

HIREXTRA ASNA AI

AI BASED RECRUITMENT
SOLUTION – JOB MATCH O METER



APPLICANT SKILL ANALYSING ALGORITHM USING ARTIFICIAL INTELLIGENCE ASNAI





Background : Approximately 800,000
Recruiters face the same problem of
finding right candidates at faster pace



Problem - Recruiters spend hours, days,
weeks, sometimes months in finding
suitable Talent for Given Mandate

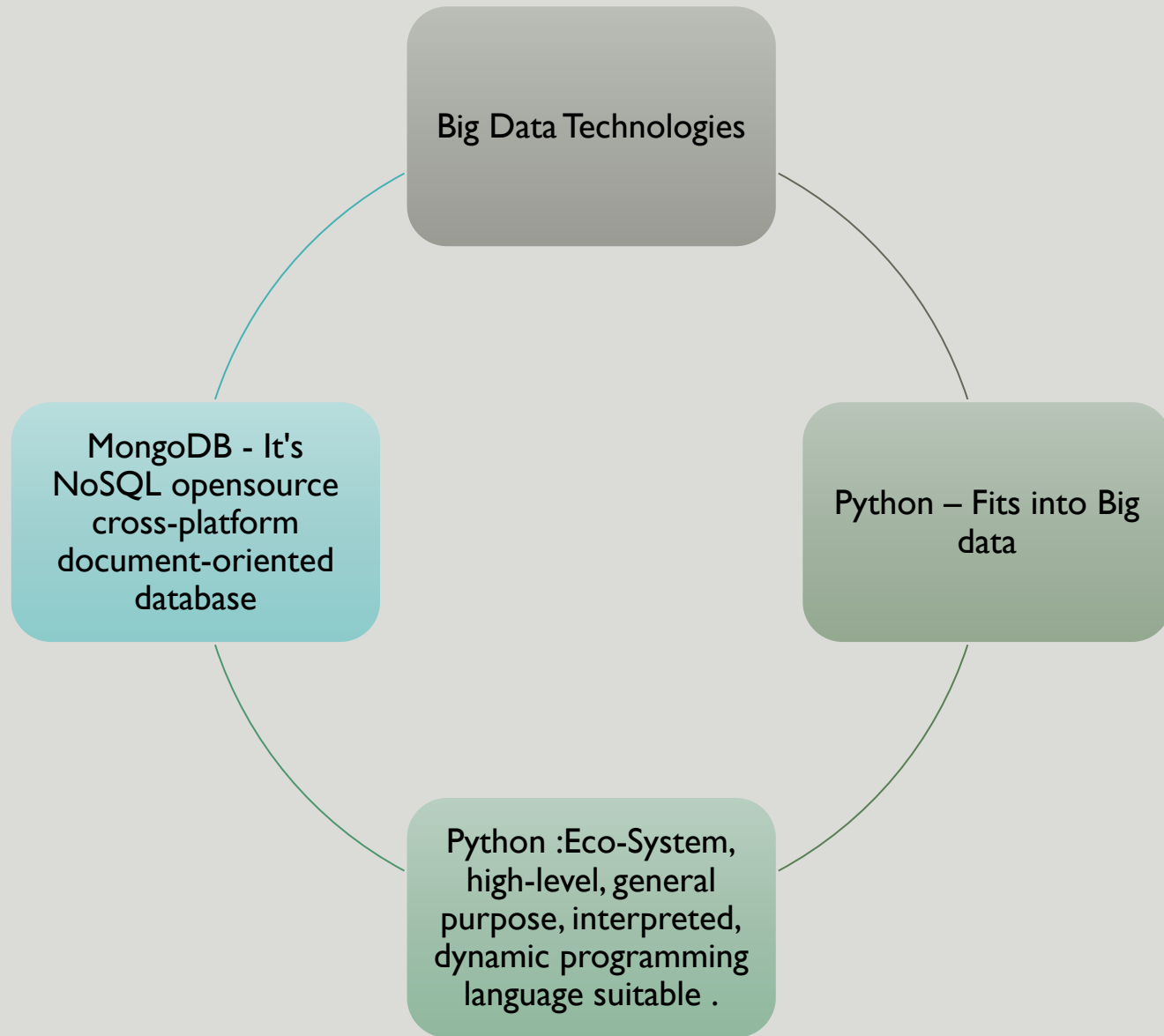


Solution -- Simple Automatic AI based
Candidate selection (from the LinkedIn
data, monster data)



