Assessment Tool for various Examination

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Abstract: This will enable a more effective way to short list submitted candidate CVs from many applicants providing a consistent and fair CV ranking policy, which can be legally justified. System will rank the experience and key skills required for job position. Then 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 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 on qualification and experience but also focuses on other important aspects which are required for job position. This system will help the human resource department to select right candidate for 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 thing 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.

Introduction

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 on qualification and in experience but also focuses on other important aspects, which are required for job position. This system will help the human resource department to select right candidate for 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.

Problem Statement

There is a huge workload on the human resource department to select the right candidate for a particular job profile which in turn would provide experts workforce for the organization from a large pool of candidates like.

- Failure to attract talented candidates.
- Lack of understanding between the recruiters and hiring manager
- Lack of communication with candidates.
- Retaining Millennial in the workforce for a longer period.
- Inability in using data effectively.
- Difficulty in balancing the speed of hire with quality of hire.
- Lack of efficiency during the recruitment process.

Purpose

The proposed system will enable a more effective way to short list submitted candidate from many applicants providing a consistent and fair CV ranking policy. This can be legally justified. System will rank the experience and key skills required for a particular job position than system will rank the candidates form based on the experience and other key skills which are required for job profile. This system will help the HR department to easily shortlist the candidate based on the fill information in given form format or personality prediction test ranking policy. 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.

Objectives

To develop a system to provide a more effective way of short-listing the candidates. To determine the key skill characteristic by defining each experts' preferences and ranking decisions to automate the process of requirement specifications and applicants ranking. To conduct aptitude and personality test. To produce ranking decisions that would have relatively higher consistency than those of human experts. This system can be used in many organizations to shortlist expert candidate. At employee position also determine work done efficiency of the employee.

Motivation

There is a huge workload on the human resource department to select the right candidate for a particular job profile for the organization from a large pool of candidates which tends to HR efficiency, Misselection of candidate, Time, and Money loss of company due to misselection. These all things motivate us to develop idea to solve above issues.

