

Outlining Negative Effects of Using AI in Recruitment and Job Applications - Specific Study in Romanian Jobs Market

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Abstract

The year 2025 was a milestone for the development of artificial intelligence as we can see a rapid increase of models released by many artificial intelligence vendors like Open AI, Anthropic's Claude, Grok, Groq, Meta AI and many more. At the same time, with an increased access for anyone that has a computer and internet access and, in some scenarios even as self hosted applications, we identified a so-called process named "democratization of AI". It's already a widely anticipated and well-known fact that AI will shape how we work and how we will perform better and faster by doing some tasks using automated processes. The next logical questions would be: can we rely on AI when applying to a job? Are applying to jobs or filtering candidates using AI ethical? What happens if candidates use AI to apply to jobs and companies use AI at the same time to filter them? We may observe on different recruiting platforms that many job descriptions seem to be made using artificial intelligence. The research paper is based on data collection through observation regarding how many automation platforms exist regarding curriculum vitae generation, job application, candidates filtering or job matching. On a qualitative level, our conducted research is a pioneer kind of work since most of the other papers outline using AI in a positive light. Our results showed many negative impacts that must raise some signals of concern regarding how companies communicate their open positions, how they recruit and filter candidates and how candidates are applying to jobs.

Keywords: AI recruitment, employee attraction, candidates AI selection.

JEL classification: M31, M54, O33.

Introduction

At the time of writing the current research, there were more than 2 million models deployed on the internet coming from over 500 large language models as shown by researcher (Sojib, 2025) and multiple other sources (Artificialanalysis.ai, 2025; Giattino et al., 2023). By using the term of democratization of open source models or AI, we refer to having a wider access to these instruments to a wider population not only for machine learning specialists (Gomstyn & Jonker, 2024).

The technique of analyzing job descriptions and job searching announcements and flagging them manually as human-made or ai-made is a reasonable methodology because a study revealed that more than half of texts generated with AI can be recognized by normal readers even if the models got a constant improvement each new release (Fiedler & Döpke, 2025). More than that, from the author's formal experience regarding recruiting, we observed in practice that many employers are willing to use AI in order to automatically select candidates by using a prompt in a large language model's chat interface. Companies are using applicant tracking systems, some of them equipped with AI access (Horodyski, 2023a; Neagu, 2025). On a simple search engines inspection we may see that many cloud platform offer subscription plans for candidates that are willing to generate their applications to jobs with AI and to pass

the ATS systems. Same behaviour was reported on a social media post by a recruiting specialist Corina Neagu (2025). She stated that ATS solutions are “saviors for companies overwhelmed by hundreds or thousands of curriculum vitae documents”.

In the academic area, studies are showing a positive perception among recruiters into using these tools for efficiency gains, time saving and automation (Horodyski, 2023a; Almeida et al., 2025a; Ramprasad, 2024). Applicants have same positive attitudes towards using AI because of a better response time (Horodyski, 2023b) and probably because they tend to think that generated CVs are better than what they can produce on a low input of effort. We propose a different approach that will disclose these perceptions are not standing on solid grounds and the results are not the expected. All the papers included in review showed some low level associated risks with getting bad candidates, mismatched jobs to applicants and rejecting skilled people.

1. Literature review

1.1. Candidates’ perceptions regarding AI use for job applications

Current research shows that candidates do not have trust in AI usage for applications review and decision making (Hu et al., 2024; Lockey et al., 2022). Even if some level of assurance is introduced, for example ethical rules and human review, the skepticism remains generally high (Lockey et al., 2022). The same authors suggest that fairness, need of transparency, and the ability of AI to recognize people's unique qualities are the main reasons why they do not trust the process. Candidates feel the automation would make assumptions about candidates and bias their applications.

At the same time, we found a discrepancy with another angle of view. Candidates tend to have high confidence that artificial intelligence can generate application materials that are better than what they can write themselves (Jha et al., 2025). For example, cover letters, intent letters, and curriculum vitae made with AI makes them feel they might have higher chances to be accepted and can get even better wages (Wiles et al., 2023). It is worth to mention that candidates might assume that a growing usage at workspaces in order to increase productivity means better salaries (Chole et al., 2024) justifies the use of automation tools for job applications as well

Another interesting aspect is that candidates feel more likely to apply to a job for a tech company if an application form is using AI due to a sense of novelty and because the process becomes more interactive and more personalized (Wang et al., 2021). A widely recognized benefit is a faster possibility of applying for jobs (Chen, 2022) leading to better chances.

