

Survey of Smart Hiring System Through Personality Prediction Using AI-ML

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Abstract: *This system is designed to streamline the shortlisting process of submitted candidate CVs from a large pool of applicants, ensuring a consistent and equitable CV ranking policy that can be legally justified. The system will evaluate candidates based on their experience and key skills relevant to a specific job position. The process includes:*

1. Ranking CVs based on resume details, including but not limited to, the candidate's hobbies, strengths, and weaknesses.

2. Administering a set of 15 to 16 questions aimed at personality assessment, experience evaluation, and identification of key skills pertinent to the job profile.

The system will aid the HR department in effectively shortlisting candidates by implementing a CV ranking policy that considers qualifications, experience, and other critical aspects relevant to the job position. This approach ensures that the HR department can select the most suitable candidates for each job profile, thereby contributing to the recruitment of an expert workforce for the organization.

Candidates will be required to register by providing comprehensive details and completing an online form. This form will include sections on resume details, hobbies, strengths, weaknesses, and responses to the aforementioned questions. Upon completion of the process, the system will shortlist the top candidates and automatically send notifications to them. Additionally, the system will generate a report on the performance of employees, which will be accessible to managers for evaluating top employees based on work efficiency, and for facilitating the selection of the company's Employee of the Year.

Keywords: Personality prediction, Talent Prediction, Neuro-Linguistic Programming