

Inclusion in recruiting



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Abstract

This paper investigates the promotion of inclusion in large Swiss companies through an anonymised recruitment process in the Metaverse. For this purpose, the following research question is posed: "To what extent can the recruitment process in the Metaverse promote inclusion by allowing parties to get to know each other as avatars?" To answer the research question, three areas were analysed:

In a first step, the recruitment process was analysed in theory and practice through literature, internet sources and interviews with experts. In a second step, the avatar and the metaverse were analysed using specialist literature and internet sources. The findings from the first two areas, additional internet sources and expert interviews provided the knowledge

base for the scenario analysis of an anonymised application process in the metaverse. The scenario was examined for feasibility, acceptance and plausibility. The evaluation of the qualitative interviews and internet sources shows that the research question cannot be answered definitively. A direct connection between the increase in inclusion and diversity and anonymity cannot be proven. Unconscious bias, on the other hand, would be eliminated with the help of an anonymous process. The technical feasibility is given.

There is still no agreement on the definition and future vision of the metaverse. Whether the metaverse will establish itself as a platform is still unclear. There is acceptance of an anonymised process, but only to a certain extent. An interpersonal exchange in the real world is still desired.