Decoding Job Candidates: Forecasting Personas using Resume/ CV Analysis.

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Abstract: *The persona of an individual strikes out as a very crucial part of the development and growth of an organization as well as one's individual growth. Out of many, one of the stereotypical strategies of speculating an individual's personality is either by the usual general inspection or by inspecting an individual's Curriculum Vitae. The traditional method for the recruitment procedure of a candidate is a non-automatic (manual) pre-selection of the individual's resume trying to seek a job with respect to the prerequisite specified by the organization. With this work, the goal primarily is to design a system that carries out the operation of separating candidates based on eligibility criteria and persona estimation in a recruitment process automatically. Hence, to satisfy the requirements of the work proposed above, a webpage that operates online is advanced for the enrolment of candidates' information and investigation of an individual's personality via a persona questionnaire in the form of an online multiple choice questions test. With respect to all of this, the proposed system then inspects proficient aptness by analyzing the datasets that are trained on the CV/Resumes uploaded by the applicants. The indicated work incorporates two machine learning algorithms which are "Logistic Regression" and "Random Forest Classifier" which fairly help to select a candidate for the recruitment procedure. Consequently, the outcomes of the persona questionnaires are to be sent to the candidate as well as the governor of the indicated system respectively.*

Keywords: Automatic recruitment procedure, Persona questionnaires, OCEAN, Machine Learning, Persona investigation, Random Forest Classifier.

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