Personality Prediction System Through CV Analysis

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Abstract- *In Existing System the work is done manually. Those companies who want to make recruitment need to do it manually. Propose student prediction system is most vital approach which may be used to differentiate the student resume on the basis of the student percentage. The interviews are taken manually. In the chronicle of digital technology, there have been various attempts at providing the application to provide Job Seekers, to submit their CV by filling proper information and apply for job, where Employer or Job Giver can select best Employees from available candidate profile. Here job givers can submit their job posts online and all interested job seekers can apply to these job post.. This application enables a more effective way to shortlist submitted candidate CV and select right candidate for particular job profile.*

Keywords- CV, Job Giver, Job Seeker, Admin

I. INTRODUCTION

Personality Prediction System is a web application built on Java platform. It provides thecandidates, ability to register to this application and manage their accounts. Each candidate will have an account with their homepage. On the other hand, Employers those are willing to publish the jobs for their company to candidates, can register to the system and get their own job created and can post jobs to application's database. Registered Employers can add or remove jobs and these jobs can be seen by various candidates and they can apply for the job. Main aim of this web application is to make an user friendly platform where, applicant can register themselves to particular jobs easily and is accessible to everyone who are interested. The purpose of the application is to provide Job Seekers, to submit their CV by filling proper information and apply for job, where Employer or Job Giver can select best Employees from available candidate profile. This will enables 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. Then system will rank the CVs based on the experience and other key skills which are required for particular job profile. 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 and will fill their own CV into the system which will be further used by the system to shortlist their CV.

II. LITERTURE SURVEY

According to E.S. Lima, Leandro Nunes De Castro,(2014), In this work, we put forward asystem that automates the eligibility check and aptitude evaluation of prospective candidatesin a recruitment process. Implemented as a web application, the system lets employers post new job openings. Interested candidates could apply by filling an online resume and inputting their twitter handle. The system estimates their emotional aptitude by analyzing the tweets while professional eligibility is verified through the entries given in the online resume. Big Five Personality Model (also known as Five Factor Model) is used to predict the personality traits of the users and assess their emotional quotient. Machine learning techniques such as supervised classification is used to model the personality predictor. Meta-attributes from the tweets are considered for the process, while the actual contents are ignored, thus protecting the privacy of the users. Regression techniques are then employed to assign a compatibility score to each applicant. The system outputs a list of candidates ranked in the order of the compatibility score to the employer who posted the job offer.

According to Wahiba Ben Karaa,(2010), Information and Communication Technologies have introduced new practices in human resource management functions such as e-recruitment. Job seekers submit their Curriculum Vitae (CV) via the Web, or send them directly to a company. The area of e-recruitment is facing a growing number of these documents which are in different formats, and contain a large amount of information. Then, it has become imperative to use automated techniques to identify, extract, and exploit information from CVs to find the most appropriate one for a given post. Our work focuses on CVs analysis.

Odiagba E,(2004), said that in many organization, enough and quality time is allocated to exercise, in order to ensure a successful outing.

According to Nadler Ed,(1984), recruitment is the premier major step in the selection process in the organization. It has been explained as an activity directed towards obtaining appropriate human resources whose qualification and skills

match functions of the relevant posts in the organization. Its importance cannot be over emphasized and can be best described as the "heart" of the organization.

Elwood F,etal(1996), said that the process of recruiting new staff is a critical. To large extent, the success of an organization depends on it. This so because, when the right crop of manpower is enrolled, it makes for a better work output. On the other hand, employingthe wrong candidate will mar the future of that organization.

III. PROPOSED SYSTEM

Simple and professional GUI for users of all qualification groups. Increased filtering for employees seeking job as a fresher or as a Experienced individual. Personality Prediction

System through CV Analysis is a web application built on Java platform. It provides the candidates, ability to register to this application and manage their accounts. Each candidate will have an account with their homepage. On the other hand, Employers those are willing to publish the jobs for their company to candidates, can register to the job and get their own job created and can post jobs to database. Registered Employers can add or remove jobs and these jobs can be seen by various candidates and they can registered themselves for the job. Main aim of this web application is to make an user friendly platform where and is accessible to everyone who are interested. The purpose of the application is to provide Job Seekers, to submit their CV and apply for job, where Employer or Job Giver can select best Employees from available candidate profile. The main users in the project can be categorized into three modules as follows:

1. Admin
2. Job Giver
3. Job Seeker

The definition of every user is as follows:

- **Admin:** The authorized person who controls all the network. Can register a Job Giver. Can view details of all Job Seekers and can even remove them. Can view details of all Job Givers and can even remove them.
- **Job Giver:** Upload job post and required criteria. Can view list of already available job post.
- **Job Seeker:** Register on the website. Upload online resume. Can view list of all available Job post, satisfying its resume details. Can apply to any desired job post.

