AI-Driven Talent Acquisition Platform for Enhanced Recruitment Efficiency

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***Abstract* - This research paper proposes an AI-driven platform designed to transform recruitment and workforce development by integrating cutting-edge technologies, such as machine learning and predictive analytics, to streamline candidate selection, enhance job matching accuracy, and reduce time-to-hire. The platform offers personalized experiences by utilizing advanced algorithms to analyze candidate profiles and resumes to generate tailored job recommendations aligning with skills, preferences, and career aspirations. The platform goes beyond traditional methods by providing precise learning pathways that enable users to acquire specific skills required for desired roles through learning topics and training modules. This ensures that candidates are well-equipped with the knowledge and expertise needed to succeed in the job market.**

**The platform features interactive and AI-augmented learning tools to enhance the learning process. These tools include AI chatbots, word definition features, and content understanding mechanisms, allowing users to engage with complex concepts effectively. The integration of quizzes, Q&A sessions, and other testing formats reinforces learning and allows candidates to gauge their understanding of key topics.**

**Recognizing the importance of staying informed about industry trends, the platform provides real-time market demand and trend analysis. This offers candidates valuable insights to make well-informed career decisions and ensures that their skills remain relevant in a dynamic job market. The platform goes beyond recruitment and learning functionalities by prioritizing compliance and ethical AI practices. The platform's commitment to ethical AI practices promotes transparency and fairness in decision-making processes. This transformative solution paves the way for a future where AI-driven technologies empower both individuals and organizations to thrive in an increasingly complex and competitive business environment.**

***Index Terms - AI-Powered Recruitment, Compliance Automation, Machine Learning in Hiring, Predictive Analytics for Talent Acquisition, Workforce Training and Development, Scalable Recruitment Solutions.***

I. Introduction

The rapid digitization of industries has profoundly transformed traditional recruitment and compliance processes in all sectors. With increasing demand for efficiency, accuracy, and scalability, organizations are seeking innovative solutions to bridge the gap between technological capabilities and human resource needs. Artificial intelligence (AI) has emerged as a game-changer in this context, enabling advancements in candidate screening, compliance management, improving learning methods, and workforce upskilling. This paper focuses on a cutting-edge AI-driven platform designed to address these challenges, drawing insights from both existing research and practical applications in the hiring sector.

Recent studies have highlighted the growing role of AI in recruitment. For instance, Brewster and Lunn [1] explore how virtual hiring managers influence candidate perceptions and enhance hiring efficiency. Similarly, AI-based hiring systems with human-led approaches demonstrate the clear advantages of automation in terms of speed and accuracy. Leveraging such insights, the proposed platform integrates predictive analytics and machine learning algorithms to streamline candidate selection, reduce manual errors, and ensure compliance with industry regulations.

Key challenges faced by every industry include regulatory complexities, skill gaps, and high operational costs. Addressing these issues requires not only robust technological solutions but also adaptable training programs for workforce development. emphasize the importance of modeling systems as dynamic, agent-based structures to handle such complexity. Building on this principle, the proposed platform offers personalized training modules targeting areas such as risk management, underwriting, and claims processing to:

* Inspired by Ghadekar et al. [11], the platform incorporates semantic analysis to identify ideal candidate profiles, ensuring alignment with organizational goals.
* Mahmoud et al. [4] demonstrate the utility of machine learning in predicting hiring performance, which serves as a foundation for regulatory adherence.
* Leveraging findings from Pendyala et al. [7], the system integrates training modules tailored to individual learning needs, fostering a skilled and future-ready workforce.

Moreover, the platform aligns with broader trends in leveraging AI for decision-making, as highlighted by Agarwal [12], who underscores the role of risk analysis in hiring strategies. By embedding such advanced capabilities, the proposed solution addresses both immediate hiring needs and long-term workforce sustainability.

II. RESEARCH GAP OR EXISTING METHODS

*A. Existing Methods in Recruitment and Compliance*

Several systems utilize machine learning for screening candidates. These systems optimize hiring by predicting candidate success based on historical data but often lack flexibility for industry-specific roles in regulated sectors. Mahmoud et al. [4] introduced compliance-checking algorithms to streamline hiring. While effective, these tools struggle with dynamic regulatory updates common in every industry. They are:

* AI-Powered Candidate Screening
* Compliance Automation Tools
* Personalized Job Matching
* Integration with Social Networks
* Precise learning concepts and skills

AI-powered semantic analysis aids in job-candidate alignment. However, the inability to consider contextual nuances like team fit or long-term potential limits their impact. Systems leveraging social network data for hiring teams. Despite being innovative, such methods lack robust mechanisms for privacy compliance.

