

Project Tasks

Kickoff:

Had a Project kick off meet at Whatsapp group with teammates and discussed about the project .

The Project work started by team members and will be completed in few days

Scope of the Project:

Developing a chat bot that can be able to shortlist candidates based on their skills it on a web page using IBM services.

This would save a lot of time and cost for a organization for shortlisting candidates for their interviews.

Trying to add another feature to Schedule interview for the candidate if he/she is eligible for the job.

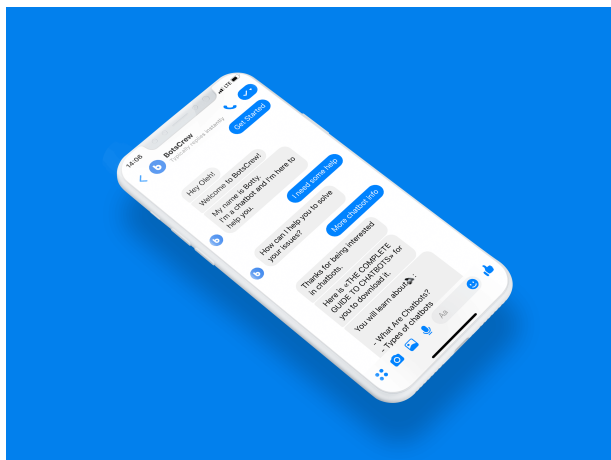
Team Work Assignment:

The task to be done by every individual team member is assigned and started by them successfully.

Setup Milestone is Successfully completed with all the tasks.

Learning about chatbots:

Communicate with a chatbot via the chat interface or by voice, like how they would talk to a real person. Chatbots interpret and process user's words or phrases and give an instant pre-set answer. They inhabit platforms like – FB Messenger, Whatsapp, Skype, Slack, Line, Kik, Wechat or even your website. Similar to regular apps chatbots have application layer, a database, APIs and Conversational User Interface.



Created a Watson Assistant Application:

Created a watson assistant application on IBM cloud and also created a Skill for the Recruiting bot.

Planning

- >Determine the Role of the Bot and Set Goals
- >Evaluate and Pick a Channel
- >Create the Conversational Architecture
- >Design Dialog Flows and Storyboards.
- >Design the Integrations
- >Collect Chat Data
- >Pick a Platform and a Development Approach

Functionalities

- >Text Interactions for gaining the candidate's Information
- >Evaluate the Candidate's Resume
- >Shortlist's the Candidate based on requirement
- >Schedule the HR Interview for Selected Candidates

INTEGRATING WITH WEB:

Web integration therefore involves a process of connecting all the outputs of all activities and components essential for carrying out the web project as a whole. The web integrator is a partner who provides a guarantee to the client that the project will comply with the agreed specifications.

TESTING THE BOT:

Bot Testers. Automated testing programs use bots to act as real users and automatically run through software products to find any bugs or other major functional issues.

Project Report

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INTRODUCTION

1.1 Overview:

AI for recruiting has made it easy in all aspects. This technology is designed to streamline or automate some part of the recruiting workflow, especially repetitive, high volume tasks. Screening resumes efficiently and time effectively still remains the biggest challenge in talent acquisition. This definitive guide for hr professionals on how AI can automate your workflow to more effectively engage, screen and assess candidates.

1.2 Scope:

To automate time consuming, repetitive tasks such as screening resumes or scheduling interviews with candidates

LITERATURE SURVEY

2.1 Existing problem

In the Existing system with so many individuals competing for a dramatically smaller number of jobs, recruiters find it difficult to shortlist them for the interview. Collecting candidate information, conducting initial screenings and answering status queries can be taxing and break the flow of your day.

In the recruiting industry, as in many others, time is money. Working as efficiently as possible is critically important when you are balancing multiple searches, candidates, and internal operations.

