IJARSCT
ISSN (Online) 2581-9429
International Journal of Advanced Research in Science, Communication and Technology (IJARSCT)
International Open-Access, Double-Blind, Peer-Reviewed, Refereed, Multidisciplinary Online Journal
Impact Factor: 7.67
Volume 5, Issue 2, March 2025

Quick Hire –A Smart Recruitment Portal using AI

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Abstract: *The hiring process in modern organizations faces several challenges, including time-consuming manual resume screening, biased evaluations, and poor candidate experiences. Quick Hire aims to resolve these issues by leveraging artificial intelligence (AI) to automate resume parsing, provide customized assessments, and offer a data-driven approach to hiring. This paper presents the ongoing development of Quick Hire, discussing its objectives, current progress, system architecture, and future directions. The platform seeks to deliver an efficient, objective, and inclusive recruitment process for both candidates and employers. Additionally, it incorporates advancements in natural language processing, predictive analytics, and user interface design to redefine the recruitment landscape.*

Keywords: AI, hiring process, recruitment, resume parsing, diversity, automation

I. INTRODUCTION

1.1 Background: Hiring the right talent is critical to organizational success. Traditional recruitment methods often involve manual processes prone to inefficiency and bias. Organizations face challenges such as sifting through large volumes of applications, subjective evaluations, and lengthy hiring timelines. With the integration of AI and machine learning, recruitment processes can be enhanced significantly, addressing both organizational needs and candidate satisfaction.

1.2 Problem Statement: The current recruitment landscape suffers from overwhelming candidate volumes, inconsistent evaluations, and manual screening processes. These issues lead to increased hiring time, biased decisions, and potential mismatches between candidates and job requirements. The lack of structured and objective assessments further aggravates these inefficiencies.

1.3 Objectives: Quick Hire aims to address these problems by creating an AI-powered recruitment platform that:

- Automates resume screening and skill extraction using natural language processing (NLP).
- Administers customized assessments to evaluate candidates objectively.
- Provides a streamlined, user-friendly interface for candidates.
- Reduces biases through data-driven candidate scoring and ranking.
- Improves overall recruiter efficiency through intelligent automation and analytics.

II. LITERATURE REVIEW

2.1 Automated Recruitment Systems: Parry and Tyson (2011) highlight the advantages of Applicant Tracking Systems (ATS) in reducing time-to-hire, though they lack nuanced evaluation criteria. Such systems primarily focus on keyword matching rather than context-aware evaluations, leading to potential talent mismatches.

2.2 AI and Machine Learning in Recruitment: Jatobá et al. (2020) emphasize the transformative role of AI in recruitment but raise concerns about algorithmic bias and the need for transparent, fair AI systems. Recent advancements in machine learning enable real-time feedback, dynamic skill matching, and predictive candidate analysis, ensuring better alignment between job requirements and applicant profiles.

2.3 Psychometric Assessments: Barrick and Mount (1991) argue that psychometric assessments enhance predictive validity in hiring but can extend the hiring timeline when not integrated efficiently. The integration of adaptive testing methodologies and AI-powered scoring can mitigate these delays while ensuring comprehensive evaluations.

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2.4 Candidate Experience: Kahn (2017) underscores the importance of candidate experience in improving employer branding and talent attraction, advocating for user-friendly recruitment interfaces. AI chatbots and guided application processes can further enhance engagement and reduce drop-off rates during the application process.

2.5 Diversity and Inclusion: Dobbin and Kalev (2016) stress the need for diversity and inclusion in hiring, recommending blind recruitment and structured interview techniques to mitigate biases. AI-powered platforms can anonymize candidate details, ensuring evaluations are based solely on merit and job relevance.

III. METHODOLOGY

3.1 System Design and Architecture: Quick Hire incorporates a modular system architecture consisting of:

- **AI-Powered Resume Parser:** Extracts key skills, qualifications, and achievements from resumes using NLP models.
- **Candidate Assessment Module:** Administers aptitude, technical, and personality tests customized by the employer.
- **Scoring Engine:** Analyzes resume content, assessment results, and job requirements to assign objective candidate scores.
- **Admin Dashboard:** Allows recruiters to manage job openings, set test criteria, and review ranked candidates.
- **Candidate Interface:** Provides a streamlined application process for users to apply, upload resumes, and complete assessments.
- **Feedback Loop:** Continuously improves the system's recommendations based on recruiter and candidate feedback.