*B.* *Research Gaps in Current Systems*

While significant advancements have been made, critical gaps persist in the adoption of AI-driven recruitment systems. Most current platforms lack holistic integration of recruitment, compliance, and workforce development. For instance, systems that excel in candidate screening often do not address ongoing training needs or regulatory updates, leaving organizations vulnerable to inefficiencies.

Furthermore, the dynamic nature of the hiring platform presents unique challenges. Existing solutions often fail to adapt to the rapid changes in regulatory frameworks, as noted by Pendyala et al. [7]. This creates a pressing need for systems that not only automate compliance but also evolve with regulatory landscapes. Additionally, current tools rarely address soft skills or cultural fit, which are crucial for long-term success in roles like underwriting or risk management.

*C. Need for a Quality and detailed data*

There are not many existing methods to provide quality and detailed data on a job and its requirements, especially the skill-acquiring segment. They don’t provide required learning topics to acquire skills that the job and market demand. Lack of awareness and getting trusted job data is difficult and harder in many hiring platforms. Our platform provides verified and personalized data of the job and company details, history, requirements, skills needed, and learning concepts that meet the requirements to get a job and be confident instead of self-doubting if the job applied for will be trusted or not.

*D. Need for a Precise and interactive learning approach*

Many students don’t know what concepts to learn when they apply for a job or look to improve a specific skill. With the help of AI, we can make an interactive learning approach like implementing an AI chatbot, word definition, content understanding, testing ourselves in between like quizzes, clarifying doubts with AI, moonlighting outdated content, and updating according to the market standards. Giving them precise learning topics based on the market demand and job requirements and listing companies interested in these topics makes them understand and aware of the demand that they want to have these skills to hire by a company.

III. PROPOSED METHODOLOGY

The proposed system aims to revolutionize AI-powered recruitment and learning ways hand to hand-by addressing key gaps with a multi-faceted approach. It combines personalized AI-driven tools, adaptive learning modules, and real-time market insights to ensure efficiency, compliance, and workforce readiness in the industry.

*AI-Driven Personalized Job Matching:*

* Leverages advanced algorithms to analyze candidate profiles, resumes, and job specifications.
* Provides tailored job recommendations by aligning candidate skills, preferences, and career aspirations with available opportunities.

*Provide analytics based on learning concepts and Content:*

* Providing users with historical analytics data based on market trends, company requirements, and learning concepts.
* This will provide users with how learning a new concept and skill will increase their chances of getting a job.

*Precise Learning Topics and Content:*

* Relevant learning topics and training modules tailored to the specific skills required for a job or career path.
* Helps individuals who are unsure of what to learn by offering targeted content recommendations.

*Enhanced Content Understanding:*

* Targets issues such as understanding complex sentences, technical language, and specialized vocabulary. Allows users to choose bewildering phrases or words and explain them in detail with examples to illustrate the context by using AI.
* Provide a list of companies interested in learning this concept and acquiring the skills to boost interest and confidence.

*Definition and Pronunciation Tools were integrated:*

* Understanding is the main part of learning these tools; it will help to understand words, how to pronounce them, and improve communication skills.

*Updated vs. Outdated Content Identification:*

* As time passes, technology and information change. With the help of AI, we verify and check the data to be updated.
* Informs the users to catch up with the recent changes in regulations and dynamics in the industry.

*Tips, Suggestions, and Quick Reference Tools:*

* Embeds practical tips, concise notes, and commonly asked interview or assessment questions into the system.
* Enhances candidate preparation and confidence during the recruitment process.

*Market Demand and Trends Analysis:*

* Offers a perspective on the works that are relevant at present in the market environment, competing firms, and employee requirements.
* Provides candidates with information about the requirements of the industry, thus enabling them to make informed choices.

The system enables candidates to interact with a user-friendly interface offering personalized suggestions and interactive learning tools powered by AI-driven technologies. It uses different and popular AI models like ChatGPT, Gemini, Groq, and more to analyze different types of data to summarize, explain, suggest, and understand in a better way. Using different matchmaking algorithms to provide better job specifications and personalized jobs based on your profile, resume, recent searches, and learning concepts on our platform based on history.

