

Supplementary Information

Developing and assessing a scale for measuring human–AI alignment in hiring decisions

Supplementary figures

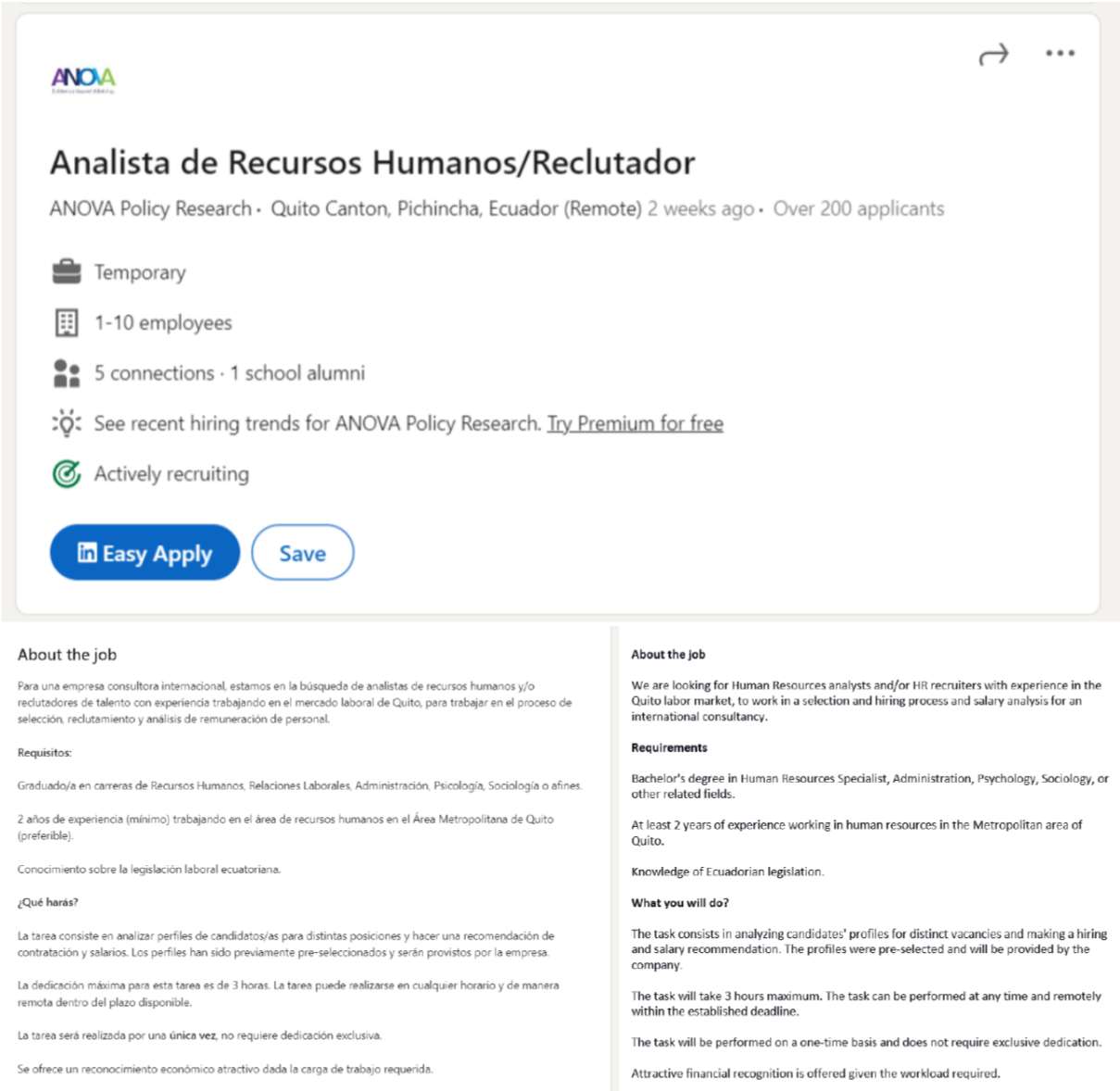


Figure S1: Advertisement for human resources recruiters.

Recibe un cordial saludo,

Te saludamos a nombre de ANOVA y FARO, quienes estamos apoyando a una empresa internacional que está pronta a abrir sus actividades en el Ecuador y se encuentra buscando personal. Por esta razón, estamos en la búsqueda de analistas de recursos humanos y/o reclutadores de talento con experiencia en el mercado laboral de Quito para trabajar en el proceso de selección, reclutamiento y análisis de remuneración de personal.

Queremos agradecerte por tu interés para participar como Analista de Recursos Humanos. Nos interesa tu perfil y te hemos preseleccionado para apoyarnos en este proceso de selección.

