DAFTAR PUSTAKA

Armstrong, M. (2005). Handbook of Human Resource Management Practice. In *Elgar Concise Encyclopedia of Oil and Gas Law* (10th ed.). Kogan Page, Limited. https://doi.org/10.4337/9781803923697.ch85

Asai, A., Wu, Z., Wang, Y., Sil, A., & Hajishirzi, H. (2023). Self-Rag: Learning To Retrieve, Generate, and Critique Through Self-Reflection. *12th International Conference on Learning Representations, ICLR 2024*, *Step 1*.

Bai, J., Bai, S., Chu, Y., Cui, Z., Dang, K., Deng, X., Fan, Y., Ge, W., Huang, F., Hui, B., Ji, L., Li, M., Lin, J., Lin, R., Liu, D., Liu, G., Lu, C., Lu, K., Ma, J., … Xu, B. (2023). *Qwen Technical Report*.

Bergelson, I., Tracy, C., & Takacs, E. (2022). Best Practices for Reducing Bias in the Interview Process. *Current Urology Reports*, *23*(11), 319–325. https://doi.org/10.1007/s11934-022-01116-7

Chamorro-premuzic, T., Winsborough, D., Sherman, R. A., & Hogan, R. (2016). New Talent Signals: Shiny New Objects or a Brave New World? *Industrial and Organizational Psychology*, 621–640. https://doi.org/10.1017/iop.2016.6

Chen, J., Lin, H., Han, X., & Sun, L. (2023). *Benchmarking Large Language Models in Retrieval-Augmented Generation*.

Cohen, J. (1968). WEIGHTED KAPPA: NOMINAL SCALE AGREEMENT WITH PROVISION FOR SCALED DISAGREEMENT OR PARTIAL CREDIT. *Psychological Bulletin*, *70*(4), 213–220.

Dessler, G. (2017). Human Resource Management. In *Pearson Education: Vol. 15th Editi*.

Es, S., James, J., Espinosa-anke, L., & Schockaert, S. (2025). *Ragas: Automated Evaluation of Retrieval Augmented Generation*.

Farias, E. P., Neira, A. B. De, Borges, L. F., & Nogueira, M. (2025). Transformers model for DDoS attack detection : A survey. *Computer Networks*, *270*(May), 111433. https://doi.org/10.1016/j.comnet.2025.111433

Gao, Y., Xiong, Y., Gao, X., Jia, K., Pan, J., Bi, Y., Dai, Y., & Sun, J. (2023). *Retrieval-Augmented Generation for Large Language Models : A Survey*. 1–21.

Gholami, A., Kim, S., Dong, Z., Yao, Z., Mahoney, M. W., & Keutzer, K. (2022). A Survey of Quantization Methods for Efficient Neural Network Inference. *Low-Power Computer Vision*, 291–326. https://doi.org/10.1201/9781003162810-13

Han, J., Kamber, M., & Pei, J. (2012). *Data Mining : Concepts and Techniques* (3rd Editio). Morgan Kaufmann.

Highhouse, S. (2008). Stubborn Reliance on Intuition and Subjectivity in Employee Selection. *Industrial and Organizational Psychology*, *September 2008*. https://doi.org/10.1111/j.1754-9434.2008.00058.x

Huffcutt, A. I., & Murphy, S. A. (2023). Structured interviews: moving beyond mean

validity... *Industrial and Organizational Psychology*, *16*(3), 344–348. https://doi.org/10.1017/iop.2023.42

Inc., S. (2019). *Streamlit: The fastest way to build and share data apps*. streamlit.io. https://streamlit.io/

Irawan, D., Fazrina, D., & Mangundjaya, W. L. (2024). Wawancara Sebagai Salah Satu Tahapan Dalam Proses Rekrutmen dan Seleksi Karyawan. *Jurnal Pengabdian Sosial*, *1*(9), 1046–1050.

Ji, Z., Lee, N., Frieske, R., Yu, T., Su, D., Xu, Y., Ishii, E., Bang, Y. J., Madotto, A., & Fung, P. (2023). Survey of Hallucination in Natural Language Generation. *ACM Computing Surveys*, *55*(12). https://doi.org/10.1145/3571730

Johnson, J., Douze, M., & Jegou, H. (2017). *Billion-scale similarity search with GPUs*.

Jurafsky, D., & Martin, J. H. (2024). *Speech and Language Processing : An Introduction to Natural Language Processing, Computational Linguistics, and Speech Recognition with Language Models* (3rd Editio).

Kristof-brown, A. L., Zimmerman, R. D., & Johnson, E. C. (2005). Consequences of Individuals' Fit at Work: A Meta-Analysis of Person–Job, Person–Organization, Person–Group, And Person–Supervisor Fit. *Personnel Psychology*, *58*, 281–342.

Landis, J. R., & Koch, G. G. (1977). *The Measurement of Observer Agreement for Categorical Data*. *33*(1), 159–174.

Lewis, P., Perez, E., Piktus, A., Petroni, F., Karpukhin, V., Goyal, N., & Küttler, H. (2020). *Retrieval-Augmented Generation for Knowledge-Intensive NLP Tasks*. *NeurIPS*.

