

RESEARCH AND ANALYSIS HIRING PROCESS USING AI AT HOMECREDIT VIETNAM

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What

Propose a solution using AI in Hiring process to optimize the Human resources department operation included:

- Analyze and extract candidate CV information
- Standardize candidate information and compare with Job description
- Compare and Summarize report

Why

- Reduce Cost per hire
- Reduce time per hire
- Reduce manual workload for HR Department
- Increase candidate engagement throughout the hiring process

Overview



Description

1. Data Preprocessing

The preprocessing stage improves the accuracy of subsequent analysis

- Candidate CVs and job descriptions are standardized in both format and content to reduce data noise.
- Candidate information is segmented, cleaned, and duplicate data is removed.

2. Candidate Profile Extraction

- Applied Natural Language Processing (NLP) techniques are applied to extract key information from CVs and job descriptions
- Transforms unstructured data into structured data to support candidate matching and evaluation.
- Data cleaning, information labeling, and assigning weights to mandatory and priority criteria.

3. Matching and Suitability Scoring

The algorithm compares candidate profiles with job requirements and calculates an overall suitability score. The matching process first checks mandatory criteria, then evaluates priority criteria, and finally computes a weighted score to support decision-making.

4. Result Aggregation and Reporting

- Candidates are ranked according to their suitability scores, and a shortlist of potential candidates is generated for HR review.
- The system generates decision-support reports in tabular and visual formats and records final hiring decisions for future reference.



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