

**H.H THE RAJAH'S COLLEGE
PUDUKKOTTAI – 622 001**

DEPARTMENT OF MATHEMATICS

NAAN MUDHALVAN – SMART BRIDGE PROJECT

**PROJECT TITLE
RECRUITING ASSISTANT FOR HR MANAGERS**

SUBMITTED BY

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INTRODUCTION

The Recruiting Assistant for HR Managers app is an artificial intelligence-powered tool designed to assist HR managers in streamlining the recruitment process. The app utilizes natural language processing and machine learning algorithms to automate tasks such as candidate screening, scheduling interviews, and sending out job offer letters.

The recruiting assistant is designed to save HR managers time and effort by handling administrative tasks, allowing them to focus on the more strategic aspects of recruiting. The app can be customized to fit the specific needs of an organization and can integrate with existing HR management systems.

With the recruiting assistant, HR managers can improve the efficiency and effectiveness of their recruitment processes, leading to better hires and a more productive workforce.

1.1 OVERVIEW:

The Recruiting Assistant for HR Managers app is a digital solution that leverages artificial intelligence to help HR managers streamline the recruitment process. It provides an end-to-end solution that automates administrative tasks, reduces the time and effort required for recruitment, and improves the quality of hires.

The app is designed to handle various recruitment-related tasks, including candidate screening, resume parsing, scheduling interviews, and sending out job offer letters. It utilizes natural language processing and machine learning algorithms to analyze candidate profiles, evaluate job requirements, and match suitable candidates to open positions.

The app is highly customizable and can be configured to meet the specific needs of an organization. It can integrate with existing HR management systems, including applicant tracking systems, to ensure a seamless recruitment process.

By utilizing the recruiting assistant, HR managers can improve the efficiency of their recruitment process, reduce time-to-hire, and enhance the candidate experience. Additionally, the app can help HR managers make data-driven decisions by providing insights into recruitment metrics such as the time-to-hire, cost-per-hire, and candidate quality.

1.2 PURPOSE :

The purpose of the Recruiting Assistant for HR Managers app is to simplify and streamline the recruitment process for HR managers by automating administrative tasks and leveraging artificial intelligence to enhance the quality of hires. The app aims to make the recruitment process more efficient, effective, and data-driven.

The app serves several purposes, including:

1. Automating administrative tasks:

The app automates tasks such as resume screening, interview scheduling, and sending out job offer letters, reducing the time and effort required for these tasks.

2. Improving the quality of hires:

The app utilizes natural language processing and machine learning algorithms to analyze candidate profiles and match suitable candidates to open positions, leading to better quality hires.

3. Enhancing the candidate experience:

By automating tasks and providing timely feedback to candidates, the app can help improve the candidate experience and foster a positive employer brand.

Overall, the purpose of the recruiting assistant is to help HR managers optimize their recruitment process, reduce the time and effort required for administrative tasks, and improve the quality of hires.

PROBLEM DEFINITION & DESIGN THINKING :

2.1 EMPATHY MAP :



2.2 IDEATION & BRAIN STORMING MAP :

Brainstorm & idea prioritization

Use this template in your own brainstorming sessions so your team can unleash their imagination and start shaping concepts even if you're not sitting in the same room.

10 minutes to prepare
 1 hour to collaborate
 38 people recommended

Before you collaborate

A little bit of preparation goes a long way with this session. Here's what you need to do to get going.

10 minutes

1. **Team gathering**
 Gather who should participate in the session and send an invite. Do an informal information pre-work ahead.

2. **Set the goal**
 Think about the problem you'll be focusing on solving in the brainstorming session.

3. **Learn how to use the facilitation tools**
 Use the Facilitation Superpowers to run a happy and productive session.

[Open article](#)

Define your problem statement

What problem are you trying to solve? Frame your problem as a How Might We statement. This will be the focus of your brainstorm.

5 minutes

Problem

How might we [your problem] do better?