3.2 Technology Stack:

- **Frontend:** Angular for a responsive user interface.
- **Backend:** .NET for API management and business logic.
- **AI Model:** Custom NLP algorithms to parse resumes and extract relevant skills, along with predictive analytics to forecast candidate success in specific roles.
- **Database:** MongoDB for secure and scalable data storage.

3.3 System Diagrams:

- **System Architecture Diagram:** Depicts the overall modular structure of Quick Hire, including frontend, backend, and AI modules.
- **Data Flow Diagram (Level 1):** Shows the interaction between candidates, recruiters, and system components like the resume parser, assessment module, and admin dashboard.

IV. SYSTEM IMPLEMENTATION

4.1 Resume Parsing and Skill Extraction: The AI model processes uploaded resumes to extract skills, qualifications, and experience, which are then compared to job requirements. Leveraging pre-trained NLP models, the parser identifies contextual relevance, ensuring candidates with transferable skills are not overlooked. The system assigns a skill-based score to each candidate, reducing reliance on manual resume reviews.

4.2 Custom Assessments: Admins can create assessments tailored to specific job roles, including technical tests, psychometric evaluations, and cognitive assessments. The system's adaptive testing feature ensures candidates are assessed on questions that align with their proficiency levels, leading to more accurate evaluations.

4.3 Data-Driven Ranking: The system generates an objective ranking of candidates based on a combination of resume parsing, assessment scores, and job compatibility metrics. Recruiters can access visual dashboards that provide detailed insights into candidate performance and hiring trends.

4.4 AI Chatbot Integration: An AI-powered chatbot assists candidates throughout the application process, addressing queries, providing status updates, and guiding them through assessments.

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V. RESULTS AND DISCUSSION

Quick Hire, though still under development, has demonstrated its potential to:

- Improve Efficiency: Automating resume screening reduces the time recruiters spend reviewing applications.
- Enhance Objectivity: Combining AI parsing and structured assessments ensures data-driven and consistent candidate evaluations.
- Promote Diversity: Blind scoring and skill-based assessments reduce biases in the selection process.
- Simplify Candidate Experience: A streamlined interface enhances engagement and satisfaction among candidates.
- Provide Actionable Insights: Advanced analytics offer recruiters insights into hiring trends, bottlenecks, and success rates of various recruitment strategies.

VI. CHALLENGES AND LIMITATIONS

The project's current challenges include:

- **AI Bias:** Ensuring the AI model does not replicate biases present in training data. Efforts are ongoing to include diverse datasets and implement fairness checks.
- **Scalability:** Developing a scalable platform capable of handling large candidate volumes without compromising speed or accuracy.
- **Data Privacy:** Ensuring compliance with data protection regulations such as GDPR and CCPA while managing sensitive candidate information.
- **Integration of User Feedback:** Refining the system through ongoing user testing to optimize both candidate and admin experiences.

VII. FUTURE WORK

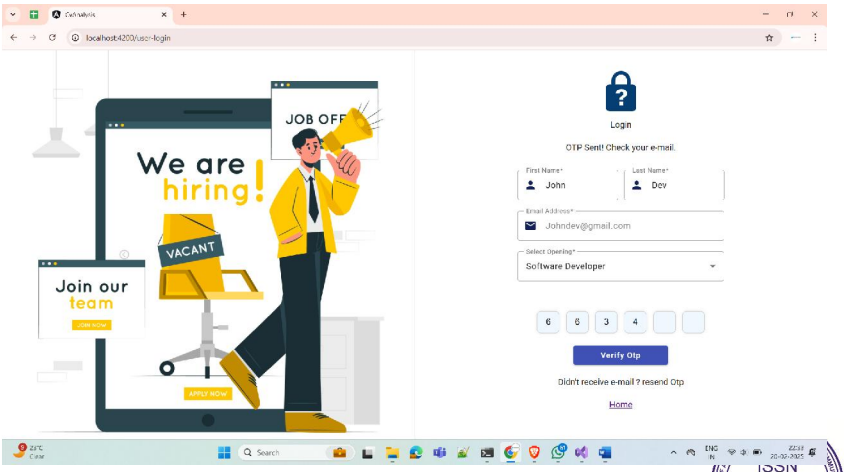
7.1 System Improvements: Future iterations of Quick Hire will:

- Enhance AI models to reduce bias and improve skill extraction accuracy.
- Introduce diverse testing methodologies for various industries and roles.
- Expand reporting and analytics for better recruiter insights.
- Integrate video interview analysis using AI to evaluate non-verbal cues and communication skills.

