PROJECT-IV REPORT

on

RESUME SCREENING TOOL

Submitted by:

Dharmanshu Singh - 210398

Aayush Dubey - 210186

Simran Saini - 210292

Himanshu - 210329

under mentorship of

Dr. Soharab Hossain

Associate Professor

Department of Computer Science Engineering

School of Engineering and Technology

BML MUNJAL UNIVERSITY, GURUGRAM (INDIA)

CANDIDATE'S DECLARATION

I hereby certify that the work on the project entitled, "**RESUME SCREENING TOOL**", in partial fulfillment of requirements for the award of Degree of **Bachelor of Technology** in School of Engineering and Technology at BML Munjal University, is an authentic record of our work carried out during a period from August 2024 to November 2024 under the supervision of Dr Soharab Hossain.

Aayush Dubey

Dharmanshu Singh

Himanshu Jhangra

Simran Saini

SUPERVISOR'S DECLARATION

This is to certify that the above statement made by the candidate is correct to the best of my knowledge.

Faculty Supervisor Name: Dr. Soharab Hossain

Signature:

ACKNOWLEDGEMENT

I am highly grateful to **Dr Soharab Hossain, Associate Professor** , BML Munjal University, Gurugram, for providing supervision to carry out the Project IV from August - November 2024.

Dr Soharab Hossain has provided great help in carrying out my work and is acknowledged with reverential thanks. Without wise counsel and able guidance, it would have been impossible to complete the training in this manner.

I would like to express thanks profusely to thank **Dr Soharab Hossain**, for stimulating me from time to time. I would also like to thank the entire team at BML Munjal University. I would also thank my friends who devoted their valuable time and helped me in all possible ways toward successful completion.

Aayush Dubey

Dharmanshu Singh

Himanshu

Simran Saini

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ABSTRACT

The links with professional world are very important whenever there is academic institutions. However, with traditional techniques, a lot of resumes can be slow and ineffective. Longer recruitment timelines and greater workload for recruiters arise from the difficulties of manual evaluation, the lack of an applicant's feedback, and the variance in skill assessment.

In response to these obstacles, our 'Resume Screening Tool' project tries to solve these through a sophisticated and easy to use platform tailored for students and recruiters. This tool brings new elements to simplify operations, to enhance decision making and at the same time provide better results for all parties.

It makes a student's work a smooth process of submitting resumes, gauging its combination with job descriptions, and suggestions for future improvement of one's employability. Students can use the tool to help them find and improve areas on their resume to better meet industry standards.

You can easily write down on what job requirements and the platform automatically rank of applicants for the respective job role. It does this using sophisticated ranking algorithms that eliminate many of the well qualified candidates, saving time and effort in manual screening and increasing the precision of getting the right candidates.

Designed for college use, this solution aims to introduce data driven, results focused model which can be scaled across campuses to replace the traditional process of campus hiring. It increases recruitment success, increases candidate readiness, and makes it easy for recruiters to spot the best candidates.

Consequently, the 'Resume Screening Tool' ultimately bridges the two worlds of academic and professional to bring about an entirely seamless, stream lined, fast and beneficial recruitment process for students, recruiters and its academic institutions.

1. INTRODUCTION

One of the important processes that lead academic institutions to the corporate world. This is critical for students making the transition from school to work, but standard hiring practices just can't adapt to this technological, tech focused world. Despite being time consuming, manual resume screening and subjective evaluation of candidates are both inefficient and prone to inaccuracies. The number of applicants continues to rise and the criteria of the job often vary, making recruiters often struggle to find the right candidates for the right job at the most efficient time.

Without helpful feedback and resume improvement tools, it's difficult for students to match their profiles with job expectations. Similarly, too, in this case, too, recruiters also need to deal with the imperative of poring over a bevy of resumes, which takes time in the shortlisting process and hence add to operational costs.

However, the advent of digital technologies and artificial intelligence has brought new opportunities for the recruitment process, and thus the manner in which they were pursued had to include automated technologies to screen resumés. It includes analysis of resumes, matching resumes to the job descriptions and presenting some useful feedback for candidates. These solutions give members of the recruiting team the opportunity to focus on things that really matter to recruiting: interviews, candidate evaluation. Automate the boring part.

These advancements are applied to solve inefficiencies within the recruitment process in our project 'Resume Screening Tool'. It is birthed as a one stop shop for any student and a recruiter as an all in one platform which helps both parties. It shows you students' resume, compares theirs to job descriptions and offers some tips to put students' resume in shape to seek a better match with employer's needs. This simplifies the process of ranking resumes for recruiters based on set criteria and helps make it much easier to whittle candidates down.

The goal of the 'Resume Screening Tool' is to make campus recruitment more modern - through simplifying the application process, giving individualized feedback, and providing a vehicle to effectively rank candidates. The extent by which this use has expanded in various colleges ensures brand expansibility and also acts advantageously for the recruitment ecosystem at large. The project adds to productivity, supports a collaboration between academia and industry, and prepares students well, but also helps companies successfully recruit top talent.

2. INTRODUCTION TO PROJECT

2.1 OVERVIEW

Background and Motivation

Recruitment represents a key interface between academic institutions and industry, however, traditional recruitment methodologies are burdened with inefficiencies and subjective evaluative mechanisms. Unreliable and time-consuming manual resume screening and suboptimal candidate assessment techniques make it impossible to identify top talent, reducing the speed of the talent acquisition ecosystem. Through important technological intervention, this research introduces a Comprehensive Resume Screening Tool to remedy these fundamental challenges.

Research Objectives

The primary objectives of this research are to:

- Build an intelligent resume analysis system that will do an in-depth, unbiased evaluation of all candidates.
- Build an automated recruiting platform that smooths out recruiters' as well as students' workflows.
- There are some machine learning algorithms that can parse a sophisticated resume and match skills.
- Personalized resume improvement recommendations through an interactive interface

Proposed Solution

The proposed Resume Screening Tool comprises three primary architectural components:

1. This is a Student Resume Enhancement Module.

It empowers students to upload their resume and get detailed, algorithm-driven feedback. The system uses natural language processing and machine learning techniques to perform in-depth resume analysis, identifying areas for improved skill representation, recast document structure and clarity of content. The integrated AI chatbot gives interactive direction to continuously update the professional professional profile.

