const

Task 3 - Talent Acquiring & Career Path Assessing

Nicholas Yan | Ken Wong | Fiona Wong | Chloe Siu

Current Problem

Swire Hotels lacks a modern solution to data-driven talent acquisition

Applicant tracking system is absent → **Digitalization**

Pinpointing the Ideal candidates is time consuming → **Scalability**

Gaining insights rely on experience → **Data Oriented**

Candidate Data Pool

01

Collection

◇ Designated for **current employees**

◇ Multiple Choice of 50-60 questions

◇ **5-10** minutes per employee

02

Analysis

◇ Produce **statistical analysis** of each position, team, department

◇ Generate **insights** (eg. behavioral patterns) from analysis

03

Usage

◇ Take visualized results as **consideration factors**

◇ Matching candidates for **value creation** and **workplace culture fitting**

Text-based Personality Analysis

"We Believe that Everyone is Unique"

Personalised, engaging and
less-biased communication

Chatbot

Predict the candidates'
behavioral patterns

Prediction

Kickstart

2,468 Essays with five-factor

measures

Analysis

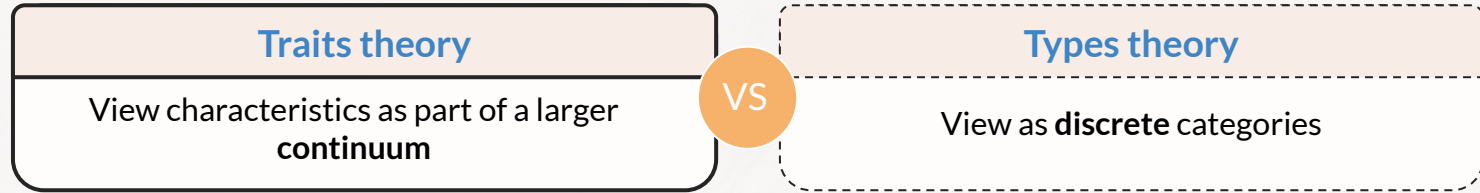Analyse the candidate's essays

by **neural networks**

Summarization

Provide **in-depth aspects** to

recruitment team

Specifications

◇ **Big Five Personality Traits**

Traits theory		Types theory
View characteristics as part of a larger **continuum**	**VS**	View as **discrete** categories

▶ Provides insights to candidates' **behaviour patterns** based on 5 traits:

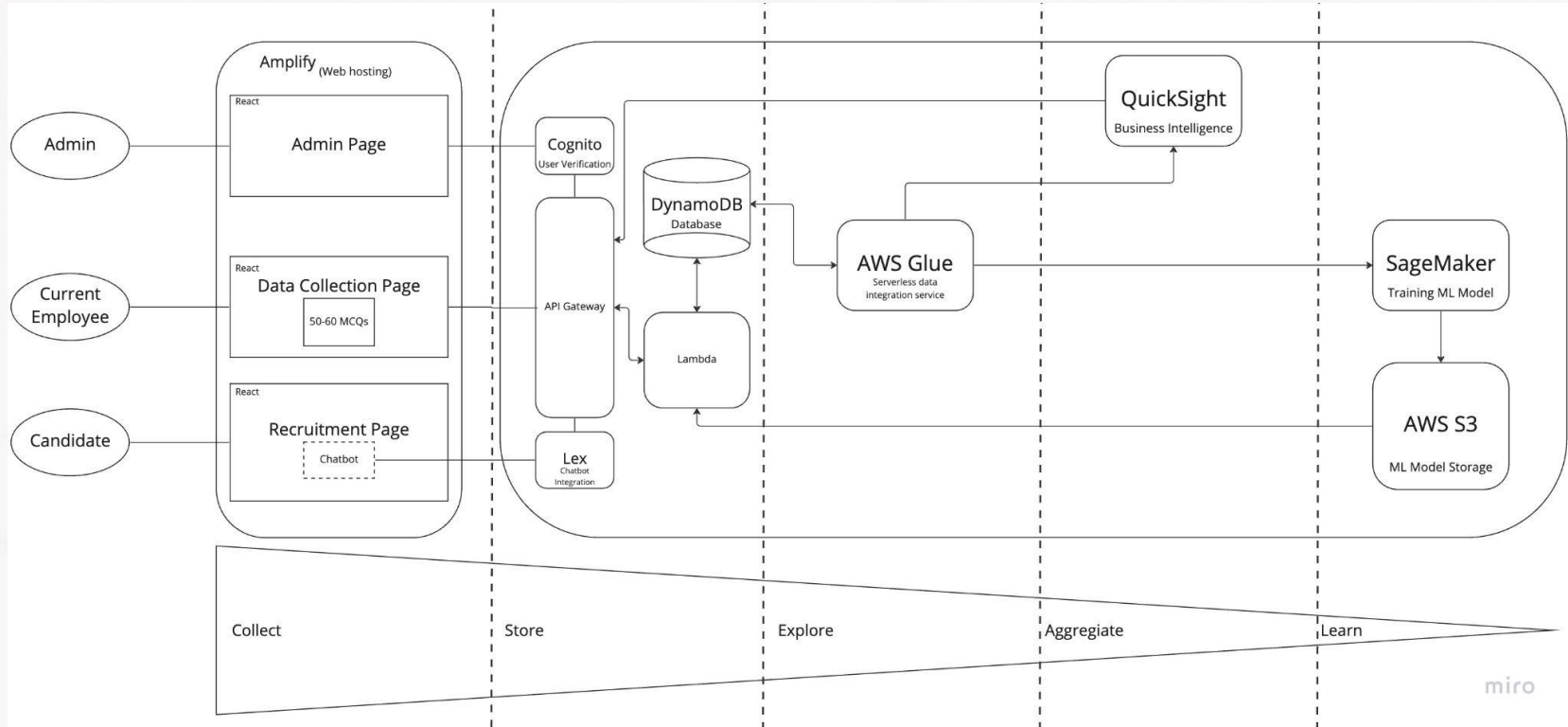Openness   Conscientiousness   Extraversion   Agreeableness   Neuroticism

