



Checkpoint 4: Evaluation

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GitHub: <https://github.com/SALT-Lab-Human-AI/project-check-point-1-ai01.git>

Demo: <https://salt-lab-human-ai.github.io/project-check-point-1-ai01/>

Upload your resume and find your ideal project match

We extract your experience, skills, and match you to suitable roles using advanced AI technology. Find your perfect career opportunity in minutes.

[Upload Resume](#)[Learn More](#)

Easy Upload

Simply drag and drop your resume. We support PDF, DOCX, and DOC formats.



Resume Analysis

AI extracts your key skills



Smart Matching

Our AI analyzes your skills and experience to opportunities.

What We Do

HireShark parses your resume, extracts key experience and skills, and then uses natural language processing to compare it against real job descriptions. Every match comes with the reasoning behind the score, highlighted skills, and a direct link to apply.

Why It Matters

Traditional keyword searches miss nuance, and scrolling endless job boards wastes time. We combine resume understanding with job corpus analysis so you spend less time searching and more time applying to opportunities that fit.

Resume-Driven Matching

Upload once and let our NLP engine compare your profile against every role in the Greenhouse job catalog, surfacing the ones where your skills shine.

Transparent Scores

Each card shows the match percentage, the skills we aligned, and a "Why this match?" breakdown so you understand the recommendation.

Apply in Seconds

Every recommendation includes direct apply links. Tap "Apply" to jump straight to the company's application form.

Human-Friendly UI

Resume review, preference setup, match explanations, and saved interest — all in a single, approachable workflow.

Ready to Find Your Perfect Match?

Join thousands of job seekers who have found their ideal opportunities through HireShark's intelligent matching system.

[Get Started Now →](#)

What's in the deck?



Recap & Final Goals

Evaluation Design Overview

Study Materials & Protocol

Quantitative Results

Qualitative Insights

Interpretation & Discussion

Limitations, Risks & Ethics

Conclusion & Future Work

Acknowledgments & Contributions





Recap & Final Goals

Problem

Applying for a job is a time-consuming and challenging process.

Nuanced Judgement

Application Speed

Accuracy and Reliability

Easy Usage

Target Users

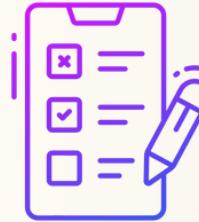
Anyone who is applying for a job
Students, Working Professionals and so on

Most Rewarding Feedback

“I like how easy it is to use without any complex steps”

Evaluation Design Overview

Our primary evaluation was through a user survey by reaching out to peers and friends to test HireShark



Survey Participants: n = 10 Job Seekers
(Classmates/Peers/Friends)

Study Tasks

Upload resume → review/edit extraction → set preferences → view matches → optionally apply → survey.

Metrics

Task difficulty/success

Usefulness (score meaning, insights, effectiveness)

Perceived accuracy

Ease/organization/learnability

Open-text feedback

Satisfaction



Study Materials & Protocol

All surveys were conducted online, through Google forms

HireShark User Study

Thank you for participating in our user study of HireShark, an AI-powered recruitment assistant that analyzes resumes and job descriptions to generate compatibility scores and rankings.

In this survey, we will ask a few questions regarding your experiences of using HireShark. We want to hear your feedback so we can keep improving our content. Your responses are anonymous and will be used only for research and class purposes to improve the system. You can stop at any time.

By clicking "Next" you indicate that you are consent to participate in this study.

How to use HireShark?

1. Please enter to our deployment page: <https://salt-lab-human-ai.github.io/project-check-point-1-ai01/>
2. Click 'Upload Resume'
3. Drag and drop OR click 'choose file' and upload your resume
4. Click continue to review
5. In the password, please enter: HerobrineXia
6. Check your extracted information is correct, then click 'Save & Continue'
7. Select your preferences and click 'Find Matches'
8. You now have your job list! Feel free to look and enter the application page.

After using the website, please click "Next" for the survey questions.

