

A Study of Conceptual Framework of Blind Recruitment in Current Business Scenario

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Abstract

This is a conceptual paper is to study the concept of Blind recruitment, usage of blind recruitment, forms of recruitment in the organization and the advantages and disadvantages of Blind recruitment. Recruitment is the method of searching and hiring the best- qualified aspirant from inside or outside of a business for a job opening, in a timely and cost-effective manner. It is absolutely crucial for businesses to hire the right people, with the right skills, the right knowledge, right attributes, at the right time, for the right job. The recruitment and selection process has become one of the key processes determining the success of an organization. At the present, the practice of issuing a vacant position and applying for a job via the website has increased massively but ensuring diversity among workplace still questionable in a major organization. Blind recruitment is the solution of removing all drawbacks what is in the current recruitment systems. One of the most innovative trends using by in a developed country that method called Blind recruitment. Researcher worked on this study/paper based on previous online sources, HR blogs, Journals and books. The main purpose of this paper is to broaden the research on the recruitment practices, with focus on Blind recruitment practices in addition with that this paper discusses the concept, nature, problems, benefits, methods, and trends and conditions for effective blind recruitment.

Key words-Recruitment and selection; Blind Recruitment; emerging trends of Recruitment.

Introduction

The world of recruitment is getting revolutionized and undergoing rapid transformation. All business sectors are adopted new tools and techniques for talent acquisition and management. Recruitment is the one of the major function in human resource management.in. The purpose of this study is to introduce an understanding of how Blind recruiting has evolved and the ramifications that Blind recruitment has on the recruitment process. Mass adoption of new tools and technologies has made the skilful or talent acquisition process data rich and workflow-friendly in blind recruitment. Blind recruitment is a latest or new phenomenon, so the author will try connecting the bind recruitment concept and

how that is evolved to the modern-day recruitment process using developed countries. Here the author idea is by using Blind recruitment method what are the benefits can have occurred and actually, that does mean Blind recruitment those ideas discussed in this paper.

Objectives

1. To study the role of Blind recruitment
2. Understanding the importance of Blind recruitment compare to other techniques.
3. To find out how the Blind recruitment process has an impact on Organization
4. To outline the criteria for effective Blind Recruitment.

Literature Review

An analysed conducted by Williams (2009) on recruitment showed declining recruitment spends focused on web-based recruitment at the expense of traditional methods. Online methods proved far more popular of the HR professionals surveyed said the jobs sector of their own company website was used as a recruitment instrument for many jobs. But the problem is we cannot expect more suitable candidate form those methods because Unconscious bias and stereotyped factors impact candidate selection process. The unconscious bias that means Implicit or unconscious bias happens by our brains making incredibly quick judgments and assessments of people and situations without us realising. (Brightowl,2016) Our biases are influenced by our **background, cultural environment** and **personal experiences**. We may not even be aware of these views and opinions or be aware of their full impact and implications(www.ecu.ac.uk). Your background, personal experiences, societal stereotypes and cultural context can have an impact on your decisions and actions without you realising. You might think you and your colleagues are open-minded and would never disqualify a candidate for anything but a lack of skills or experience. However, even the most accepting people can be influenced by thoughts and feelings they're not aware they have. blind recruitment at this point, you're probably wondering how you can put blind recruitment into action in your company. You're hiring solution and processes are meant to capture as much information about your candidates as possible so you can make informed hiring decisions. A simple way to create a blind recruitment practice is to assign a team member who is not involved in hiring to anonymize every candidate's information. Create a template that allows them to plug in each person's work experience, skills, degree and other pertinent information you've defined in the candidate profile. Don't worry about soft skills yet. You can evaluate your candidates for those when it comes time to interview them (Ideal Blog.2017).

Then have the person in charge of this process assign each candidate number. When the process is complete, you will be able to see that the candidate spent five years working for X company, has Y skill and earned a degree in Z. You can use this information to decide who moves onto the interview stage based on the factors that really matter so blind recruitment play a major role in ignoring unconscious bias.

Blind recruitment is the process of removing any and all identification details from your candidates' resumes and applications. It helps you and your hiring team evaluate people on their skills and experience instead of factors that can lead to biased decisions. Here are some common identification details that are blacked out when doing blind recruitment because they can cause unfair hiring practices (Fast company, 2016).