Key rules of brainstorming

To run smooth and productive session

- Stay in topic.
- Encourage wild ideas.
- Defer judgment.
- Listen to others.
- Go for volume.
- If possible, be visual.

Brainstorm

Write down any ideas that come to mind that address your problem statement.

10 minutes

McKinsey timer

Brainstorming	Problem	Brainstorming	Problem
Brainstorming	Problem	Brainstorming	Problem
Brainstorming	Problem	Brainstorming	Problem
Brainstorming	Problem	Brainstorming	Problem

1/2 Showings

Brainstorming	Problem	Brainstorming	Problem
Brainstorming	Problem	Brainstorming	Problem
Brainstorming	Problem	Brainstorming	Problem
Brainstorming	Problem	Brainstorming	Problem

3/4 Showings

Brainstorming	Problem	Brainstorming	Problem
Brainstorming	Problem	Brainstorming	Problem
Brainstorming	Problem	Brainstorming	Problem
Brainstorming	Problem	Brainstorming	Problem

5/6 Showings

Brainstorming	Problem	Brainstorming	Problem
Brainstorming	Problem	Brainstorming	Problem
Brainstorming	Problem	Brainstorming	Problem
Brainstorming	Problem	Brainstorming	Problem

3/4 Showings

Brainstorming	Problem	Brainstorming	Problem
Brainstorming	Problem	Brainstorming	Problem
Brainstorming	Problem	Brainstorming	Problem
Brainstorming	Problem	Brainstorming	Problem

5/6 Showings

Brainstorming	Problem	Brainstorming	Problem
Brainstorming	Problem	Brainstorming	Problem
Brainstorming	Problem	Brainstorming	Problem
Brainstorming	Problem	Brainstorming	Problem

Group ideas

Take turns sharing your ideas while clustering similar or related notes as you go. Once all sticky notes have been grouped, give each cluster a sentence-like label. If a cluster is bigger than six sticky notes, try and see if you can break it up into smaller sub-groups.

30 minutes

Tip

Participants should be encouraged to write notes that are 1-2 lines long, using simple and straightforward language. Avoid using too many words.

Prioritize

Your team should all be on the same page about what's important moving forward. Place your ideas on this grid to determine which ideas are important and which are feasible.

20 minutes

Importance

If each of these ideas could get done without any difficulty or cost, which would solve the most problem you face?

Tip

Participants can use their own ideas to place their ideas on the grid. The facilitator can explain the scoring system and how to use the grid to prioritize ideas.

After you collaborate

You can export the mural as an image or pdf to share with members of your company who might find it helpful.

Quick add-ons

- Share the mural**
 Share a view link to the mural with stakeholders to keep them in the loop about the outcomes of the session.
- Export the mural**
 Export a copy of the mural as a PNG or PDF to attach to emails, include in slides, or share on your drive.

Keep moving forward

- Strategy blueprint**
 Define the components of a new idea or strategy.
 [Open the template](#)
- Customer experience journey map**
 Understand customer needs, motivations, and attitudes for an experience.
 [Open the template](#)
- SWOT analysis**
 Identify strengths, weaknesses, opportunities, and threats (SWOT) to develop a plan.
 [Open the template](#)

