Master of Technology (IS)

Individual Project

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Candidate Screening System

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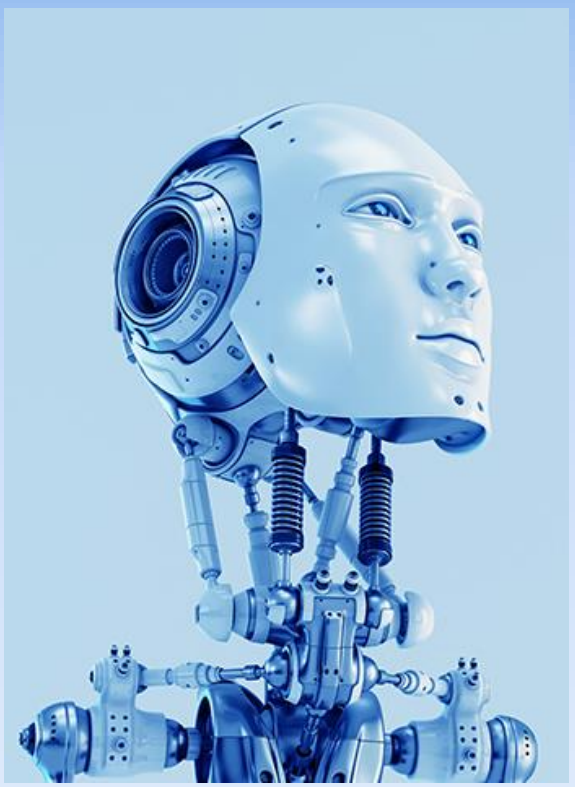
Project Report



Contents

Executive Summary

In the world of recruitment, matching the right talent to the vacancy is always a challenge. When a vacancy is posted, there will usually be many applications and the challenge is the arduous task of sieving through the sea of profiles.

For this reason, I have come up with a simple application to help recruiters screen the candidates that are submitted for the available positions. The candidates will first fill up a questionnaire as part of the job application. Based on the input by the candidate, the application will determine his/her suitability and decide the next step. This next step will either be a review by the recruiter or be a dropout from the workflow due to unsuitability.

The purpose for this application is to cut down the time that the recruiters take to screen the profiles.

This application makes use of the KIE Workbench for the workflow, as well as the Decision Tree to execute the main logic.

Business Problem Background

Recruiters spend a lot of their time matching the right candidate for a particular vacancy. This has become increasing challenging as more variations in skillsets emerge in the new information centric economy.

Filtering through the hundreds, and sometimes thousands, of profiles is one reason that many recruiters spend less time on value added tasks like interacting with suitable candidates and keeping up with hiring managers' requirements.

Imagine the scenario where we may end up placing the less suitable candidates in the job positions, or reaching out to the suitable ones too late. This will result in reduced potential for the business and lower productivity for the employees.

We need a better way to streamline the screening process, for which the requirements are spelled out in a job scope. And we need to be able to filter through the many profiles quickly and reach out to the right candidates before they move on to other pastures.

Project Solution

This application performs a quick screening by getting the candidate to fill in some vital information about himself/herself. The KIE Workbench is employed to provide the workflow as well as the Decision Tree which comes with the built-in logic execution function.
Based on the information entered, the application will determine if there is a match. If the result is positive, the profile will go on to a recruiter for review. Otherwise it will exit the workflow and be dropped.
Due to time constraint, the application is deliberately made simple. However, it can be extended with added data objects and workflow details to suit an actual recruitment situation.