Using an online recruitment system many potentially save the employer time a usually they rate the candidate and several persons in HR independently review E-candidate the applicants send their resumes/CV via networking sites that help in the paperless recruitment process in human resource functions

Blind recruitment is the concept lead to ensure that approached by a few clients that they have been working with to engage in a blind-sifting process which involves searching for talent by removing unconscious bias (gender, place, appearance) from the hiring process.

The blind recruitment defines by (Think "The voice") that mean which is the process of hiring a right candidate by removing all personal and demographic information from hiring process in order to assess candidates based on ability. Actually, the blind recruitment concept derived from one of the foreign television show that is conducted by European that is called blind singing audition. The judges of the show they never see candidate appearance by hearing their voice they have selected best singer. Ultimately, they received efficiency output because that selection method ignored discrimination factors. Based on that experienced HR authors decided to conduct that as a recruitment method. Currently, a lot of developed countries trying this method to recruit the right person for their organization.

Here some reason why blind recruiting challenges we hear most often, and solutions to overcome them to make you're hiring more effective. Some industries have reputations for in-group hiring (often of the male, female, age, place variety.) Blind hiring can help companies hire for talent and skill, not just for cultural similarity (Mark Daniel 2017). The results of blind hiring are relatively untested. Bind recruitment ignores the gender, race or demographic information. If you're looking to mask gender or race, delete candidates' names from their resumes before

sending them over to hiring managers. Names, particularly names that are commonly associated with a certain gender or race, can trigger unconscious biases that can hurt candidates and companies alike. If you choose to obscure candidates' names, consider deleting other identifying information too, like the names of women's or historically black colleges.

For those who have never heard of blind recruitment, it's a process whereby all personally identifiable information is removed from a job seeker's CV, such as name, address, education, the length of time in each role and more. We have seen more and more companies start to implement blind recruitment in their employment strategy, at a time when diversity and inclusion have never been more central. However, with every new market trend, there are questions that arise.

- Can this combat recruitment discrimination?
- Will, it overcome unconscious bias?
- What role and level would benefit from this most?
- Is it going to be a time-consuming process, and will it make candidate/client experience worse or better?
- And more importantly, will it bring amazing results?

It has been recruiting senior HR roles for nearly two years now and I believe that anyone who has ever been involved in recruitment would agree that no process is ever the same. The blind recruitment process should be tailored to each individual organisation, and sometimes even to the vacancy itself. However, there are a few areas which should be considered before deciding which part of the CV will be blind.

- Is it a graduate recruitment role where university leavers are judged on the university they attended?
- Is it a private sector role where public-sector candidates might possibly be rejected?
- Might there be a prejudice towards minority groups?

Removing just a few identifiable details or even all of them would create a 'naked Curriculum vitae, but initially, produce a fairer playing field. Organisations could engage with 'blindly' selected candidates and invite them to do various psychometric testing. That might include personality tests, aptitude, numerical, verbal reasoning or even bespoke tests, designed specifically for a particular role. Ideally, at this point, the employer should have a shortlist of four or five candidates, invite them in for face-to-face interviews and one of them hopefully, will receive an offer (The New York Times,2016).

Blind recruitment has been designed to find the best person in the current market, one that is technically equipped to do the job. This approach creates a more diverse and balanced workforce which allows for different ideas from a host of backgrounds. It is a little bit like building foundations for a house. Just because they are not necessarily visible when the house is built, it doesn't mean they are not vitally important. A more diverse workforce mirrors the customer base more accurately and keeps employees engaged, and challenged, which improves productivity and employee retention (Fast company 2016)

Blind recruitment leads to make efficiency recruitment strategy.