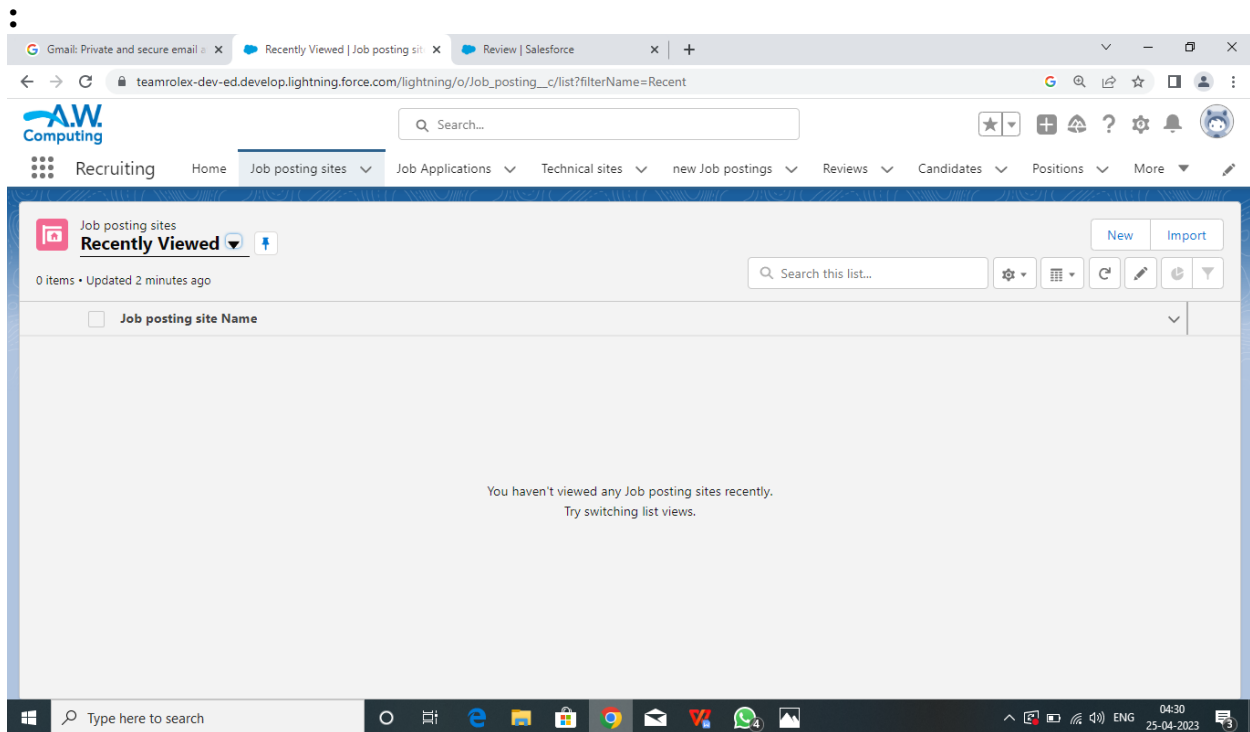
[Share template feedback](#)

