



Case Study

Background Assessment System

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We developed an HR-based background assessment system to improve the recruitment process.



Summary

The client sought our services to build an HR-based background assessment system to improve the quality of its new hires, reduce the risk of potential legal issues, and ensure that it is hiring the most qualified candidates. The system will be built using a combination of data entry forms and data management tools to ensure that information is captured accurately and securely.

Challenges

Assessing the candidate background assessment is very difficult and hectic task for the HR team. To solve this, we developed an intelligent background assessment system that serves as a background check on assessing the character and personality traits of candidates. The checks are done before potential hires automatically rate the candidate on different parameters without checking web and social media profiles of candidates to manually assess behaviours, one by one.

Solution

We scraped social media feeds' data using some rules defined in the system. For the textual scraping, we normalised the data and stored the database using Natural Language Processing libraries. We stored all the parsed data in the database to generate the report based on the assessment. Moreover, for the Image processing including scaling and facial analysis (emotions) using Tensorflow or using AWS rekognition.

Industry

IT Services

Users

Recruitment Personnel, HR Managers, HR Executives

Technologies

Python, MongoDB, jQuery, HTML5, CSS, Natural Language Processing, AWS rekognition, Tensorflow, IBM Watson

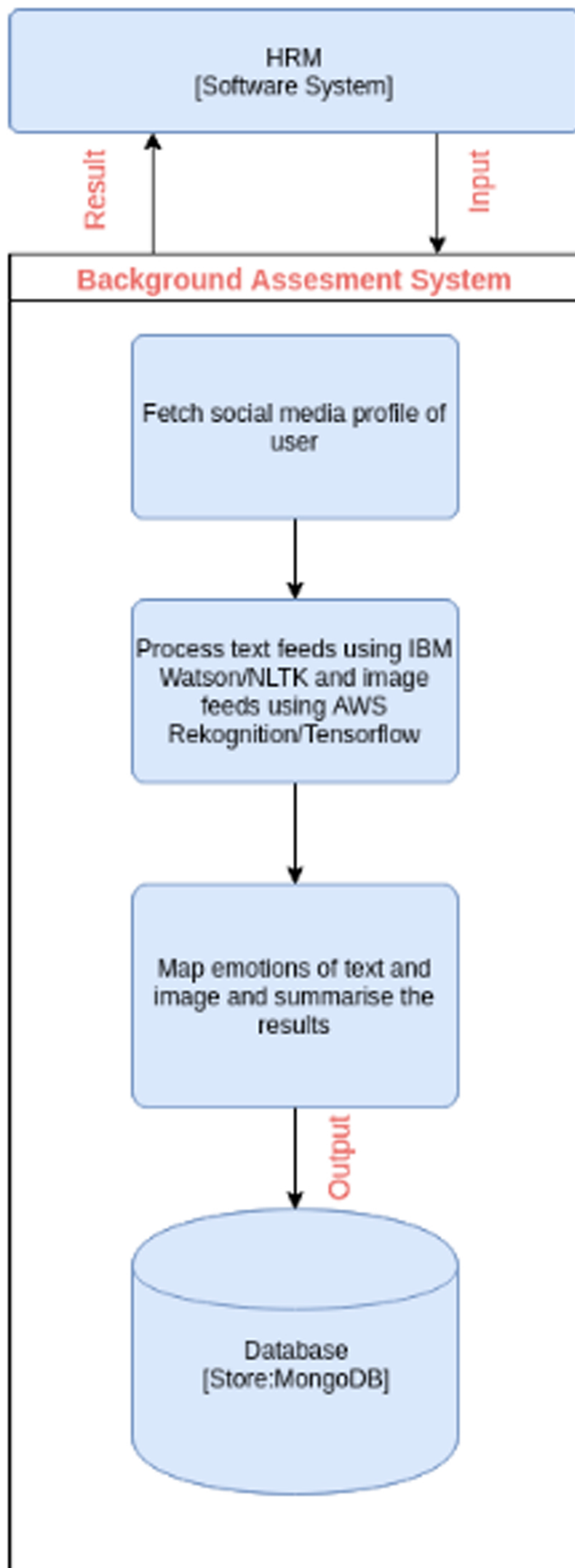
Team Size

5 Oodlites

Data Fields

Facebook
Twitter
Linkedin
Google
Employment history
Education history

Context Diagram



Steps to Build this System

1. Social media scraping of employee's feed and image
2. Textual content processing including text normalization to do sentiment analysis using IBM Watson or NLTK Library
3. Image processing including scaling and Facial analysis(emotions) using Tensorflow or using AWS rekognition

Results Delivered

Our team built a smart system that serve as a background check on assessing the character and personality traits of candidates before potential hires rate the candidate.

About Oodles ERP

Oodles ERP is a software services company that offers complete enterprise software development services with a focus on implementing next-gen technologies. With a proven track record in custom ERP development, we have successfully completed 50+ software projects related to CRM, HRM, inventory/warehouse, eCommerce, supply chain, and logistics. We are mainly focused on helping startups and small-to-medium enterprises to achieve digital transformation through cost-effective ERP software solutions.

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