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Transparent Interaction between Candidate and HR for Recruitment

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Abstract: Most of the employers are having less time to process recruitment related activities. Resume sent by the candidates are not properly organized. Information regarding individual resume will consume more time of HR in processing. This application will help HR to post job advertisement for recruitment using Artificial Intelligence. Most of the time candidates are confused regarding some issues like when this add posted? what is the last date for interview etc. After particular time, that job post will be removed from forum by the HR. This application will map individual's proficiency with the job title of company. After this title matching HR will choose desired candidates for further processing.

Keywords: Proficiency, Artificial Intelligence, Recruitment.

I. INTRODUCTION

Today's internet websites are aware about the requirement of employer and job seeker they provide strong interaction among them using platforms like Linked-In, Monster.com which reduce recruitment cost, increase the recruitment speed. But some problems on both sides employer has large amount of data to process and job seekers has certain issues like is it trustworthy site to share information, it is mostly impossible for candidates to get an overview of all related positions or when the given add is posted online etc. Now we are focusing on problems of HR after posting job advertisement employer get huge number of resumes to process even if when he want to employ single person it is difficult to analyze resumes manually so we are including the concept of smart agent/employer agent. Employer agent will do all activities which real employer does. It has following responsibilities

A. Job Posting

This application will help HR to post job advertisement for recruitment. Most of the time candidates are confused regarding some issues like when this 'job add' posted? what is the last date for interview etc. After particular time, that job post will be removed or disabled from forum by the HR. This application will map individual's proficiency with the job title of company.

In this system add job post module work for HR to post job advertisement in effective way it requires some input parameters like job designation, job location, skills required, etc. and clicking on submit button by HR, it will generate advertisement in poster form.

B. Job criteria

This helps to ensure that candidates self-select and only candidates matching those skills will apply for job.

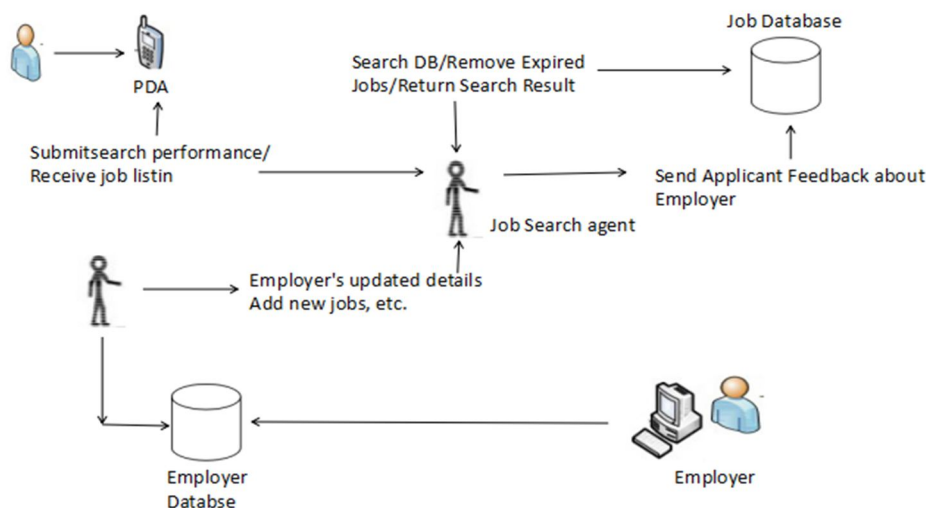


Figure-1: Job Search Flow Architecture

In the above Figure-1 shows the flow of job search which is started from the Applicant who wants a job. And Employer who ready to recruit them for any particulars. For that purpose “Applicant searches” a job references to apply. Then the “job search agent ” sends the feedback about employer for the further processing as Search DB or Remove Expired jobs or Return Search result etc. Then other side “Employer agent” updates the details like add new jobs, update vacancies etc. from the Employer Database.

II. LITERATURE SURVEY

In the present scenario, existing recruitment process has some limitations and it is time consuming process. There are any of different job sites are available like Monster.com , Indeed ,etc. Candidate feels incomplete and affected when faced with the challenge of which sites to utilize.

Table-1:Literature survey

Title	Description
[1]LinkedIn: Key Principles and Best Practices for Online Networking & Advocacy by Nonprofit Organizations	LinkedIn is a Resource for career to network, and get resources and support, and also build relationships with customers and clients.
[2]Study On Recruitment through Social Media Networking Sites	It describes alertness about the recruitment through social media. Social Media in recruiting process is a win-win for both company and customers and clients.

III. SYSTEM ARCHITECTURE

The system architecture for “ Transparent Interaction between candidate and HR for Recruitment “ is as follow:

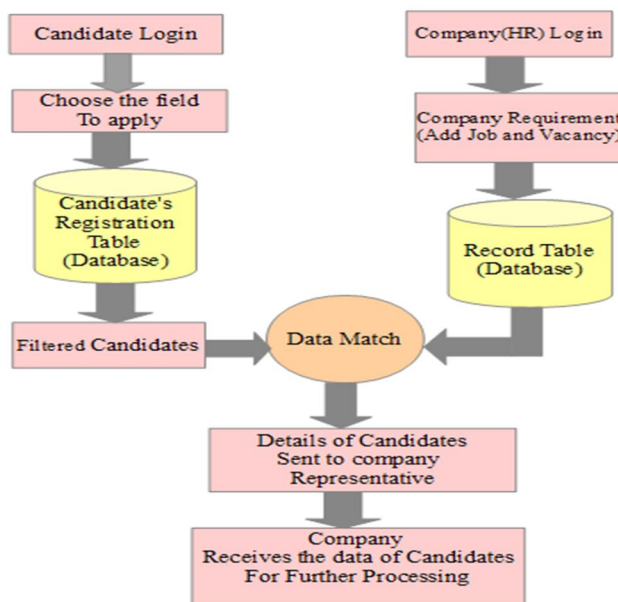


Figure-2: System Architecture

Above Figure-2 shows the architectural flow diagram our system “Transcription Interaction Between Candidate and HR for Recruitment”.

There are two Login and Sign-up for the Candidate Login and HR Login(For Company) .

Then HR will Register the company and enters into the Home Page for the adding the data about company or industry or organization. Then HR will Add the job Post and information related to that job posting like Job Title, Job requirement, Enable /Disable post ,Vacancies etc. At the HR side, this all type of data will stored in the HR database i.e. Record Table.

And Candidate side , First Login and sign-up of candidate. After that candidate will choose the field to apply that particular job. This all data is store in the database(Registration Table Database). Then Filtered candidates data is matched with the posted job details .and matched data will sent to the company representative. After that HR of particular company will able to use the candidates data for further processing. In this way system will works.

IV. ADAVANTAGES

A. Large geographical reach

This system gives you a much better opportunity of finding the correct candidate for the job.

B. Quickness

For companies needing to recruit employees quickly to manage extra work, cover sickness, leave or other employees shortages. Etc.

C. Lower Cost

Online recruitment is a very cost-effective.

D. HR Interaction with candidates

Online working via websites or portal the way of the future. So everyone wants quick process to got job, here this system works faster and efficient way. There is need to interaction with the candidates.

E. Transparency

This system includes the interaction between candidates and HR, which is transparent. Transparency is needed for better performance.

V. CONCLUSIONS

In this paper we are providing process of online recruitment, Online recruitment process helps to give perfect candidate for perfect job in industry or company or organizations in very easy way.

That gives the openness for all candidate to do the job according to their proficiency.

This application will make the transparent communication between candidate and HR for the recruitment process.

VI. ACKNOWLEDGMENT

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