2. An Administrative Screening Dashboard

Recruiters and hiring managers have a robust platform for evaluating candidates that is administered via the administrative interface. Key features include:

- Extremities of secure authentication mechanisms.
- Upload resume and job description in the bulk
- Advanced candidate ranking algorithms are introduced.
- Matching and evaluation matrices of the entire structure.

3. Career Recommendation Engine

This component works by matching individual resumes to future professional opportunities using matching algorithms to create personalized career path recommendations, bridging individual capabilities with real-world opportunities.

Anticipated Contributions

This research aims to contribute to the existing body of knowledge by:

- It shows the possibility of AI-driven recruitment optimization.
- They provide a new way of screening candidates and evaluating skills.
- Creating a framework that is scalable for reducing recruitment process inefficiencies.
- We explore the intersection of machine learning and human resource management.

Significance

The proposed Resume Screening Tool is an innovative combination of a subtle understanding of the recruitment dynamics and advanced computational techniques to bring out top talents for companies. The research promises to enhance communication between universities and competitive workplaces, thereby ensuring more suitable and more objective professional opportunities.

2.2 EXISTING SYSTEM

Applicant tracking systems overview:

Modern recruitment processes are built upon Applicant Tracking Systems. The purpose of these platforms is to automate and simplify the first steps of a candidate screening — parsing resumes, extracting specific information, and comparing candidate profiles to job requirements. Recruitment today is led by ATS solutions like Greenhouse, Workday, and Lever that have ushered in the era of automating the process of dealing with huge application volumes.

These keyword based matching systems, which scan resumes for specific skills, qualifications and experience markers, are quite typical. While they offer tremendous efficiency gains for recruiters, they often fall short of meeting the needs

of understanding subtler candidate capability. However, these rigid screening mechanisms can sometimes push the boxes of potentially great candidates out, as resumes that are not formatted perfectly or have no match with its exact keywords.

Resume Analysis and Optimization Platforms:

To overcome the issues presented by traditional ATS systems, specialized resume analysis platforms have come about. Sophisticated tools exist to optimize your resume to get better screening results, and websites such as Resumeworded.com and Jobscan are contributions in this direction. Through these platforms, you get a complete understanding of how compatible your resume is with these platform's standards in terms of formatting, keywords, and its presentation.

The main potential of these tools is to deliver actionable feedback. They look at resumes against job descriptions, pointing out weaknesses and goals for improving on resumes. But these platforms rarely go deep enough to offer personalized, contextual guidance as modern job seekers need.

Recruitment Technologies Powered By AI:

Cutting edge technologies for recruiting candidates are Pymetrics and HireVue. But these platforms take artificial intelligence and machine learning beyond the traditional resume parsing. Honest assessment of their candidates is incorporated by them through sophisticated assessment techniques like video interview analysis, personality profiling and predictive skill matching.

However, these technologies hold promise for greater holistic candidate evaluation but are riddled with difficulties. An increased complexity in AI algorithms raises questions of candidate deception through abuse in AI algorithm. Their high implementation costs and complicated technical requirements also prevent them from being accessible to smaller organizations, and even the job seeker themselves.

Career and Professional Networking Platforms:

From LinkedIn and Indeed, professional networking platforms have changed the way of presenting their professional identities and seeking opportunities for candidates. These platforms provide such a comprehensive profile, with proper recommendation of jobs and networking ability. This means they help professionals in showcasing their skills and getting their recommendations, along with getting to meet potential employers.

Despite their adoption, most of these platforms are designed for networking and generic job matching. In comparison to resume analysis, they lack depth, while do not have personalized, actionable feedback mechanisms. Most of the recommendations are general, and do not consider the unique and complex resource needs of specific roles or individual career development requirements.

University and Educational Career Services:

There are specialized platforms like Handshake and Navigator which do address the student and recent graduate job market. The systems typically integrate with education institutions, and they offer a job matching, internship opportunity space,

and career development resources. They realize what the students who are entering the job market are faced with.

But, as these platforms are stuck at an ecosystem dependent view. The screening and feedback mechanisms they often lack are not comprehensive, and make it very difficult to become part of a diverse, competitive job market. The support is usually restricted to the time that the student remains an associate of a specific educational institution.

2.3 USER REQUIREMENT ANALYSIS

1. Stakeholder Identification

- Students
- Recruiters

2. Student Requirements

- **Functional Requirements**

  Resume Upload Capability
  - PDF, DOCX support
  - Maximum file size limit
  - Resume Analysis Features

  Resume quality instant feedback
  - Improvement suggestions
  - Skills gap identification

  Interactive Chatbot
  - Query resolution in the scope of resume.
  - Personalised guidance
  - 24/7 availability

- **Non Functional requirements**
  - User-friendly interface
  - Less than 30 seconds of processing time
  - Data privacy and security
  - Mobile responsiveness

3. Recruiter Requirements

- **Functional Requirements**

  Job Description Upload
  - Structured input format
  - Keyword extraction

  Candidate Screening
  - Automated resume ranking
  - Skill matching algorithms
  - Comparative analysis

  Reporting Dashboard
  - Candidate shortlisting
  - Detailed candidate profiles
  - Export capabilities

- **Non Functional Requirements**
    - High-performance filtering
    - Secure authentication
    - Data Confidentiality
    - Scalability

4. Constraints

- Budget limitations
- What to consider when thinking about the technology stack
- Regulatory compliance
- Performance benchmarks

2.4 FEASIBILITY STUDY

2.4.1 Technical Feasibility

System Architecture

The proposed resume screening platform requires a robust and scalable technical infrastructure. The system will need to integrate multiple advanced technologies, including natural language processing (NLP), machine learning algorithms, and cloud-based computing resources. The core technical components will involve developing sophisticated resume parsing capabilities, AI-driven matching algorithms, and an interactive chatbot interface.