1.2. How companies perceive the use of AI in recruiting

Companies are using the AI’s ability to automate routine tasks by speeding up the candidate screening process and reducing some human resources KPIs such as time-to-hire (Almeida et al., 2025b). Another author, Chen (2022) reported that recruiters want to reduce biases regarding candidates using the AI by removing a so called “human prejudice in employment”. As we outlined inside this paper, one of the candidate fears are an increase of biases, lack of correctness and missing skilled people because of the automation. HR representatives think that automated resume screening returns more accurate candidate matching, reduces administrative work and minimize bias.

Some concerns and barriers regarding automated trackers are loss of human touch (Almeida et al., 2025b), algorithmic bias and not being fair with candidates (Chen, 2022), job displacement, ethical considerations (Ore and Sposato, 2021), lack of organizational readiness or supportive culture (Pan et al., 2021). Also potential risks could be, in our opinion, the risk of getting unwanted candidates, mismatched jobs to applicants and rejecting of skilled people.

1.3. Non-academic literature review

Other findings through observation on forums, social media reviews, show that job platforms have difficulties since companies use them less and move more towards AI. Companies are thinking to reduce applicants-spam with policies as pay-to-apply, while attracting candidates and employees becomes harder than ever. Some users reported an increase in job posting and application scam rate and deep fakes on both sides.

The relation between ATS - ATS passers - AI generated resumes detectors becomes a neverending circle with false positives.

2. Methodology

Our research employs a qualitative approach focused on direct observation and human analysis to investigate the influence of AI in recruitment processes. This research paper is based on data collection through observation regarding how many automation platforms exist regarding curriculum vitae generation, job application, candidates filtering and job matching.

We intend to answer to these questions:

- a) can we rely on AI when applying to a job?
- b) applying to jobs or filtering candidates using AI are ethical?
- c) What happens if candidates use AI to apply to jobs and companies use AI in the same time to filter them?

The main objective is to discover negative implications of the phenomenon of using automated AI processes during any recruiting stage. For the observation, we started with platforms identification and data collection. After filtering, we stopped at 57 online businesses that offer resume automation services and we performed a text analysis, followed by pattern recognition and result interpretation.

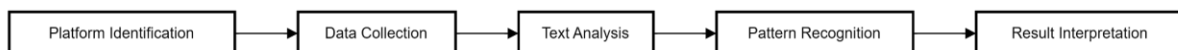


Figure 1. Data collection methodology

Source: Authors own work

Nowadays, the creation of a platform that generates resumes is handy for any person without technical skills. As an experiment, we used a vibe coding platform to generate a minimal platform able to generate a resume, intend letter, skills and to export to a modern template. The entire creation took less than one hour.

Vibe coding used prompt “make a cv writer with ai automation, skill generation, linked in import, cover letter, all exportable to word templates or html templates. templates should use variables for each data type and a templating engine syntax. Primary data can be word, txt or pdf not only linked in. social logins. All secret keys should be in a file. Do not overcomplicate”. The prompt level is on easy mode without too many requests, yet, the code was able to build a fully functional platform. This means that anyone can build their own platform without the need of subscribing to an existing one. This result could be a game changer regarding any already researched topic.

During our analysis of the 57 automation platforms we collected information about quality of these solutions. Some of them seem to be coded with the help of AI but others seem to be old in the market, mature solutions that already have entire dedicated teams of developers and marketers. Many platforms are reach in features, meaning they did rely on teams of humans at work.

3. Results and discussion

On our dataset we collected 57 platforms that offer resume automation, automated tracking system, cover letter makers and other similar. During the work, we observed that generation of resumes and ATS (Applicant Tracking System) is developing into a powerful industry. We stopped at this number of results that were highly visible on search engines but the real number of platforms is impossible to define. Involved features analyzed in our dataset are: template deesign maker from scratch (for resumes), AI job hunter, career advice, mocking interview video, speak with recruiter simulation, interview preparation with questions or exercises, resume builders, resume skills generator, checkers for resume score, matching resume to job description. Analyzer of existing resumes, proofreading, import from LinkedIn profile, import document. upload cv, cover letter generator, ATS friendly, resignation letter generator.

In the platform identification phase, at the identified providers offering different kind of resume automation we discovered services that where not expected from the beginning of research. For example, letter resignation tools, ATS passers, skills generator, linked in profile importer, mocking interviews with different companies by using the AI either on vocal or written questions or conversation and mocking questions from big corporations.

