

Candidate Recruitment Based on Automatic Answer Evaluation Using WordNet

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Abstract

Any organization's future survival in the industry mainly depends on the decisions they take today and recruiting a new employee is one of those critical decisions that an organization has to take. Recruitment process of an organization should have the capability to find the right person to the right job. Most of the organizations today, interview candidates to test their job skills but not their personality level. But recruiting the most skilled person does not work out in a good manner always. Especially for the positions like leaders, they have to consider about the personality of the employee. And also, in the industries like IT industry, employees are supposed to work in project teams but not individually. That is where personality matters the most. To work in a team, all the members should be able to cooperate with each other without facing any difficulty. Therefore candidate recommendation chatbot system is suggested and it is capable of evaluating both technical skills and personality traits of the candidate and providing a final recommendation based on the scores obtained to those two sections. The system mainly contains four modules; Question Generation and Dialogue Flow Maintaining Module, Technical Answers Evaluating Module, Vocabulary Based Personality Evaluating Module and Candidate Recommendation Module. This paper will be discussing about the answer evaluation module of the system which contains an ontology to store java related technical questions and answers and has used WordNet to measure the correctness of the answers.

Keywords: Automatic Answer Evaluation, Chatbot, WordNet, IT industry Recruitment