- Ethnic background –No ethnical discrimination, most candidates do not share their ethnicity when applying for a job but a LinkedIn profile photo – or in some cases their name or the country they've worked or attended school in – provides plenty of hints. Racial prejudices, of course, differ from person-to-person but it would be naive to say ethnicity never influences hiring
- Gender – Gender discrimination not allowing this method. Research overwhelming shows that sexism and gender inequality persist in the workforce, across a variety of industries. And some people prefer to work with people of their own gender or believe certain jobs are meant for either a man or a woman
- Research also shows some HR of an organization willing to recruit candidate according to those who have an easy calling name. Some recruiters and hiring managers don't want to struggle to say someone's name or make unfair assumptions because of it, so they simply move onto the next applicant. Blind recruitment ignores this kind of discrimination factors. (Fast company.com)
- Education – Institution name or the academic reputation of a candidate's school can lead to speculation about their intelligence or work ethic. However, companies like Google they not practising based on their university names because they've found it doesn't equate to job success. (money.cnn.com)
- Age – You'll get some idea of a candidate's age from their years of experience. But you don't necessarily need to know the exact years they worked for particular companies (i.e. 2000 to 2004) or when they graduated from college. Blind recruitment does not consider exact days or months they recruiting the gap of age that means (2004-2008)
- Personal interests – Some people list their hobbies and interests on their resume but that information can also interfere with fair hiring. For example, hiring team members can make assumptions (i.e. "this person likes reading so they must be smart") or identify with a candidate who has shared interests. So blind recruiting ignoring this drawback.

Blind recruitment methods why important in the selection process. (Ideal blog,2018)

Not consider college degree (name of organization)

It can be ignoring to judge someone's qualification based on the university or college name. However, just because someone comes from a top university does not mean that they are the best fit for your job. By obscuring the education portion of a candidate's resume, you can let their experience speak for itself. It's best to pair this strategy with a skills assessment or assignment. They more concern about practical knowledge and skills aspects and Listing experience on a resume or curriculum vitae is only a snapshot of what a candidate is actually capable of. Disparity hobbies and interests Hiring for right rather than skill can allow biases to seep through. According to the New York Time analysis of blind hiring, the most common reasons for hiring someone were similar taste in hobbies, leisure activities, and other traits unrelated to job performance. Taking interests and hobbies into account can create an insular workplace culture, without room for employees to come in with new experiences to improve your company. More importantly, if the hobbies and interests of your workplace are homogenous and primarily reflect a certain demographic, achieving diversity will become significantly harder. To combat this, obscure mentions of irrelevant interests or experience.

Avoid or elimination social media and Pictures

Adding social media profiles to a candidate's application can often provide a fuller picture of what a candidate is like. You can see how they present themselves online through their Instagram LinkedIn and Facebook profiles. However, these profiles can provide photos and other information that you might not need to know. If you're committed to blind hiring efforts, it's best to err on the safe side and avoid digging into social media profiles during pre-screening. By seeing face appearance, they do not consider recruitment.

Use structured interviews

Though a face-to-face interview is hardly blind hiring, conducting the interview they ask the same question to all candidate but there is no chance to discuss with other candidates. Here they use pre-determined questions for the interview processing. interviewers can score and judge answers in a less biased and subjective eye way than they could with unstructured interviews.

The demerit of blind recruitment

Blind recruitment does come with some downsides. Here are few things to consider before implementing the process in your company (Michael goathouse, 2016)

- Could disrupt diversity goals – If your company is striving to increase gender balance or achieve other diversity goals among its staff, blind recruitment might not lead to the results you hoped.
- Extends the application screening stage – Requiring a team member to remove identification details from every application will lengthen the screening stage and is counterintuitive to having a hiring solution meant to increase efficiency.
- Prevents a candidate’s personality from coming across – Some candidate’s express themselves and their skills through their resume. For example, if you’re hiring a writer or designer, you should probably consider the quality of their resume.
- Doesn’t allow for culture fit – Anonymizing the details of your candidates could prevent you from hiring someone who meshes with your company culture. However, you could argue that this isn’t a bad thing since culture-fit can be an acceptable way of looking for people who look and sound like your current employees.

Anyhow blind recruitment, which in its purest sense involves being hired without your future employer knowing your name, age, gender, race, educational background or work experience. It is lead to increase diversity working culture.

Implementation of blind hiring

Hiding factor determination-The first step to implementing blind hiring tactics, as advised by organisations that went through the process, is to decide *which* data types should be hidden. In an ideal scenario, an organisation should aim to hide any data that is not necessary to evaluate whether a candidate has the skills and/or capabilities to perform the job. Defining how far the blind recruitment process can be taken is crucial as it will determine the shape of all of the processes and the type of technologies used in recruitment.

Processing-Secondly, processes around applications and Curriculum Vitae management should be established. To make sure anyone viewing the

applications cannot see the defined set of data, it's crucial to decide on how candidates' data will be processed and passed on to the right team members.