This methodology integrates real-time compliance checks, adaptive learning features, and data-driven insights, providing a holistic solution tailored to the unique challenges of every sector. It not only addresses existing gaps but also empowers both candidates and recruiters with the tools to excel in an evolving landscape.

IV. OBJECTIVES

The primary goal of this paper is to propose and evaluate an AI-driven recruitment and compliance platform that can be tailored to every sector. The platform integrates advanced AI capabilities, such as machine learning, predictive analytics, and automated compliance checks, to address industry-specific challenges. Below, the objectives are outlined in detail with references to existing research and real-world applications:

* To develop an AI-powered system that optimizes the recruitment process by reducing time-to-hire and improving candidate matching accuracy.
* Provide personalized data based on their profile, resume, and history on the platform in giving job matches, learning concepts, and processes to learning specific topics, gaining requirements to learn skills for the job.
* Improve learning ways to provide better content, understand them, test them, and provide precise learning concepts based on market demand and jobs.
* Add AI and ML technologies to every learning way and a chatbot to summarize, chat, and ask questions based on the concepts they are studying. This will increase productivity and efficiency in using the time to understand the concepts.

*Enhancing Recruitment Efficiency:* One key objective is to leverage AI to streamline recruitment processes, reducing hiring time and improving the accuracy of candidate-job matching. By using AI and ML applications, we use user profile and resume data to provide personalized and enhanced job listings. Each job will provide company data, requirements, a package, and learning concepts. Based on user data, we will make a matching analysis of skills, concepts, and acceptance rates based on historic data and list concepts to learn and use AI to ask details about the company.

*Integrate different learning ways*: To acquire talent and nurture the required skills based on the market demands and the jobs for the companies from the hiring platform requires integrating different learning strategies. There are different learning ways, like

* Providing precise learning topics based on the jobs and market demands
* Testing them by adding different test methods like quizzes, Q&A, and more between learning concepts and separate testing platforms
* Provide AI-based chat to ask about the content, summarize, and clear doubts.
* Understanding sentences, words, and pronunciation from the concepts by selecting and proving contents and using AI to continue follow-up responses.

*Bridging Skill Gaps with Adaptive Training:* Identifying and addressing skill gaps within the workforce is another priority. Inspired by Sharma et al. [13], the platform will incorporate adaptive training modules, using AI to personalize learning experiences. This feature will focus on upskilling candidates in areas like underwriting and claims processing, thereby ensuring alignment with organizational goals.

*Promoting Ethical AI Practices:* AI in recruitment often raises concerns about bias and fairness. This research aims to mitigate such biases by incorporating ethical AI practices, ensuring that decision-making processes are transparent and equitable. Updating and verifying learning content provided to users from time to time, checking company details, job details, and matching required skills without confusing them, and making AI give correct responses to make sure users trust the platform in giving personal information and getting jobs.

*Designing a Unified and Scalable Platform:* The final objective is to create a unified platform that seamlessly integrates recruitment, compliance, and training functionalities with responsive design.

V. SYSTEM DESIGN AND IMPLEMENTATION

The proposed AI-driven recruitment and compliance platform is designed with a modular architecture, integrating advanced technologies to ensure efficiency, scalability, and user-friendliness. This design caters to the specific challenges of recruitment in every sector by seamlessly merging front-end usability, robust backend support, and secure data management.

*System Overview*

The proposed system integrates advanced technologies into a cohesive platform to address recruitment, AI integration, machine learning processing, learning techniques, login systems, and upskilling needs in the hiring platform. Its architecture emphasizes scalability, modularity, and user-centric functionality, ensuring seamless performance across all components.

We use different functionalities from different technologies to add features to improve the hiring platform and provide different learning ways to understand content with the help of AI. Languages we use include HTML, CSS, JS, PHP, and Python, including different libraries from different sources to improve functionality.

APIs will help connect our front-end and back-end technologies to provide responses from AI, track job applications, provide analysis, process data, store files, and more.