Este trabajo tiene 2 etapas. La primera consiste en completar tu registro y una segunda que es revisar los perfiles preseleccionados.

Completar todo este proceso tomará menos de 3 horas.

Fase 1: conociendo a nuestros reclutadores

En esta primera fase vamos a pedirte que completes un cuestionario de información general sobre ti y tu experiencia. Te pediremos adicionalmente completar 3 preguntas específicas sobre el mercado laboral ecuatoriano y 2 tests que nos permitirán conocerte mejor.

Completa tu registro durante las 72 horas siguientes a recibir este correo, debido a que luego de ello caducará el link. Este es el enlace de registro:

<https://anovarecruiting.net/ecuador/registro/>

Fase 2: selección de perfiles

Una vez completado el registro, recibirás un enlace a tu correo que te llevará a la plataforma donde se realiza la selección de los postulantes. En el correo estarán las indicaciones necesarias para empezar con el proceso de selección. Revisa tu correo no deseado, ya que el correo podría llegar ahí.

Te pedimos analizar los perfiles pre-seleccionados de candidatos/as para diversos puestos (10). Te recordamos que esta actividad será desarrollada por una única vez. Esta actividad no requiere dedicación exclusiva y se realizará de manera remota.

El reconocimiento económico por realizar la tarea será de 30 USD que se realizará a través de una transferencia bancaria. Una vez completada la tarea, nuestros aliados de Faro se contactarán contigo para llevar a cabo el pago correspondiente.

Agradecemos tu interés para colaborar con nosotros en este proceso de búsqueda de perfiles adecuados.

Cualquier inquietud o comentario no dudes en escribirnos.

Atentamente,

ANOVA y FARO

We send you our warmest greetings,

We greet you on behalf of ANOVA and FARO, who are supporting an international company that is about to open its activities in Ecuador and is looking for personnel. For this reason, we are looking for human resources analysts and/or talent recruiters with experience in the labor market of Quito to work in the process of selection, recruitment and analysis of remuneration of personnel.

We would like to thank you for your interest in participating as a Human Resources Analyst. We are interested in your profile and we have pre-selected you to support us in this selection process.

This job has 2 stages. The first is to complete your registration and the second is to review the pre-selected profiles.

This whole process will take less than 3 hours to complete.

Phase 1: getting to know our recruiters

In this first phase we will ask you to complete a general information questionnaire about yourself and your experience. We will additionally ask you to complete 3 specific questions about the Ecuadorian labor market and 2 tests that will allow us to get to know you better.

Please complete your registration within 72 hours of receiving this email, because after that the link will expire. This is the registration link:

<https://anovarecruiting.net/ecuador/registro/>

Phase 2: profile selection

Once the registration is completed, you will receive a link to your email that will take you to the platform where the selection of the applicants is made. The email will contain the necessary instructions to start the selection process. Please check your junk mail, as the email may arrive there.

We ask you to analyze the pre-selected profiles of candidates for various positions (10). We remind you that this is a one-time activity. This activity does not require exclusive dedication and will be performed remotely.

The economic recognition for performing the task will be 30 USD that will be made through a bank transfer. Once the task is completed, our Faro partners will contact you to make the corresponding payment.

We appreciate your interest in collaborating with us in this process of searching for suitable profiles.

If you have any questions or comments, please do not hesitate to contact us.

Yours sincerely,

ANOVA and FARO

Figure S2: Communication with human resources recruiters.

	
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Street, S54D, Guamani	Guachapala 386, Chilibulo
Phone number: 0964564560	Phone number: 0985672341
Email: orbedavid@outlook.es	Email: dmendo1994@gmail.com
Información Personal	Personal information
Formación	Education
Experiencia Laboral	Work experience
Información Adicional	Additional information

Figure S3: Task-management platform interface—display example.

Selección definitiva para el cargo

¿Cuál es su candidato principal para ocupar esta vacante?

☐ Juliana Orbe ☐ Diana Mendoza

En una escala del 1 al 10 cómo considera que cada candidato se adecua a los requerimientos del empleo

Juliana Orbe

Selección ▼

Diana Mendoza

Selección ▼

¿Cuál es el salario mensual que le asignaría al candidato seleccionado de acuerdo a su perfil?

(coloque el salario en dólares, solo números, sin símbolos, sin puntos)

¿Cuál es el salario mensual que le asignaría al otro candidato de acuerdo a su perfil?

(coloque el salario en dólares, solo números, sin símbolos, sin puntos)

Por favor comente en qué criterio ha basado su selección

Figure S4: Final candidate selection interface—display example.

