

AI RECRUITER

1. INTRODUCTION:

1.1 Overview:

The process of shortlisting candidates for interview is a repetitive and time-consuming process. So, there is a need to automate this process. When it comes to replace humans, AI takes the place. My proposed solution for this problem is an AI Recruiter. Using the revolutionary IBM Watson Assistant trained with the recruiter skill, we can carry out human-like interview with the candidates. And also, the responses from the candidates can be analysed with, the cutting edge technology, IBM Watson Personality Insights.

1.2 Purpose:

We know that the recruiters' time is very valuable and to save recruiters' time by automating high-volume tasks can be a lot more productive and profitable for the company/organisation. Improving quality of hire through standardized job matching is also possible using AI Recruiter. Hence there is a necessity of automating the process of shortlisting candidates.

2. LITERATURE SURVEY:

2.1 Existing problem:

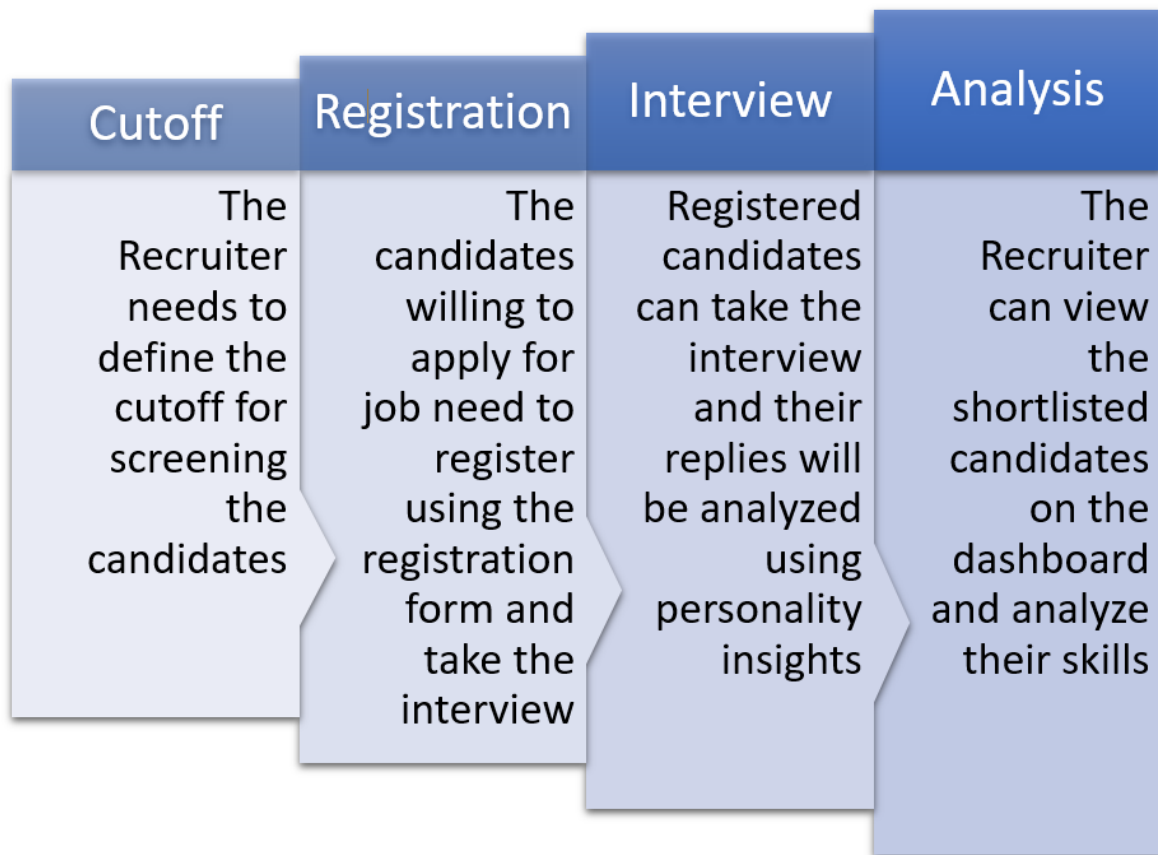
52% of talent acquisition leaders say that the most difficult part of their job is to shortlist the right candidate and 3% of candidates never hear back from a company after one touchpoint. On the flip side, it's a challenge for employers to communicate well with all their candidates. For high volume recruiting, this would require communicating with thousands of candidates, in addition to a recruiter's normal screening functions and other duties. Artificial Intelligence enabled software bots can definitely provide a solution for this problem.

2.2 Proposed Solution:

Software Bot enabled with Artificial Intelligence, which screens the candidate application, shortlists for interview and identify his skills & personality traits through conversation.