AI Solution that works like human and
learns from previous Acceptance &
Rejections

PROBLEM & SOLUTION



BIG DATA TECHNOLOGIES



Data Collection



Variable
Identification



Validation &
Cleaning



Addition of
derived variables



Preparation of
Model Set



Divide Training and
Testing dataset

DATA SCRUBBING

SOLUTION FRAMEWORK

Receive JD –
Representation
of Data

DB- Job
Description
DB,

Candidate DB

Data
Pre-Processing

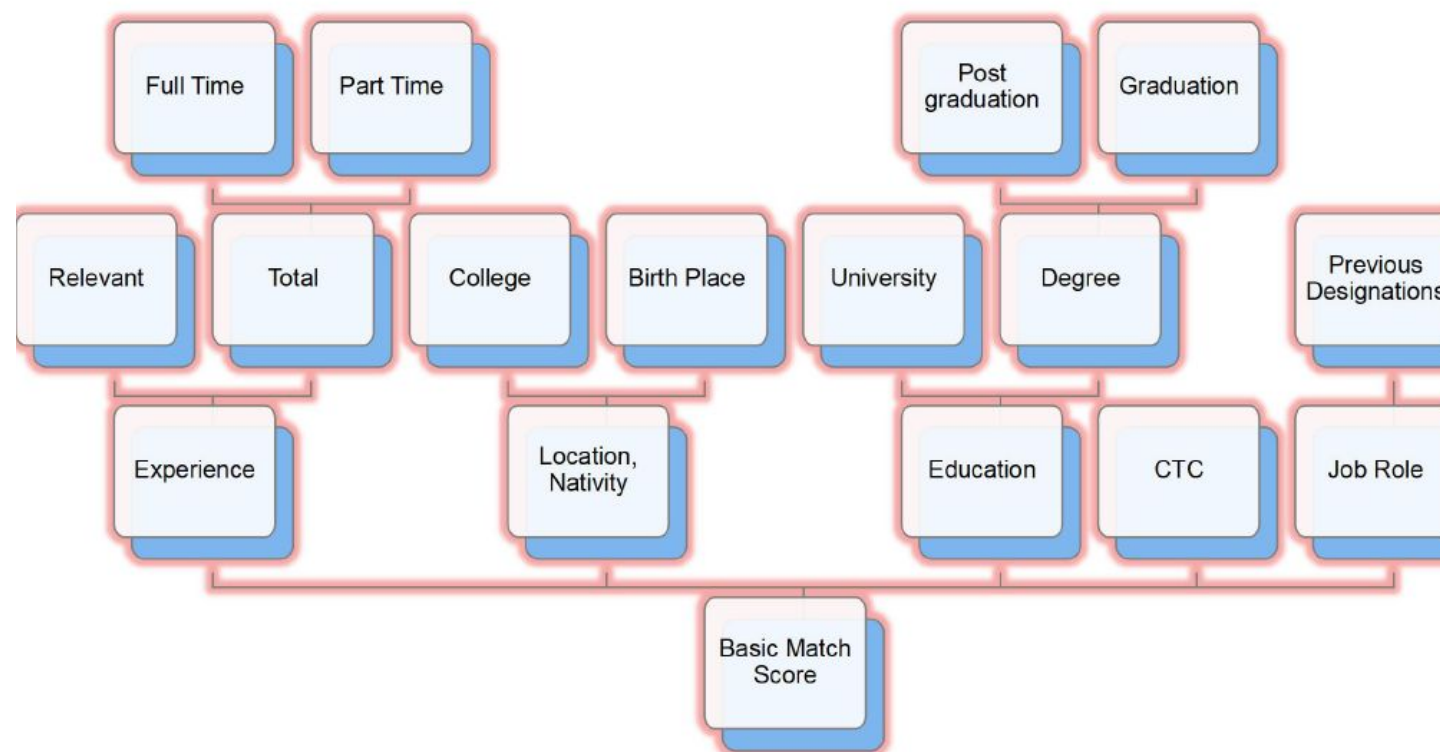
Hybrid Machine
Learning
Algorithm

Results
displayed with
Fitment Score

Results injected
as Feed Back:

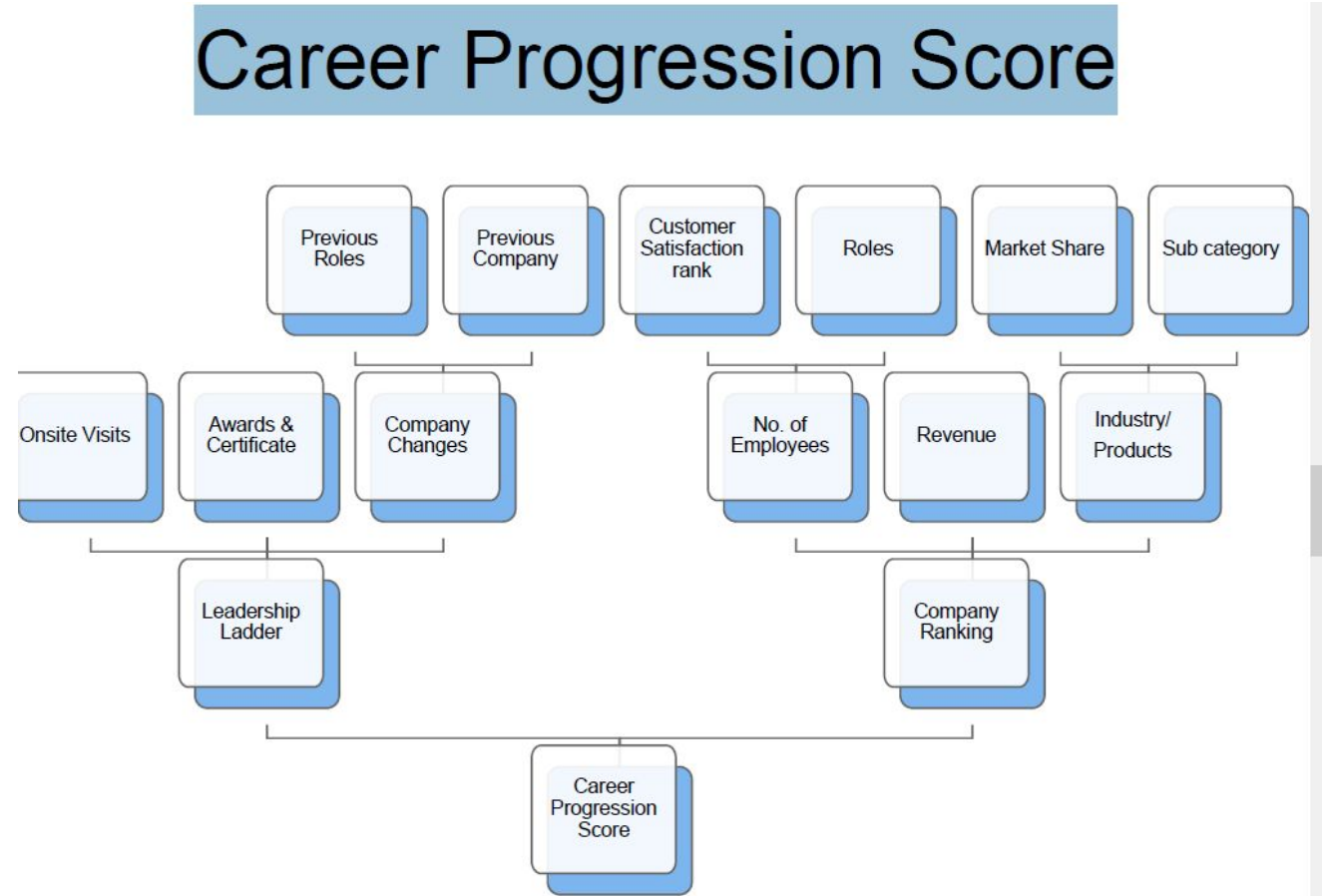
Learning's from
Results.

