
HR ASSESSMENT USING TOOL AI COMPLETE

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ABSTRACT

This will enable a more effective way to short list submitted candidate CVs from a large number of applicants providing a consistent and fair CV ranking policy, which can be legally justified. System will rank the experience and key skills required for particular job position. Than system will rank the CV's based on the resume details, student hobbies, strength, weakness or system conduct 15 to 16 questions for personality prediction purpose, experience and other key skills which are required for particular job profile.

This system will help the HR department to easily shortlist the candidate based on the CV ranking policy. This system will focus not only in qualification and experience but also focuses on other important aspects which are required for particular job position.

This system will help the human resource department to select right candidate for particular job profile which in turn provide expert workforce for the organization. Candidate here will register him/herself with all its details.

Candidate can also fill an online form in that Resume details, hobbies, strengths, weakness, or our side 15 to 16 analysis on questions After completing this entire things system shortlist top candidates and Auto mail send to candidates it also presents the work done result of the employee to the Manager who evaluates the top employees based on work efficiency and easily shortlist company's employee of the year.

I. INTRODUCTION

The AI-Powered Candidate HR Assessment Tool is a web-based platform designed to streamline and enhance the recruitment process. It allows candidates to create detailed profiles, enriched by AI-driven assessments, improving their visibility and job prospects. HR professionals can search for candidates based on skills, experience, and education while leveraging advanced filtering and subscription-based premium services.

****Scope:**** The platform facilitates user registration, AI-powered profile generation, resume parsing, and priority listing for candidates. HR professionals can search and shortlist candidates, while administrators manage user accounts, subscriptions, and notifications. The system also supports payment gateways, Email/SMS notifications, and advanced analytics.

Scope of Project development

- This system will automatically determine the key skill characteristic by defining each expert's preferences and ranking decisions.
- The presented system automates the processes of requirements specification and applicant's ranking.
- The proposed system produces ranking decisions that were relatively highly consistent with those of the human experts.
- The proposed system present the shortlisted candidates auto mail send process.
- This system will enable a more effective way to short list submitted candidate CVs from a large number of applicants providing a consistent and fair CV ranking policy.

II. TECHNOLOGY USED

Backend:** Node.js with Express.js

Frontend:** EJS and Bootstrap 5

Database:** MySQL

Hosting:** AWS or DigitalOcean

Payment Gateway:** Stripe / Razorpay

Email/SMS Services:** Nodemailer and Twilio/AWS SNS

Functional Requirements:

- **Candidate Module:**
- User registration and login
- AI-powered profile generation
- Resume upload and parsing
- Profile editing and priority listing
- **Recruiter Module:**
- Company account creation
- Candidate search and filtering
- Viewing AI-generated profiles
- Shortlisting and bookmarking profiles
- Subscription plans for extended search
- **Admin Panel:**
- User and subscription management
- Payment monitoring
- Email and SMS notification logs
- Data analytics dashboard