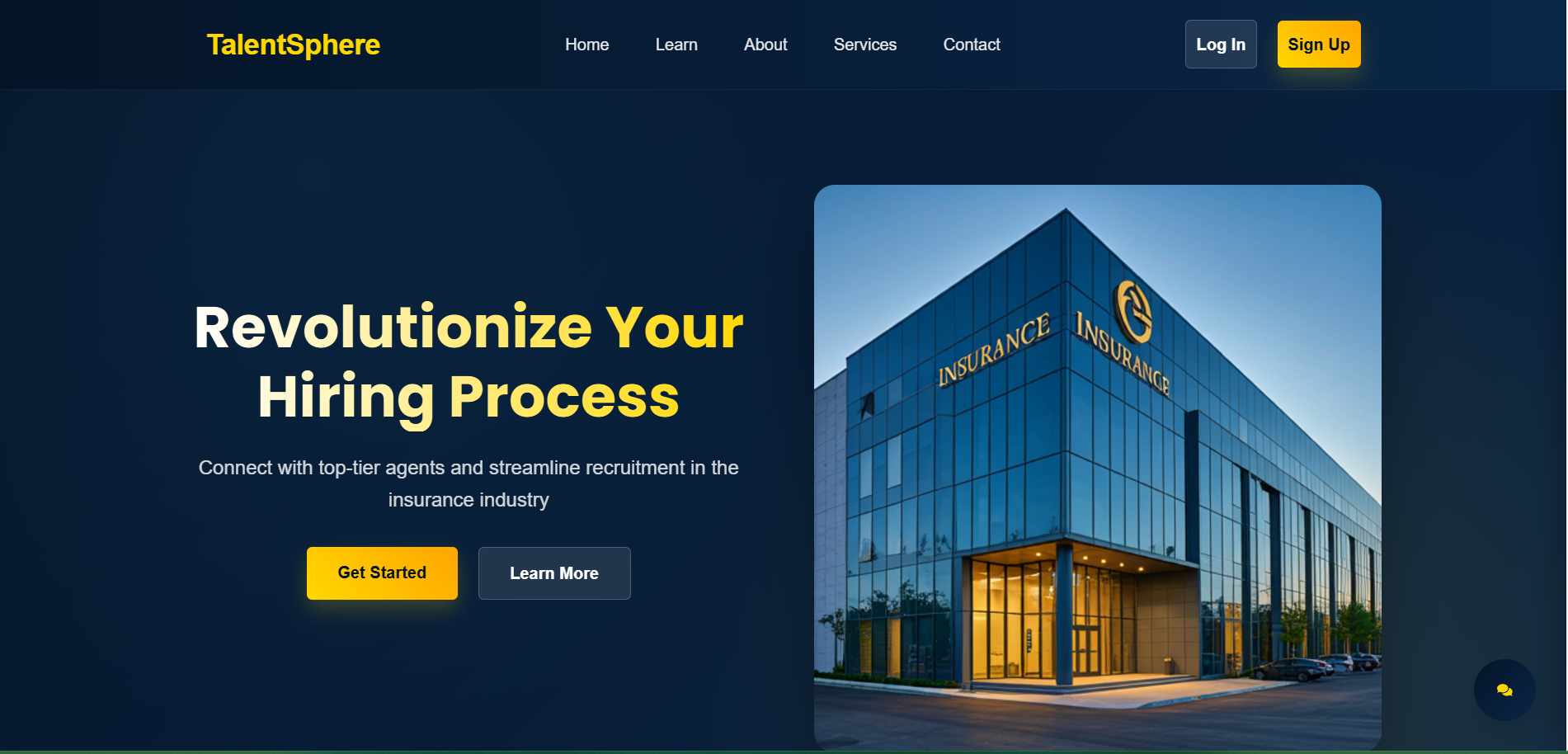


Fig. 1 Website Overview

*System Architecture*

The platform is built on these technologies and libraries:

* **Frontend:** HTML, CSS, and JS
* **Backend:** PHP and Python
* **Database:** MySQL
* **API:** ChatGPT, Gemini, Groq, Quiz API, dictionary API, fast API, LangChain
* **Libraries:** jQuery, Font Awesome, Google Fonts, PHP Mailer

The front end and back end are heavily connected with APIs and with other platforms for fast access to information and AI analysis. The libraries are used to boost user-friendly designs, improve functionality, and use less code. PHP is used to complete fewer complex processes for file uploading, mail transfer, database operations, and connecting different platforms through APIs from cURL with security implementations. Python is used for complex processes to process files, analyze data, AI processing, and more.

Firstly, we verify and keep a list of companies and information in our database and view them in the hiring platform. We collect user profile data, resume data, and analyze data on learning experiences and skills achieved. Based on that we recommend jobs. Users can get detailed job descriptions and can use AI chat and sections to know about the company and more requirements. There will be a precise market demand for learning topics; company job-specified learning topics. We create predefined learning content, quizzes, Q&A, fill-in-the-blanks, and more formats on the learning and testing pages for the concepts. There will be company jobs listed below for every learning page, which will give users accessibility to know which company wants particular skills to hire.

