

DAFTAR PUSTAKA

- [1] R. Dixit, “Hr trends for 2022: Future of human resource management,” Sep 2022. [Online]. Available: <https://www.selecthub.com/hris/hr-trends/>
- [2] Microsoft, “The next great disruption is hybrid work—are we ready?” Mar 2021. [Online]. Available: <https://www.microsoft.com/en-us/worklab/work-trend-index/hybrid-work>
- [3] L. N. Hayes, “More than half of employers have found content on social media that caused them not to hire a candidate, according to recent careerbuilder survey,” Aug 2018. [Online]. Available: <https://www.prnewswire.com/news-releases/more-than-half-of-employers-have-found-content-on-social-media-that-caused-them-not-to-hire-a-candidate-according-to-recent-careerbuilder-survey-300694437.html>
- [4] M. Nabila, “Ambisi kalibrr mentransformasi proses rekrutmen di indonesia,” Dec 2018. [Online]. Available: <https://dailysocial.id/post/kalibrr-indonesia>
- [5] Kalibrr. [Online]. Available: <https://www.kalibrr.com/>
- [6] BPS, “Februari 2022: Tingkat pengangguran terbuka (tpt) sebesar 5,83 persen dan rata-rata upah buruh sebesar 2,89 juta rupiah per bulan,” May 2022. [Online]. Available: <https://www.bps.go.id/pressrelease/2022/05/09/1915/februari-2022--tingkat-pengangguran-terbuka--tpt--sebesar-5-83-persen.html>
- [7] I. Team, “Shortlisting: Step-by-step guide to candidate recruitment,” Mar 2021. [Online]. Available: <https://ideal.com/shortlisting/>
- [8] —, “Ai for recruiting: A definitive guide for hr professionals,” May 2021. [Online]. Available: <https://ideal.com/ai-recruiting/>
- [9] J. Kelly, “Human resources professionals say their jobs are harder than ever, as they try to recruit and retain employees in a hot job market,” Apr 2022. [Online]. Available: <https://www.forbes.com/sites/jackkelly/2021/11/30/human-resources-professionals-say-their-jobs-are-harder-than-ever-as-they-try-to-recruit-and-retain-employees-in-a-hot-job-market/?sh=4188b6412e4b>

- [10] K. Gifansa, “Berapa kisaran gaji hrd sekarang?” Aug 2022. [Online]. Available: <https://hr.proxsisgroup.com/berapa-kisaran-gaji-hrd-sekarang/#:~:text=Posisi%20staff%20pada%20umumnya%20merupakan,000%2C00%20per%2Dbulan.>
- [11] E. Gracia, “Resume screening automation: Rpa use cases,” Dec 2021. [Online]. Available: <https://www.rpatech.ai/resume-screening-automation-challenges-use-case-and-benefits/>
- [12] V. Malviya, “Automating resume screening using rpa,” Jul 2021. [Online]. Available: <https://www.linkedin.com/pulse/automating-resume-screening-using-rpa-vinita-malviya/>
- [13] A. Tiwari, S. Vaghela, R. Nagar, and M. Desai, “Applicant tracking and scoring system,” *International Research Journal of Engineering and Technology*, vol. 6, no. 4, pp. 320–324, 2019.
- [14] O. Antari, “Hrm adalah? apa saja fungsi dan manfaatnya dalam perusahaan? - jojonomic,” Feb 2021. [Online]. Available: <https://www.jojonomic.com/blog/hrm-adalah/>
- [15] C. Team, “Human resource management,” Oct 2021. [Online]. Available: <https://corporatefinanceinstitute.com/resources/knowledge/other/human-resource-management/>
- [16] D. A. DeCenzo, S. P. Robbins, and S. L. Verhulst, *Fundamentals of human resource management*. John Wiley & Sons, 2016.
- [17] R. J. Stone, A. Cox, and M. Gavin, *Human resource management*. John Wiley & Sons, 2020.
- [18] S. Hamouche, “Human resource management and the covid-19 crisis: Implications, challenges, opportunities, and future organizational directions,” *Journal of Management & Organization*, vol. 1, pp. 1–16, 2021.
- [19] N. Nawaz, “Artificial intelligence face recognition for applicant tracking system,” *International Journal of Emerging Trends in Engineering Research*, vol. 7, p. 12, 2019.
- [20] M. I. Marsyaf, “Artificial intelligence kalibrr jembatani perekrut dan pencari kerja,” Mar 2019. [Online]. Available: <https://tekno.sindonews.com/berita/1384800/207/artificial-intelligence-kalibrr-jembatani-perekrut-dan-pencari-kerja>