Madaan, A., Tandon, N., Gupta, P., Hallinan, S., Gao, L., Wiegreffe, S., Alon, U., Dziri, N., Prabhumoye, S., Yang, Y., Gupta, S., Majumder, B. P., Hermann, K., Welleck, S., Yazdanbakhsh, A., & Clark, P. (2023). *SELF -REFINE : Iterative Refinement with Self-Feedback*. 1–54.

Miles, M. B., Huberman, A. M., & Saldana, J. (2014). *Qualitative Data Analysis : A Methods Sourcebook* (H. Salmon, K. Perry, K. Koscielak, & L. Barret (eds.); 3rd Editio). SAGE Publications, Inc.

Mizumoto, A., & Eguchi, M. (2023). *Exploring the potential of using an AI language model for automated essay scoring*. *2*(March).

Mondy, R. W., & Martocchio, J. J. (2016). *Human Resource Management* (14th Editi). Pearson.

Nguyen, A. (2025). *100+ Recruitment Statistics Every HR Should Know in 2025*. Selectsoftwarereviews. https://www.selectsoftwarereviews.com/blog/recruiting-statistics

Norvig, P., & Russell, S. J. (2020). *Artificial Intelligence : A Modern Approach* (4th Editio). Pearson.

Qiu, H., White, B., Ding, A., Costa, R., Hachem, A., Ding, W., & Chen, P. (2025).

SteLLA : A Structured Grading System Using LLMs with RAG.

Radbruch, J., & Schiprowski, A. (2021). *Interview Sequences and the Formation of Subjective Assessments*. *14799*.

Ramírez, S. (2018). *FastAPI: High performance, easy to learn, fast to code, ready for production*. fastapi.tiangolo.com. https://fastapi.tiangolo.com/

Reimers, N., & Gurevych, I. (2019). *Sentence-BERT: Sentence Embeddings using Siamese BERT-Networks*.

Robbins, S. P., & Coulter, M. (2017). *Management* (14th Editi). Pearson.

Rossum, G. Van, & Drake, F. L. (2009). *Python 3 Reference Manual*. CreateSpace.

Sackett, P. R., Zhang, C., Berry, C. M., & Lievens, F. (2023). Revisiting the design of selection systems in light of new findings regarding the validity of widely used predictors. *Industrial and Organizational Psychology*, *16*(3), 283–300. https://doi.org/10.1017/iop.2023.24

Schmidt, F. L., & Hunter, J. E. (1998). The Validity and Utility of Selection Methods in Personnel Psychology: Practical and Theoretical Implications of 85 Years of Research Findings. *Psychological Bulletin*, *124*(2), 262–274. https://doi.org/10.1037/0033-2909.124.2.262

Shinn, N., Cassano, F., & Berman, E. (2023). *Reflexion : Language Agents with Verbal Reinforcement Learning*. *Llm*.

Shreve, A. (2016). *Ngrok: Secure tunnels to localhost*. ngrok.com/docs. https://ngrok.com/

Stankov, S., & Velinova, D. (2025). Application of a Large Language Model for Air Pollution Analysis by Using a RAG System. *16th International Scientific and Practical Conference*, *2*, 345–351.

Thomas, O., & Reimann, O. (2023). The bias blind spot among HR employees in hiring decisions. *German Journal of Human Resource Management*, *37*(1), 5–22. https://doi.org/10.1177/23970022221094523

Vaswani, A., Shazeer, N., Parmar, N., Uszkoreit, J., Jones, L., N. Gomez, A., Kaiser, Ł., & Polosukhin∗, I. (2017). Attention Is All You Need. *Conference on Neural Information Processing Systems*, *Nips*. https://doi.org/10.1145/3583780.3615497

Wei, J., Tay, Y., Bommasani, R., Raffel, C., Zoph, B., Borgeaud, S., Yogatama, D., Bosma, M., Zhou, D., Metzler, D., Chi, E. H., Hashimoto, T., Vinyals, O., Liang, P., Dean, J., & Fedus, W. (2022). Emergent Abilities of Large Language Models. *Transactions on Machine Learning Research*, *2022-Augus*, 1–30.

Wei, J., Wang, X., Schuurmans, D., Bosma, M., Ichter, B., Xia, F., Chi, E. H., Le, Q. V., & Zhou, D. (2022). Chain-of-Thought Prompting Elicits Reasoning in Large Language Models. *Advances in Neural Information Processing Systems*, *35*(NeurIPS), 1–43.

Xiao, S., Liu, Z., Zhang, P., Muennighoff, N., Lian, D., & Nie, J. Y. (2024). C-Pack:

Packed Resources For General Chinese Embeddings. In *SIGIR 2024 - Proceedings of the 47th International ACM SIGIR Conference on Research and Development in Information Retrieval* (Vol. 1, Issue 1). Association for Computing Machinery. https://doi.org/10.1145/3626772.3657878

Yan, S., Gu, J., Zhu, Y., Ling, Z., Processing, L. I., Angeles, L., & Deepmind, G. (2023). *Corrective Retrieval Augmented Generation*.

Zhao, W. X., Zhou, K., Li, J., Tang, T., Wang, X., Hou, Y., Min, Y., Zhang, B., Zhang, J., Dong, Z., Du, Y., Yang, C., Chen, Y., Chen, Z., Jiang, J., Ren, R., Li, Y., Tang, X., Liu, Z., … Wen, J.-R. (2023). A survey of Large Language Models. *Frontiers of Computer Science*, *19*(7), 1–144. https://doi.org/10.1007/s11704-024-40663-9