectively combines the Case Study methodology with a 100% online learning system based on repetition, which combines different teaching elements in each lesson.

We enhance the Case Study with the best 100% online teaching method: Relearning.

In 2019, we obtained the best learning results of all online universities in the world.

At TECH you will learn using a cutting-edge methodology designed to train the executives of the future. This method, at the forefront of international teaching, is called Relearning.

Our university is the only one in the world authorized to employ this successful method. In 2019, we managed to improve our students' overall satisfaction levels (teaching quality, quality of materials, course structure, objectives...) based on the best online university indicators.

01 learning from evidence

02 relearning from evidence

03 testing

04 learning from an expert

05 neurocognitive context dependent learning

06 Von-Restorff effect

07 case based learning through storytelling

08 competencies testing (retesting)

In our program, learning is not a linear process, but rather a spiral (learn, unlearn, forget, and re-learn). Therefore, we combine each of these elements concentrically. This methodology has trained more than 650,000 university graduates with unprecedented success in fields as diverse as biochemistry, genetics, surgery, international law, management skills, sports science, philosophy, law, engineering, journalism, history, and financial markets and instruments. All this in a highly demanding environment, where the students have a strong socio-economic profile and an average age of 43.5 years.

Relearning will allow you to learn with less effort and better performance, involving you more in your training, developing a critical mindset, defending arguments, and contrasting opinions: a direct equation for success.

From the latest scientific evidence in the field of neuroscience, not only do we know how to organize information, ideas, images and memories, but we know that the place and context where we have learned something is fundamental for us to be able to remember it and store it in the hippocampus, to retain it in our long-term memory.

In this way, and in what is called neurocognitive context-dependent e-learning, the different elements in our program are connected to the context where the individual carries out their professional activity.

This program offers the best educational material, prepared with professionals in mind:

Study Material

All teaching material is produced by the specialists who teach the course, specifically for the course, so that the teaching content is highly specific and precise.

These contents are then applied to the audiovisual format, to create the TECH online working method. All this, with the latest techniques that offer high quality pieces in each and every one of the materials that are made available to the student.

Classes

There is scientific evidence suggesting that observing third-party experts can be useful.

Learning from an Expert strengthens knowledge and memory, and generates confidence in future difficult decisions.

Practising Skills and Abilities

They will carry out activities to develop specific skills and abilities in each subject area. Exercises and activities to acquire and develop the skills and abilities that a specialist needs to develop in the context of the globalization that we are experiencing.

Additional Reading

Recent articles, consensus documents and international guidelines, among others. In TECH's virtual library, students will have access to everything they need to complete their course.

