

Young Student Tracker

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Abstract: This will empower a more powerful approach to short rundown submitted competitor CVs from countless giving a reliable and reasonable CV positioning method, which can be legitimately advocated. Framework will rank the key aptitudes required for a specific employment position. Then framework will rank the CV depends on the experience and other key abilities which are required for a specific employment profile. This undertaking will push the HR Office to effectively shortlist the applicants in view of the CV situating strategy. This framework will centre in capability and in encounter as well as spotlights on other essential angles, which are required for a Particular employment position. Applicants here will enrol him/herself with every one of their subtle elements and will choose their own Skills on the framework which will be utilized by the framework to short list their CV. Competitors likewise give an online test which will be directed on Personality questions, After finishing the online test applicants can see their own particular test outcomes by means of a compliance E-mail. This system will help the human resource office with choosing right plausibility for particular business profile, which accordingly give ace workforce to the Organization.

Index Terms: Personality prediction, Skill, CV analysis, Filtration

1. INTRODUCTION

This 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, which can be legally justified. System will rank the experience and key skills required for particular job position. Than system will rank the CV's based on the experience and other key skills which are required for particular job profile. This system will help the HR department to easily shortlist the candidate based on the CV ranking policy.

This system will focus not only in qualification and experience but also focuses on other important aspects which are required for particular job position. This system will help the human resource department to select right candidate for particular job profile which in turn provide expert workforce for the organization.

Candidate here will register him/herself with all its details and will upload their own CV into the system which will be further used by the system to shortlist their CV. Candidate can also give an online test which will be conducted on personality questions as well as aptitude questions. After completing the online test, candidate can view their own test results in graphical representation with marks.

The 2 models of the project are [1]. CV Analysis [2] Personality Prediction

1.1 CV Analysis

The CV Analysis is done by implementing a fare CV ranking logic that gives weightage to all the key skills required for a job. Each requirement is allotted with a weight and some minimum criteria is set for the CV to get shortlisted only the CV's which meet that criteria get short picked.

Here are the bullet points that gives a clear idea about the CV Ranking Logic

[1] System will assign weight for each requirement.

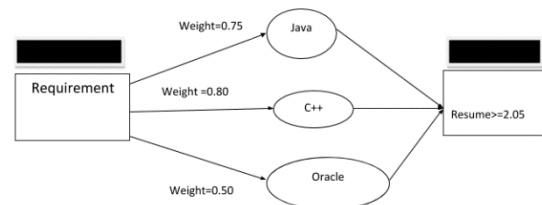
[2] Total weight of the Resume depends upon the number of required skills the candidate possess.

[3] Resume will be shortlisted based on overall weight.

[4] Only the Resume's which meet the minimum weight criteria will be shortlisted.

[5] There might be few Resume's which meet the minimum weight criteria but failed to get shortlisted, the reason behind it could be the candidate does not possess all the Keys Skills that are required for a job.

Here is a diagram that explains the CV Ranking Logic



1.2 Personality Prediction

The IBM Watson Personality Insights benefit gives an Application Programming Interface (API) for getting experiences from web-based social networking, endeavour information, or other computerized correspondences. The administration utilizes semantic investigation to construe people's inborn identity attributes from advanced interchanges, for example, email, instant messages, tweets, and gathering posts. The administration deduces, from possibly loud online networking, representations of people that mirror their identity attributes. It can likewise decide people's utilization inclinations, which show their probability to favour different items, administrations, and exercises.

The Personality Insights service analyse personality traits based on three primary models:

[1] **Big Five** personality characteristics speak to the most broadly utilized model for by and large depicting how a man draws in with the world. The model

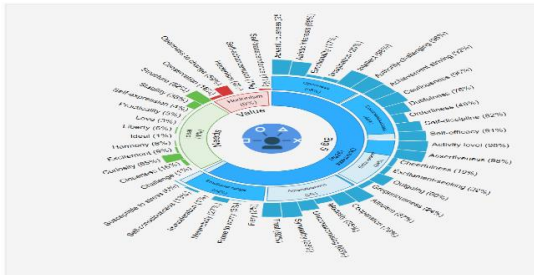
incorporates five essential dimensions, Agreeableness, Conscientiousness, Extraversion, Emotional range and Openness. Each measurement has six aspects that further portray a person as indicated by the measurement.

[2] **Needs** describe which aspects of a product will resonate with a person. The model includes twelve characteristic needs:

Excitement, Harmony, Curiosity, Closeness, Self-expression, Challenge, and Structure.