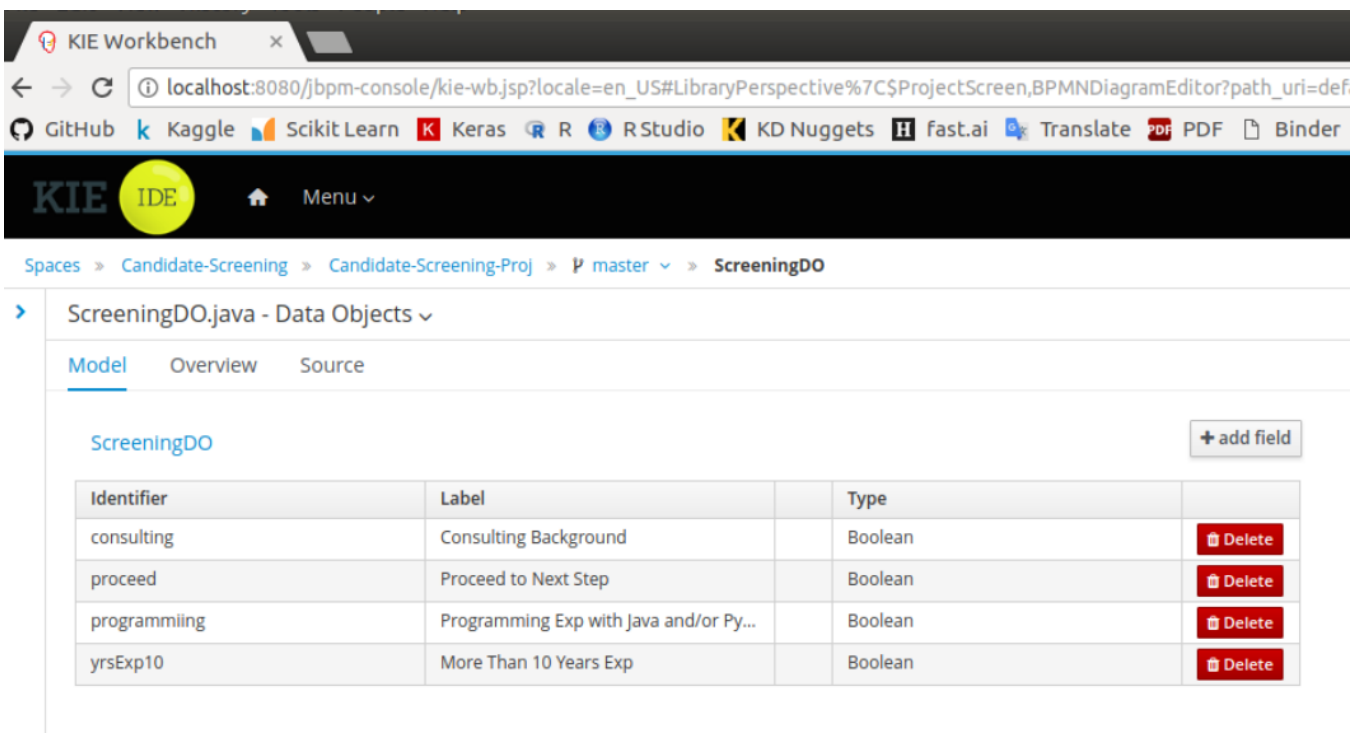
Implementation

Data Objects

In this simple setup, only 4 data objects are created.

1) consulting – whether the candidate has a consulting background
2) proceed – flag indicating 'proceed' to hire
3) programming – possess programming experience
4) yrsExp10 – more than 10 Years of Experience

The idea behind this setup is to match a suitable candidate who would meet some requirements across the 3 main factors (1) Consulting background, (2) Programming skills, (3) Extensive experience.



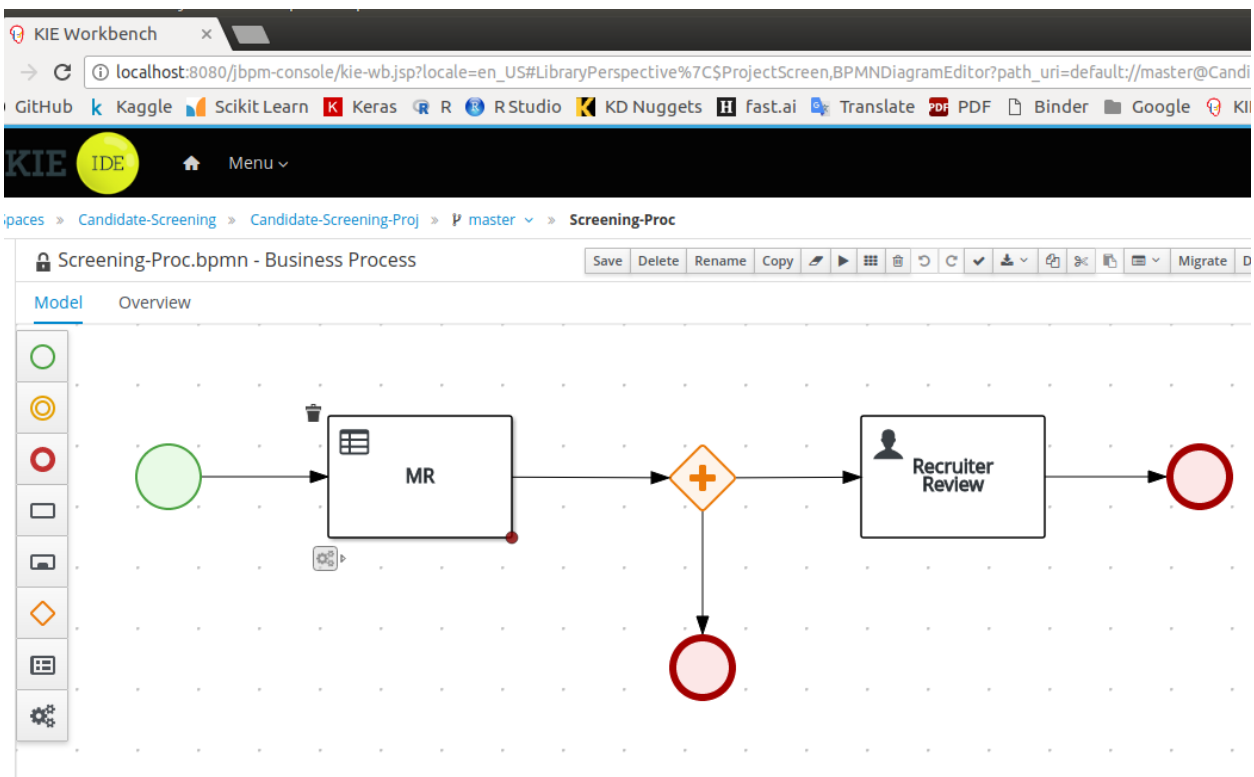
Implementation

WORKFLOW

The workflow has a Business Rule task to execute the logic using the Decision Tree, as per the Rule Flow Group setting below.