Overall Response

Overall, how satisfied were you with using HireShark?



What did you like most about using HireShark?

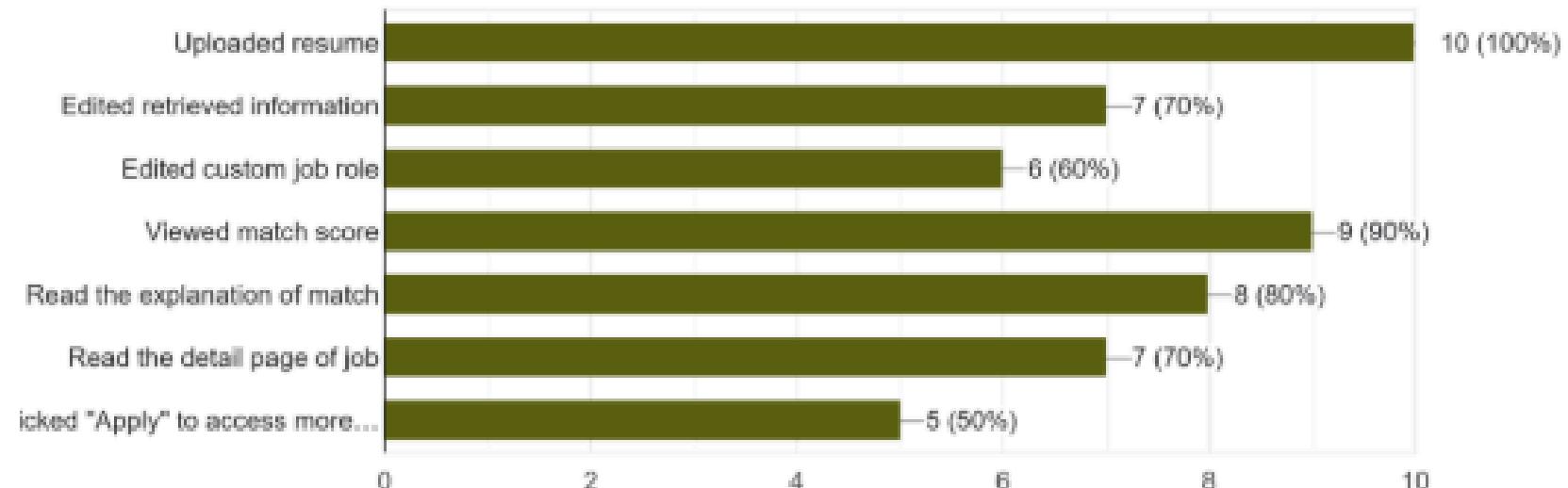
Easiness to upload and review my resume, finding things to improve through the result page

What was confusing or frustrating?

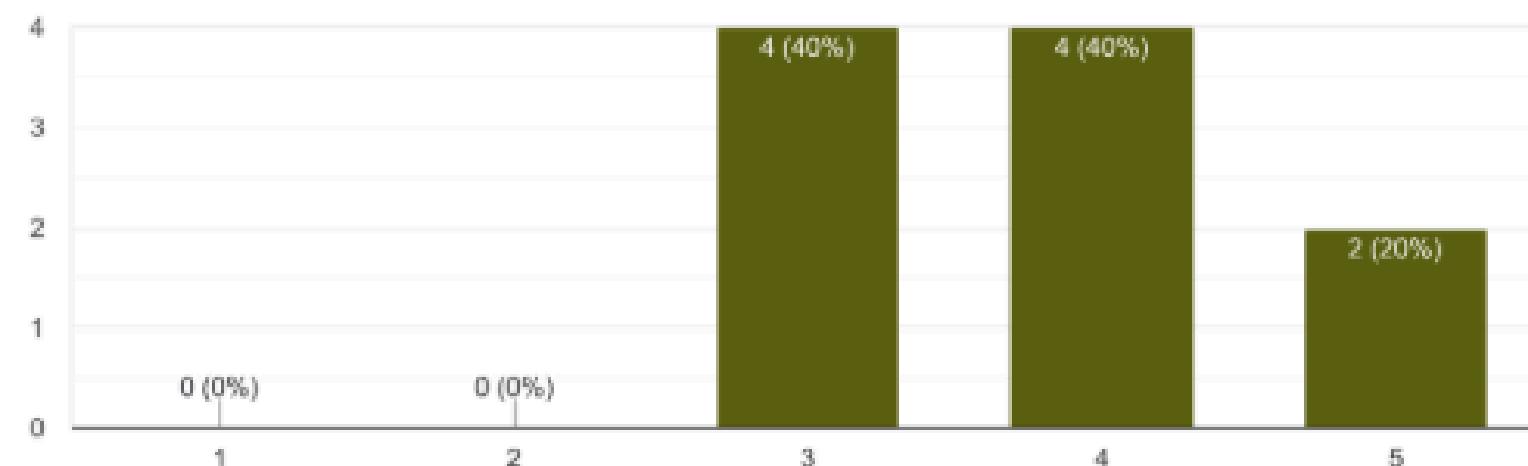
I want to select the option for internship and the companies allows to apply with CPT/OPT, but it wasn't available

