Virtual and Augmented Reality and People Selection:

a systematic analysis review

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In our daily routine we have some *APP* to help us in some activities that in the past people used to resolve them manually. Organizations are increasing its presence in a digital world too with more people working in virtual workplaces everywhere, so it is urge to improve some changes in the actual paradigm of the work environment and introduce the Virtual Reality as a tool to increase results and decrease precious time used to produce more. Virtual Reality and Augmented Reality applied at the Human Resources processes should help to create a virtual environment to replicate the company activity in order to achieve this goal.

With this revision the author pretends to map all papers about Virtual Reality and Augmented Reality in Human Resources for People Selection in order to identify the main possibilities of this tool to improve and develop new products and more accurate studies for the Human Resources Management.

The aim of this study is to make a systematic analysis review of the existing scientific literature to know what was studied or developed in the range of the Virtual Reality and Augmented Reality in staffing used as a potential tool for people selection in organizations. The search of articles and studies was made in four scientific databases: Scopus, Web Of Science, DGERT and RCAAP with the keywords combination of five sets of research using the Boolean operator *"and"*: "Virtual Reality" and "Selection", "Augmented Reality" and "Selection", "Virtual Reality" and "Personal Selection", "Augmented Reality" and "Personal Selection", "Virtual Reality" and "Staffing", "Augmented Reality" and "Staffing", "Virtual Reality" and "Hiring", "Augmented Reality" and "Hiring", "Realidade Virtual" and "Seleção" and "Realidade Aumentada" and "Seleção".

The author identified 1014 potential scientific articles but after applied the inclusion criteria defined on the methodologic background the sample for this study is composed by seven scientific documents, published between 2001 and 2016. Only one was considered with high methodological quality and six with moderate quality. Regarding the types of selected studies, one is theoretical and six empiric. Three of them are more generalist without a specific professional area and targeted at all the working people; in the other hand the other three are more precise to the health sector, for surgery doctors; and one targeted engineering people for engineering activity sector. The technology resources used in this scientific studies three of them used applications/virtual environment/software, one used equipment/hardware, two didn't

used any resource and one the resource is not specified. The impact of those seven articles is positive which means that all were able to confirm the initial hypothesis or confirm stablished objectives, contributed with knowledge for this area.

Findings on this review on scientific production regarding the usage of Virtual and Augmented Reality for Personnel Selection is incipient, suggesting the need for more dissemination of this technology and subsequent studies on its impact.

Keywords

Human Resource Management; Virtual Reality; Augmented Reality; Systematic Literature Review; Selection.