[3] **Values** describe motivating factors that influence a person's decision making. The model includes five values: Self-transcendence/Helping others, Conservation / Tradition, Hedonism / Taking pleasure in life, Self-enhancement / Achieving success, and Open to change / Excitement

The Model Implemented in our project is The Big Five Model and therefore the personality traits are shown to us in terms of Agreeableness, Conscientiousness, Extraversion, Emotional range and Openness. Here is an example of how the output related to Big 5 model looks like.



2. LITERATURE SURVEY

The Present Existing System is a man To man Interaction Method in which the applicant hands over his CV To the interviewer and the interviewer analysis the CV and then starts interviewing the candidates, which is quite a bit time taking. During of Off Campus Drives There are a lot of people who are applying for a job and the HR's will have to go through a lot of CV's to select proper candidates for the job. The existing methods available take a lot of time to shortlist the right candidates from the bulk of candidates who have applied for a job not only time taking the existing methods require a lot of workforce to get the job done there by making the process even more tiring and complex.

2.1 Our Work

This framework will normally decide the key expertise trademark by characterizing every master's inclinations and positioning choices. The introduced framework mechanizes the procedures of prerequisites particular and candidate's positioning. The proposed framework produces positioning choices that were generally exceptionally steady with those of the human specialists. This system will empower a more viable approach to short rundown submitted competitor CVs from a substantial number of candidates giving a predictable and reasonable CV positioning arrangement. Moreover, The IBM Watson Personality Insight Services provides us accurate results over the

Personalities of shortlisted candidates and the final decision to select the candidate is taken by considering the personality traits as well.

3. MODULES

The Two Modules present in the project are CV Analysis.

Personality Prediction.

In these two modules we have two important participants and they are Admin, Student.

Both these participants have a number of functionalities and now let's go through the functionalities of them

3.1 ADMIN

The Various functionalities which Admin possess are as follows

[1] CREATE JOB

In this functionality the admin has an option of creating a job by providing all the requirements that might be required for the job profile in order to get that job which he has created.

[2] VIEW JOB

All the jobs that the Admin has created in the previous step can be viewed over here and when he clicks on a particular job from the list of jobs displayed a list of students who got shortlisted for that job gets displayed.

[3] COPY SKILLS

Over here Admin can add one skill at a time and assign a particular weight to that skill which he has added.

[4] UPDATE SKILLS

If all at the Admin feels like changing the weights assigned to the existing skills then he can do it using the Update Skills functionality, only one skill can be updated at a time.

[5] ADD QUESTIONS

Add Questions functionality lets the admin to add all the Personality related questions that he feel are required for analysing an Individuals Personality.

[6] VIEW QUESTIONS

All the questions that the Admin has added in the previous step can be viewed over here and the admin even has an option of deleting the existing questions over here.

[7] CANDIDATE SELECTION

From the list of shortlisted CV's for a particular job the Admin now has to select the candidates and to do so he first checks the personality analysis of all the shortlisted candidates and selects only those candidates whom he feels are right for that job and all the selected candidates are sent an E-Mail conformation.

3.2 Student

The Various functionalities which Student possess are as follows

[1] VIEW PROFILE

Using this functionality the student can view all his profile data that he has entered at the time of registration

[2] UPDATE PROFILE

If at all the student needs to make any changes in his profile then he has an option to do so by using the update profile functional [3] **ADD SKILL**
The student can select all the skills that he possess from the displayed list of skills using the Add Skills functionality.

[4] **ADD ANSWER**

Over here the student can provide answers to all the personality related questions by typing his answers in the provided text area.

4. ADVANTAGES, DISADVANTAGES

4.1 Advantages

[1] This system can be used in many business sectors that may require expert candidate. [2] This system will reduce workload of the human resource department.

[3] This system will help the human resource department to select right candidate for particular job profile which in turn provide expert workforce for the organization.

[4] Admin or the concern person can easily shortlist a candidate based on their online test marks and can select an appropriate candidate for desired job profile.

4.2 Disadvantages

Requires an active internet connection.

May provide inaccurate results if data not entered properly.

5. CONCLUSION

This system can be used in many business sectors that may require expert candidate. It will reduce workload of the human resource department. It will help the human resource department to select right candidate for particular job profile which in turn provide expert workforce for the organization. Admin or the concern person can easily shortlist a candidate based on their online test marks and can select an appropriate candidate for desired job profile.

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