Application of Virtual Reality and Augmented Reality in the Recruitment Process

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Technology has been shaping change in society, and work environment. Human resources management (HRM) has also affected and is also influenced by the digitalisation process.

Virtual and augmented reality technologies are on the rise and used in many sectors (Thoondee & Oikonomou, 2017), as well as in HRM (e.g. Pan, Cheok, Yang, Zhu & Shi, 2006; Stanković & Savković, 2013).

Virtual Reality (VR) recreates the sense of reality for an individual as if the person were physically present in a given environment (Hutchison, 2018). Augmented reality (AR) is a technology which overlays virtual objects (augmented components) into the real world, which seem to exist in the same room as objects from the real world (Akçayır & Akçayır, 2017).

Given the war for talent, finding and engaging the people the organisation needs (Armstrong, 2014: 226), the recruitment process, has a crucial role in the competitiveness of the organisations.

This paper presents a review of what has already been studied about VR and AR, as well as the potential of these technologies in the recruitment process.

Using a systematic review of the literature, we have searched in Portuguese and international scientific databases[1] the published studies on VR and aR in the recruitment process, which resulted in 174 outputs. The search in Portuguese databases did not produce any results. After the withdrawn of all replicated documents, the results provided were 123 documents. Based on the title and abstracts, the exclusion criteria were

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[1] Scoups, Web of Science, RCAAP - Open Access Scientific Repositories of Portugal and DGEEC- Directorate-General for Education and Science Statistics.

applied: (1) language; (2) existence of summary; and (3) agreement with the object of study. The sample was reduced to 10 articles. After the complete analysis of the articles, all were excluded except for one single paper. Thus, we can conclude that in the academic and most reliable sources of literature, there is still much to be studied about VR and AR in recruitment. Another issue to notice is that, in the academic literature, even if it is spelled "recruitment", much of the excluded articles referred to the selection process, which is conceptually different (e.g. Armstrong, 2014).

Keywords

Human Resources Management; Virtual Reality; Augmented Reality; Recruitment Process

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