Technology Stack Considerations

Technology stack includes:

Gemini Pro RAG

- Python

Streamlit JobSpy Auto Gen

- Python
- Streamlit

GroqQ Chat

- Python

Technical Challenges

Key technical challenges include:

- Developing accurate resume parsing algorithms
- Creating sophisticated AI matching mechanisms
- Ensuring data privacy and security
- Handling diverse resume formats

- Implementing real-time recommendation systems

Technological Feasibility Assessment

The proposed system is technically feasible with current technological capabilities. Existing machine learning and NLP technologies provide sufficient groundwork for developing advanced resume screening and career support functionalities.

2.4.2 Operational Feasibility

Operational Requirements

The platform will require comprehensive operational strategies to ensure smooth functionality:

- Dedicated technical support team
- Regular system maintenance
- Continuous model training and improvement
- User experience monitoring
- Data privacy compliance management

User Interface and Experience

The platform must provide intuitive interfaces for two primary user groups:

1. Recruiters: Easy bulk resume upload, job description input, and candidate ranking
2. Students: Simple resume upload, interactive feedback, job recommendations

Operational Workflow

Proposed operational workflow:

- User registration and authentication
- Resume upload and parsing
- AI-powered resume analysis
- Job description matching
- Personalized recommendations
- Chatbot support
- Feedback and continuous learning mechanism

Operational Challenges

Potential operational challenges include:

- Maintaining system accuracy
- Managing user expectations
- Handling diverse resume formats
- Ensuring timely and relevant recommendations

3. LITERATURE REVIEW

3.1 COMPARISON

Authors	Title	Methodologies	Result
T. M. Harsha, G. S. Moukthika.	Automated Resume Screening Using Natural Language Processing	NLP Techniques: TF-IDF for feature extraction, N-grams for phrase matching. Classification Models: Naive Bayes, SVM.	Improved accuracy of initial screening. Reduced manual effort in candidate shortlisting. Accuracy-Not specified
A. Mohamed, W. Bagawathinathan, U. Iqbal	Smart Talents Recruiter—Resume Ranking and Recommendation	Ranking Algorithms: Cosine Similarity for resume-job description matching.	Enhanced efficiency of candidate recommendation. Effective ranking of resumes. Accuracy-85%
Pradeep Kumar Roya, Sarabjeet Singh Chowdhary Rocky Bhatial.	A Machine Learning approach for automation of Resume Recommendation system	TF-IDF is used for feature extraction, converting text into numerical vectors. Classification models employed include Random Forest, Multinomial Naive Bayes, Logistic Regression, and Linear Support Vector Machine (SVM).	Linear Support Vector Machine (SVM) with an accuracy of 78.53%.

Bagarukayo, E. & Mwesigwa, E.	JRC: A Job Post and Resume Classification System	Text Classification Models: Decision Trees, Random Forest. Feature Selection: Information Gain, Chi-Square.	Accurate classification of resumes. Effective matching of job descriptions with resumes. Accuracy - 88%
Alghamlas, M. & Alabduljabbar, R.	Predicting the Suitability of IT Students' Skills for Recruitment	Predictive Modeling: Decision Trees, Random Forest. Feature Extraction: Keyword Matching, TF-IDF.	Accurate prediction of student suitability. Useful for targeting students with specific skills. Accuracy - 82%
Tosin, M. et al	Intelligent Resume Parser Using NLP and Machine Learning	The system aims to enhance the efficiency of candidate recommendation and effectively rank resumes.	It utilizes tools like spaCy and NLTK for data extraction and BERT for contextual understanding. Machine learning algorithms such as Logistic Regression, Random Forest Accuracy: 85%

Bagarukayo, E. and Mwesigwa, E.	Automated Resume Parsing: A Natural Language Processing Approach	It employs techniques like TF-IDF and BERT for feature extraction and uses models like Logistic Regression and SVM for classification.	Accurate classification of resumes, effective job-resume matching. Accuracy: 88%
S. Verma, R. Khanna	Resume Shortlisting Using NLP	Techniques like N-grams and cosine similarity are used for phrase matching and similarity measurement.	Highlights: Improved efficiency in the resume shortlisting process and effective candidate matching. Accuracy: 87%
Chirag Daryani, Gurneet Singh Chhabra, Harsh Patel, Indrajeet Kaur Chhabra, Ruchi Patel	An Automated Resume Screening System Using Natural Language Processing And Similarity	1. Natural Language Processing (NLP) for information extraction 2.Tokenization, Stemming,POS Tagging 3.VectorSpaceModel 4.TF-IDF Vectorization 5. Cosine Similarity for ranking	Successfully created a system that: 1.Extracts key resume information 2.Summarizes resumes 3.Ranks candidates based on job description similarity 4.Demonstrated ability to prioritize candidates with cosine similarity scores

Smith, Yand Brown, W	Automating the Recruitment Process: A Deep Learning Approach for Resume Screening	CNNs and LSTMs capture text features, and similarity scores are calculated using word embeddings and cosine similarity	Deep learning models outperform traditional methods in precision, recall, with 84% accuracy.