7.2 User Testing: Pilot testing with select organizations will provide practical insights, helping refine the system and ensure it meets recruitment needs effectively.

7.3 Mobile Application: Develop a mobile application for recruiters and candidates to access the platform on the go, increasing accessibility and convenience.

System Overview



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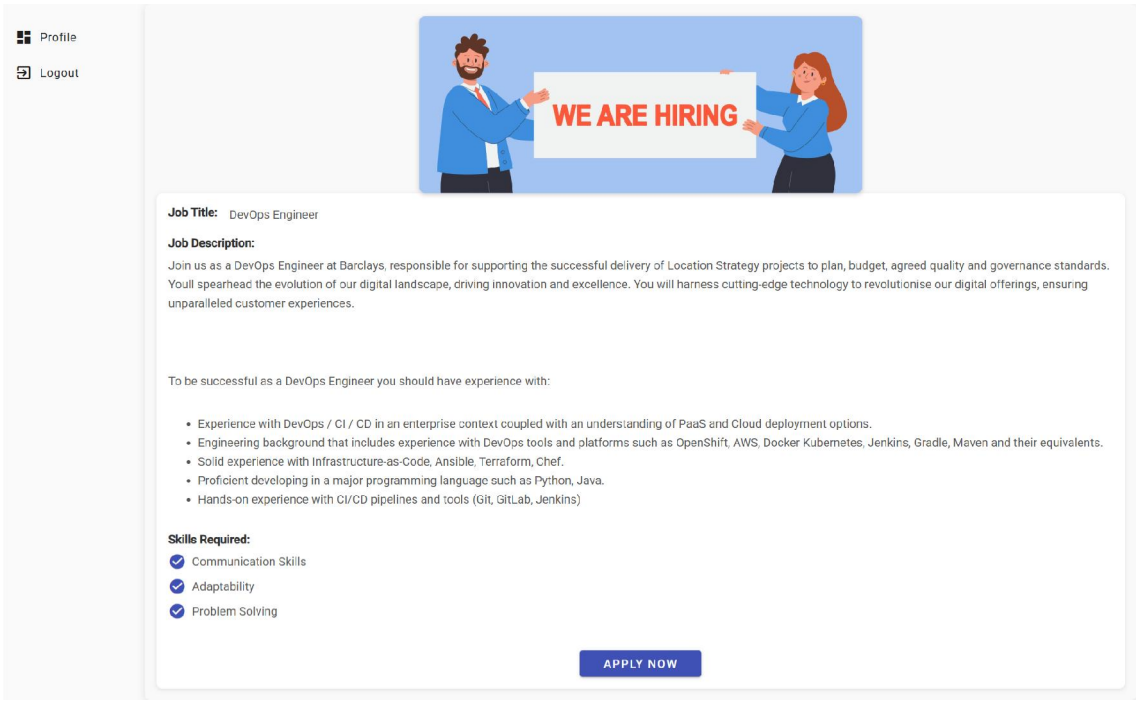