Calling -The remaining steps of the recruitment process can be agreed. These should be designed in a way that will allow the hiring manager to evaluate candidates based on specified criteria. Tools such as psychometric and ability tests can be used or candidates may be asked to share samples of their work. This part of the blind hiring process should be thought through in detail as it's the main source of information about the candidates.

Positive effects of blind hiring in the workplace

While it will take more time for the organizations to implement blind hiring programs at full-scale, the implementation of this strategy has already shown positive effects. Some of them deserve a mention here:

- It ensures workplace diversity: With the blind hiring, you can build a diversified workplace where people from different backgrounds can work together. Such a work environment breeds idea and gives more colour to your organization. So, you can get a non-linear work approach where different individuals use their ideas to contribute to the growth and progress of the organization.
- True talent finds its way into the organization: The traditional hiring process limits the access of real talent and prodigies to get a position in an organization. With the blind hiring, you can test out the real talent by setting unconventional assessment methods. For example, if you want to hire a genius web designer for your newly-launched start-up, you cannot do it with the traditional hiring method that requires a specific certification, degree, or experience since it is the core part of the recruiting and selection process. Instead, you can set a contest-based test where you can assign an intricate design project to several candidates. The one who creates the best design should be eligible for the job.
- Fewer occurrences of biased hiring: It is commonplace to see incompetent people working in a company who end up doing more bad to the organization than good. Such hires are a result of the biases that arise from the tradition hiring method. A conventional hiring method encourages the hiring manager to prefer one candidate over other based on his belief system, personal liking or social prejudice. With the blind hiring, the organizations make sure they hire only the fittest person based on his skill set and not because of his academic credentials, gender, or ethnic background.

- Companies can hire candidates who fit into their specific work culture: This can be particularly favourable for the companies that search for talent who can fit into their specific work culture. Let's say you run an advertising agency that thrives on highly creative people. So naturally, you will be interested to hire the people who can think outside the box. With blind hiring program, you can find those creative minds without the help of traditional hiring criterion which emphasizes on the academic qualification and professional experience.

Methodology

This study has adopted online sources, books, journals, online professional Blogs and article related to Human Resources. The author used the technique of previous studies to develop/study blind recruitment.

Limitation

This study is conceptual in nature only based on secondary data available from websites and scholarly articles. Considering the upcoming possibilities of increase in business and hence in increased recruitments, a more detailed study needs to take place in future with solid primarily database pan-industry because so far the proper focus has not been given recruitment issues. Blind recruitment still implemented only a few countries in the world so the implementation process still questionable. These issues could be addressed by further researchers in their focused primary study.

Finding

Sri Lanka consists multi-culture people so there is a chance to discrimination based on the culture, ethnicity, colour, place for that adopting Blind recruitment policy may reduce discrimination and ensure that right selection or qualified person for the suitable job. The important aspect is increased diversity among organization and leaning multi-culture respecting other values may increase. Here Researcher idea is practically implementing this concept is very effective in Sri Lanka. Blind recruitment is the only method of eliminating negative side in other all traditional and modern recruitment methods.

Recommendation

The future researcher needs to analyse how it will possibly implement in Sri Lanka and how to promote this strategy to all organization in Sri Lanka. Future researcher able work on the implementation process of Blind recruitment in Sri Lanka based on this article.

Conclusion

Blind hiring can be a game-changer for organizations who want to infuse diversity in the workplace. However, the organizations have to wait before they can benefit from its positive aspects. Since the concept of "blind hiring" is still in its formative stage, it might take some time for this idea to produce the result. Although blind hiring is the reality of the new era, it still has its set of demerits. At this time, blind hiring can only work as part of the hiring process and not as the only tool to find the talent. Regardless of all the pros and cons, the data speaks for itself - companies who initiate blind recruitment practices, eventually build a more diverse workforce. Diverse workforce resembles customer's database more accurately and allows for more varied ideas to be born based on experiences and knowledge coming from different backgrounds. Putting all these ingredients together translates into higher revenue. Most of them not aware of the concept of Blind Recruitment so implementation of this function is more suitable to Sri Lanka.

The practice of 'blind' recruitment is becoming more prevalent across industries as a way to reduce discrimination and improve workplace diversity. Sri Lanka most of the organization practising modern methods in recruitment anyhow our nation includes multi-culture people just in case lot of graduate lost their potential opportunity based on discrimination.

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