4. PROBLEM STATEMENT

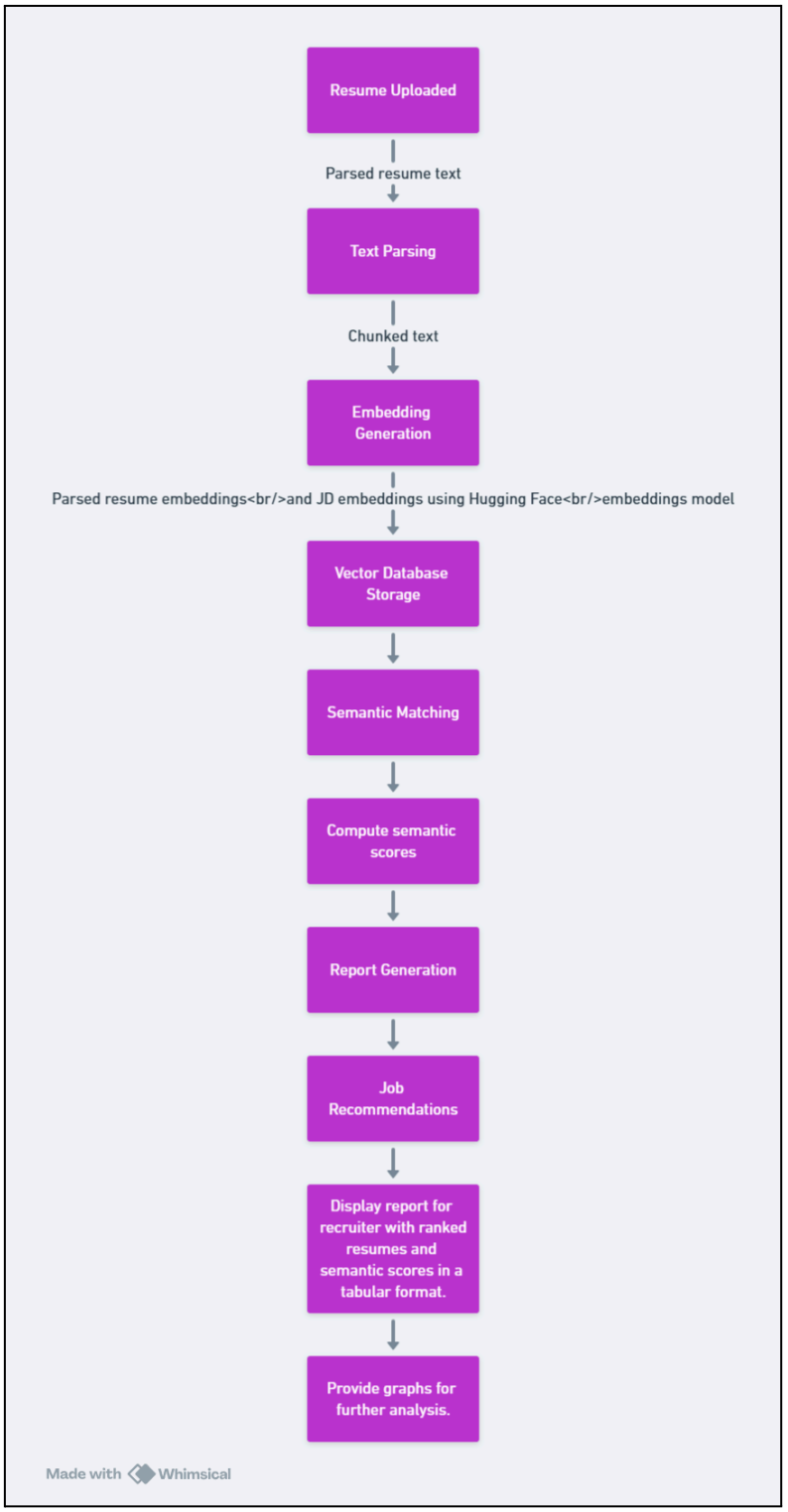
In today's talent hungry competitive job market students and employers find it hard to match

their talent with opportunities. Unfortunately, the process of creating an impactful resume, the ability to understand what the job market requires or needs from applicants, and receiving career development guidance tailored specifically by examples to your particular situation is something that students struggle with. There is a fragmented solution that either serves to recruit through reviews or to provide generic resume advice but doesn't solve the sophistication gap between employers and job seekers. Currently, there is no tool that brings together powerful AI-assisted resume analysis and personalized feedback mechanisms on the one hand and interactive career guidance and intelligent recommendation of jobs on the other. This technological gap creates inefficient recruitment processes inefficient recruitment processes, misses opportunities for talented candidates and provides minimal meaningful, contextual support with regard to career development. In an attempt to solve these critical problems, the proposed platform seeks to develop a new, AI-based solution for intelligent resume screening, personalized career insights, and both student and recruiter support to enhance the recruitment process and encourage career growth.

5. METHODOLOGY

This portion describes the thorough approach employed in creating our Resume Screening Tool, explaining every stage and element, as well as their roles in meeting the system's goals.

Flow Chart



5.1. Data Input and Processing

Resume Upload and Parsing: To use it, users upload resumes (PDF format), we use text extraction library to extract the text from the PDF. These steps include parsing for the personal details, education, skills and experience etc.

Job Description Input: Job descriptions are filled out in a standardized format, and uploaded by recruiters to be analyzed.

Text Preparation: Semantically embedded data is then chunked and split for extraction.

5.2. Embedding and Vector Storage

Embedding Generation: Hugging Face embeddings are used to embed the processed text on a numeric form to echo semantic meaning.

Vector Database: In order to find similar collections to a given embedding, we store embeddings in a vector database to support efficient similarity searches and comparisons.

5.3. Reports Generation and Semantic Matching.

Gemini Model Integration: The alignment and compatibility between recommender and offered jobs is evaluated using resume and job description embeddings.

Report Generation: It produces a structured report with vital matches, gaps and compatibility scores.

Chatbot Functionality: A chatbot powered by the Mixtral Groq model plots recommendations, job descriptions and resumes.

5.4. Job Recommender System

Recommendation Mechanism: Through the analysis of resumes, suitable job roles based on qualifications, skill and experience are predicted.

Visualization: Visual aids (such as pie charts) are shown to display results, with role suitability percentages.

5.5. Recruiter panel and admin panel

Job Posting and Resume Ranking: Job descriptions can be posted by recruiters and resume can be ranked according to semantic matching scores.

