



REVIEWER'S REPORT

Manuscript No.: IJAR- 56685

Title: Exploring the Impact of Artificial Intelligence on Recruitment Fairness and Candidate Experience in Large Companies.

Recommendation:

Accept after minor revision.

Rating	Excel.	Good	Fair	Poor
Originality	✓			
Techn. Quality	✓			
Clarity	✓			
Significance		✓		

Reviewer Name: Dr. Bishwajit Rout

Reviewer's Comment for Publication.

(To be published with the manuscript in the journal)

The reviewer is requested to provide a brief comment (3-4 lines) highlighting the significance, strengths, or key insights of the manuscript. This comment will be Displayed in the journal publication alongside with the reviewers name.

- Significance:** The study is significant as it systematically maps the intellectual structure of research on AI-driven recruitment fairness and candidate experience. By employing bibliometric techniques, it identifies key themes, influential contributors, and research gaps. The findings provide a foundation for future empirical studies and support the development of more transparent, ethical, and human-centered AI recruitment systems across organizations.
- Strength:** The study's strengths include its large dataset of 1,000 peer-reviewed articles and rigorous bibliometric methodology using advanced analytical tools. It provides a comprehensive overview of publication trends, citation patterns, and thematic clusters. The interdisciplinary scope enhances its relevance across HRM, information systems, and ethics, offering valuable insights into the evolving landscape of AI in recruitment.
- Key Insight:** The key insight is that while AI-driven recruitment research is rapidly expanding, it remains fragmented and heavily focused on technical and ethical dimensions rather than candidate experience. The study reveals a critical gap in empirical research on how applicants perceive fairness, transparency, and trust in AI-mediated hiring. Addressing this gap is essential for developing more equitable and human-centric recruitment systems.

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Reviewer's Comment / Report

The paper titled “*Exploring the Impact of Artificial Intelligence on Recruitment Fairness and Candidate Experience in Large Companies*” bibliometric analysis of 1,000 peer-reviewed articles (Scopus/Web of Science) maps the evolving intersection of AI, recruitment fairness, and candidate experience using VOSviewer and Biblioshiny. It documents a sharp publication surge since 2018, driven by algorithmic bias concerns, ethical governance, and HRM applications, with four thematic clusters emerging from keyword and coupling networks. Highly cited works (2016-2021) form the intellectual core, yet the field remains fragmented and lacks empirical studies on candidate perceptions. Valuable for identifying trends and research gaps, the paper highlights needs for greater focus on transparency, human AI dynamics, and cross-cultural contexts.

Suggestions for Improvement:

1. Clearly articulate research objectives and study contributions at the section's end.
2. Reduce repetitive background information to improve focus and readability.
3. Strengthen the problem statement by explicitly highlighting fragmentation in existing literature and insufficient bibliometric synthesis of AI recruitment fairness studies.
4. Improve analytical depth by synthesizing studies instead of sequential summarization.
5. Clearly separate theoretical perspectives from empirical findings in literature discussion.
6. Organize literature into thematic sub-sections such as fairness, candidate experience, and algorithmic governance for improved conceptual clarity and coherence.
7. Provide justification for selecting Scopus and Web of Science databases.
8. Clarify criteria used for inclusion and exclusion during data screening process.
9. Elaborate on data cleaning procedures including duplicate removal, screening stages, and validation steps to enhance transparency and reproducibility.
10. Explain rationale behind selecting bibliometric techniques such as co-citation, coupling, and keyword analysis in relation to research objectives.
11. Integrate findings with theoretical implications by explaining how identified clusters contribute to understanding AI recruitment fairness and candidate experience.
12. Expand discussion on practical implications for organizations implementing AI tools in recruitment processes, particularly regarding fairness and candidate trust.

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This manuscript provides a comprehensive bibliometric analysis of AI in recruitment, focusing on fairness and candidate experience. The study offers valuable insights into publication trends, thematic structures, and research fragmentation. However, it requires improvements in theoretical framing, analytical depth, and clarity of research contributions. With moderate revisions addressing these concerns, the paper has strong potential to contribute meaningfully to the interdisciplinary literature on AI, HRM, and ethical recruitment practices. Addressing the identified weaknesses will make it suitable for publication in IJAR.

I recommend this paper for publication after minor revision.