The Domain
Knowledge
integrated

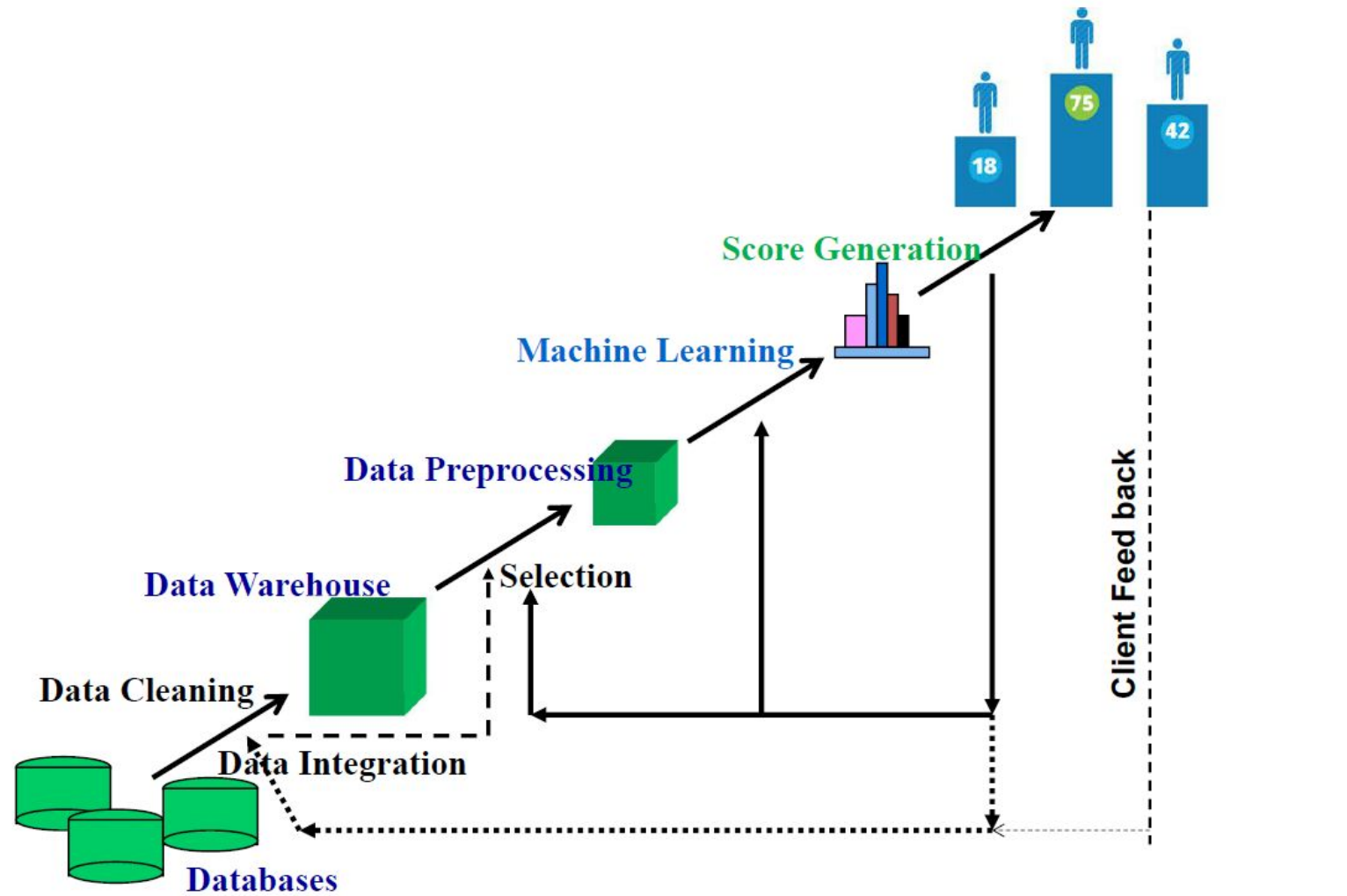


BASIC MATCH SCORE

CAREER PROGRESSION SCORE



AI/ML IMPLEMENTATION



AI TECHNIQUES - DECISION TREE

Decision Tree - A decision tree is a natural and simple way of inducing following kind of rules.