Analytics and Export Options: Reports, or data can be exported to be used later, and visual tools such as histograms and tables allow you to see what you have.

5.6. Job Scrapper

A functionality for Students and job seeker to directly get all relevant jobs from Linkeding on their portal for ease of access.

5.7. Real-World Applications

For Candidates:

- Reduces the time of resume submission and analysis.
- Tailors their job recommendations.

For Recruiters:

- It streamlines the candidate evaluation and ranking.
- It offers semantic insights and analytic training for the better hiring decision.

6. Analytical Analysis and Discussion of Results

A detailed analysis of the Resume Screening Tool is presented separately in this section, covering important features of the tool such as how the scoring is done, candidate improvement suggestions, chatbot functionality. Finally, the system's results are discussed and its effectiveness in simplifying the hiring process as well as helping job seeker is commented upon.

6.1 Matching Score and Recommendations

Semantic matching algorithms helps shake the Resume Screening Tool with resumes and job description to decipher how close are your resume to the actual requirement. Introduced are detailed breakdowns of ATS (Applicant Tracking System) compatibility. As shown in **Figure 6.1**, the matching score evaluates three key metrics:

- Keyword Match: It tells you the degree of overlap between key terms in the resume and job description.
- Format Compatibility: Makes sure the resume follows industry standards for an ATS parse.
- Requirements Coverage: It reveals how close the candidate is to the job requirements.

This chart breaks down the percentage of each of the above metrics for each tool, provided by the tool, enabling recruiters to make informed decisions. In addition, it suggests actionable suggestions such as adding particular technical skills and such as covering up gaps in programming knowledge, as exhibited in **Figure 6.2**.

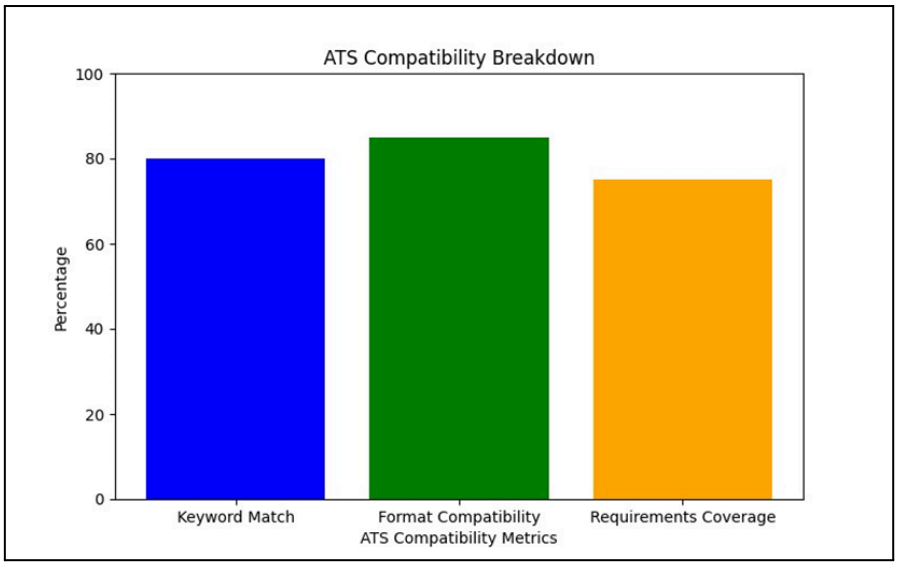


Figure 6.1: ATS Compatibility Breakdown

This bar chart illustrates the percentage alignment of the resume with ATS metrics.

3. Additional Screening Recommendations:
- Technical Assessments:
  - Object-oriented programming
  - Machine Learning
- Background Verification:
  - Education and work experience
- Reference Check Focus:
  - Technical skills
  - Problem-solving abilities

  - Communication and teamwork skills

COMPETITIVE ANALYSIS:
- Market Position: The candidate's skills and experience are in high demand in the tech industry.
- Salary Range Alignment: The candidate's expected salary range is competitive for their experience level.
- Growth Potential: The candidate has the potential for career growth within the manufacturing industry.

FINAL VERDICT:
- Overall Recommendation: Moderate Match
- Key Strengths:
  - Strong technical skills in Python, Machine Learning, Cloud Computing, and DevOps.
  - Experience in internships and project work.
  - Good academic record.

- Critical Gaps:
  - Lack of Angular/Node experience.
  - Limited industry experience.
  - Gaps in Robotics and Control Systems.

Figure 6.2: Candidate Report and Suggestions

The detailed report includes key strengths, gaps, and actionable recommendations for improvement.

6.2 Chatbot Interaction for Candidate Support

The integrated chatbot, from Mixtral LLM model, was one of the standout features. Candidates can get into the system asking specific questions about their resume or job

description. As an example, in **Figure 6.3** the chatbot was used to understand gaps in programming skills from the resume content, and to suggest this enhancements.

The ability to iterate on your resume interactively allows candidates to take advantage of the tool for self improvement (and better alignment to the expectations of the job market).

