GROUP 5

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**INTRODUCTION**

**TALENT ACQUISITION SYSTEM**

1. **BACKGROUND:**

Self-reflection and understanding, job placement, and learning how to better interact with others in a team or work group requires people to have or develop certain aspects of personalities. This can be possible only when they have access to the tools that can map a character and help in understanding same. This is very difficult to achieve using conventional testing methods as quiz like methods for same are ambiguous and other exams focus more on memory and processing capabilities of the brain than the humane side of a person.

Pros of the Existing System - Intuitive, make use of sliders for relative accuracy of input. Good UI. Top notch Presentation of o/p.

Cons of the Existing System - Unverifiable sources, accuracy of output not deterministic, seems like another pass-time, requires internet.

1. **GOALS:**

Talent Acquisition system is a project which aims at inculcating the conventional personality tests into an interactive environment or a so-called virtual reality.

This reduces the ambiguousness of perception of situations and thus provides more reliable output. The output will cover major aspects of human character and depending upon requirement, can be used for various purposes as mentioned above.

1. **METHODLOGY:**

TAS is a fusion of 2 major studies of Information Technology viz Virtual Reality and Artificial Intelligence.

The Virtual Reality is further divided into 2 sub-divisions: User Interfacing and Environment Rendering. UI will be based on Image processing technologies to convert gestures into sensible inputs. Environment will be rendered using basic web languages.

Artificial Intelligent aspect covers the processing pattern recognition in a heuristic manner. Saved patterns will be accrued from information provided by the work of Carl Jung and Meyers- Briggs Research Data. Backend for AI will be developed using Prolog (tentative) and a suitable database technology.

As an application itself, the system will work as follows:

1. Present the user with an animated "story-line" consisting of "situations"
2. Take user input as a "choice" for given situation. Map the same in backend.
3. Continue the story by presenting succeeding situations Note that the story may arc out at specific choices.
4. Upon completing the story, form a pattern for mapped situation-choice pairs and match them against saved patterns until a certain threshold is achieved.
5. Save the newly acquired pattern (if it doesn't already exist) and the corresponding output.
6. Present the output to the user in an interactive exploratory environment.
7. **APPLICATION:**

**Job Placements:** If a job requires specific characteristics and personality types, then

TAS can be used for placement purposes. In addition, if it is properly configured to identify people who will be highly satisfied with important aspects of a job, hiring such people will significantly reduce turnover.

**Group Interaction:** In addition to understanding your own personality type, it is often beneficial to understand the personalities of those around you. TAS can also be used as a tool to help dysfunctional teams learn more about each other and begin to work through some of their differences. Increasing the teams' awareness of the personality types of the other members can create a more functional and cohesive team atmosphere.

**Self - Awareness:** Using TAS, one can often learn about him/herself and encourage self-awareness. It can also provide insight into how you react to other people.