After this step, the Recruiter will do a review if the result is a match.

Otherwise, the profile goes out of the workflow and ends.

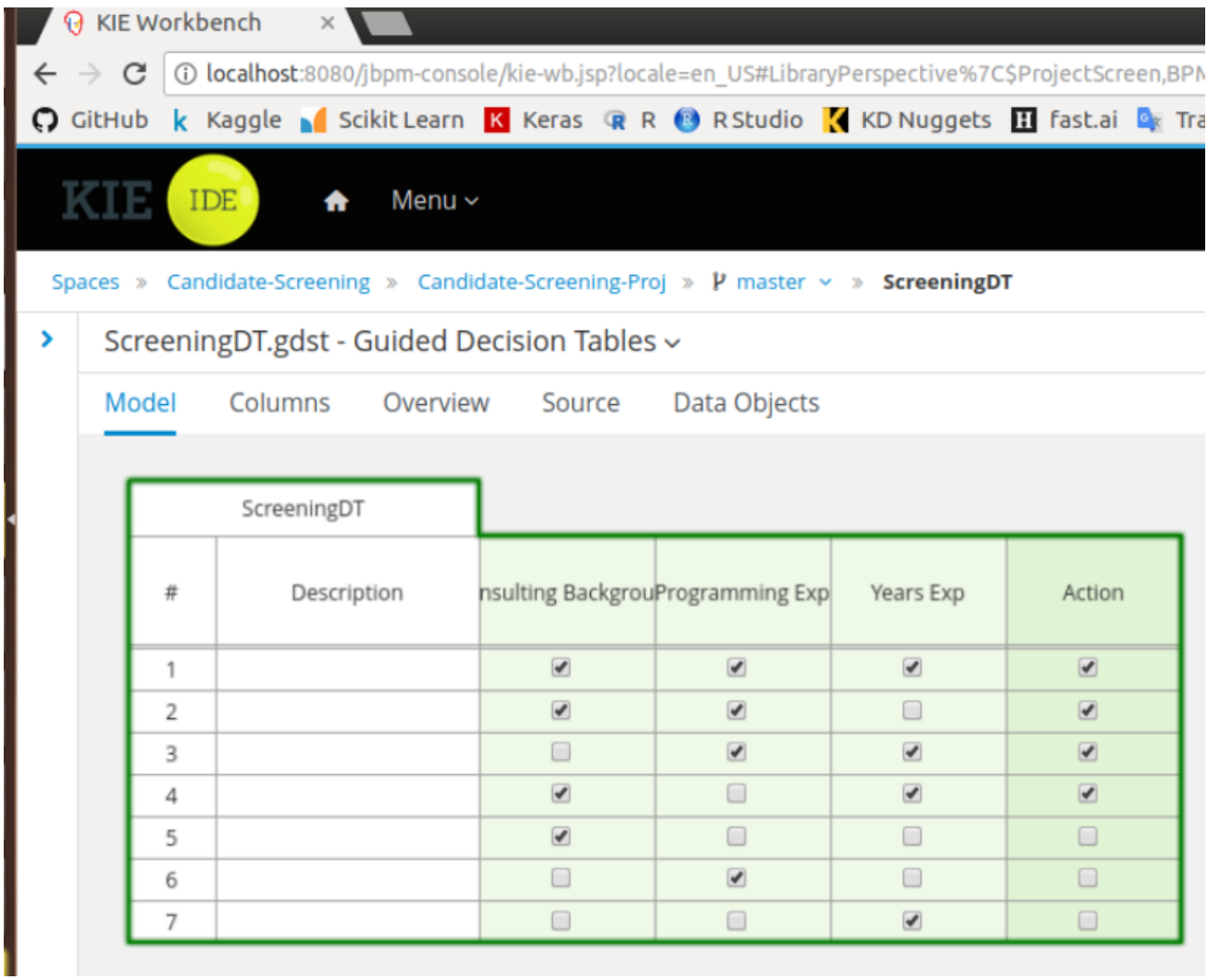


Implementation

Decision Tree

Using the Decision Tree, the filtering is carried out based on the logic. The value for Proceed is default to False.

1) IF Consulting Background
   AND Programming Skills
   AND >10 Years Experience
   THEN Proceed
2) IF Consulting Background
   AND Programming Skills
   THEN Proceed
3) IF Programming Skills
   AND >10 Years Experience
   THEN Proceed



Project Validation

Executing the Workflow

The user iss-barry logs in to execute the workflow with the screen showing the status below.

He will Start the process, and then Complete it to end the workflow.

For the test scenario, a positive set of inputs were given such that the Proceed flag becomes True.