On every learning page, we use different APIs, testing integration, market, and job demand ratings, including AI chatbots, word definitions, content understanding, and AI-based features.

*Quiz API*: We use Quiz API to generate different quizzes for different learning concepts in between and a separate testing place to test themselves, providing solutions and AI features to clarify doubts.

*Dictionary API*: It works when a user selects a word from the content, and it automatically fetches the definition and also pronunciation to help users understand the definition and communicate effectively. If they want more understanding, they use the ask AI button to ask AI directly.

*AI Chatbot*: We use ChatGPT, Gemini, and Groq APIs to generate summaries, understand sentences selected from the content, ask questions related to quizzes if they don’t understand, and clarify questions asked based on the content.

*File upload and Voice text for accessibility:* We add different additional features to make users able to get answers faster, like uploading a file and asking questions. Use your voice to ask questions and get responses faster.

*How AI and ML processing works:* Every learning page, quiz section, testing platform, job details, resume processing, file processing, and other content-related pages will have a unique ID for their content, and we use FastAPI and LangChain to extract data and convert the data into vector form to analyze data quickly. FastAPI keeps servers on 24/7 and uses AI models to analyze the data and give responses based on the questions asked, even for quizzes, testing platform job details, and files. This content is updated constantly in every field, including hiring jobs data, and converted to vector form, creating unique IDs to have responsive and productive access to get related responses for each category.

*System Implementation Process*

The system's development followed a structured approach:

1. Requirement Analysis: Evaluation of user needs and industry-specific challenges and learning methods and AI interaction.
2. Development: Frontend, backend, and database modules were designed and integrated iteratively with APIs and libraries.
3. Testing: Rigorous testing ensured the compatibility and functionality of individual components and overall system integrity, design, and performance issues.
4. Deployment: Final implementation in a live environment, with ongoing maintenance and updates based on user feedback.

A diagram of a user registration process

Description automatically generated

Fig. 2 System Architecture Overview (Hiring Platform)

We tested and implemented this project for analysis with the help of our college management to test our features with the students and get reviews and analysed with other prototypes of general traditional ways towards our hiring platform to get a better understanding.

This comprehensive design and implementation approach enables the platform to provide a robust, scalable, and efficient solution tailored to the unique needs of the hiring platform including learning.

VI. OUTCOMES

The implementation of the AI-driven platform will give users a different approach in their choice to pick and find essential requirements to learn new skills that are required. They get to know the skills that are required for the particular company and also get an awareness of the market trends. Based on their resume, they have found it easy to get relevant companies and learning topics to learn before applying.

Users found it best to get to know more about the company that they are hiring with the help of AI; they get clear data and history, which they feel trusted to apply through our platform. We also show the main core, technologies, and requirements of the company, which helps them get a precise understanding of their concepts.

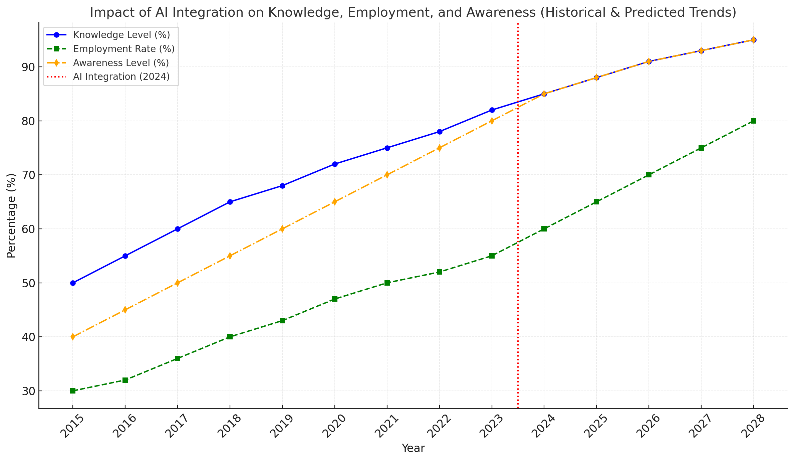
Implementing learning methodology in a hiring platform has shown an increase in usage. Different learning ways with the help of AI have shown increased productivity and efficiency to get precise learning topics, understanding words, and sentences clarification based on the concepts. We introduced existing learning techniques like quizzes, question and answer, fill in the blanks, and more, as it is the best way to test their skills. As testing skills separately is efficient, but also proving these quizzes, Q&A placing in the middle of learning concepts has proven to be a more interactive and understanding way to learn for the users, and also, they can clear doubts by getting solutions and asking AI to explain.