2.2 Proposed solution

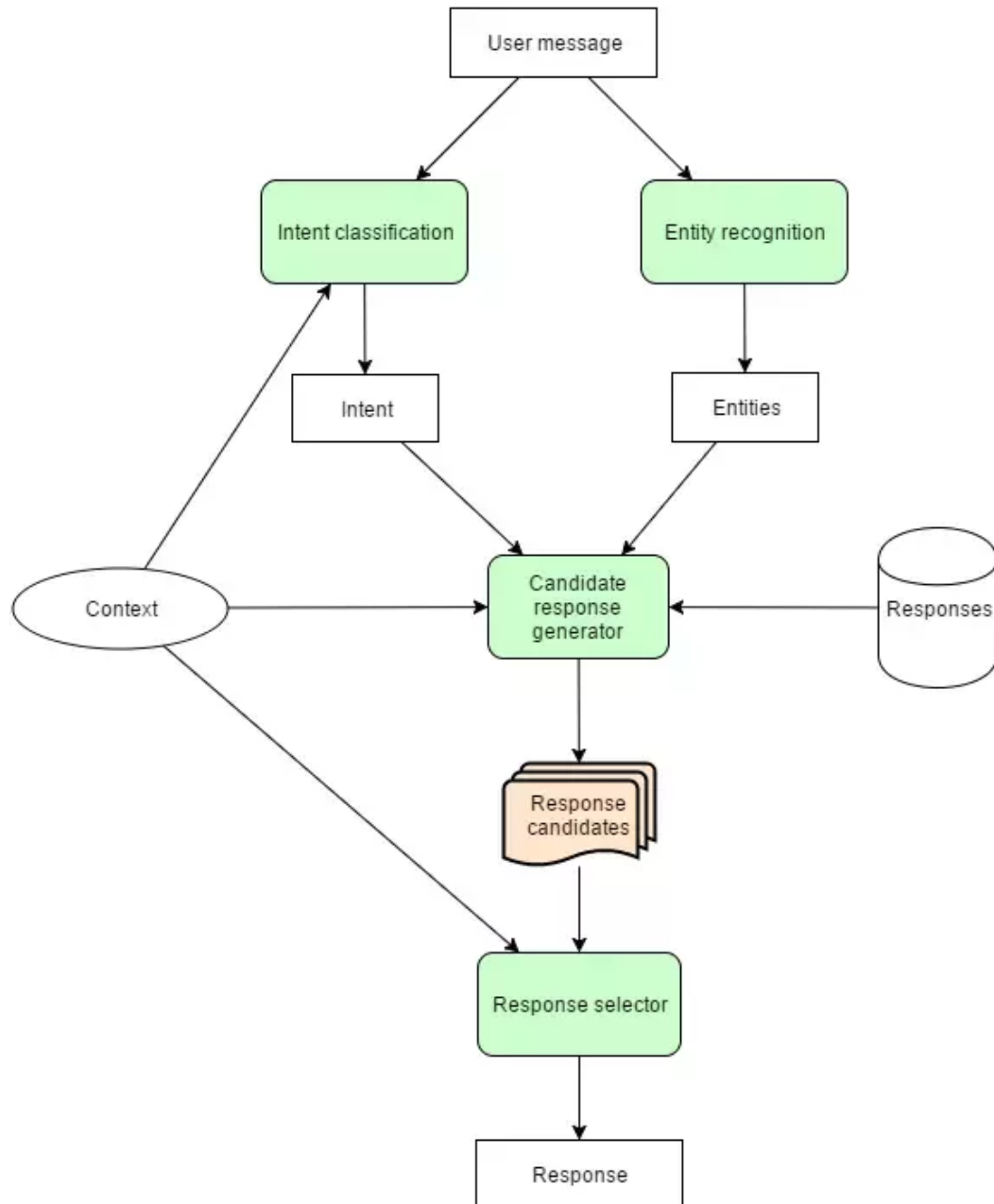
Chatbots tackle these administrative tasks with a human touch, leaving the candidate happier than if he were asked to fill out a seemingly endless form or wait for a status update that he may never receive.

Chatbots are available at all times, meaning candidates aren't waiting for responses to questions if a recruiter is stuck in a meeting or if it is after business hours. They also relieve the threat of messages coming across as impatient if you were to answer them while eager to move on to other items on your to-do list. Timely responses make the candidate feel important, leaving her with a better impression of the process and even the employer.

By using IBM Cloud, Node Red and Watson Assistant it makes the application development much easy and reduces the complexity of the application. The chatbot gets candidate information and shortlist them for the interview.

THEORATICAL ANALYSIS

3.1 Block Diagram:



EXPERIMENTAL INVESTIGATIONS

In this process of developing the project we have undergone many investigation processes to learn and understand new concepts so that I can build the news search application successfully. For I had to learn and investigate following:

- IBM Cloud.
- Node Red.
- Watson assistant
- ZOHO Writer.