Quantitative Results

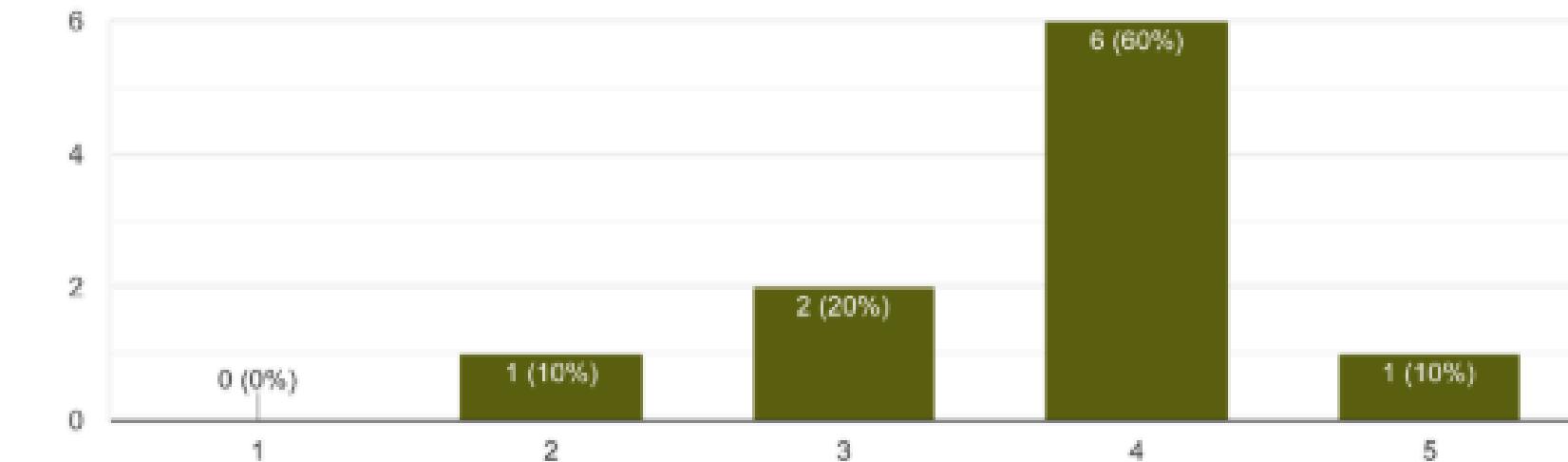
Which actions did you use in HireShark? (Check all that apply)
(10 条回答)