4. RESULT :
DATA MODEL :

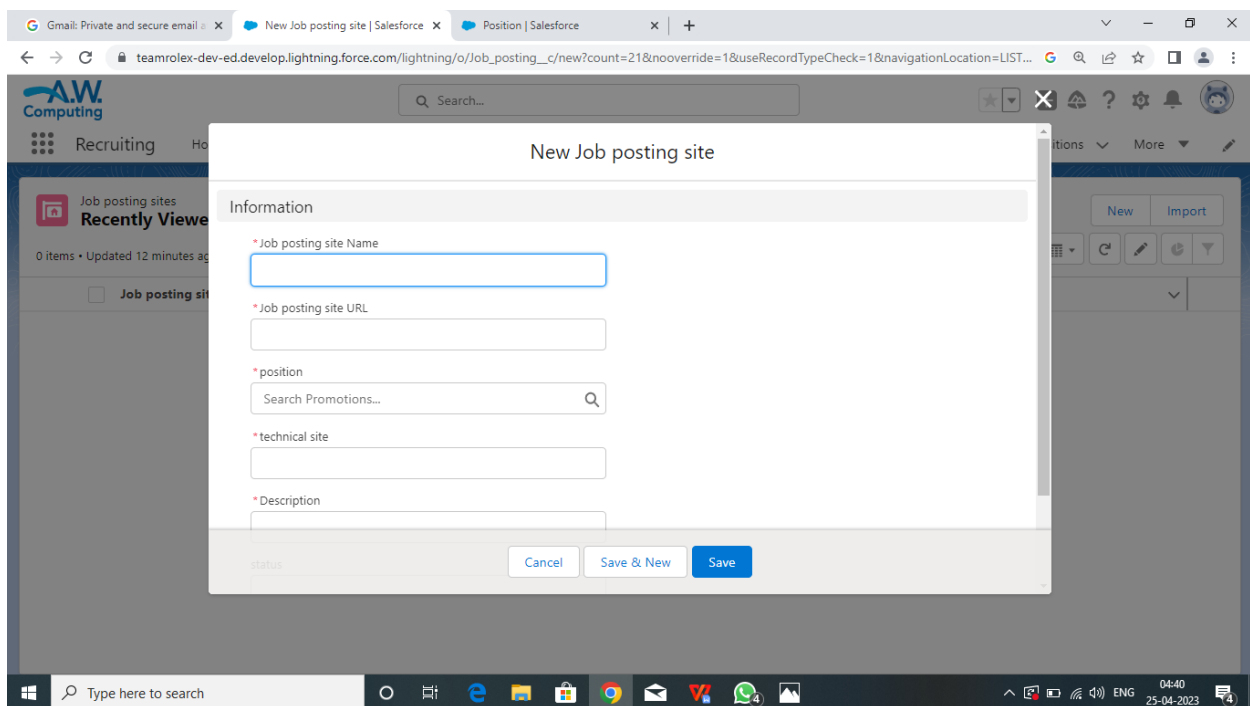
Object Name	Fields in the object	
Job Posting Sites	Field Label	Data Type
	Job Posting Site	Text
	Job Posting Site Name	Text
	Position	Master Detail
	Status	URL(255)
	Technical Site	URL(255)
Job Application	Field Label	Data Type
	Job Application Name	Text (80)
Technical Site	Field Label	Data Type
	Technical Site Name	Text(80)
New Job Postings	Field Label	Data Type
	Job Posting Number	Text(80)
	Job Posting Site	Master Detail
	Position	Master Detail
Reviews	Field Label	Data Type
	Job Posting Site	Master Detail
	Review Name	Text
	Status	URL
	Technical Site	URL

