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Personality Prediction through CV Analysis

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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 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.

I. INTRODUCTION

Personality is much more than a mask now; it could possibly determine whether a person is suitable for a particular job profile. It tells us if a human is capable enough to lead, influence and communicate effectively with others. The first step of recruitment is the job application which consists of personal details, experience, and most importantly CV. Companies typically receive thousands of applications per job opening and have a dedicated team of screeners to select qualified candidates. It is very difficult for human beings to manually go through the CV of all applicants. Many candidates get filtered out in the first round itself on the basis of suitability, improper CV, not being skilled enough. Hiring the right candidate is a very difficult task as no candidate is perfect, some might not be skilled enough or some might not have the right personality. Hence, we propose a way in which the process of shortlisting gets streamlined and faster by personality prediction.

II. METHODOLOGY

SVM Algorithm

SVM works by mapping data to a high-dimensional feature space so that data points can be categorized, even when the data are not otherwise linearly separable. A separator between the categories is found, then the data are transformed in such a way that the separator could be drawn as a hyperplane. Following this, characteristics of new data can be used to predict the group to which a new record should belong.

Big Five Test

Big Five Personality test also known as OCEAN Model analyses personality types of individuals based on five dimensions - Openness(O), Conscientiousness (C), Extraversion (E), Agreeableness (A), Neuroticism(N). With each of the dimensions signifying a different personality type. It uses keywords to identify traits and analyze in which personality a person fit.

Openness: As the word suggests, This quality features characteristics such as openness and imagination and curiosity.

Conscientiousness: Conscientiousness talks about a high amount of thoughtfulness, a goal-oriented attitude and good decision-makers.

- Extraversion: Extraversion also means extroversion is identified by excitement, talkativeness and assertiveness.
- Agreeableness: Agreeableness refers to features such as trust, affection and social behaviour of an individual.
- Neuroticism: Neuroticism includes attributes like sadness, moodiness and sudden burst of emotions.

III. MODELING AND ANALYSIS

Model and Material which are used is presented in this section. Table and model should be in prescribed format.