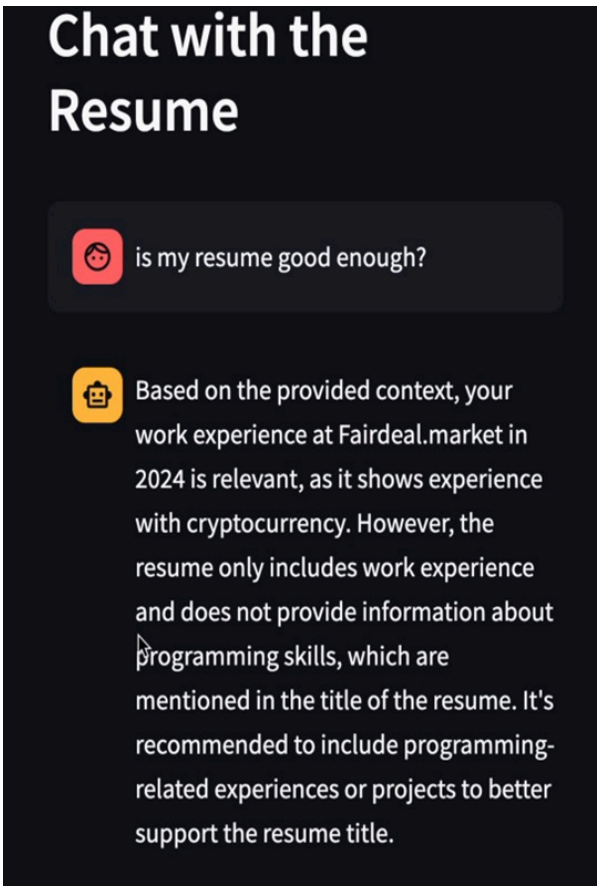


Figure 6.3: Chatbot Interaction

Example of a candidate querying the suitability of their resume and receiving targeted feedback.

6.3 Admin Panel and Recruitment Insights

Recruiters view all submissions aggregated on the admin panel with a semantic resume ranking in tabular format. By addition, the resulting rankings are accompanied by visualizations like histograms and matching tables, which help with a deeper understanding of the candidate pools. In this case, **figure 6.4** illustrates a histogram, depicting the distribution of matching scores of all the resumes that had been submitted.

Additionally, recruiters can also have access to graphs that analyze the candidate's strengths and weaknesses, which aids faster and more effective hiring decisions.

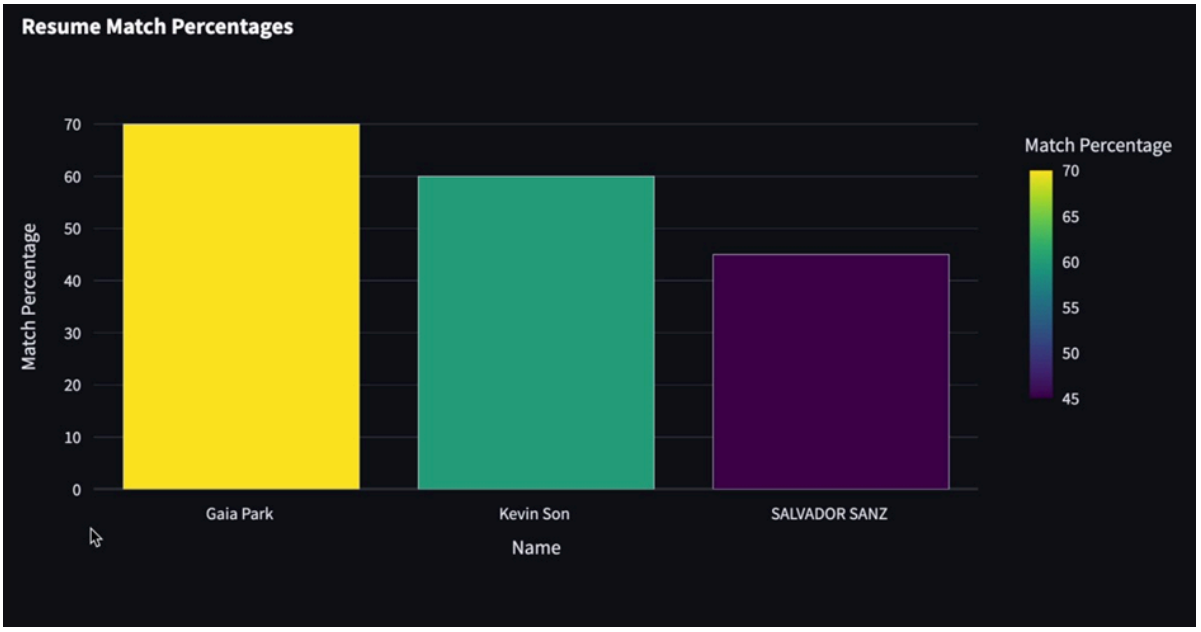


Figure 6.4: Matching Score Histogram

This histogram illustrates the frequency of different matching scores, helping recruiters assess the overall alignment of candidates with the job description.

6.4 Job Recommendations and Visual Analysis

The tool offers a **Job Recommender** feature, which parses the resume text to suggest relevant job roles. Using the LLM model, it categorizes and ranks these roles based on alignment with the candidate's skills and experience. As depicted in **Figure 6.5**, the results are presented with a pie chart, highlighting the percentage share of recommended roles.

This feature not only aids candidates in identifying suitable roles but also enhances their understanding of potential career paths.

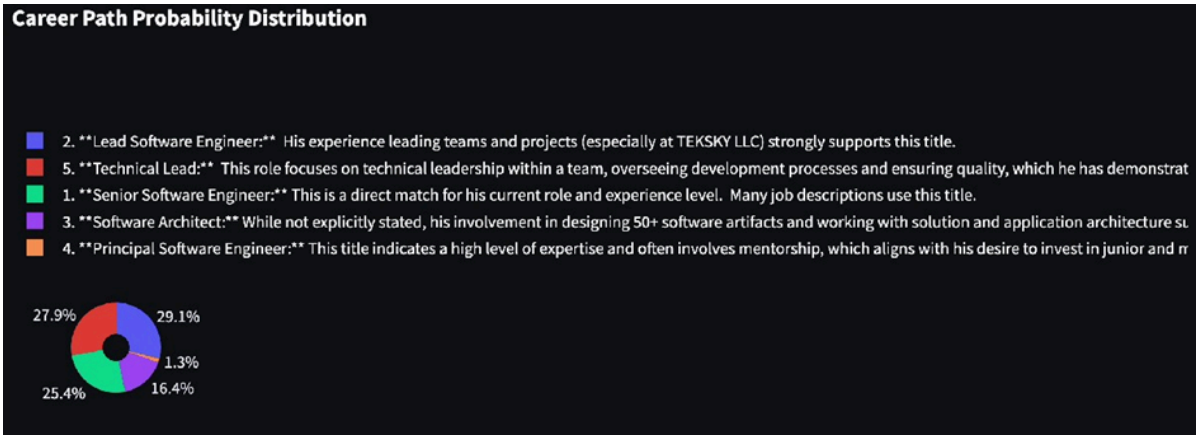


Figure 6.5: Job Role Recommendations

Pie chart visualizing the percentage share of roles recommended based on the resume.