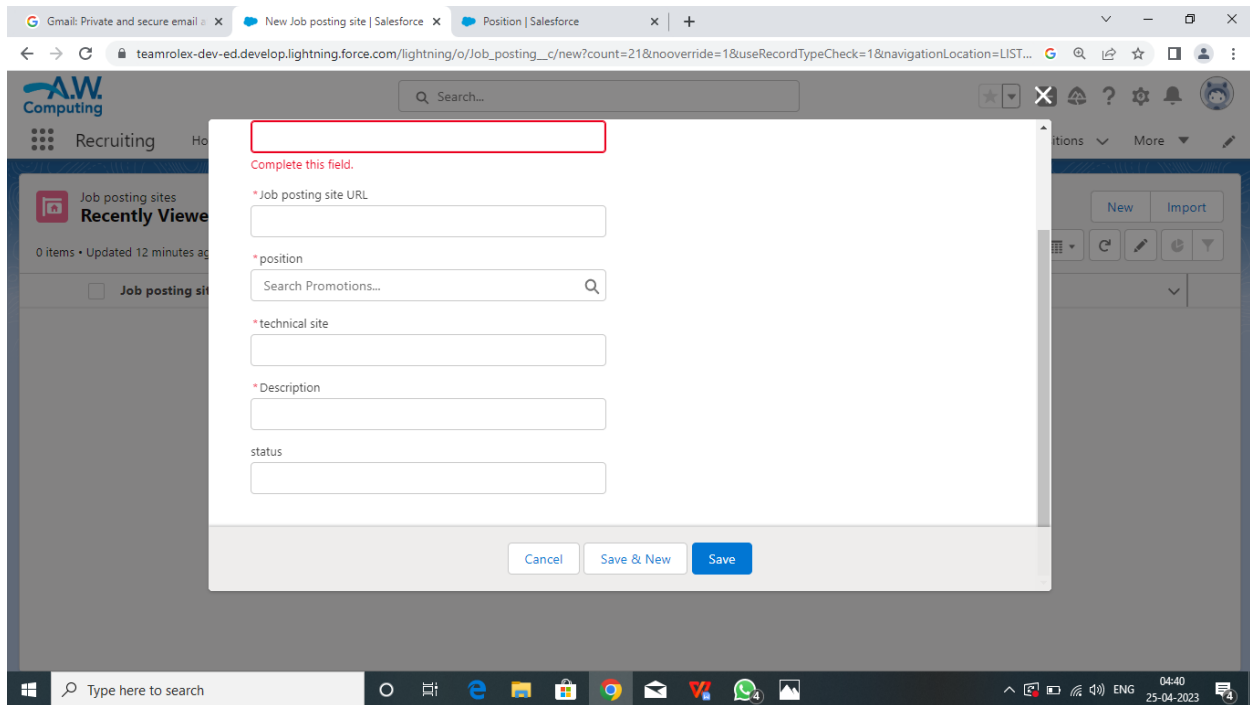
3.2 Activity & Screenshot

Over all App view



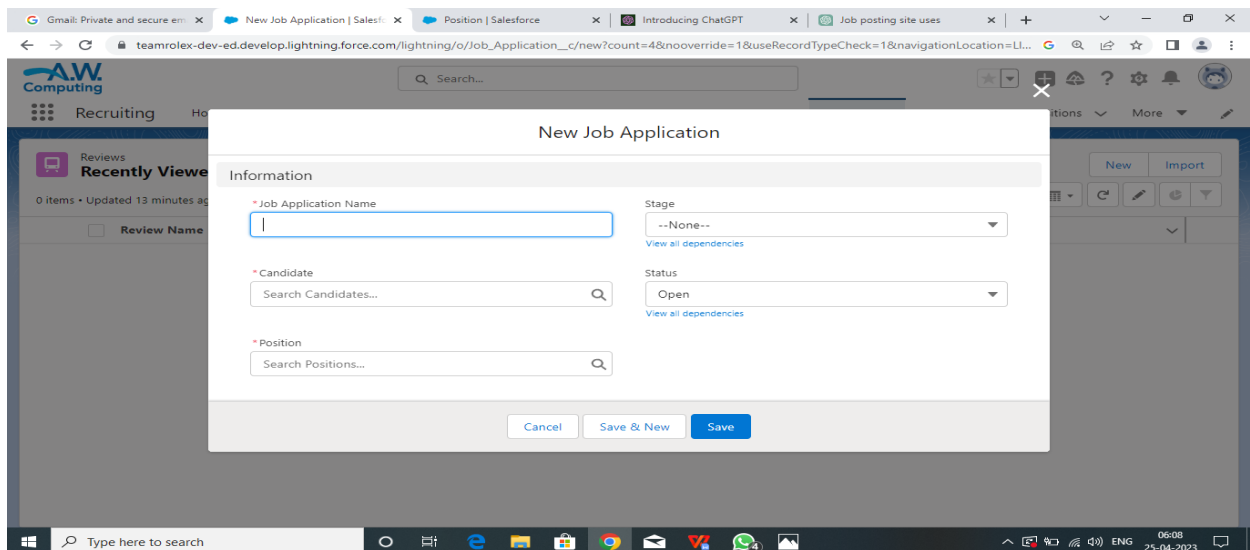
Job Posting Sites :





