vHR (Virtual Human Resource Manager)

In today's industry, resume plays a very important role. A resume is a tool for marketing yourself. It is more than just a document, it outlines your background, your skills, and education so that potential employee is quicker and easily able to see how your individual experience can contribute to a company's success. But nowadays for single job hundreds and thousands apply and it is not possible for recruiters to go through every resume. There comes a Resume ranker software that ranks each of the individual’s resumes, making it easier for the companies to go through. Aptitude test also plays a role in the rank of a resume in our software this makes sure that someone is not faking. the ranking will also take into consideration the skills that are described in the resume as well as their experiences mentioned in the resume.

An web-app in which admin can post job vacancies. Candidate here will register him/herself with all its details and will upload their own RESUME into the system which will be further used by the system to shortlist their RESUME. The system will rank the experience and key skills required for a particular job position. Then the system will rank the resumes based on the experience and other key skills which are required for a particular job profile. This system will focus not only on qualification and experience but also focuses on other important aspects that are required for a particular job position. Candidate can also give an online test which will be conducted on personality questions as well as aptitude questions. After completing the online test, the candidate can view their own test results in graphical representation with marks.

Found the following tools and software that are similar to my projects:

CVViZ: Online recruitment software that uses Artificial Intelligence to make hiring process more efficient and simple. It matches right candidates for the right job, automates candidate sourcing, gives insight into your hiring process, improves quality of hire and streamlines your administrative tasks.

ideal.com: Advances in recruitment technology have added automation to candidate sourcing with recruitment marketing and to candidate interviewing with video interviews. However, technological innovations to address the biggest pain point in recruiting—screening resumes—has been frustratingly absent until recently. To help you solve the biggest bottleneck in recruiting, we created this how-to guide on resume screening and how technology is changing how recruiters screen candidates.

Many algorithms are involved to solve the ranking problem. Most of the ranking algorithms fall under the class of “Supervised Learning” which would need a training set consisting of resumes graded by an expert. As we saw earlier, this task is quite difficult as the grade will not only depend on the candidate profile but also on the job requirements. Moreover, we can’t afford the luxury of a human expert training the algorithm for every job opening. We have to use data that is easily available without additional efforts. We do have some data from every job opening as hiring managers screen resumes and select people for interviews. It’s easy to extract this data from any ATS (Applicant Tracking System). Hence we decided to use “Logistic Regression” that predicts the probability of a candidate being shortlisted based on the available data.

The system will shortlist the resumes based on the RESUME ranking policy and candidate can give test for personality and aptitude also. The test result will be generated in graphical form with marks.

Helps recruiters and hiring managers stay organized and these systems also save time by automatically surfacing and highlighting top candidates. Instead of reviewing each and every application, the recruiter can now focus squarely on candidates the software has identified as a great match.