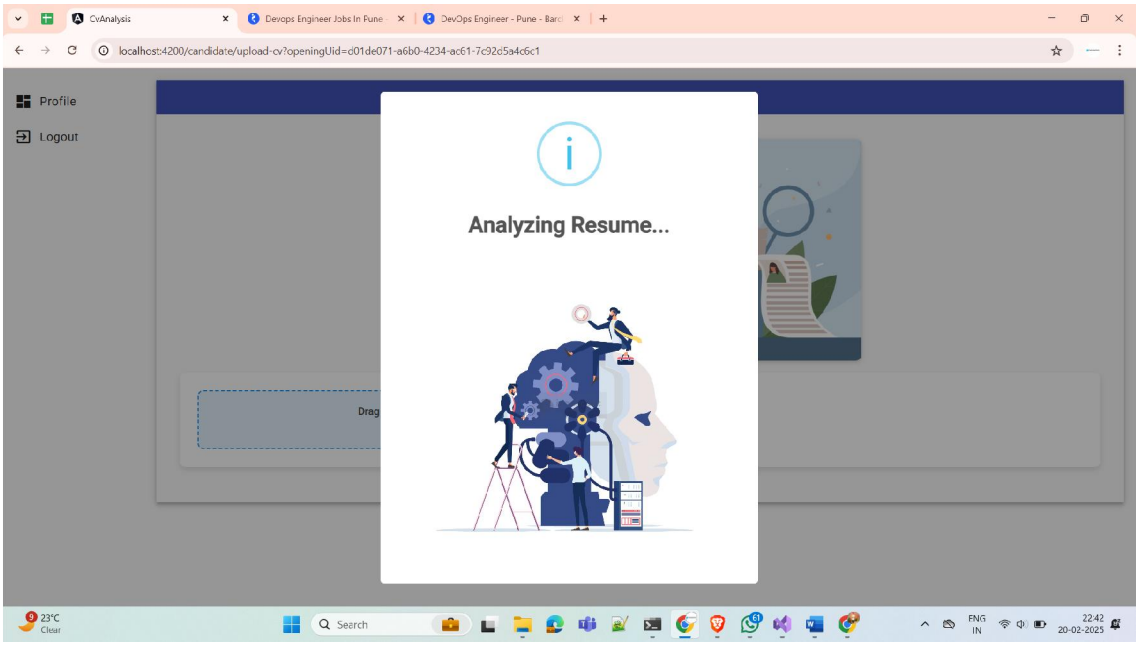

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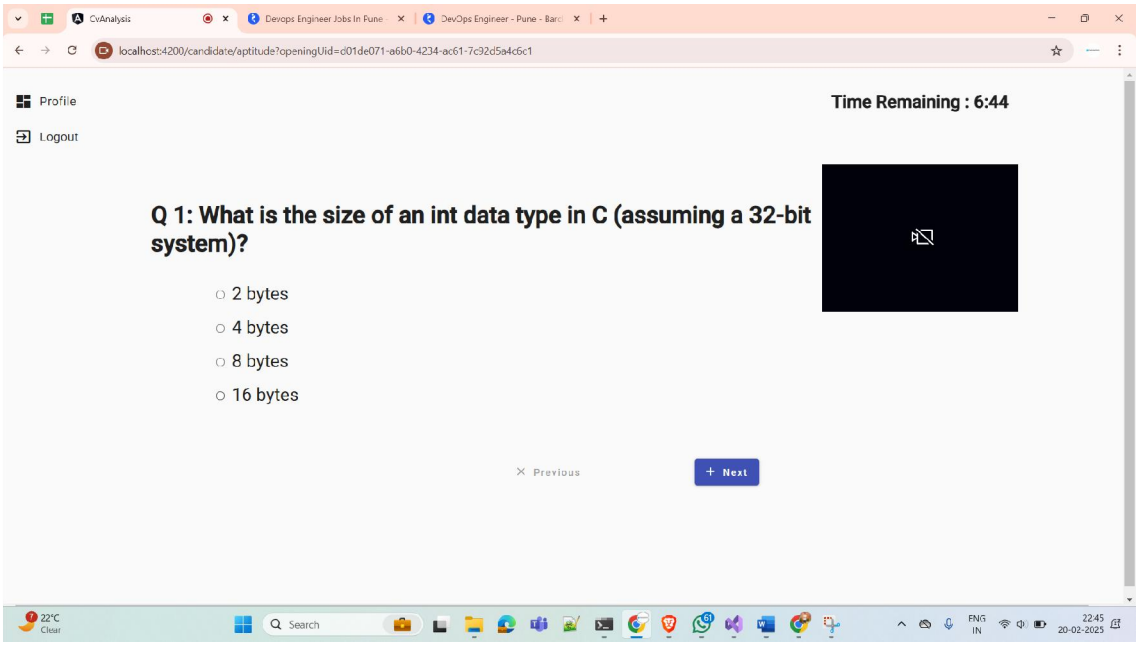

VIII. CONCLUSION

Quick Hire aims to create a modern, AI-driven recruitment platform addressing the inefficiencies of traditional hiring methods. While the project is still in development, it has shown promise in automating resume parsing, improving candidate evaluation, and promoting diversity in hiring. By leveraging AI and custom assessments, Quick Hire seeks to streamline the recruitment process while maintaining fairness and inclusivity. Further research and development will incorporate additional features based on testing and feedback, ensuring the platform remains adaptable to evolving industry needs.

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