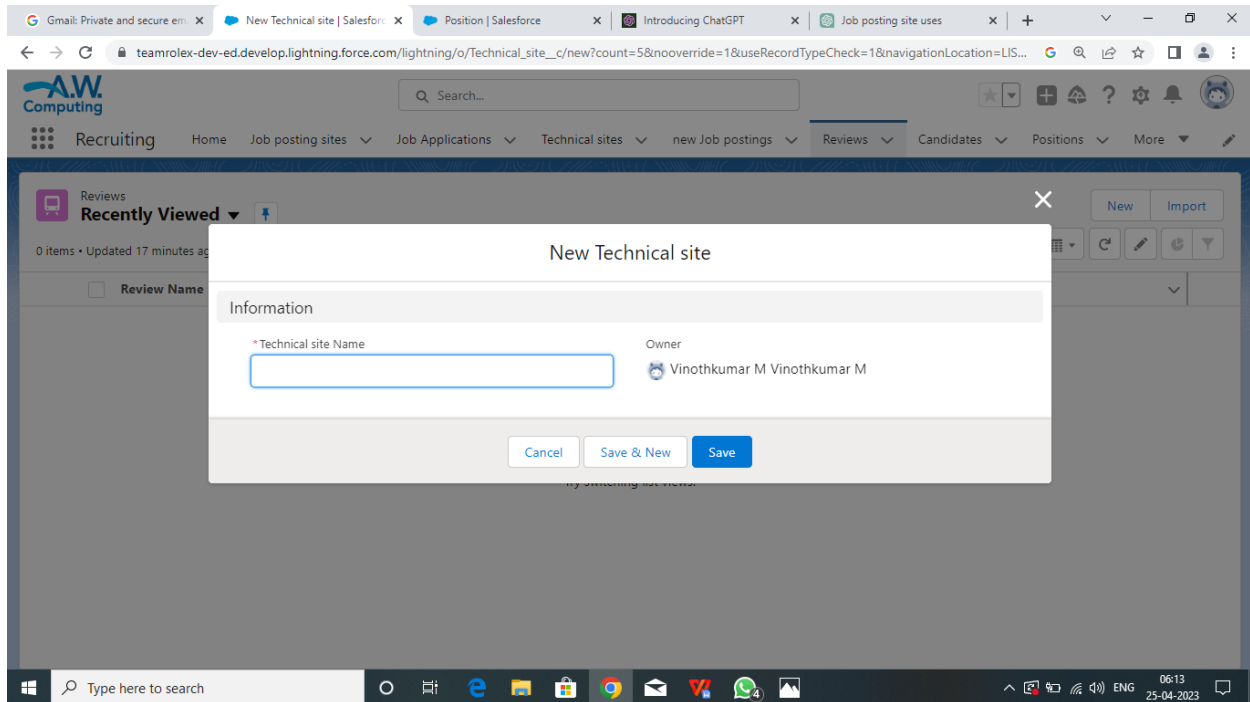
To Know about Job Posting site name, Job Posting site URL, Position, Status and etc.

Job Application :



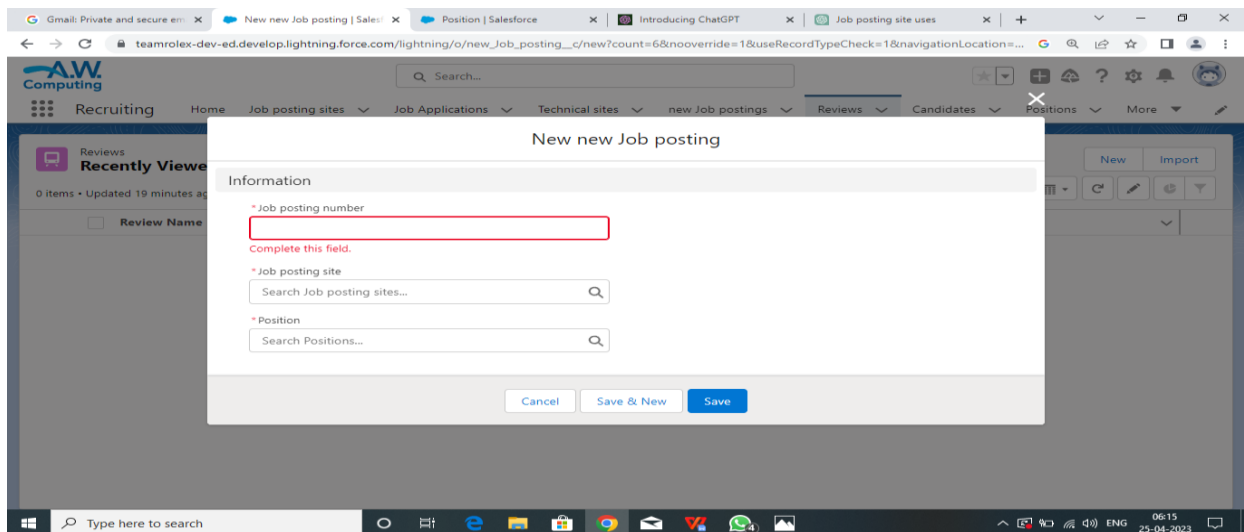
To know about Job Application Number, Candidate, Position, stage and status.