Non-functional Requirements

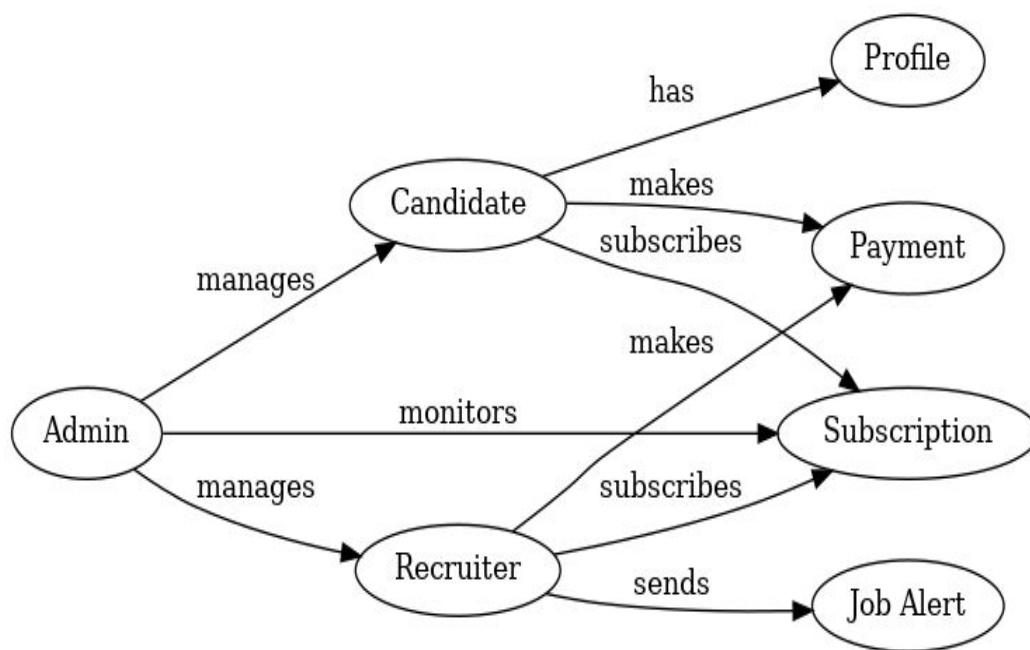
Performance: Fast response time and optimized database queries.

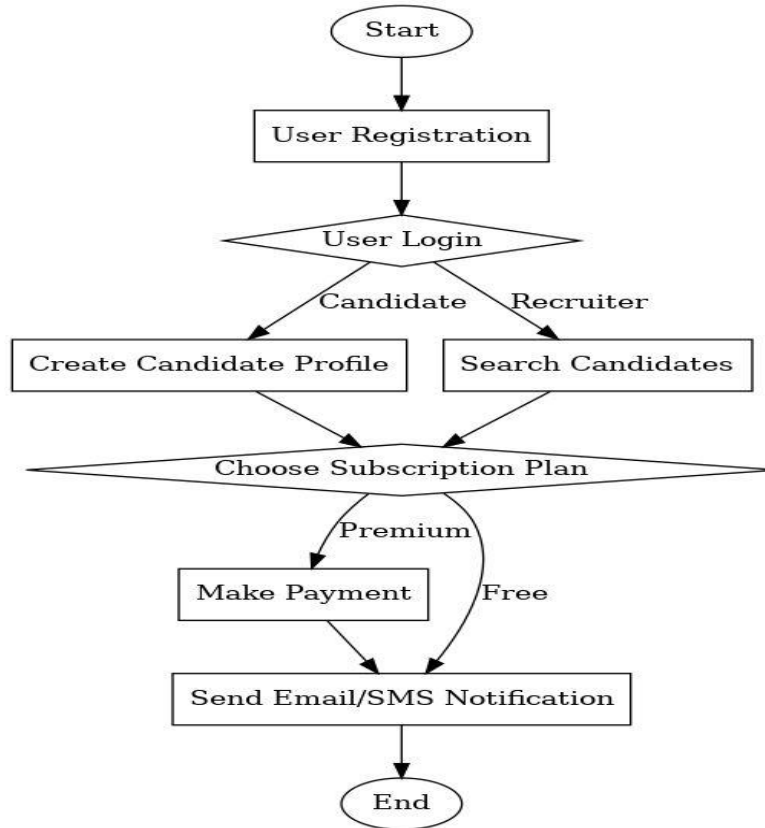
Security: End-to-end encryption, secure JWT authentication, and role-based access control.

Usability: Intuitive UI and responsive design for desktop and mobile devices.

Reliability and Availability:99.9% uptime, regular backups, and disaster recovery plans.

III. SYSTEM ARCHITECTURE





System Design:

[Home](#) [Login](#) [Admin](#)

ADMIN LOGIN

Username

Password

[Login](#)

[Dashboard](#) [Jobs](#) [Search](#)

[+ New Job](#)

Job Opening

Job Title

Job Description

Provide a detailed job description.