System Architecture
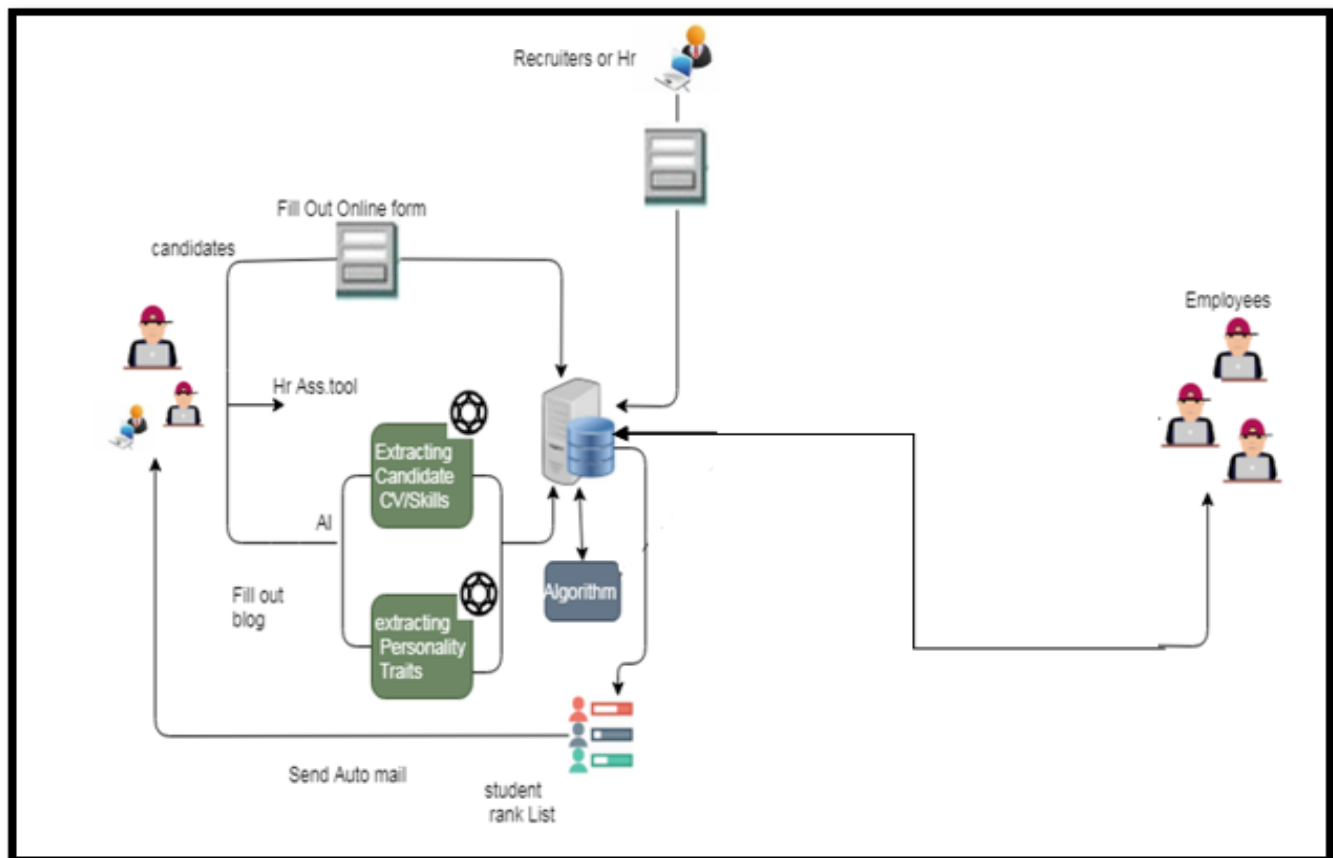
Advantages

- 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 job profile which in turn provide expert workforce for the organization.
- Admin or the concern person can easily shortlist.