We implemented AI in different hiring and learning techniques, which gave users a better experience and new skills that are in demand and actively hiring by companies by providing confidence with our new learning model.

**Table I. Comparison of Traditional Approach vs. Our Website Approach**

|  |  |  |
| --- | --- | --- |
| **Aspect** | **Traditional Approach** | **Our Website Approach** |
| **Accessibility** | Limited to physical offices or manual contact with insurance companies. | Fully digital platform accessible from any location, anytime. |
| **Information Availability** | Agents rely on brochures, in-person sessions, or scattered resources. | Centralized repository with comprehensive details on becoming an agent. |
| **Application Process** | Manual form filling and submission, often requiring multiple visits. | Simplified online application with instant updates on progress. |
| **Engagement** | Limited interaction between aspiring agents and companies. | Seamless interaction through chatbots, FAQs, and support tools. |
| **Time Efficiency** | Lengthy processes due to physical paperwork and approvals. | Fast-track processing with automated verification. |
| **Training Resources** | Offline training, often constrained by location and schedule. | Access to online training modules, webinars, and resources on demand. |
| **Opportunities for Growth** | Restricted to direct networking and limited visibility of options. | Broader visibility of opportunities with tailored recommendations. |
| **Eco-Friendliness** | Paper-heavy processes and in-person interactions. | Paperless, reducing carbon footprint with an entirely digital system. |
| AI Chatbot, content understanding, word definition | Plain text to read, no AI approaches | AI chatbot to summarize select text to understand based on the concepts |
| Market Demand | No details provided competitions, required skills, growing fields | Provides a detailed list of market demands, company requirements, and more |

Additionally, the integrated compliance monitoring ensures that organizations remain aligned with regulatory requirements, minimizing the risk of legal issues. Furthermore, personalized upskilling pathways, as suggested by El Hachami and Tkiouat [2], foster continuous development, allowing employees to stay relevant in an ever-evolving industry. Ultimately, these outcomes contribute to a more efficient, cost-effective, and compliant recruitment system, boosting both candidate and organizational performance.



VII. CONCLUSION

There is unemployment everywhere, people are struggling to find jobs because they don’t have the required skills and are unaware of the market trends and company requirements. We just need to make them aware of the conditions and nurture them in the right direction. Providing personalized and detailed job details, job requirements, market trends, and learning concepts for different jobs and market trends will give a clear idea of what every student and job seeker needs to focus on.

This platform is not just a hiring platform. To make a hiring platform more effective we need to give them learning concepts, boost confidence by giving different learning ways, and understand concepts they don’t understand by providing features like AI to enhance their understanding. Making them interactive with fun quizzes, Q&A, and testing their skills. This will make a hiring platform complete.

By integrating AI and continuous learning, this platform revolutionizes recruitment, aligning with industry needs while ensuring compliance. It empowers organizations to make data-driven decisions, reduce operational costs, and cultivate a highly skilled workforce. Ultimately, this solution positions companies for sustained success in an evolving business environment, fulfilling Talent Sphere’s vision of optimizing hiring management through quality learning.

This combination of AI, compliance automation, and continuous training establishes a competitive edge in today’s rapidly evolving business environment, ultimately driving growth and operational efficiency. This Solution can be applied in different educational platforms, learning platforms along with hiring platforms but in other fields also.

FUTURE SCOPE

This AI-driven platform has the potential to expand its functionality and impact in the future, encompassing several key areas:

* Personalized Career Pathing
* Expansion to Diverse Industries
* Integration with Emerging Technologies
* AI-Powered Mentorship and Coaching
* Enhanced Personalization Through Data Analytics
* Focus on Soft Skills Development
* Creation of a Talent Marketplace
* Gamification and Incentives
* Global Reach and Multilingual Support
* Use of AI-powered learning methods in competitive exam preparation and tutorials

These methods can be applied to different platforms, forging new gateways to enhance the quality of the hiring platform by providing personalized info with detailed information to learn, understand meanings, clarify doubts with AI, and reach different areas of learning in other languages.

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