

An Automated System for Employee Recruitment

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Abstract

Recruitment of employees is an important process in the human resource management of a company. Currently, most of the recruitment process is done manually in many companies. This manual process may be time-consuming and possibly may be erroneous in employing inappropriate individuals. This may result in the loss of time, money, and efficiency of a company. As a solution to the above problem, we are considering developing an automated process for recruitment. The scope of the system is to cover not only the recruitment process but also to provide job seekers a platform to identify their current skills, help them identify the current skill trends that are required by companies, and provide the ability to automatically generate their resumes through the system. On the other hand, employers will save a lot of time and money since the system will automate the processes such as skill matching of the employee and the company, shortlisting of resumes, and scheduling interviews. The platform involves features such as online mock interview hosting, automated scheduling, and a pre-interview quiz with a monitoring background. In order to achieve the above components, machine learning algorithms are used along with other technologies such as web scraping.

Keywords

Machine Learning, Recruitment, Job Skills