Table 1. Features discovered on platform analyze

Functionality	%	Comments and findings
Build resume with AI	100%	Platforms in different domains are trying to get more users by offering resume generation and design services. Dedicated builder platform offer from 15 to 1000 templates each, while Canva (non dedicated platform) offers automated design creation. In European space is not a good practice to use custom design and templates since Europass is a standard
resume skills generator	90%	Most of the resume builders offer a skills generator. We think this is the most unethical approach. Their scope is to match a CV to job descriptions. At the same time, candidates where doing it anyway.
Check resume score	95%	Each platform calculated it`s own resume score, no standardization or researched methodology behind. Most of the times, the score calculation is a hook to get customers.
Match resume to JD	90%	Offering services to match a resume to a job description, these platforms are the most used with thousands of reviews on trust pilot and review.io
Analyze existing resume proofreading	98%	Almost all generators are also offering proofreading services with AI. They allow the user to change words in a generated resume and proofread with the cost of usage credits.
import linkedin	2%	1 platform was offering a service to import from LinkedIn profile. Other platforms are offering information on how to improve the profile. Both situations count as integr.
Import doc / upload cv	70%	Many resume builders use the AI to parse old traditional documents and recreate
Cover letter	70%	Almost all platforms with resume building offer cover letters too. This raises serious concerts about ethical implications.

ATS friendly	90%	All platforms state they are ATS friendly. On forum and social media reviews candidates are asking if ATS are even used in real world or they are just an invention of builder platforms. On the recruitment side, we discovered also ATS services meaning they are used
Resignation letter gen	1%	1 platform is generating many document types as resignation letters. Seems that employees do not have the energy to write a resignation and the real reasoning behind it does not matter for them
AI job hunter	5%	The number of platforms is growing rapidly. This is one of the interesting findings. Such platforms are offering automated job application after a resume is generated
Career advice	40%	Offering career advices and path analysis might be a good service to offer. We believe is the only positive service.
Mock interview video	5%	Some platform offer a mockup video interview with virtual robots for practicing purposes. Some platforms are accused of data stealing and usage for training AI agents. At the same time, there is a raised concern regarding high spam candidates and deep fake interviews that companies get for remote jobs.
speak with recruiter / simulation	5%	Based on a text chat. Candidates cand simulate an interview with any company, they get questions and answer.
Interview preparation questions /exercise	10%	Such solutions show us that candidates have self trust issues regarding the capacity to get a job and to apply to an interview

Source: Authors own work

Some platforms claim to have user bases ranging from thousands to as many as 8 or even 87 million users. Reviews indicate that the top five resume builders have 37.300, 16.000, 14.500, 5000, 3187 reviews each, with average ratings above 4 stars. However, numerous Reddit discussions expose scam platforms that collect personal information - or even credit card details - under false pretenses.

Conclusions

We conclude that using AI as a strategy to apply for a job gives a false appearance of time saving but in reality it makes candidates to consume more time and to loose focus on some important aspects of their work, portfolio or personal experience as well as depersonalization of the profile. Applying to jobs or filtering candidates using AI raises ethical concerns as well as transparency issues and it the chances of mismatching candidates or to miss top skilled people is significantly high. We believe that if candidates use AI to apply to jobs and companies use AI in the same time to filter them the ATS - ATS passers - anti ATS passers create a vicious circle and a strong possibility of algorithmic biases.

As a key benefit of using AI to generate a resume is shortening the writing proces. Filtering candidates based on resume is no longer a good practice since thousands of applicants try to automate. This could lead to hundreds of applications that look too standard.

A lacks of personal communication due to AI means low KPIs on job post interaction and created a loss of company identity and personal communication.

The findings of this research reveal that the use of artificial intelligence in the recruitment process, both from the perspective of candidates and companies, introduces more challenges than benefits when not implemented responsibly. Although the promise of automation suggests time-saving and increased efficiency, in practice, candidates often spend more time refining AI-generated applications, editing templates, and experimenting with multiple tools, which ultimately leads to a loss of focus on personal achievements, skills, and professional authenticity. This excessive reliance on AI results in the depersonalization of the candidate profile, making a CV or a cover letter appear as a standard template.

The number of platforms for automated job application writing, job hunting or automatic application is growing rapidly. Current technology levels allow non-technical users to generate their own CV generation service making this kind of platform accessible to literally anyone.

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