Chapter 8
Genetic Testing for Recruitment and Talent Acquisition

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ABSTRACT

Genetic testing in recruitment and talent acquisition has ignited substantial discourse among scientists, ethicists, and policymakers. This chapter offers a comprehensive analysis of its current landscape, detailing both advantages and drawbacks. Beginning with an exploration of the Human Genome Project's inception in 1988 and its dual focus on scientific advancement and ethical implications, the discussion delves into the process of genetic testing, which examines an individual's DNA for variations or mutations. The chapter aims to evaluate genetic testing's potential in identifying top talent, alongside ethical considerations like privacy and discrimination. It concludes that while genetic testing may illuminate valuable traits, such as cognitive abilities, its integration into hiring practices necessitates careful regulation to ensure fairness and respect for privacy rights. Ongoing research and policy development are crucial to navigating these complexities responsibly.

WHAT IS GENETIC TESTING IN RECRUITMENT?

Genetic testing in recruitment refers to the utilization of genetic data to identify. Furthermore selecting candidates involves analysing an individual's genetic data to predict their potential job performance, personality traits, and other characteristics that probably important to the workplace (Breggin, 2015).

Types Genetic testing in Recruitment

There are several types of genetic testing that may be used in recruitment, including:

1. **Genetic predisposition testing**: This type of testing identifies genetic mutations that could potentially predispose an individual specific trait Alternatively, circumstances or situations, such as intelligence or personality disorders.
2. **Genetic profiling**: This type of testing creates a genetic profile of an individual, which can be used to predict their likelihood of success in a particular role or industry.
3. **Genetic screening**: This type of testing screens for specific genetic mutations or variations that may be associated with certain traits or conditions (National Human Genome Research Institute, 2020).

Benefits for Genetic Testing in Recruitment

The application of genetic testing in recruitment argue that it can provide several benefits (Caulfield, 2007), including:

1. **Improved candidate selection**: Genetic testing can aid in the identification of candidates Which individuals are most prone to succeed in a particular role or industry.
2. **Increased efficiency**: Genetic testing can streamline the recruitment process by quickly identifying top candidates.
3. **Reduced turnover**: Genetic testing can assist in identifying individuals who are more inclined to remain with the organization for an extended period.

Concerns and Criticisms

However, there are also several concerns and criticisms surrounding Genetic testing's application in recruitment (Caulfield & McGuire, 2017), including:

1. **Genetic discrimination**: Genetic testing has the potential to result in discrimination against persons with specific genetic traits. traits or circumstances (Genetic Information Nondiscrimination Act, 2008; National Human Genome Research Institute, 2020).
2. **Insufficient empirical support**: The usage of is not well-supported by scientific data.

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