Technical Site :



To Know about Technical site and more.

New Job Postings :



To know about the job posting Number, Job Posting site and positions for the candidates.

Review :

The screenshot shows a web browser window with multiple tabs. The active tab is titled 'New Review | Salesforce'. The address bar shows the URL: `teamrolex-dev-ed.develop.lightning.force.com/lightning/o/Review__c/new?count=7&nooverride=1&useRecordTypeCheck=1&navigationLocation=LIST_VIEW...`. The page displays a 'New Review' modal form. The form has a title bar 'New Review' and a section 'Information'. The fields are as follows:

- Review Name:** A required field (marked with an asterisk) that is currently empty and has a red border with the text 'Complete this field.' below it.
- status:** A text input field.
- Technical site:** A text input field.
- Description:** A text input field.
- Job posting site:** A search field with the placeholder text 'Search Job posting sites...' and a magnifying glass icon.
- Position:** A search field with the placeholder text 'Search Positions...' and a magnifying glass icon.

At the bottom of the form are three buttons: 'Cancel', 'Save & New', and 'Save'. The background shows a Salesforce interface with a sidebar containing 'Recruiting', 'Home', and 'Job posting sites'. The top right of the page has a 'New' button and an 'Import' button. The Windows taskbar at the bottom shows the time as 06:16 on 25-04-2023.

To Know about Review name, Technical site, Description, Job Posting site, Position, Status and etc.

4 Trailhead Profile Public URL

Team Lead : <https://trailblazer.me/id/vvinothkumarm>

Team Member 1 : <https://trailblazer.me/id/vvbharathiraja>

Team Member 2 : <https://trailblazer.me/id/rvasanthan1>

Team Member 3 : <https://trailblazer.me/id/vvishnuram>

Team Member 4 : <http://trailblazer.me/id/ssabinath>

5 ADVANTAGE & DISADVANTAGE

Advantages:

There are several advantages to using a recruiting assistant for HR managers app, including:

- ❖ **Saves time and effort:** The app automates administrative tasks such as resume screening, interview scheduling, and sending out job offer letters, reducing the time and effort required for these tasks.
- ❖ **Improves the quality of hires:** By utilizing natural language processing and machine learning algorithms to analyze candidate profiles, the app can match suitable candidates to open positions, leading to better quality hires.
- ❖ **Enhances the candidate experience:** By providing timely feedback and automating tasks, the app can help improve the candidate experience and foster a positive employer brand.
- ❖ **Increases efficiency and productivity:** The app streamlines the recruitment process, reducing the time-to-hire and increasing the efficiency of HR managers, leading to improved productivity.
- ❖ **Provides data-driven insights:** The app can provide HR managers with insights into recruitment metrics such as time-to-hire, cost-per-hire, and candidate quality, helping them make data-driven decisions and continuously improve the recruitment process.
- ❖ **Customizable and scalable:** The app can be customized to meet the specific needs of an organization and can scale to handle recruitment processes of varying sizes and complexity.