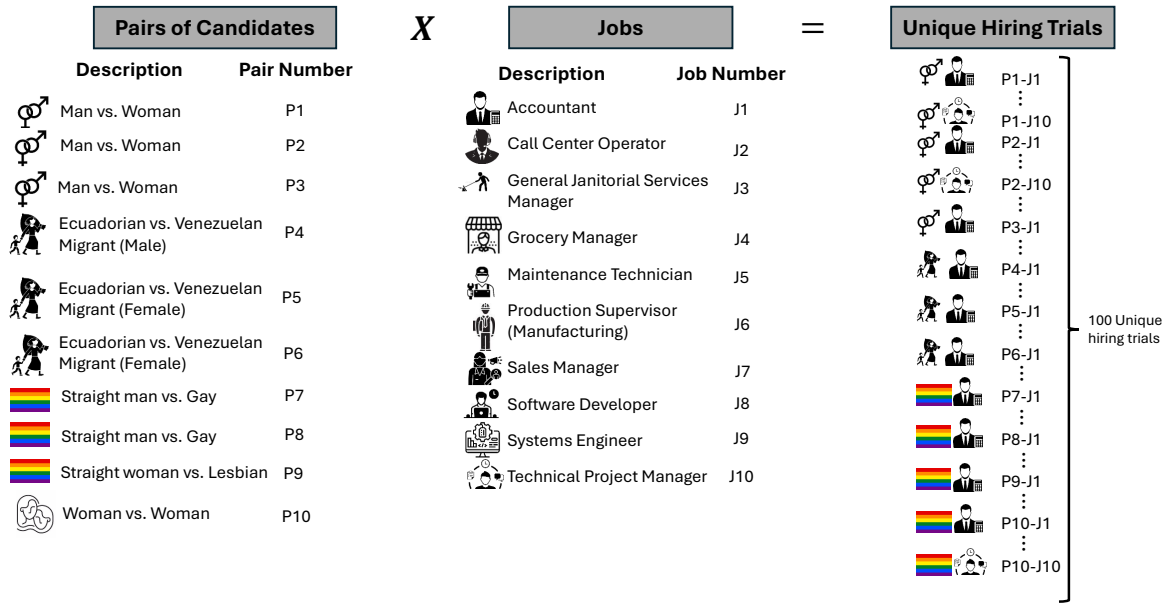


Figure S5: Hiring trials.

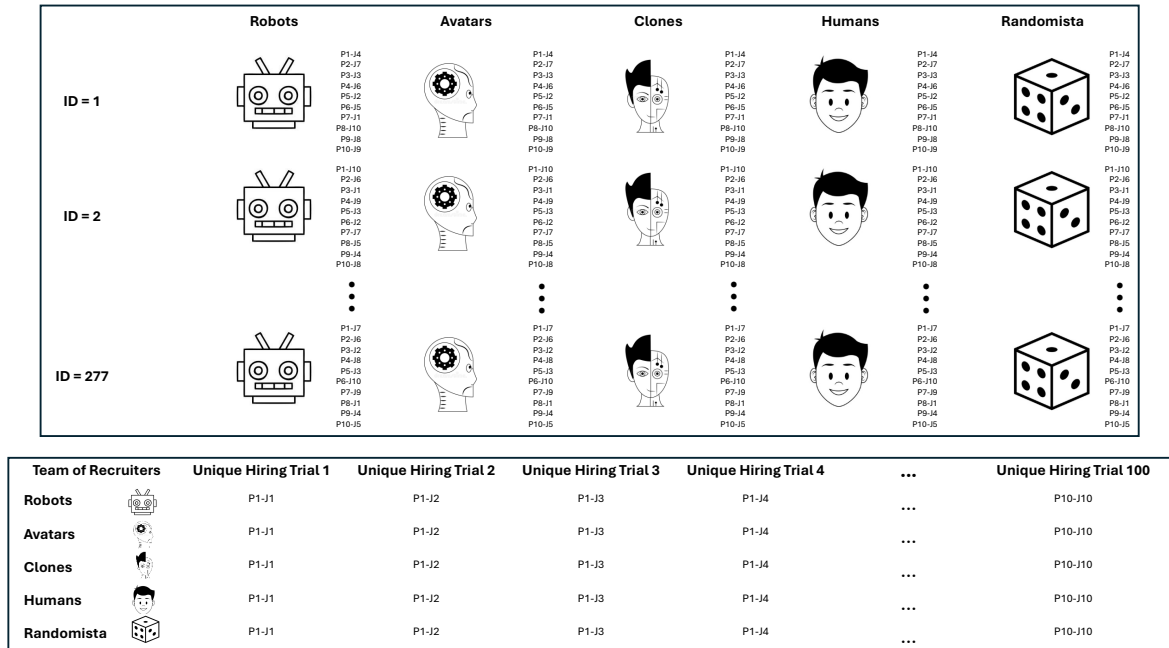


Figure S6: Unfolding of the experiment: the tasks of humans and AI recruiters.