6.5 Job Scrapper

The Job Scraper is a very powerful tool that we have integrated in our portal that automates the process of getting relevant job chances from LinkedIn. Users can input specific job titles and locations, allowing us we scraper to fetch personalised result.

Key features include:

- Displaying critical job details such as Company Name, Location, Website (source), and Salary Range.
- User-configurable settings like the number of results per search and location filtering.
- A clean, user-friendly interface that organizes job data in a structured and easily accessible format.

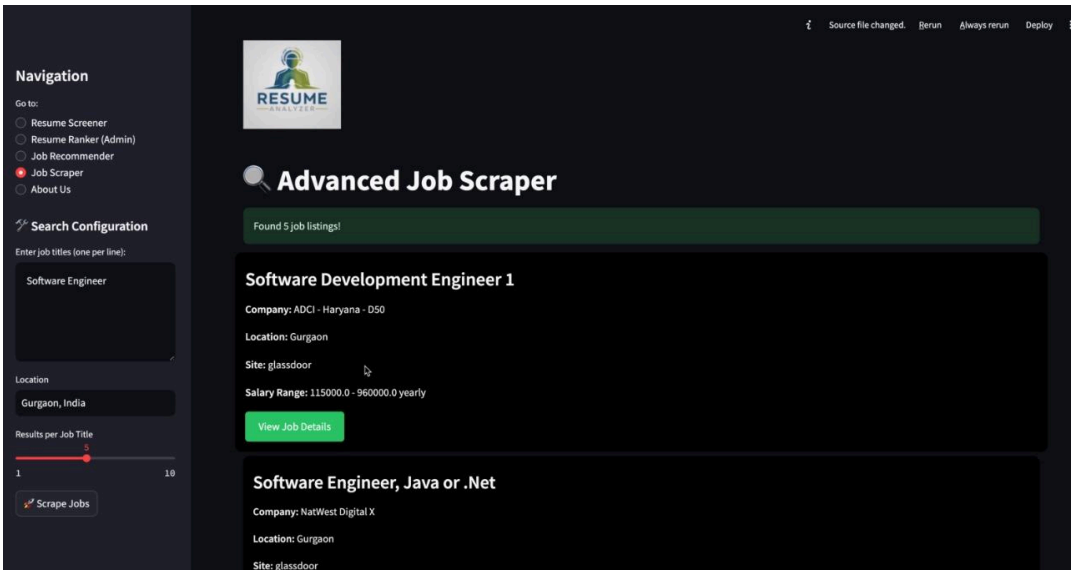


Fig: Job Scrapper UI

6.6 Results & Discussion

The Resume Screening Tool demonstrates significant potential to streamline recruitment processes and support candidates in self-assessment. The combination of semantic matching, interactive chatbot functionality, and visually engaging analytics ensures a seamless experience for both recruiters and job seekers. Key takeaways include:

- **Recruiter Benefits**: Simplifies decision-making with ranked resumes and graphical insights, reducing time and effort in the screening process.
- **Candidate Benefits**: Offers personalized feedback, actionable suggestions, and job recommendations, empowering users to enhance their profiles.

Future enhancements could include multilingual support and dynamic adjustments to the matching algorithm for evolving industry trends. The tool's holistic approach ensures it remains an invaluable resource for modern recruitment needs.