Job Type

Job Salary

Job Location

Last Day to Apply
 mm/dd/yyyy

[Cancel](#) [Save](#)

Sign in to your account

Email address

Password

Role
 Candidate Organization / Enterprise

[Sign in](#)

Dont have an account? [Sign up at below link](#)
[For Candidtes](#) [For Enterprise/Organization](#)

Dashboard [Jobs](#) Search

[+ New Job](#)

Job Roles

Total Jobs Posted: 21

Title	Salary	Location	Type	Status	Posted on	Last Date	Shortlisted Candidate
Galaxy Developer	11111111.00	Space	Part-time	Active	19 Feb 2025	20 Feb 2025	Show List
AI Developer	11111.00	India	Part-time	Active	19 Feb 2025	20 Feb 2025	Show List
Timepass Developer	10000.00	Timepass Square	Full-time	Active	19 Feb 2025	20 Feb 2025	Show List
Full-stack Developer	95000.00	New York	Full-time	Active	19 Feb 2025	05 Jun 2025	Show List
Cloud Architect	120000.00	Denver	Full-time	Active	19 Feb 2025	10 Jun 2025	Show List
Business Development Manager	75000.00	Austin	Full-time	Active	19 Feb 2025	01 Jul 2025	Show List
Game Developer	95000.00	Miami	Full-time	Active	19 Feb 2025	30 Jun 2025	Show List
Scrum Master	95000.00	Seattle	Contract	Active	19 Feb 2025	25 May 2025	Show List
Database Developer	85000.00	New York	Full-time	Active	19 Feb 2025	25 Jun 2025	Show List
Software Tester	60000.00	Miami	Contract	Active	19 Feb 2025	30 Jun 2025	Show List
Cloud Engineer	90000.00	Denver	Full-time	Active	19 Feb 2025	15 Jun 2025	Show List
Software Engineer	75000.00	New York	Full-time	Active	19 Feb 2025	01 Jun 2025	Show List
Customer Support Specialist	45000.00	Austin	Contract	Active	19 Feb 2025	25 Jun 2025	Show List
Technical Support Specialist	50000.00	Los Angeles	Contract	Active	19 Feb 2025	15 Jun 2025	Show List
Cybersecurity Specialist	95000.00	Seattle	Full-time	Active	19 Feb 2025	10 Jun 2025	Show List
Sales Representative	50000.00	Los Angeles	Contract	Active	19 Feb 2025	30 Jun 2025	Show List
Network Engineer	75000.00	Chicago	Full-time	Active	19 Feb 2025	20 Jun 2025	Show List
Frontend Developer	70000.00	Denver	Full-time	Active	19 Feb 2025	10 Jun 2025	Show List
Backend Developer	80000.00	Austin	Full-time	Active	19 Feb 2025	25 Jun 2025	Show List
UX Designer	70000.00	Seattle	Internship	Active	19 Feb 2025	30 May 2025	Show List
Product Manager	95000.00	Chicago	Full-time	Active	19 Feb 2025	01 Jul 2025	Show List

IV. CONCLUSION

The AI-Powered Candidate HR Assessment Tool streamlines recruitment by automating candidate profiling, enhancing search capabilities, and offering subscription-based premium services. This scalable, secure, and user-friendly platform benefits both job seekers and recruiters while simplifying administrative tasks.

V. REFERENCES

- [1] Five Factor Model of Personality: Goldberg LR, et al. (2006), "The international personality item pool and the future of public-domain personality measures". J Res Pers 40(1):8496, 2006.
- [2] E. Tupes and R. Christal. "Recurrent personality factors based on trait ratings". Journal of Personality, 60(2):225251, 1992.
- [3] R. McCrae and O. John. "An introduction to the five-factor model and its applications". Journal of Personality, 60(2):175215, 1992.