Disadvantages:

While there are many advantages to using a recruiting assistant for HR managers app, there are also some potential disadvantages to consider:

- ❖ **Limited personalization:** The app uses algorithms to match candidates to job descriptions, which may not capture the full range of qualifications and experience that a human recruiter would consider.
- ❖ **Limited ability to assess cultural fit:** While the app can screen for basic qualifications and experience, it may not be able to assess more subjective factors such as cultural fit, which can be important in some hiring decisions.
- ❖ **Initial cost and setup time:** Implementing the app may require an initial investment of time and money to set up and train the system.
- ❖ **Risk of errors or bias in algorithms:** Like any AI system, the recruiting assistant may be subject to errors or bias in its algorithms, which could lead to unfair or incorrect hiring decisions.
- ❖ **Dependency on technology:** The app relies on technology, which may be vulnerable to errors or technical issues, leading to delays or disruptions in the recruitment process.
- ❖ **Potential job loss:** The automation of some recruitment tasks may reduce the need for human recruiters, leading to potential job loss in the industry.

APPLICATIONS

- ❖ **Job posting and distribution:** The application would allow HR managers to post job openings on multiple job boards and social media platforms, increasing the reach of the job posting.
- ❖ **Candidate sourcing and screening:** The application would use AI and machine learning algorithms to search for and screen potential candidates, reducing the time and effort required for HR managers to find qualified candidates.
- ❖ **Resume parsing:** The application would automatically parse and extract information from candidate resumes, making it easier for HR managers to quickly review and compare candidates.
- ❖ **Interview scheduling and management:** The application would provide tools for HR managers to schedule and conduct interviews, including video interviews and other virtual formats.
- ❖ **Candidate management:** The application would provide a centralized location to store candidate information, including resumes, notes, and interview feedback.
- ❖ **Analytics and reporting:** The application would provide insights into recruitment metrics, including time-to-hire, cost-per-hire, and candidate source effectiveness.
- ❖ **Customization and scalability:** The application would be customizable to meet the specific needs of an organization and scalable to handle recruitment processes of varying sizes and complexity.

CONCLUSION

In conclusion, a recruiting assistant for HR managers application is a valuable tool for streamlining the recruitment processes. The application can help HR managers post job openings on multiple job boards and social media platforms, use AI and machine learning algorithms to search for and screen potential candidates, parse resumes, schedule and manage interviews, provide a centralized location to store candidate information, and provide insights into recruitment metrics. The application can be customized to meet the specific needs of an organization and scalable to handle recruitment processes of varying sizes and complexity. By using a recruiting assistant for HR managers application, HR managers can optimize their recruitment processes, reduce time and effort, improve candidate experience, and enhance the overall recruitment experience

FUTURE SCOPE

The future scope for recruiting assistant for HR managers application is vast and exciting. Here are some potential developments that we might see in the coming years:

❖ Integration with AI and machine learning:

As AI and machine learning technology continues to advance, we can expect recruiting assistant applications to integrate more advanced algorithms to better match candidates with job openings and improve the accuracy of screening processes.

❖ Virtual and augmented reality:

Virtual and augmented reality technology can be used to provide candidates with immersive experiences, such as virtual job tours, to help them get a better sense of the company culture and work environment.

❖ Blockchain technology:

Blockchain technology can help HR managers verify the accuracy of candidate credentials and employment history, improving the hiring process and reducing the risk of fraud.

❖ Predictive analytics:

Predictive analytics can be used to analyze HR data and identify patterns and trends that can help HR managers make more informed decisions about recruitment strategies and candidate selection.

❖ Personalization:

Recruiting assistant applications can be personalized to provide candidates with a more customized experience, such as personalized job recommendations, based on their skills, experience, and interests.

❖ **Mobile-first design:**

As more job seekers use mobile devices to search for jobs, we can expect recruiting assistant applications to be designed with mobile-first in mind, providing a seamless experience for candidates and HR managers alike.