Data Flow Diagram
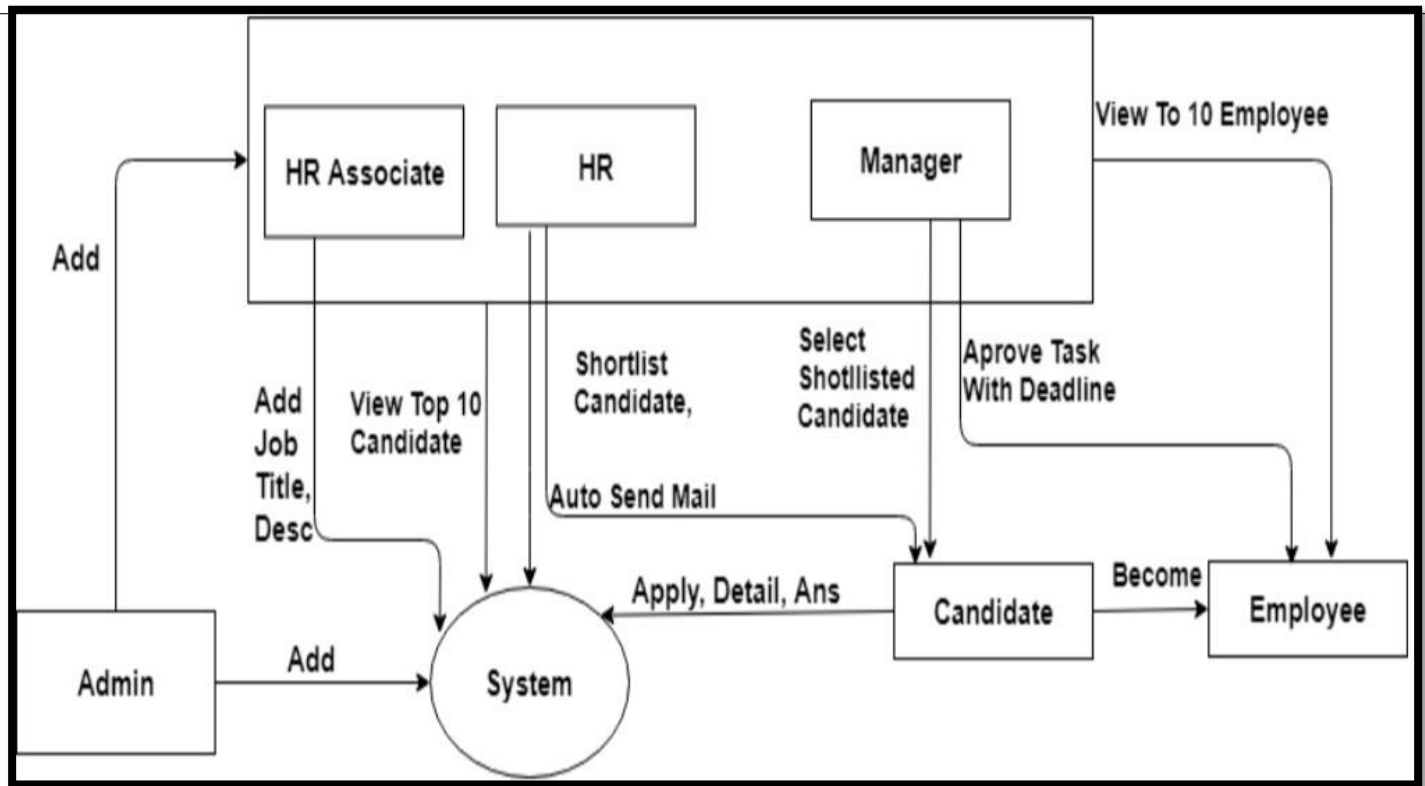
Methodology

The big five personality traits OCEAN are: Openness, Conscientiousness, Extroversion, Agreeableness, and Neuroticism. These five traits represent broad domains of human behavior and account for differences in both personality and decision making. The model is used by HR to evaluate potential employees and marketers to understand the audiences of their products.

The Big Five Personality Traits

- **Openness to experience.** Sometimes called intellect or imagination, this represents the willingness to try new things and think outside the box. Traits include insightfulness, originality, and curiosity.

- **Conscientiousness.** The desire to be careful, diligent and to regulate immediate gratification with self-discipline. Traits include ambition, discipline, consistency and reliability.

- **Extroversion.** A state where an individual draws energy from others and seeks social connections or interaction, as opposed to being alone (introversion). Traits include being outgoing, energetic, and confident.

- **Agreeableness** The measure of how an individual interacts with others, characterized by degree of compassion and co-operation. Traits include tactfulness, kindness, and loyalty.

- **Neuroticism.** A tendency towards negative personality traits, emotional instability and self-destructive thinking. Traits include pessimism, anxiety, insecurity and fearfulness.

OCEAN MODEL: (set of statements)

I am the life of the party.

I feel comfortable around people.   ⟶   Extraversion

I take time out for others.

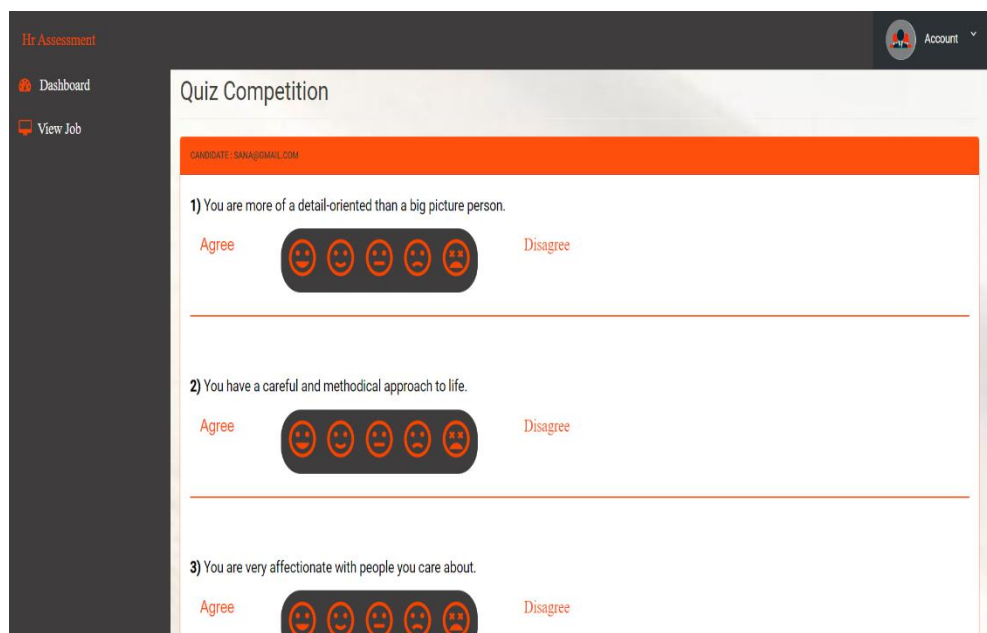I feel others' emotions.   ⟶   Agreeableness

I make people feel at ease.

I get chores done right away.   ⟶   Consciousness

I often forget to put things back in their proper place.

Results:

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 shortlist the employee of the year. The system would be used in many business sectors that will require expert candidate, thus reducing the workload of the human resource department.

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