- If JD is for Data Scientist in Bangalore (Exp is 10) and (Income is 12LPA) and (Nativity is KA) and (Education is Ph.D.)(Previous Company is Start Up) then he will be scored A+ (example only)
- It is powerful and perhaps most robust .

Eg :The CV's are scored

A+ 0.7 to 1

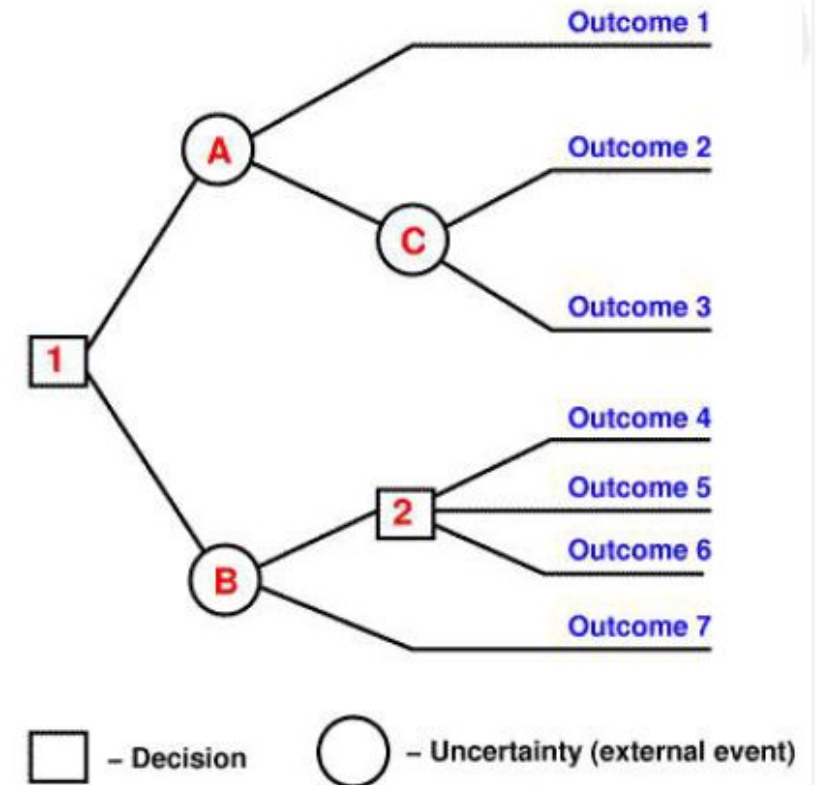
A – 0.5 to 0.7

B – 0.3 to 0.5

- Each CV has score based on their scores with Best Match,

Career Progression Match, Social Media Grouping Score

- Learning from Acceptance and Rejection for improvement



CV MATCHING ALGORITHM

This smiley indicates the quality of the profile submitted by vendor to the Job

This smiley indicates that the JD is described in very detailed information

View button clicking on which showing below 6 components will appear

Candidate Name	Overall Match	Experience In years	Summary	Status
Payal Thakre	 	2.6	Professional Summary Testing and Quality Engineer with 2+ years of experience driving excellence in creating, editing, And implementing test instructions to improve quality and efficiency. Seeking the opportunity to use expertise across various test procedures to integrate process improvement effo...	View Yet to Review



Required Skill Match

If required skills from CV matches to skills mentioned in JD then this component should be completely coloured



Preferred Skill Match

If preferred skills from CV does not have complete match with skills mentioned in JD then this component will be half/quarter/ three fourth coloured (based on preferred skill match)



Position Match

If the designation/position mentioned in JD partially Matches with cv then this component will display as half coloured (circle will get filled up based on position matching)



Location Match

If location mentioned in JD matches with CV then this component will be completely coloured



Qualification Match

If there is proper qualification match for CV then this component will be completely coloured



Experience Match

If there is some difference in experience match then based on that this component will get displayed

**THANK
YOU**