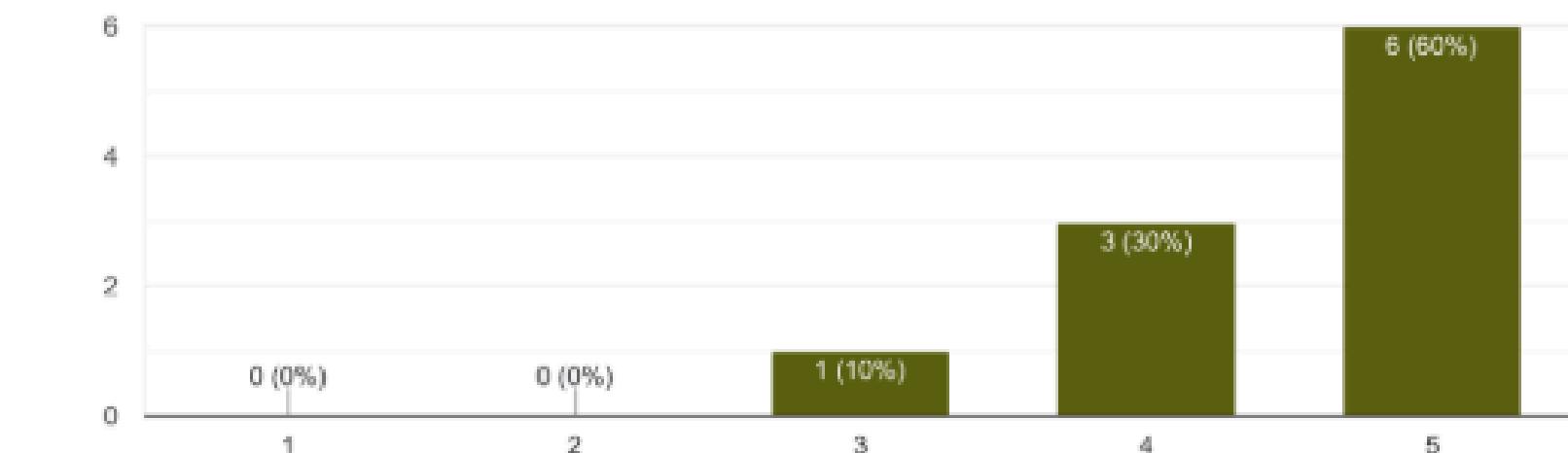
The match score felt meaningful and helpful.
총답 10개



Match results from HireShark is accurate.
총답 10개



HireShark was easy to use.
총답 10개



Qualitative Insights

Positive Themes

Very low-friction upload → Review → Apply

Clear extraction outputs and clean UI

Frustration

Fixed-feeling job lists and missing filters (internship, CPT/OPT, wage)

Occasional mislabels of skills/experiences

Limited preference control.

Interpretation & Discussion



To sum up,

- Usability and learnability are strong; users can complete the core flow with minimal guidance.
- Usefulness moderate; scores/insights seen as somewhat helpful
- Trust gap: Accuracy sits at “somewhat”; perceived fixed lists and missing controls undermine confidence

Limitations, Risks & Ethics

- The sample size is too small ($n=10$) to make generalized assumption
- The study does not comparing with traditional job searching methods
- Privacy: resumes are sensitive; the app avoided storage; production needs consent, minimization, secure handling.
- Bias: LLM and job source biases untested; need audits.

Conclusion & Future Work



- **Takeaways:** The flow feels smooth and easy; people find the scores somewhat helpful, but trust stalls at “somewhat accurate.”
- **What that means:** Generative matching can speed things up, but users need more knobs and clearer reasoning to believe the results.
- **Next steps:** let people pick multiple options, and find a better way to show why we scored a job the way we did.

Acknowledgments & Contributions

Individual responsibilities

Changho: Outlined presentation and survey, contributed to writing the final report overall

Kevin Xia: Revise final report, Formatted into md file with additional figure.

Ramprasath: Revised and modified presentation template

Ashwin: Updated test cases and added a use-case.md file

Used tools throughout the whole project

Gemini Flash 2.5

ChatGPT Codex

Cursor

Lovable

Google survey

Thankyou!