30%

10%

8%
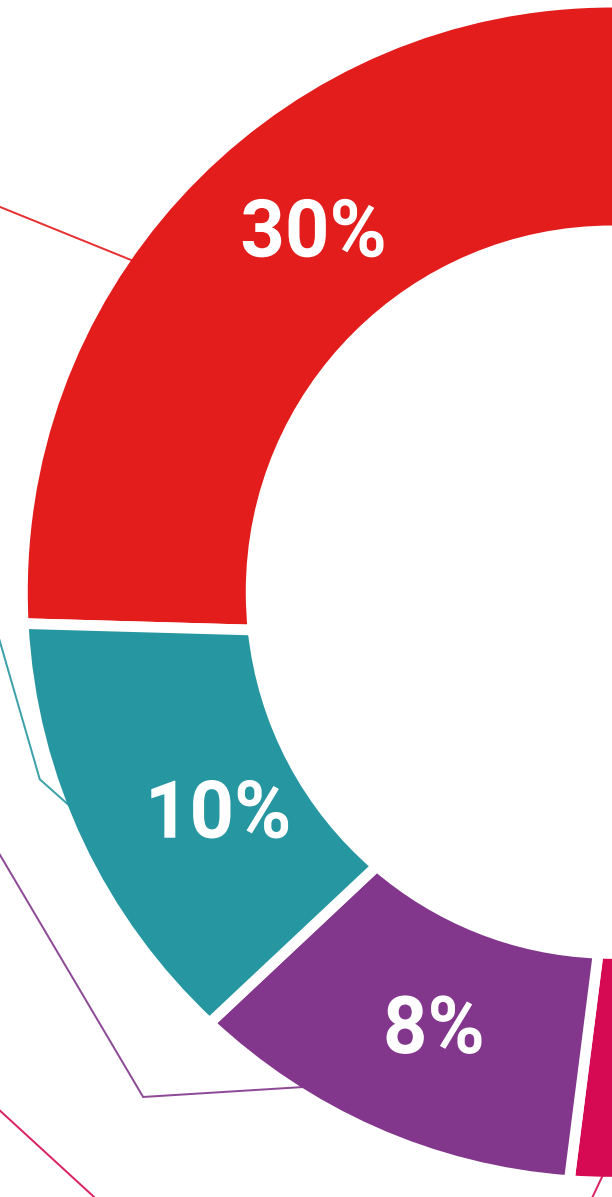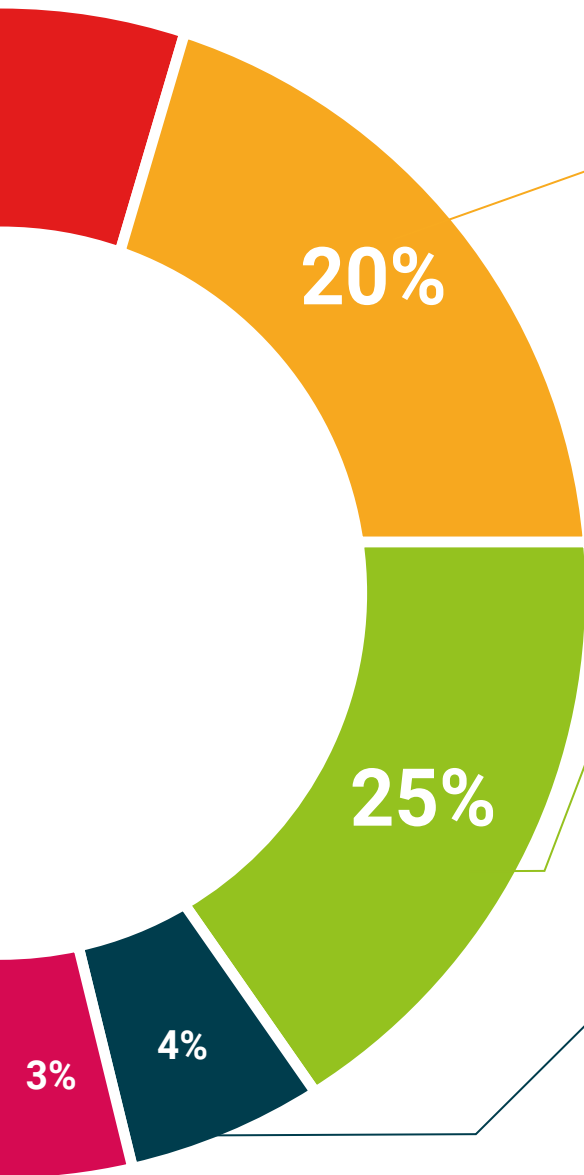
Case Studies

Students will complete a selection of the best case studies chosen specifically for this program. Cases that are presented, analyzed, and supervised by the best specialists in the world.

Interactive Summaries

The TECH team presents the contents attractively and dynamically in multimedia lessons that include audio, videos, images, diagrams, and concept maps in order to reinforce knowledge.

This exclusive educational system for presenting multimedia content was awarded by Microsoft as a "European Success Story".

Testing & Retesting

We periodically evaluate and re-evaluate students' knowledge throughout the program, through assessment and self-assessment activities and exercises, so that they can see how they are achieving their goals.

20%

25%

4%

3%

06
Certificate

The Postgraduate Certificate in Selection Processes and Artificial Intelligence guarantees students, in addition to the most rigorous and up-to-date education, access to a Postgraduate Certificate issued by TECH Technological University.

Successfully complete this program and receive your university qualification without having to travel or fill out laborious paperwork"

This **Postgraduate Certificate in Selection Processes and Artificial Intelligence** contains the most complete and up-to-date scientific program on the market.

After the student has passed the assessments, they will receive their corresponding **Postgraduate Certificate** issued by **TECH Technological University** via tracked delivery*.

The diploma issued by **TECH Technological University** will reflect the qualification obtained in the Postgraduate Certificate, and meets the requirements commonly demanded by labor exchanges, competitive examinations, and professional career evaluation committees.

Title: **Postgraduate Certificate in Selection Processes and Artificial Intelligence**

Modality: **online**

Duration: **6 weeks**

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Awards the following

DIPLOMA

to

Mr./Ms. _____, with identification number _____.
For having passed and accredited the following program

POSTGRADUATE CERTIFICATE

in

Selection Processes and Artificial Intelligence

This is a qualification awarded by this University, equivalent to 150 hours, with a start date of dd/mm/yyyy and an end date of dd/mm/yyyy.

TECH is a Private Institution of Higher Education recognized by the Ministry of Public Education as of June 28, 2018.

June 17, 2020

Tere Guevara Navarro
Dean

Unique TECH Code: AFWORD23S   techtitute.com/certificates

*Apostille Convention. In the event that the student wishes to have their paper diploma issued with an apostille, TECH EDUCATION will make the necessary arrangements to obtain it, at an additional cost.

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