RESULTS

Watson assistant service on IBM cloud:

The screenshot displays the IBM Cloud management interface for the 'Watson Assistant-6v' service. The top navigation bar includes the IBM Cloud logo, a search bar, and links to Catalog, Docs, Support, and Manage. The main content area is divided into a left sidebar with 'Manage' selected, and a central panel. The central panel features a 'Start by launching the tool' section with buttons for 'Launch Watson Assistant', 'Getting started tutorial', and 'API reference'. To the right, a 'Plan Lite' section shows an 'Upgrade' button. Below these, the 'Credentials' section displays the API key and URL, both masked with dots and a copy icon. The API key is '.....' and the URL is 'https://api.eu-gb.assistant.watson.cloud.ibm.com/instances/97b9344c-7ebf-417f-a33d-4eaa4099...'.

IBM Cloud

Search resources and offerings...

Catalog Docs Support Manage ▾ Lakshmi Naray...

Resource list /

Watson Assistant-6v Active Add tags

Details Actions...

Manage

Service credentials

Plan

Connections

Start by launching the tool

Launch Watson Assistant

Getting started tutorial

API reference

Plan Lite

Upgrade

Credentials

Download Show credentials

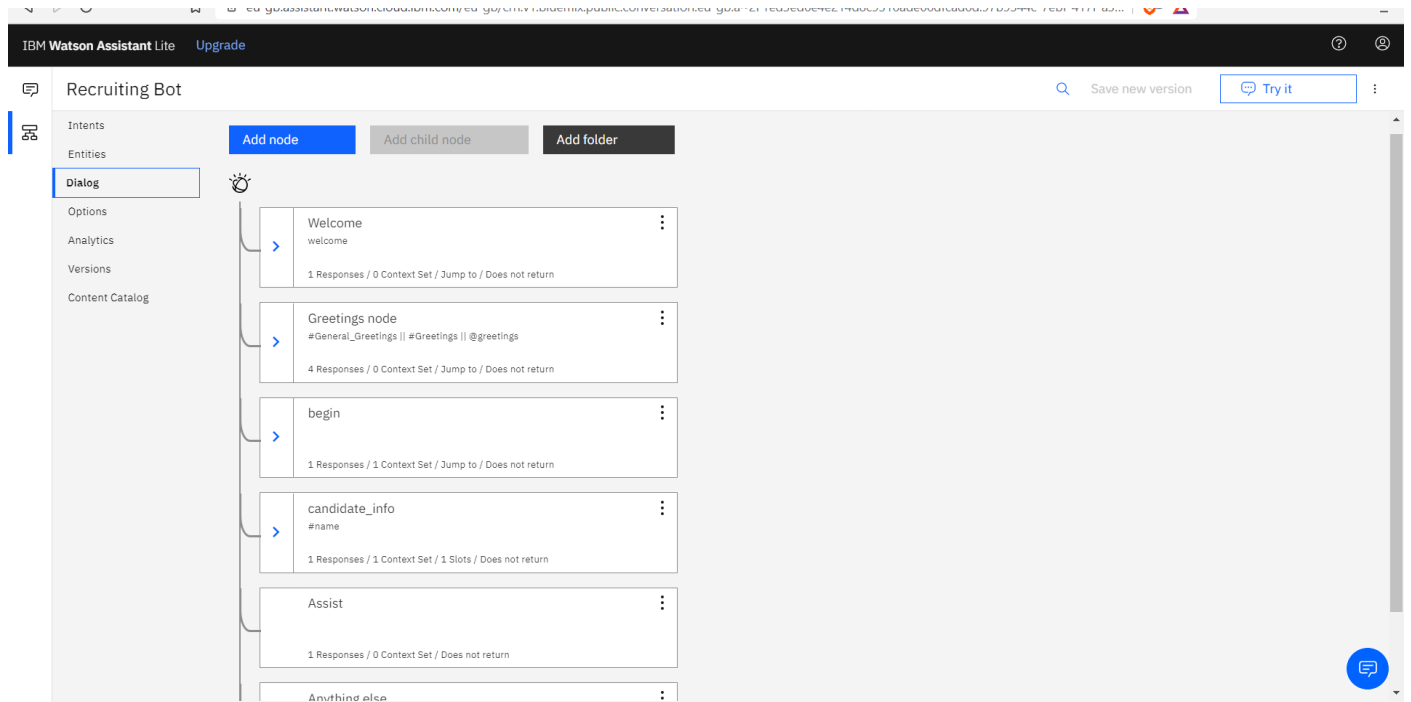
API key:

