HR Assessment Tool Using AI

S.C.Sonar, N.B.Pawar, P.V.Raundal, G.U.Sonawane

(Computer Engineering,Late.G.N.Sapkal College of Engineering (SPPU University) , Nashik
Email: shivanisonar24@gmail.com)

(Computer Engineering,Late.G.N.Sapkal College of Engineering (SPPU University) , Nashik
Email: nikitapawar1498@gmail.com)

(Computer Engineering,Late.G.N.Sapkal College of Engineering (SPPU University) , Nashik
Email: imprajakta123@gmail.com)

(Computer Engineering,Late.G.N.Sapkal College of Engineering (SPPU University) , Nashik
Email: sonawanegayatri48@gmail.com)

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Abstract:

This can alter a more practical thanks to listing submitted candidate CVs from an oversized variety of candidates providing a uniform and truthful CV ranking policy, which may be lawfully even. System can rank the expertise and key skills needed for explicit job position. Than system can rank the CV's supported the resume details, student hobbies, strength, weakness or system conduct fifteen to sixteen queries for temperament prediction purpose, expertise and different key skills that are needed for explicit job profile. This technique can facilitate the HR department to simply order the candidate supported the CV ranking policy. This technique can focus not solely in qualification and skill however conjointly focuses on different necessary aspects that are needed for explicit job position. This technique can facilitate the human resource department to pick out right candidate for explicit job profile that successively offer skilled work force for the organization. Candidate here can register him/herself with all its details. Candidate can even fill a web kind therein Resume details, hobbies, strengths, weakness, or our aspect fifteen to sixteen analysis on queries when finishing UN agency things system order high candidates and machine mail send to candidates it conjointly presents the work done results of worker to the Manager who evaluates the highest workers supported work potency and simply order company's employee of the year.

Keywords **— Personality prediction, Natural Language Processing, Artificial Intelligence**.

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I. INTRODUCTION

Big Human Resource Management is apparently supported by and provided with more opportunities by the development of Job Characteristics Model (JCM) which in turn is based on the concept of modern job design. Following the trend, the proposed system tries to design a plan to integrate Job Characteristics Model into HR system to search for a new model of efficient operation on Human Resource Management in the Internet Age. Today there is a growing interest in the personality traits of

a candidate by the organization to better examine and understand the candidate's response to similar circumstances. And in this system HR tends to add some criteria like personality required, roles and responsibilities etc. and system are examine automatically to candidates are fit to all this criteria or not for this, the system conducts a personality prediction test to determine the personality traits of the candidate. Finally, it presents the results of the candidates to the recruiter who evaluates the top candidates and shortlists the candidate. In this project, we will register him/her with all resume details, hobbies, strengths, weakness and 15 to 16 questions for personality prediction in that HR analyzed.   The Candidates,Openness(O),Conscientiousness(C),Extr aversion(E)Agreeableness (A) means is one of the five personality traits of the Five personality theory.

In the literature, the psychologies have known numerous attributes of individual traits and established few theories that classified individual temperament. economic expert [1] classify the human behaviour traits into 2 classes – 1) type A 2) blood type. Individual with type A temperament is delineate as outgoing, extremely standing aware, advanced feeling (impatient, sensitive, anxious, proactive) person. Whereas, the sort B temperament is distinction to the sort A temperament. As a final paragraph of the introduction ought to give organization of the paper/article (Rest of the paper is organized as follows, Section I contains the introduction of ………………. , Section II contain the connected work of ……………, Section III contain the literature survey…………....., Section IV contain the System design ……………..., section V make a case for the ………….. methodology with flow chart, Section VI describes results and discussion …….., Section VII contain the advice of …………. and Section VIII concludes analysis work with future directions).

II. RELATED WORK
In this fragment, the author invokes the earlier exploration work in the form of headline, problem statement, purpose, not repeat the instruction discussed in introduction[1].

III. LITERATURE SURVEY
The Big 5 model of temperament proportions has occur as one of the foremost well-analyzed and well-observed dimensions of temperament architecture in frequent years[2]. The models 5 territory of personality: Openness, Conscientiousness, extroversion, Agreeableness, and psychoneurosis, were perceived by Tupes and Christal[3] because the essential attribute that seem from investigation of previous temperament tests. McCrae, Costa and John[4] continuing 5 issue model analysis and systematically found generality across age, gender, and ancient cultural lines. the large 5 traits are characterised by the following:

1) Openness to Experience: inquisitive, intelligent, originate. High scorers tend to be creative and refined in style and appreciate divergent views, ideas,   and   experiences.

2) Conscientiousness: accountable, organized, stubborn. Complete people are extraordinarily reliable and have a tendency to be high achievers, exhausting   employees,   and   planners.

