JOBIN

Uniqness

Currently, all the information that we have are in a way to be organised. Already a company's information and a aspiring candidate's (who wants to work in any particular company) are organised and information about them are available to both of them respectively. But, its also a need to know about a company before working there, its important to know about the skill sets and mind sets required on an average employee of that company, which infers its work culture, structural architecture, clients handling issues etc. and thus our project helps to know about a company's certain data which are extracted using the employee's social media accounts thus having their personal and professional information from publicly accessible sources which will help to rate a company using a standardised scoring.

Similarly, it is also important for the company executives to know about a candidate who has applied for working in the company and to gain useful insights to know about whether he/she will be appropriate for the job by using his/her personal and professional insights.

Impact

Our project can certainly make the hassle of finding the right organisation to work and to find the right candidate to provide job also will make simpler, just by using some smart algorithms which are only required for a candidate to know about whether he/she can adjust with the company working, and for the organisation also to know whether a candidate will be appropriate to hire just by comparing personal and professional information of the candidate and the standardised data of the company's employees data (also extracted from their social media profiles).

Architectural Flow

The working of the problem statement can be broken into the following segments:

COMPANY REGISTRATION

1. Accepting details of a company and storing the data incurred into a database.
2. Asking the company authorised personnel to fill a spreadsheet form to provide details of the employee's along with their various social media links.
3. Extracting useful information about all the employees regarding their personal and professional data from publicly accessible sources, then finding some standardised results for the skillsets and mind sets needed for an average employee(found using our own developed algorithm).
4. Using the standardising results to profile a company so that the candidate can find the best match which matches his/her own personality, outlook and work flow most appropriately.

CANDIDATE PROFILING

1. Accepting details of candidate along with his/her various social media links to extract useful information about their personal and professional insights, and then using the standardised scores of particular companies to find whether and by how match a company suits a particular candidate. For this a machine learning algorithm of Decision Trees along with self declared statements are used.

   All the personal and professional information are extracted from publicly accessible information with due permission of the users.

   All the personal and professional insights are extracted using IBM Watson's various services.

   All the web development work is made using the Django Framework, using HTML5 and CSS3, with mysqllite3 being used as the inbuilt database.

   Google Spreadsheets are used to accept the details about the employee's social media profile, to maintain a tabular view.

   Web Harvesting is done using all of official APIs, Selenium Framework, and BeautifulSoup package of Python.

Scope of Work

We believe a lot can be improved in the project, by developing a much advanced algorithm, using better ML strategy and better backend support for a stable environment. A regular study and research is also made to find out the drawbacks to be corrected and ideas to be implemented, this project surely helps to find the affinity of a friend, here a colleague with whom one can be most comfortable to work with. Also, as currently, Python is mainly used for the Backend program structure, ranging from Web Harvesting, to Machine Learning, to WebDev, thus more rigorous study is also being done to make it much more advanced and stable so as to increase the usability.

From Team BitLords