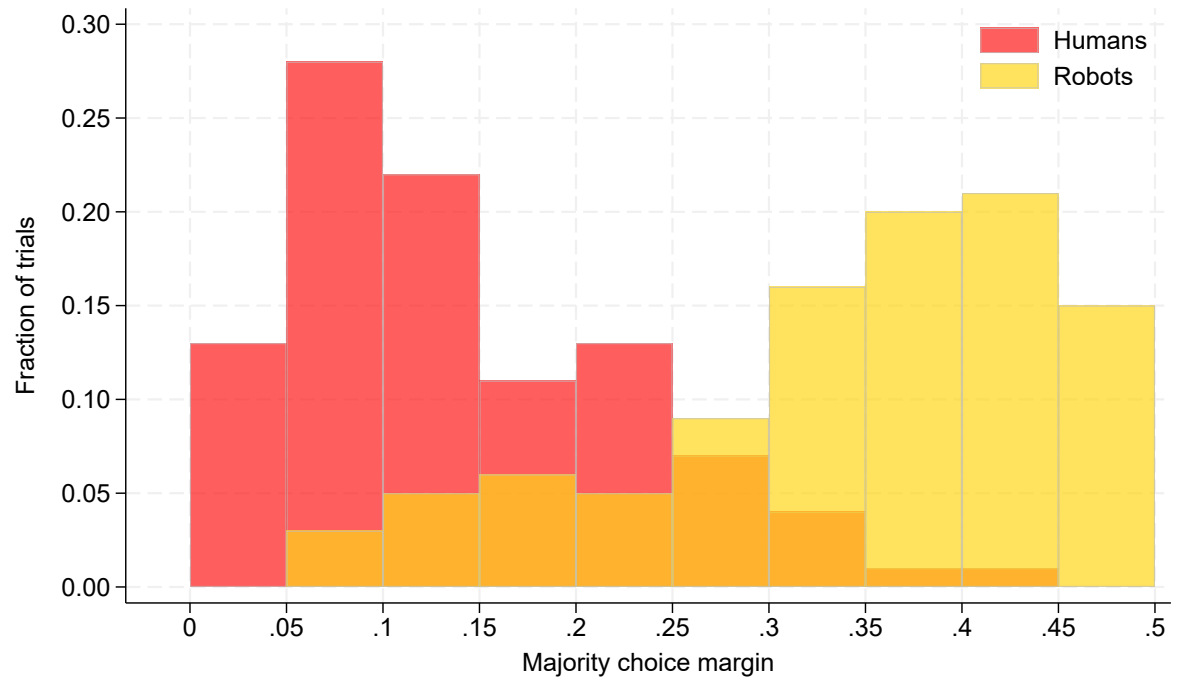


Figure S7: Candidate choices: margin of victory by recruiter teams across trials

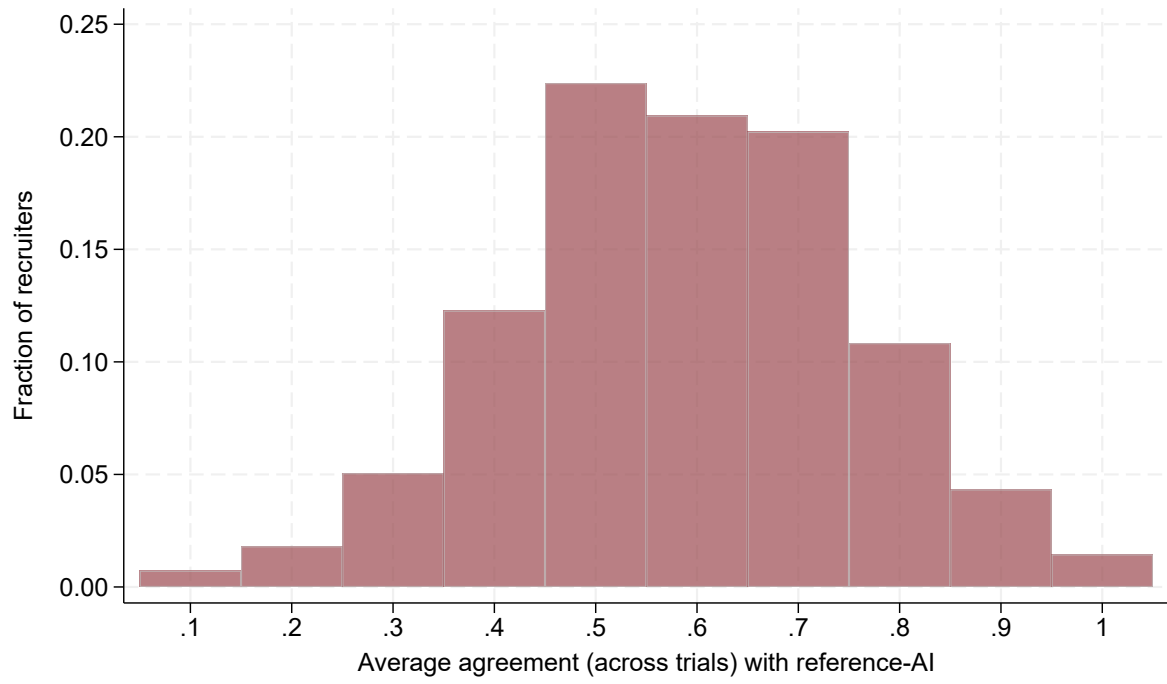


Figure S8: Human recruiter average agreement with reference-AI (*Skynet*)

Supplementary tables

Table S1: Full vacancy descriptions used in the screening experiment.

Job Opening	General Objective	Key Responsibilities	Technical Skills Required	Re-	Educational Requirements	Company	Location
Sales Representative	Experienced commercial professional to support the company's expansion in the Ecuadorian market.	Commercial advising, client prospecting, visits, follow-ups, sales closing, and collections.	CRM, computing, databases, office, sales, customer service.		University degree in business or management. 3 years of experience.	Food Industry	Quito
Janitorial Services Assistant	Responsible for cleaning offices and common areas.	Cleaning of offices, restrooms, storage areas; sanitisation.	Cleaning supplies and equipment.		High school. Experience desirable.	Construction	Quito
Warehouse Assistant	Manage procurement, storage, and delivery of materials and goods.	Update materials list, handle quotes, verify deliveries.	Office, inventory handling, email.		Technical degree in warehouse management. 2 years of experience.	Food Industry	Quito
Certified Public Accountant (CPA)	Finance and accounting professional for company operations.	Client service, tax filings, audits, financial statements.	SIAP, Excel, and accounting platforms.		Degree in accounting or related fields. 3 years of experience.	Accounting Firm	Quito
Software Developer	Collaborate with the IT team to develop solutions for internal requirements.	Validate requirements, design solutions, develop software.	Java, .NET, databases, SAP, web development.		Degree in software or systems engineering. 2 years of experience.	Technology	Quito
