

Research Article

Personality Prediction using HR Assessment Tool

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Abstract

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 resume details, student hobbies, strength, weakness or system conduct 15 to 16 questions for personality prediction purpose, 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. Candidate here will register him/herself with all its details. Candidate can also fill an online form in that Resume details, hobbies, strengths, weakness, or our side 15 to 16 analysis on questions After completing this entire things system shortlist top candidates and Auto mail send to candidates it also presents the work done result of the employee to the Manager who evaluates the top employees based on work efficiency and easily shortlist company's employee of the year.

Keywords: Personality prediction

1. Introduction

Electronic technology and internet led to the inclination of the global Smart TPO tools 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. Fortunately, the development in modern information system, digital technologies, the universal access Human Resource Management development and make the system more applicable. 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 add some criteria like personality required, roles and responsibilities etc. and system are examine automatically to candidates are feet 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),Extraversion(E)Agreeableness (A) means is one of the five personality traits of the Big Five personality theory. A person with a high level of agreeableness in a personality test is usually warm, friendly, and tactful. They generally have an optimistic view of human nature and get along well with others. Neuroticism (N) Means is one of the Big Five higher-order personality traits in the study of psychology. Individuals who score high on neuroticism are more likely than average to be moody and to experience such feelings as anxiety, worry, fear, anger, frustration, envy, jealousy, guilt, depressed mood, and loneliness, which will be further, used by the system to shortlist their CV or candidates. After completing the think top 10 or above shortlisted candidates has auto mail are send.

We present a set of techniques that makes the whole recruitment process more effective and efficient also. We have implemented a system that ranks the top employee based on work feedback policy as well as suggestions. This system will focus not only in qualification and in 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. For all this process we use Artificial Intelligence (AI) It refers to technology used to do a task that requires some level of intelligence to accomplish .AI technologies offer

significant opportunities to improve HR functions to Finding the right information, with lower costs, in less time and in a secure manner helps to build momentum step by step, beginning with the recruitment process.

2. Review Literature

In 2014 an Integrated E-Recruitment System for Automated Personality Mining and Applicant Ranking was proposed by Faliagka et al. an automated candidate ranking was implemented by this system. It was based on objective criteria that the candidate's details would be extracted from the candidate's LinkedIn profile. The candidates' personality traits were automatically extracted from their social presence using linguistic analysis. The candidate's rank was derived from individual selection criteria using Analytical Hierarchy Process (AHP), while their weight was controlled by the recruiter (admin). The limitations of the system were that senior positions that required expertise and certain qualifications were screened inconsistently. Liden et al. published The General Factor of Personality: The interrelations among the Big Five personality factors (Openness, Conscientiousness, Extraversion, Agreeableness, and Neuroticism) were analyzed in this paper to test for the existence of a GFP.

The meta-analysis provides evidence for a GFP at the highest hierarchical level and that the GFP had a substantive component as it is related to supervisor-rated job performance were concluded by this paper. However, it is also realized that it is important to note that the existence of a GFP did not mean that other personality factors that were lower in the hierarchy lost their relevance.

Drawback of Existing System

- In Existing system difficult to predict personality.
- Existing system Implemented only for Interviewer.
- Existing system time consuming & costly.

3. Proposed System

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 resume details, student hobbies, strength, weakness or system conduct 15 to 16 questions for personality prediction purpose, 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. Candidate can also fill an online form in that Resume details, hobbies, strengths, weakness, or our side 15 to 16 analysis on questions After completing this entire things system shortlist top candidates and Auto mail send to candidates it also presents the work done result of the employee to the Manager who evaluates the top employees based on work efficiency and easily shortlist company's employee of the year.

Advantages

- ☒ This system can be used in many business sectors that may require expert candidate.
- ☒ This system will reduce workload of the human resource department.
- ☒ 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.
- ☒ Admin or the concern person can easily shortlist

Limitations

- ☒ This system requires large memory space as it stores data related to CV's or online form.
- ☒ Requires an active internet connection.
- ☒ May provide inaccurate results if data not entered properly.

A. Architecture

First is job seeker it login in the system and find the job and apply for it if approved by admin which is second user Foster's details is sent to the third user i.e. employer. Admin job is managing the system and approves the seeker's application. The employers check the eligibility of the candidate and allow it interview dates. In the below diagram, there are three users. First is job seeker it login in the system and find the job and apply for it if approved by admin which is second user Foster's details is sent to the third user i.e. employer.

qAdmin job is managing the system and approves the seeker's application. The employers check the eligibility of the candidate and allow it interview dates. They generally have an optimistic view of human nature and get along well with others. Neuroticism (N) Means is one of the Big Five higher-order personality traits in the study of psychology. Individuals who score high on neuroticism are more likely than average to be moody and to experience such feelings as anxiety, worry, fear, anger, frustration, envy, jealousy, guilt, depressed mood, and loneliness, which will be further, used by the system to shortlist their CV or candidates. After completing the think top 10 or above shortlisted candidates has auto mail are send. We present a set of

techniques that makes the whole recruitment process more effective and efficient also. We have implemented a system that ranks the top employee based on work feedback policy as well as suggestions

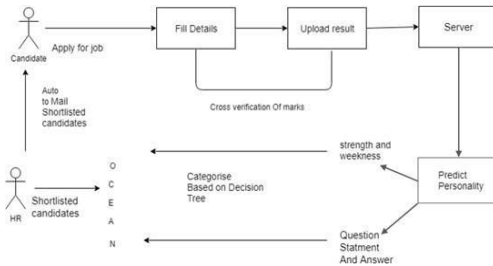


Fig. No 1. System Architecture

Mathematical Model

Let S is the system; S = I, O, F, DD, NDD, Success, Failure
 I = Input to the system I = username, password, add candidate, add HR associate, add HR, add manager, add job title, add job details, apply for job, view interview question, candidate cv, add employee, approve work done

O = Output of the system O = successful registration, apply for job, give the questions answer, candidate result, view top 10 candidate, shortlisted candidate, send auto mail to candidate, employee complete work done in deadline, top 10 employee, send comment/feedback

F = Fusion in system F = adminreg(), adminlogin(), registration(), login(), addJobTitle(), addJobDetail(), applyForJob(), enterCandidateDetail(), solveQuestion(), resultOfCandidate(), viewTop10Candidate(), candidateShortlist(), sendAutoMail(), addemployee(), assignWorkDone(), viewTop10Employee(),

DD = Deterministic data DD = Null

NDD = Non Deterministic data NDD = I, O

Success: 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.

Failure: Network Fail.

Venn Diagram

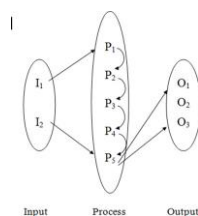


Figure 2: Venn Diagram

Figure 2 shows Venn diagram where I1, I2 are inputs, P1, P2, P3, P4, P5 are process, and O1, O2, O3 are output.

Conclusion

In this Proposed System, 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.

In future work, The proposed system produces ranking decisions that were relatively highly consistent with those of the human experts. The proposed system present the shortlisted candidates auto mail send process. 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.

Final Analysis

In this project, we have implemented and 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

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