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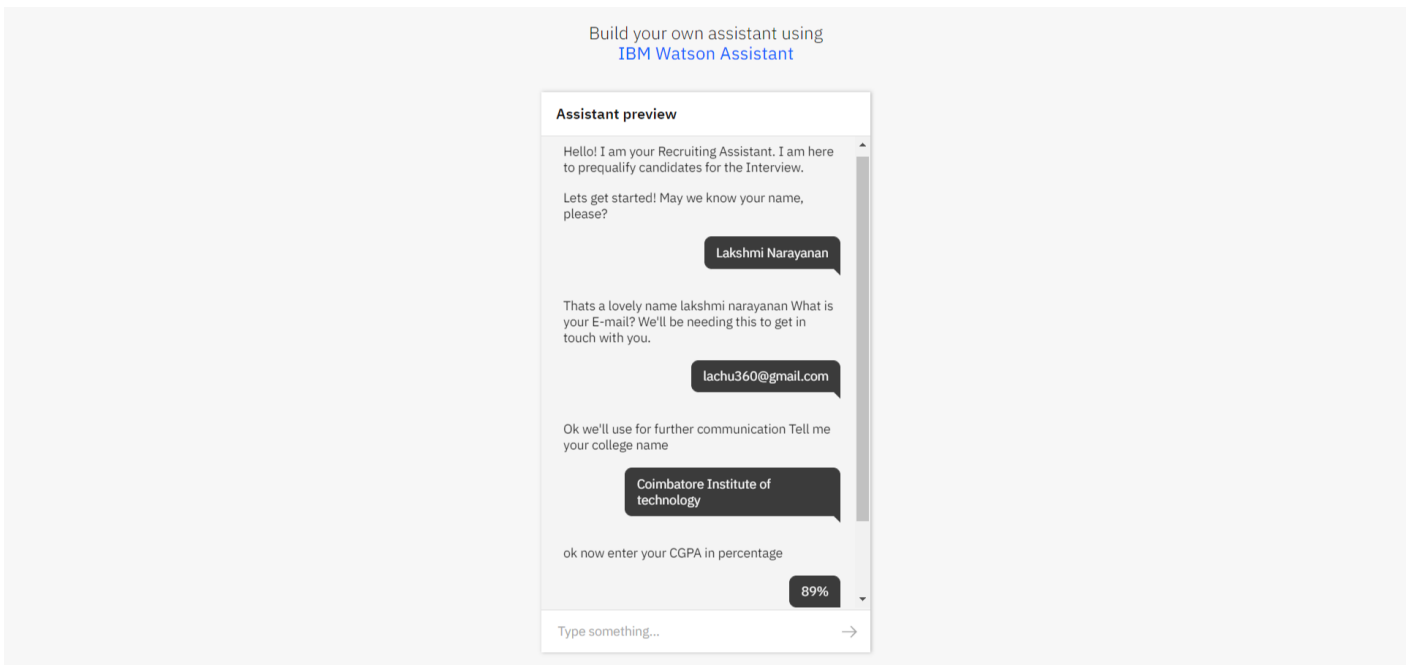
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https://api.eu-gb.assistant.watson.cloud.ibm.com/instances/97b9344c-7ebf-417f-a33d-4eaa4099...