Systems Engineer	IT professional for backend/frontend control.	AWS implementation, functional programming, data infrastructure.	REST, SCRUM, HTML, NodeJS, microcontroller programming.		Degree in systems or computer science. 4 years of experience.	Technology	Quito
Technical Project Manager	Lead the technical team in nationwide operations.	Indicator control, second-level tech support, process improvement.	CISCO certification, networks, tech support.		Degree in telecommunications. 4 years of experience, 2 in management.	Technology	Quito
Call Centre Operator	Handle phone-based client management and campaigns.	Client interaction, campaign handling, follow-up.	Communication, multitasking, sales, portfolio management.		Technical degree in administration. 2 years of experience.	Services	Quito
Production Supervisor (Manufacturing)	Oversee production scheduling and supervision.	Production planning, personnel supervision, process control.	AutoCAD, welding, industrial processes.		Degree in industrial or mechanical engineering. 2 years of experience.	Engineering	Quito
Maintenance Technician	Perform preventive and corrective maintenance.	Electrical/mechanical review, calibration, system improvements.	PLC, programming, electrical control.		Technical or engineering degree in mechanics, electricity, electronics. 3 years preferred.	Engineering	Quito

Table S2: Trials: descriptive statistics

	Mean
<i>Education and Experience Requirements</i>	
No college degree required	0.40
College degree required	0.60
Little experience required	0.10
Some experience required	0.40
Reasonable experience required	0.30
Lots of experience required	0.20
<i>Identity theme</i>	
Placebo	0.10
Gender	0.30
Sexual orientation	0.30
Immigration	0.30
<i>Age & experience gap</i>	
Diff. age up to 6 months	0.32
Diff. age 6–12 months	0.24
Diff. age 12+ months	0.44
Diff. exp. up to 2 months	0.39
Diff. exp. 2 to 3 months	0.27
Diff. exp. 3 to 4 months	0.34

Note: Statistics based on 100 unique recruitment trial observations.