Title

*PREDIRE - Recruitment Data Modelling and Analysis System*

Abstract:

Why It`s so hard to find “Good Employees”?

In this today`s world of competition, it`s quite difficult for HR team members to find right resource at right place. Too many HR people wring their hands and say "I can't find these people you're asking me to find -- especially not at these salary levels!” And one of the main problem is candidate doesn`t show up, even after accepting the offer.

Is there anything more frustrating in recruitment than candidates dropping off after an offer has been made? According to one distraught Director of HR, candidate backtracking can cost a team months of effort. Not to mention the cost of the 'almost hire'.

“Cost of 'almost hire' = actual cash pay-out like sourcing cost + assessment cost + background verification cost + opportunity cost\*”

In many cases, recruiters go through the arduous process of sourcing relevant talent, and spend hours improving the candidate’s experience, only to be left empty handed.

Why this kept happening?

**There are many factors which impacts decision making of any candidate while joining a new employer.** For e.g., how the future employer is doing, why it is better than current employer, how much package it is offering, how it will help in his/her career development, atmosphere of company etc. Many candidates look interested in the interview and in spite of having many advantages in joining the organization, they end up taking different decision due to various reasons best known to them.

HR cannot stop this and it is prerogative of the candidate whether to accept their offer or otherwise.

**So, what`s the solution for this?**

Solution Approach:

Every problem has its solution; the problem is where to find it.

Every once in a while, a new technology, an old problem, and a big idea turn into an innovation.

Technology makes our life easier. It brings up more opportunities in each and every domain. And again today, this technology is going to solve one BIG problem in the form of **“PREDIRE” - Recruitment Data Modelling and Analysis System.**

Our system is a saviour for HR/Recruitment managers.

Sophisticated hiring technology software doesn’t have to be complicated. With PREDIRE, we believe in keeping it simple, efficient, and smart. And that's how our system can help! Avoid losing candidate after issuing the offer. Know which candidate is disengaged and take preventive measures.

Theoretically, we can`t predict whether candidate will join or otherwise. But, since it’s the age of technology, so we have developed the full-proof system that will do this for us.

Predire predicts if the candidate will join the organization based on few major aspects.

It collects data about the candidates using multiple sources like information in resume, HR discussions, and profile on social networking sites. Data collected would be like candidate`s notice period, residing location, any offer-in-hand, marital status etc. and evaluate the result based on that. It will also collect data about how the candidate has behaved throughout the hiring process.

Predire will guide HR people regarding the preventive measures that can be taken to hold the candidates.

Using collected data, it will mark the weak points and accordingly provide engagement methods like offering joining bonus in case of salary issues, buyout money in case of long notice period etc.

Predire also provide the list of critical candidates.

Our system can also predict the critical resources, so that it can give idea to HR about the importance of holding back that resource.

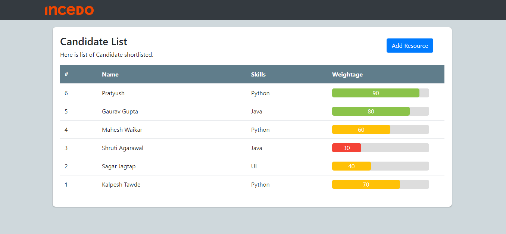
Design Architecture:

Here, we are using below technologies:

Python Django

JSON

HTML, CSS and JavaScript



Django

Web Server

JSON

Application Server

We are creating a weightage based system where we will evaluate the candidates on the scale of 100. There are multiple factors and each factor is assigned with some weightage on the basis of its importance. The major factors we are considering are – notice period of candidate, residing location of candidate, his/her marital status, any offer-in-hand, came through referral, any joining/relocation bonus etc. We are also considering the job/personal profile of candidate on job portal/ social networking site.

Each candidate will get the weightage on the basis of these factors. Higher the weightage, higher the chances of candidate to join the company.

We have a front page with a list of candidates along with their skill set and calculated weightage. To get the detailed view of a particular candidate, one has to click the name of that candidate in the list. It will open the new window that will contain the detailed information about the candidate.

If for some reason, user want to change any factor, he/she can change the value in this new window and that will update the weightage of candidate accordingly. So, in our system we are updating candidate`s probability of joining in run time.

For a low weightage candidate, a pop-up will be displayed that will show some mitigation measures to hold the candidate.

For adding the information about the new candidate, we have provided a button “Add Resource”. On clicking that button, a new window will appear. It contains the empty textbox to enter the name of candidate and all the deciding factors, set at default value. User will enter the candidate`s name and select the values for all these factors. Then, submit the form.

It will bring up the system to our main page with the added information of new candidate.

Business Impact:

This intelligent recruitment and prediction system will have a great impact on HR operations while recruitment drive. HR team can evaluate multiple candidates based on ranking provided by our system.

Enabling our prediction engine to help HR read the candidate’s true interests.

Once HR identity candidates those can be disengaged, they can carry out some preventive measures like providing joining bonus, position yourself strong, speak about their company, their work, growth stages they can offer, what can their company give that others cannot.

HR can avoid losing critical candidates using this system.

HR team can easily predict chances of any candidate to join the organization which in turn will help to project managers to commit the timeliness to the clients.

It will reduce the overall risk by allowing HR team to look for multiple candidates in case any candidate has less chances to join the organization.

It will simplify and organize the HR recruitment process. It will help HR team tremendously to build and plan according to the recruitment challenges.