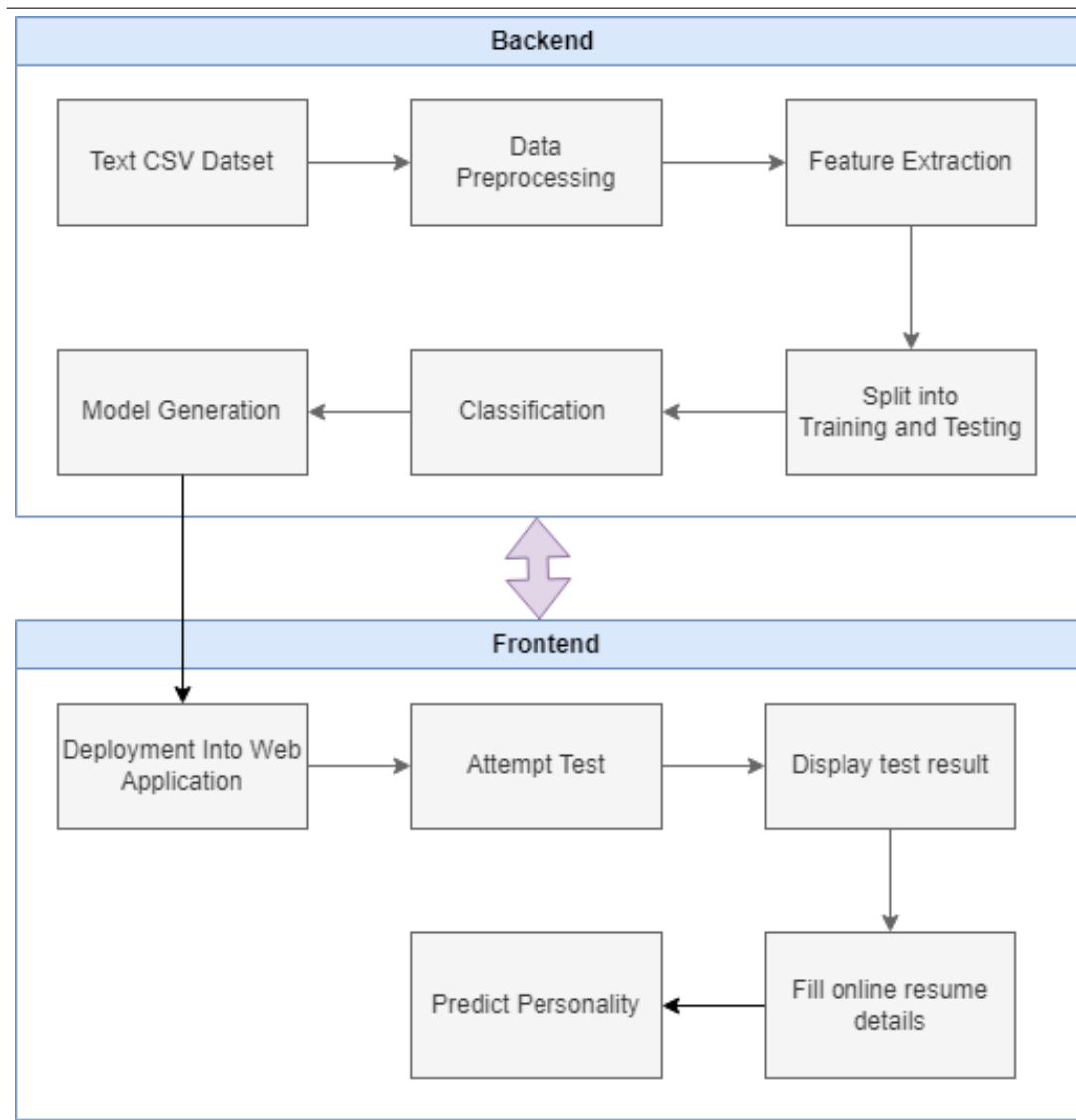


Figure1: System Architecture

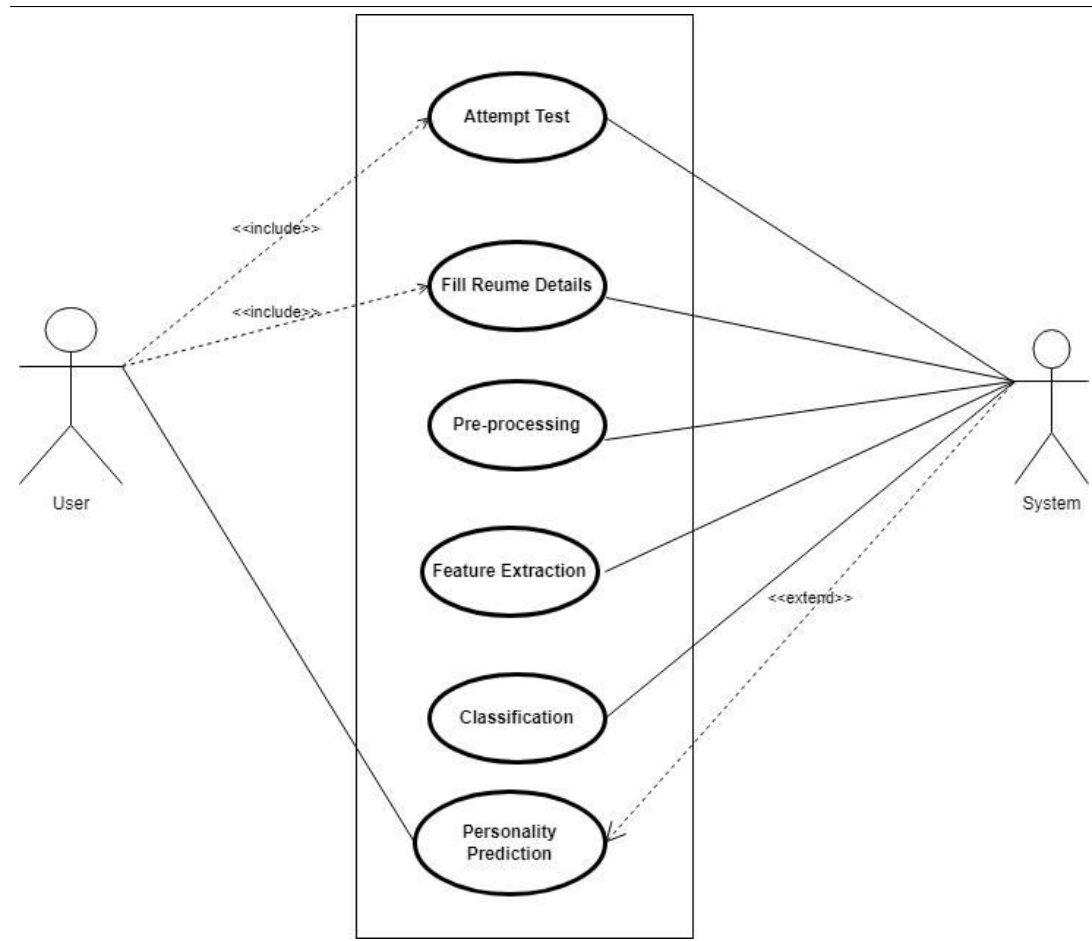


Figure2: Use case Diagram

VI. OTHER SPECIFICATIONS

1 ADVANTAGES:

- This system can be used in many business sectors that may require expert candidate.
- This system will reduce workload of the human resource department.
- Admin or the concern person can easily shortlist a candidate based on their online test marks and can select an appropriate candidate for desired job pro- file.

2 LIMITATIONS:

- Requires an active internet connection.
- May provide inaccurate results if data not entered properly.
- This system requires large memory space as it stores data related to CV's.

3 APPLICATIONS:

- 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.
- Concern person can easily shortlist a candidate based on their CV and can select an appropriate candidate for desired job profile.



VII. CONCLUSION

In today's age, the applicants and the employers can easily carry out the application and the recruiting process respectively. The system that we have put forward is an online application-based approach which is an unbiased system that selects a candidate accurately. As our system also analyzes the personality of the candidates, recruiters can hire individuals on the basis of their overall temperament as well as according to the requirements of the hiring committee.

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