◇ **BiLSTM (Bidirectional Long Short-Term Memory) Model**

▶ A type of Recurrent Neural Network

▶ Utilize previous and current information in a sequential of data
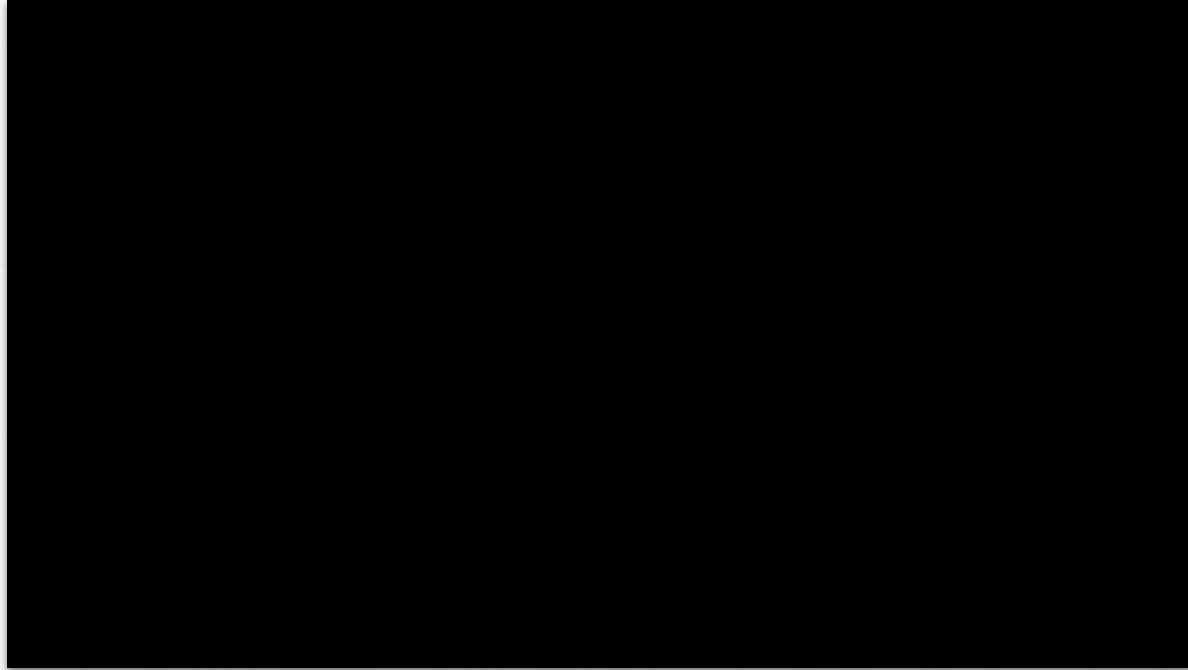
System Architecture

Data Flywheel

An ever-growing sustainable recruitment cycle model:

Demo of Minimal Viable Product

https://github.com/NY1105/SHG_Hackathon_2023_ML

THANKS!

Questions welcomed!
yanwaiyin1105@gmail.com