

PS ID : AB03

Problem Statement:

The traditional hiring process can be time-consuming and inefficient for both job applicants and recruiters. Applicants are often required to manually apply for multiple jobs and recruiters must sift through numerous resumes to find suitable candidates. It involves a lot of manual work and is often time consuming and expensive. Sorting through numerous applications and resumes can be overwhelming, and sometimes candidates with the right qualifications are overlooked. This can lead to missed opportunities for both parties and a lack of diversity in the hiring process

Drawbacks of the traditional process include

- Traditional hiring processes can take an average of 42 days to fill a position, resulting in longer hiring cycles and increased costs. (Source: Society for Human Resource Management).
- Manual filtering of applications is time-consuming and prone to human errors and bias, with recruiters spending an average of 23 hours per hire on manual screening. (Source: Glassdoor).
- A poor candidate experience can lead to negative reviews and deter future applicants. About 60% of job seekers report a negative candidate experience. (Source: Talent Board).
- Poor hiring decisions can result in costs of up to 30% of the employee's first-year earnings, including recruitment and training costs. (Source: Society for Human Resource Management).
- Lack of transparency and feedback in the hiring process can lead to a poor candidate experience, with 83% of candidates reporting that a negative interview experience can change their opinion about a role or company. (Source: LinkedIn)

Solution Expected:

A web /mobile based application that simplifies and automates the hiring process by allowing applicants to create detailed profiles with all their relevant information and recruiters to post jobs and filter through the applicants based on their eligibility criteria. The app uses machine learning algorithms to match the best candidates for the job and provide recruiters with a list of top candidates, eliminating the need for manual filtering of applications.

The proposed application aims to simplify the hiring process by offering the following features:

- Job seekers can upload their resumes and create profiles with their personal information, education, work experience, skills, certifications, test scores, and other relevant information.
- The app will automatically extract information from the applicant's resume. This will eliminate the need for manual input, resulting in a smoother and faster application process

for both recruiters and applicants. There should be no need for entering the details manually (for applicants) except for rectifying the information extracted from the resume.

- Recruiters can create job postings with the eligibility criteria, job description, required skills, responsibilities, salary and set the duration of the job posting. The job postings should NOT be visible to the applicants.
- To further improve the UX, the app should provide feedback to candidates on their application status, improving the candidate experience. It should also let them know about what skills they are missing, what skills are in high demand, salary statistics, why they didn't get shortlisted for a certain job posting, etc.

Solution Expected

- Automatic resume parsing to extract relevant information.
- Suggested applicants list for recruiters based on job requirements and eligibility criteria.
- Secure storage and handling of sensitive data.
- Feedback mechanism for applicants to improve their profiles.
- In addition to the core features, the application can have endless opportunities for expansion and customization. The possibilities for additional features are only limited by your imagination.

Remember:

The ultimate objective of this project is to enhance the efficiency of the recruitment process by reducing the time required by both the recruiters and the applicants