IV. IMPLEMENTATION

The implementation of the personality prediction system is describe below :

A. ALGORITHM (FUZZY LOGIC)

In the proposed system, we use the concept of fuzzy logic model to predict the results. Fuzzy logic represent the result in the form of true or false. It represents the predicted values in the form of Boolean values (1 or 0) for true or false. The idea of using the fuzzy logic is that to computing the degree of truth. In this prediction system, we predict the results based on the percent and qualification of the Job Seeker. If it matches with the required qualification of the Job Giver then the system returns that the Job Seeker is shortlist for particular company.

The following algorithm explain the step by step procedure of the prediction system.

1. Get user Id of login user(student)
2. Get his or her following details
    a. percentage
    b. qualification

Get list of companies

3. Get require criteria for each company
4. Compare require criteria with student qualification percentage
5. If (true) then
6. save company ID into another variable
7. else
8. skip
9. print list of companies on student login

B. SYSTEM ARCHITECTURE

Following figure shows the schematic view of the software architecture of the system. Three main components Admin, Job Giver, Job Seeker. The following figure shows the process of the three components.

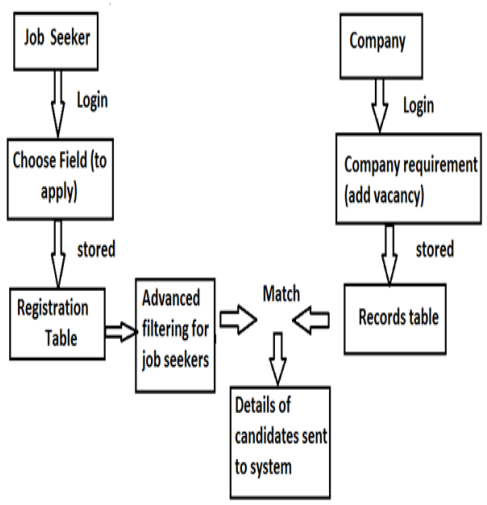

Fig : Software Architecture

C. PROCESS ALGORITHM

- Processs Algorithm for Admim :

1. Admin enter to the website.
2. Enter the admin ID and Password into the admin login form
3. If admin can not login then go to step Else
Go to step 4
4. Admin manage the jobseeker and company
5. Admin manage the news and advertise
6. Admin make the job status report

- Process Algorithm for User :

1. Jobseeker open the website
2. Enter the user ID and Password into the user login form
3 . If user cannot register then fill the register form then go to step 2
Else
Go to step 4
4. Jobseeker view the job posts
5. Jobseeker update the profile

- Process Algorithm for Company :

1. Company open the website
2. Enter the user ID and Password into the user login form
3. If user cannot register then fill the register form and go to step 2
Else
Go to step 4
4. Company view the advertisement
5. Company update the profile

V. RESULT AND DISCUSSION

The proposed system used in many business sectors that may require expert candidate. And also it reduce workload of the human resource department. It help the human resource department to select right candidate for particular job profile which in turn provide expert workforce for the organization. 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 profile. Be one of the first few candidates to receive opportunities thus enhancing the chances of your application getting shortlisted before others.

VI. CONCLUSION AND FUTURE SCOPE

The application deals with effective communication between Job seekers and that of Job Givers. The Job Seekers will fill out their resume and will get list of all the available jobposts, satisfying their criteria. The Job Givers will upload new job posts, and its criteria. The job seekers can apply to any of the available job posts. Admin has complete right to view list of all existing recruiters and users. Admin has right to remove any of the users. The core functionality of the application has been successfully implemented. The future scope of the application is to implemented features like user forum and online interview preparation.

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be made more secure and reliable.

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