**NAME:** DISHA DEB

**Project Topic:** AI Chatbot to recruit candidates

**Requirements:** IBM Cloud Account, IBM Watson Services.

**Purpose:** Recruiting the right candidate is a labour intensive as well as time consuming process. In order to make the process faster and less tedious, chatbots can be trained to test if the candidates have the required knowledge, technical skills, aptitude fit for the applied job. The chatbot is programmed to ask questions while the candidate is required to answer them. The chatbot can quickly evaluate if the answer provided is correct or not and provide a point for each correct reply. A new list can be formed with the candidate names arranged in decreasing order of their points. The highest scoring candidates can thereby be chosen for the next interview process. Thus the project aims at making the primary selection process easier.
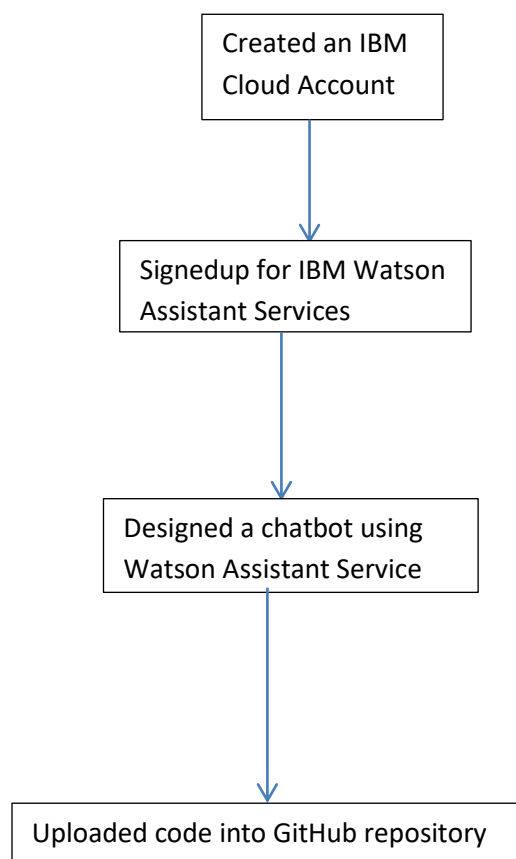
**Advantages:** Initial interview processes require to screen many candidates which makes the job very labour intensive and time consuming. Using a chatbot instead makes the screening easier. If a job is tiring, it affects the quality. To interview hundreds of candidate affects the mood of the interviewer and hence the quality of the interview. Thus the chatbot also helps to improve the quality of the further interview processes. Passing the virtual interview gives a proof that the selected candidate has the required technical skills as well as the aptitude required. All the candidates can together answer the virtual interview at a particular test center. Hence no time is was on individual candidates to check if they qualify for the post.

Another feature of the chatbot is reusability. The chatbot can easily be updated with new set of questions and new list of applied candidates. The system of virtual interview also seems just since all the candidates answer questions of the same difficulty level.

**Disadvantage:** A real life interview consists of a number of phases which include aptitude test, technical test, HR Round, group discussion etc. The programmed chatbot can only substitute for the aptitude and the technical test, not for the HR Rounds or group discussion.

Moreover the chatbot cannot completely imitate the environment of a manual interview process. In manual interviews, the interviewer is free to ask any question in any order as he or she finds it fit. However when using a chatbot the questions are fixed.

**Block Diagram:**

```
┌─────────────────────┐
│  Created an IBM     │
│  Cloud Account      │
└─────────────────────┘
           │
           ▼
┌─────────────────────┐
│  Signedup for IBM Watson │
│  Assistant Services │
└─────────────────────┘
           │
           ▼
┌─────────────────────┐
│  Designed a chatbot using │
│  Watson Assistant Service │
└─────────────────────┘
           │
           ▼
┌─────────────────────────────────┐
│  Uploaded code into GitHub repository │
└─────────────────────────────────┘
```

**Conclusion:** The designed chatbot provides a virtual interview, thereby making the interview easier, less time consuming and less labour intensive process. It can be concluded that the chatbot cannot substitute the entire interview process but can definitely substitute several initial interview phases.