- [21] F. Jamaludin, “Kalibrr, talent platform yang pakai teknologi kecerdasan buatan,” Oct 2018. [Online]. Available: <https://www.merdeka.com/teknologi/kalibrr-talent-platform-yang-pakai-teknologi-kecerdasan-buatan.html>
- [22] G. Savides, “What is talent sourcing? goals, process amp; key tips for 2022,” 2021. [Online]. Available: <https://www.selecthub.com/talent-management/talent-sourcing/>
- [23] R. Hoekstra, “Talent sourcing strategy: How to find great employees,” May 2021. [Online]. Available: <https://hackernoon.com/talent-sourcing-strategy-how-to-find-great-employees-3cl3427>
- [24] E. Farndale, M. Thite, P. Budhwar, and B. Kwon, “Deglobalization and talent sourcing: Cross-national evidence from high-tech firms,” *Human Resource Management*, vol. 60, no. 2, pp. 259–272, 2021.
- [25] C. Smith, *Introduction*. University of Washington, 2016, p. 4–4.
- [26] Datatilsynet, “Artificial intelligence and privacy,” Jan 2018.
- [27] J. Shabbir and T. Anwer, “Artificial intelligence and its role in near future,” *arXiv preprint arXiv:1804.01396*, 2018.
- [28] M. Alsedrah, “Artificial intelligence,” 12 2017.
- [29] R. Mulyawan, “Natural language processing (nlp) adalah: Pengertian, jenis, contoh!” Oct 2021. [Online]. Available: <https://rifqimulyawan.com/blog/natural-language-processing-nlp/>
- [30] N. Indrawati, “Natural language processing (nlp) bahasa indonesia sebagai preprocessing pada text mining,” *tersedia di http://dmcittelkom.files.wordpress.com/2009/01/tulisan-penelitian-1130500862.doc [diunduh 15 September 2014]*, 2010.
- [31] A. Kadlaskar, “Natural language processing step by step guide: Nlp for data scientists,” May 2021. [Online]. Available: <https://www.analyticsvidhya.com/blog/2021/05/natural-language-processing-step-by-step-guide/>
- [32] G. Rabindranath, “Natural language processing: A simple explanation,” Oct 2020. [Online]. Available: <https://towardsdatascience.com/natural-language-processing-a-simple-explanation-7e6379085a50>

- [33] Y. Kang, Z. Cai, C.-W. Tan, Q. Huang, and H. Liu, “Natural language processing (nlp) in management research: A literature review,” *Journal of Management Analytics*, vol. 7, no. 2, pp. 139–172, 2020. [Online]. Available: <https://doi.org/10.1080/23270012.2020.1756939>
- [34] P. S. Foundation, “Welcome to python.org,” 2022. [Online]. Available: <https://www.python.org/about/>
- [35] PythonForBeginners, “What is python?” Oct 2020. [Online]. Available: <https://www.pythonforbeginners.com/learn-python/what-is-python>
- [36] J. Jablonski, “Natural language processing with python’s nltk package,” Feb 2022. [Online]. Available: <https://realpython.com/nltk-nlp-python/>
- [37] S. Bird, E. Loper, and E. Klein, *Natural language processing with python*. O’Reilly Media, 2009.
- [38] W. M. Van der Aalst, M. Bichler, and A. Heinzl, “Robotic process automation,” pp. 269–272, 2018.
- [39] A. Asquith and G. Horsman, “Let the robots do it!—taking a look at robotic process automation and its potential application in digital forensics,” *Forensic Science International: Reports*, vol. 1, p. 100007, 2019.
- [40] J. Ribeiro, R. Lima, T. Eckhardt, and S. Paiva, “Robotic process automation and artificial intelligence in industry 4.0—a literature review,” *Procedia Computer Science*, vol. 181, pp. 51–58, 2021.
- [41] R. A. S, “What is uipath: Features, components and architecture of uipath,” Sep 2022. [Online]. Available: <https://www.simplilearn.com/tutorials/rpa-tutorial/what-is-uipath>
- [42] S. Raju, “Uipath introduction – a complete guide,” Apr 2019. [Online]. Available: <https://excelcult.com/what-is-uipath/>
- [43] P. Pedamkar, “Uipath architecture: Complete guide to uipath architecture,” Sep 2022. [Online]. Available: <https://www.educba.com/uipath-architecture/>
- [44] T. amp; Example, “Rpa uipath,” Jan 2020. [Online]. Available: <https://www.tutorialandexample.com/rpa-uipath>
- [45] U. Inc., “Advanced automation software, rpa tools - studio,” 2022. [Online]. Available: <https://www.uipath.com/product/studio>

- [46] U. Team, “Robotic enterprise framework,” 2021. [Online]. Available: <https://docs.uipath.com/studio/docs/robotic-enterprise-framework>
- [47] P. Padamkar, “Uipathnbsp;orchestrator: 7 main capabilities of uipath-nbsp;orchestrator,” Sep 2022. [Online]. Available: <https://www.educba.com/uipath-orchestrator/>
- [48] U. Inc., “Automation management tools - orchestrator,” 2022. [Online]. Available: <https://www.uipath.com/product/orchestrator>
- [49] —, “About uipath assistant,” 2022. [Online]. Available: <https://docs.uipath.com/robot/docs/uipath-assistant>
- [50] —, “According to license,” 2022. [Online]. Available: <https://docs.uipath.com/robot/docs/according-to-license>
- [51] S. Z. A. Mohd Sadiq, J. A. Ayub, G. R. Narsayya, M. A. Ayyas, and K. T. Mohd. Tahir, “Intelligent hiring with resume parser and ranking using natural language processing and machine learning,” *International Journal of Innovative Research in Computer and Communication Engineering*, vol. 4, no. 4, p. 7437–7444, Apr 2016.
- [52] R. Fitriyanti, Lindawati, and A. Aryanti, “Studi literatur mean opinion score menggunakan moving picture quality metrics (mpqm) di jaringan lte,” Mar 2018. [Online]. Available: <http://eprints.polsri.ac.id/4341/>