3) Extraversion: outgoing, polite, confident. Friendly   and   energetic,   exhibitionist   draw inspiration from social4) Agreeableness: constant, helpful, nurturing in nature. UN agency people that |folks that |those that |those who} score high in agreeableness are peace keepers who are typically cheerful   and   trusting   of   others.

5) Neuroticism: anxious, insecure, sensitive. Neurotics are moody, tense, and simply tipped into experiencing   situations negative emotions.

IV. SYSTEM ARCHITECTURE

The System Architecture of HR Assessment Tool displays the process of the working of the tool from the respect of the candidate, manager, HR, and employees. Initially the candidate have to register to the online form then data is stored inside the database. The form asks about the educational details, personal details needed for the campus interview process. Later in order to predict the nature and quantities of the registered candidate, a set of fifteen to twenty question in designed for the same purpose. NLP will predict the nature of the candidate which will determining the candidate's behavior according to the OCEAN process.

The extracting of candidate CV/Skills and personality traits in carried out in the algorithm. HR analysis the report of the selection of extracted candidates. From the extracted data the students are selected and rank list is display is displayed. The type of candidate selected are sent an auto mail for the internal
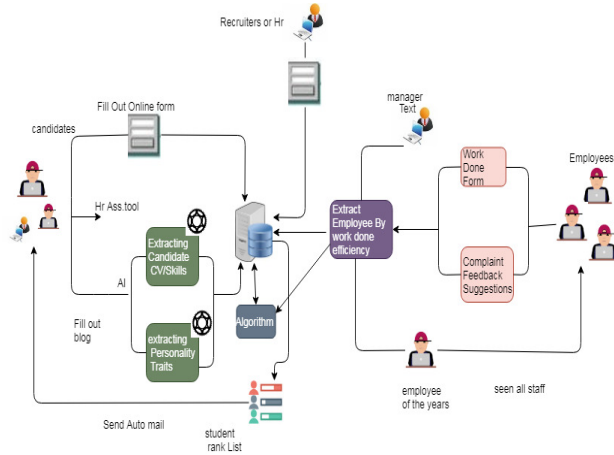

Fig: System Architecture of HR Assessment tool.

Directly the interview is taken by HR and final selection of the employees takes place. When the candidate turns up to be employees of the company it have to enroll in the work done form which will have to insert data as work given, work deadline and work submitted. This data is seen by all the manager, and all employees, which avoids the partiality in the employee of the year process. When if employees need o complaint about any aspect twill be register in the software and proper action will be taken by the management.

V. METHODOLOGY

In science, the idea supported the massive five factors is that the most universally approved model to explain the essential structure of human temperament. the idea supported these issues is termed 5 factor model (or the massive five model) and it's the foremost wide accepted model of temperament. It provides a terminology and a abstract framework that associate abundant of the analyze findings within the science of individual variations and temperament. It reduces the big variety of non-public attribute into 5 main temperament traits that type the form OCEAN [4], [3]. it had been initial studied within the Nineteen Nineties once 5 factors or temperament traits were fastened and has been used till the current time. in step with Table one, people within the huge five model vary in terms of the OCEAN, that's openness to expertise, conscientiousness, suitableness, agreeableness and mental disorder. It represents an entire set of traits that might grasping temperament differences[6].

Personality Trait	Characteristics
Openness (O)	From cautious/consistent to curious/inventive intellectual, polished, creative, independent, open-minded, imaginative, creative, curious, tolerant
Conscientiousness (C)	From careless/easy-going to organized/efficient reliable, consistent, self-disciplined, organized, hard working, has long-term goals, planner
Extraversion (E)	From solitary/reserved to outgoing/energetic, express positive emotions,

	excited, satisfied, friendly, seeks stimulation in the company of others, talkative
Agreeableness (A)	From cold/unkind to friendly/compassionate kind, concerned, truthful, good natured, trustful, cooperative, helpful, nurturing, optimistic
Neuroticism (N)	From secure/calm to unconfident/nervous angry, anxious, neurotic, upset, depressed, sensitive, moody

VI. CONCLUSION

In this project, we have implemented an organization oriented recruitment system that would assist the human resource department in short listing the right candidate for a specific job profile And also shortlist the employee of the year. The system would be used in many business sectors that will require expert candidate, thus reducing the work load of the human resource department.

VII. FUTURE SCOPE

1.This system will automatically determine the key skill characteristic by defining each expert's preferences and ranking decisions.

2. The presented system automates the processes of requirements specification and applicant's ranking.

3. The proposed system produces ranking decisions that were relatively highly consistent with those of the human experts.

4. The proposed system present the shortlisted candidates auto mail send process.

5. This system will enable a more effective way to short list submitted candidate CVs from a large number of applicants providing a consistent and fair CV ranking policy.

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