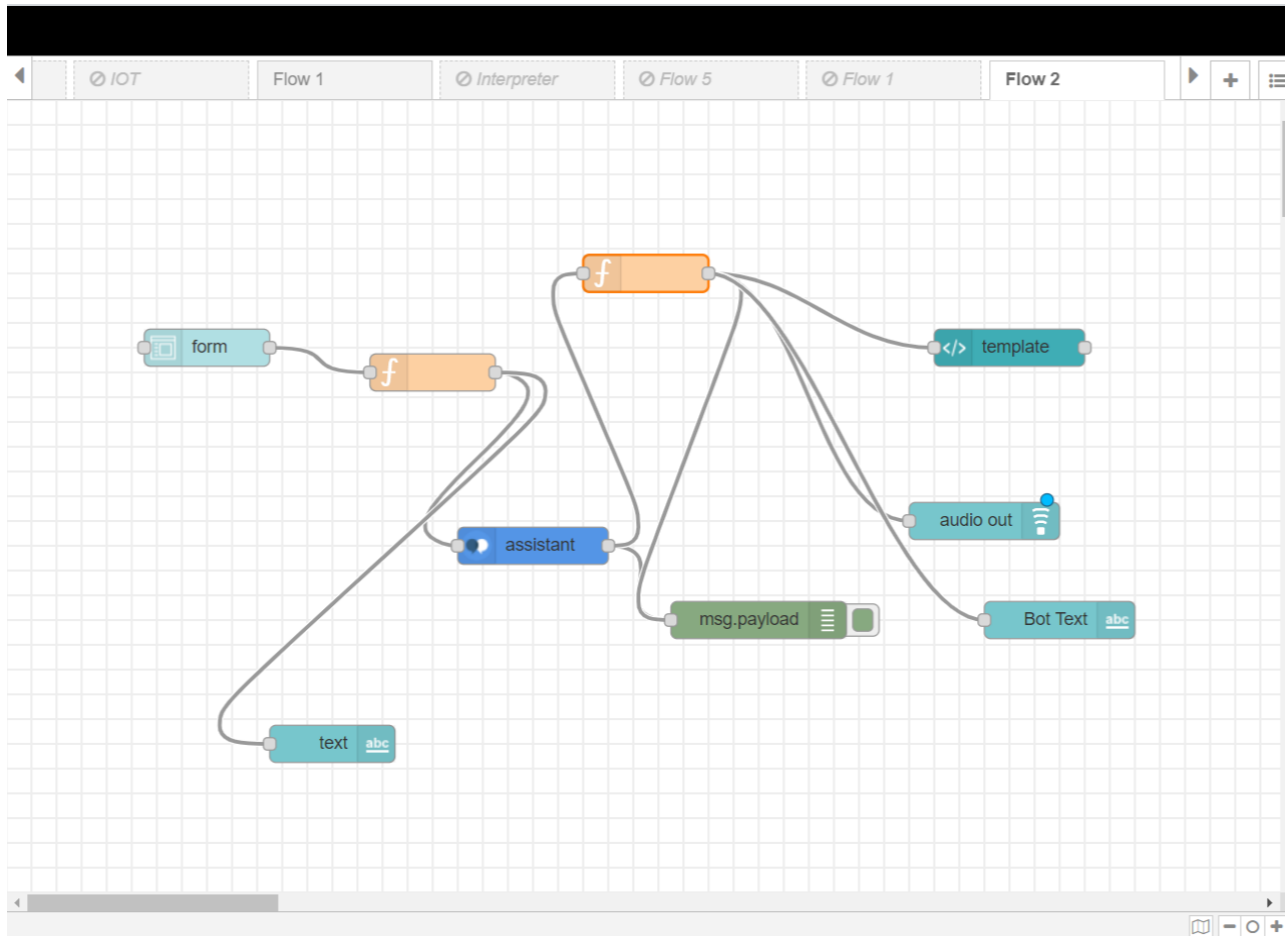
Recruiting Bot skill used on AI Recruiter application:



Chatbot Preview:



Noode-Red Flow:



Chatbot Deployed on Node-Red:

Chatbot

UI

text

good evening

Bot Text

Great Evening Today

Enter your input *

good evening

SUBMIT

CANCEL

ADVANTAGES

- Improved Quality of Candidates.
- Automate Tedious Manual Tasks.
- Better Experience for Candidates.
- An optimized Recruitment Process.
- Cost Effective Hiring.
- Reduced Time to Hire.
- No more 'talent waste'

DISADVANTAGES:

Here are a few of the potential drawbacks to utilizing AI in the recruiting process:

- Applicants may fear their personal data could be compromised, especially when the process seems less personal to begin with.
- A chatbot cannot answer complex questions, and users may become frustrated with it.

CONCLUSION

This project will give some working of IBM Watson and IBM Cloud Services. This project serves as the Hiring Chatbot for the companies which make the Hiring Process easier and more reliable.

FUTURE WORK

This project can be integrated with the many company websites in future and to save it in the IBM Cloud Database and also retrieve the Candidates.

BIBLOGRAPHY

Names: Lakshmi Narayanan, Sharbini, Lokesh, Samyuktha

College Name: Coimbatore Institute of Technology

Work Title: AI Recruiter – Shortlist a Suitable candidate for Specific Job Role

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4. <https://www.digitalhrtech.com/impact-ai-recruitment/>
5. <https://x.ai/the-recruiters-technology-stack-ai-sourcing-and-scheduling-software-are-for-recruiters/>
6. <https://social-hire.com/blog/recruitment/unique-benefits-and-challenges-of-using-ai-in-recruiting>

APPENDIX

Source Code:

Github Link:

<https://github.com/SmartPracticeschool/SBSPS-Challenge-4712-AI-Recruiter-Shortlist-a-Suitable-candidate-for-specific-Job-Role>

Hiring Chatbot:

<https://web-chat.global.assistant.watson.cloud.ibm.com/preview.html?region=eu-gb&integrationID=88e7fb91-35a5-4b16-87a2-4e618966dc1f&serviceInstanceID=97b9344c-7ebf-417f-a33d-4eaa409984b3>