3. THEORITICAL ANALYSIS:

3.1 Block Diagram:



3.2 Hardware / Software designing:

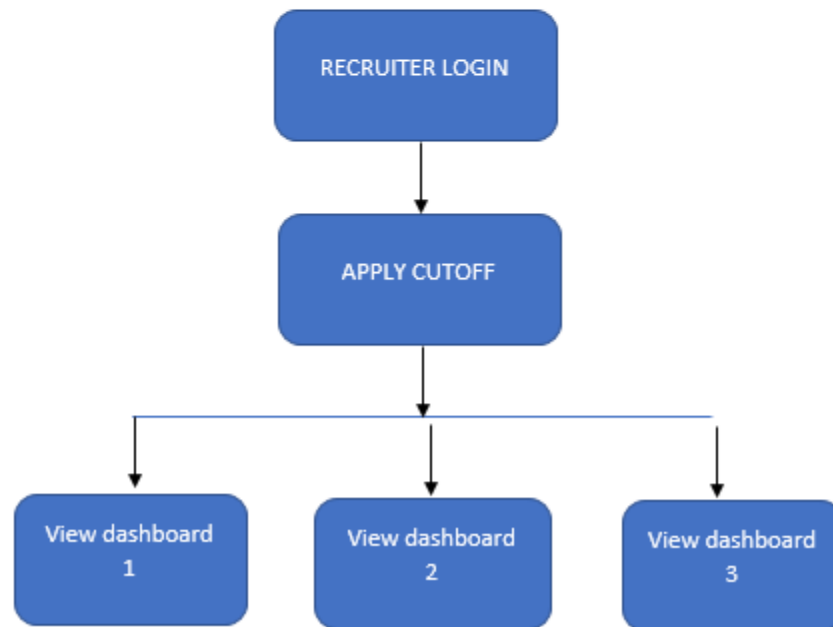
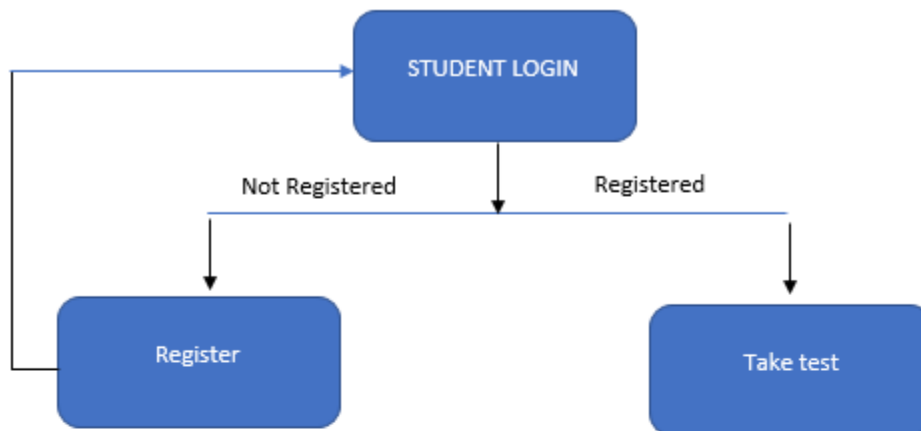
Software:

Softwares used: Node-Red, Cloudant, IBM Watson Assistant, IBM Watson Personality Insights. Softwares designed: Websites for candidate login, recruiter login, candidate registration, and Recruiter dashboard. Webpage for interview, skill for Watson assistant.

Hardware:

Required Hardware: PC or laptop

4. FLOWCHART:



5. RESULT:

A Software Bot enabled with Artificial Intelligence, which is capable of shortlisting candidates for interview and identifying his skills & personality traits through conversation is developed.

6. ADVANTAGES & DISADVANTAGES:

Advantages:

1. Improved Quality of Candidates
2. Automate Tedious Manual Tasks
3. Better Experience for Candidates

4. An optimized Recruitment Process

Disadvantages:

1. AI requires a lot of data
2. AI can learn human biases
3. Scepticism of new technology

7. APPLICATIONS:

AI Recruiter can be used in any organization or company where recruiting process takes place. It can be applied where there is a necessity of automating candidate shortlisting process.

8. CONCLUSION:

To conclude into a few words, AI Recruiter can become the future of recruiting process and it can help companies or organisations to adapt a profitable and optimized recruiting process.

9. FUTURE SCOPE:

The no. of candidates are increasing every year along with the no. of companies. To recruit employees on a large scale, it would cost a lot of time and money if the current trend continues. Moreover, the process would not be efficient and AI Recruiter can be revolutionary in the future and that future is not so far.