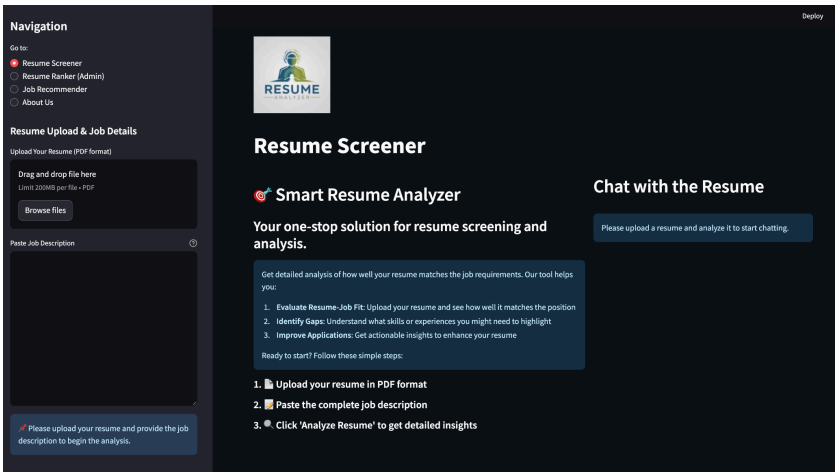


Fig 6.6 : UI of Front Page

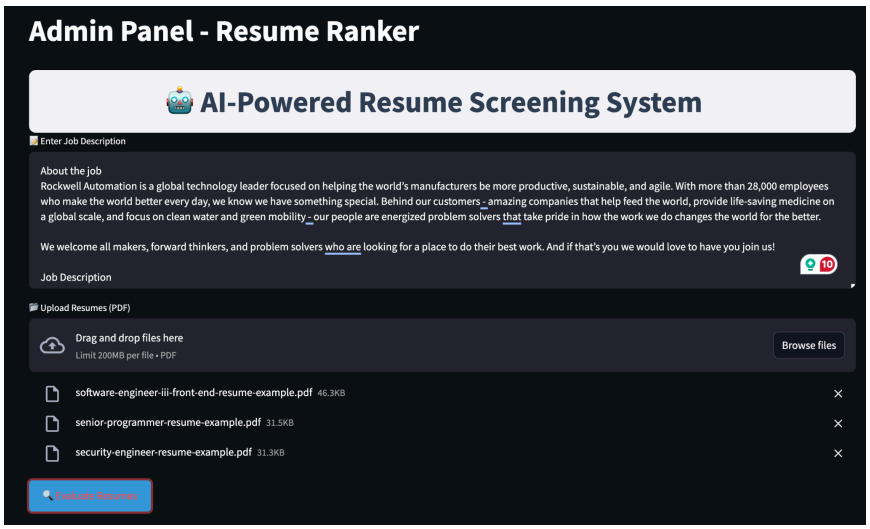


Fig 6.7: UI of Admin Panel

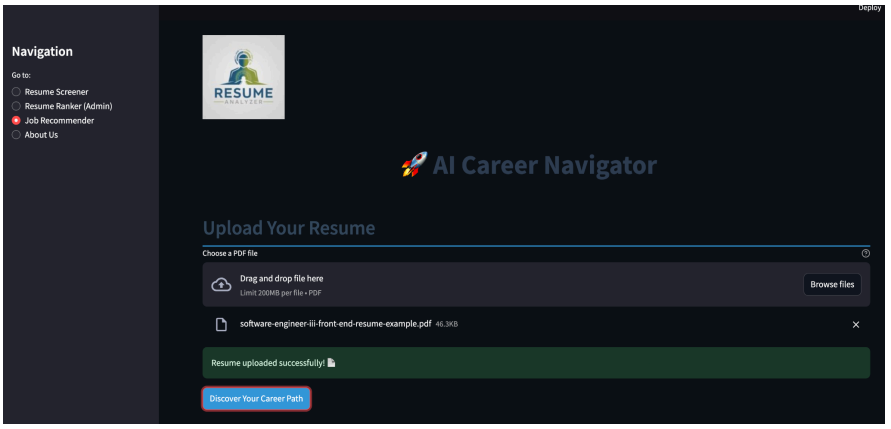


Fig 6.8: UI of Job Recommender Page

7. Conclusion

The Resume Screening Tool is an inclusive solution that enables a search technology gap bridge between recruiters and job seekers via innovations including NLP and AI. Semantically matching detailed analysis and interactive feedback mechanisms, it improves the recruitment process. The tool helps by providing candidates with tailored suggestions for improvement on their resumes so they can polish up and boost their chances of celebrating. On the other hand, the recruiter-orientated features such as seeing the score visualization, ranking tables and insightful analytics of the candidates help to save valuable time and resources in the candidate selection.

Combining technical accuracy and user centric design to address real life hiring challenges, this tool has significant potential. Because of recent and ongoing system changes within recruitment practices, the Resume Screening Tool stands ready to be a factor in efficient and appropriate hiring for organizations and job seekers alike.

8. BIBLIOGRAPHY

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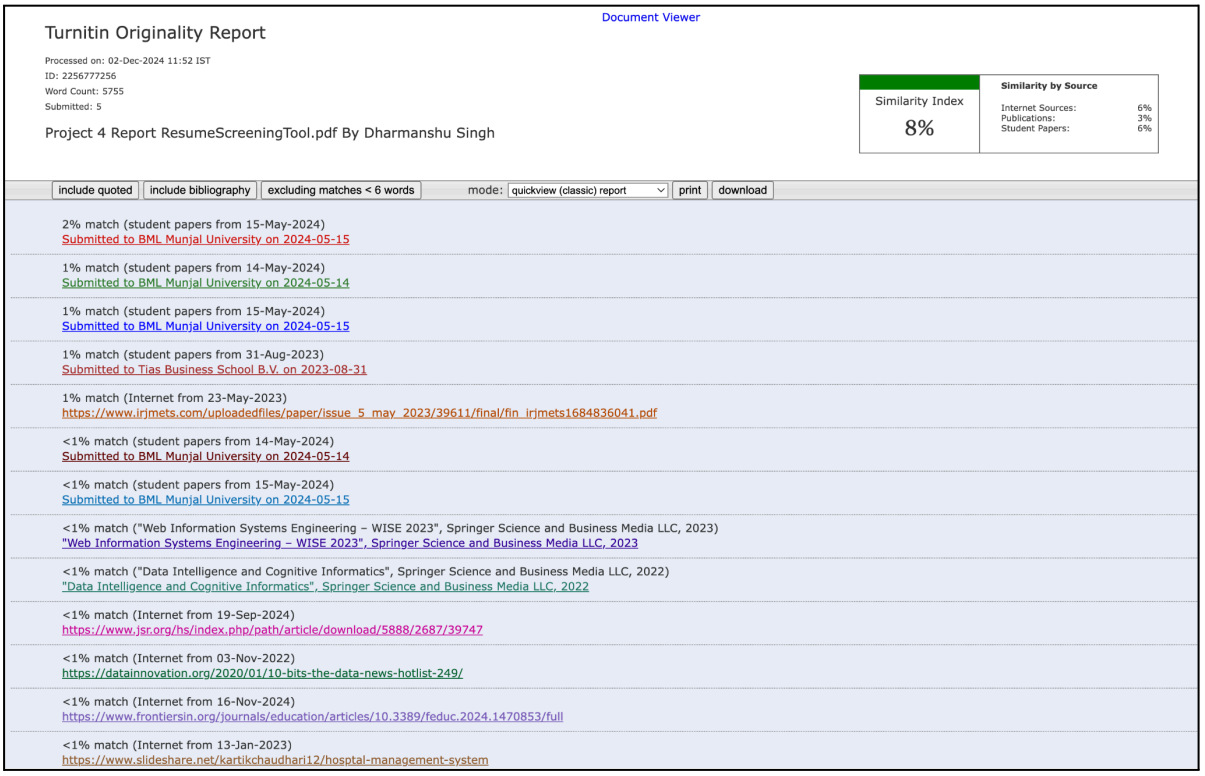

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