ISSN 2277-2685
IJESR/April-June. 2026/ Vol-16/Issue-2/395-399
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Full Length Article

AI-Powered Recruitment System for Smarter, Faster, and Fairer Hiring

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Accepted 17-04-2026

Abstract: *Recruitment is one of the most critical human resource functions in any organization. Traditional hiring practices are often time-consuming, biased, and inefficient. To address these challenges, this paper presents an AI-powered recruitment system that automates candidate screening, matching, and team formation based on skill similarity and data-driven analysis. The system leverages machine learning algorithms to rank candidates according to their skill compatibility with project requirements. The integration of artificial intelligence and automation ensures unbiased hiring, faster selection, and optimized workforce allocation. The proposed framework demonstrates how technology can enhance the fairness, efficiency, and transparency of the recruitment process, paving the way for smarter hiring in the digital era.*

Keywords*: Artificial Intelligence (AI); Recruitment Automation; Skill Matching; Team Formation; Machine Learning; Fair Hiring; Data-Driven Decision Making.*

I. Introduction

Recruitment has evolved from a manual and intuition-driven process to one that increasingly depends on data analytics and artificial intelligence (AI). Traditional methods often rely on human judgment, which can introduce biases and inefficiencies, leading to suboptimal hiring decisions. With rapid digital transformation, there is a growing need for intelligent systems capable of evaluating large volumes of candidate data objectively. AI-powered recruitment systems address this need by automating resume screening, ranking candidates based on skill relevance, and improving the overall efficiency of the hiring pipeline.The emergence of machine learning and natural language processing (NLP) techniques allows for advanced pattern recognition in resumes and candidate profiles. By analyzing both structured and unstructured data, such systems can predict the best fit between candidates and job roles. This technology reduces human bias, shortens hiring timelines, and improves the accuracy of talent identification. As organizations increasingly adopt remote and hybrid work models, AI-driven recruitment platforms have become indispensable tools for modern workforce management.The proposed AI-powered recruitment system focuses on bridging the gap between companies and graduates by creating a centralized platform where both can interact efficiently. Companies can post projects and specify skill requirements, while candidates can upload resumes, showcase their expertise, and apply for roles that best match their qualifications. The system employs a skill-matching algorithm to compare project needs with candidate profiles and assign a match score, ensuring optimal role allocation and fair selection.Furthermore, the system incorporates automation in team formation and leader selection, reducing the burden on recruiters and project managers. The use of data-driven analytics ensures that decisions are transparent and based solely on quantifiable metrics rather than subjective impressions. By implementing this approach, the system not only accelerates the recruitment process

but also promotes inclusivity and objectivity, aligning with the broader goals of ethical AI in human resource management.

II. LITERATURE SURVEY

According to Raj and Saini (2020), artificial intelligence has transformed recruitment by automating screening and selection tasks, thereby reducing human intervention and errors. Their study highlighted the use of natural language processing in resume parsing and the importance of ethical AI in eliminating bias. Similarly, Bhattacharya et al.

(2021) developed an AI-driven job recommendation system that enhanced candidate-job matching accuracy using supervised learning models.

Patel and Sharma (2021) analyzed the efficiency of machine learning algorithms such as decision trees and random forests in predicting candidate success. Their findings revealed that combining AI with psychological profiling improves the quality of hires. In a study by Kaur et al. (2022), an intelligent recruitment framework was proposed using sentiment analysis on candidate interviews to assess behavioral suitability. The framework demonstrated a reduction in hiring time by 40%.

More recently, Li and Zhao (2023) proposed a multi-layer neural network model that automates the ranking and shortlisting of applicants. Their model achieved a high degree of precision and recall in matching candidate skills with job requirements. Kumar and Bansal (2023) emphasized the use of AI in fair hiring practices, ensuring diversity and inclusiveness through algorithmic transparency. Collectively, these studies affirm the potential of AI-based recruitment to modernize human resource management and improve organizational outcomes.

III. PROPOSED METHODOLOGY

The proposed AI-powered recruitment system follows a modular design with six main components:

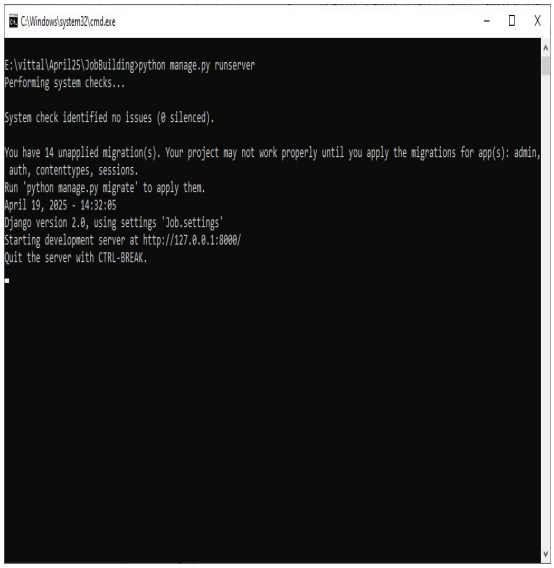
1. **Data Collection Module:** Collects structured and unstructured candidate data including resumes, educational background, and technical skills.
2. **Skill Extraction and Preprocessing:** Uses natural language processing (NLP) to extract key skills and qualifications from candidate resumes and project descriptions.
3. **Skill-Matching Algorithm:** Computes a similarity score between candidate skills and project requirements using a vector-based comparison model. The top-ranked candidates are identified based on maximum overlap.
4. **Team Formation and Leader Selection:** Automatically groups selected candidates into teams and designates a team leader based on the highest skill-match percentage.
5. **Admin Approval and Monitoring:** Provides an administrative dashboard for reviewing and approving final team assignments, ensuring proper supervision and verification.
6. **Result Visualization and Reporting:** Displays hiring results, candidate rankings, and team assignments through an interactive interface for transparency and easy tracking.

This methodology ensures an efficient, unbiased, and transparent hiring process that benefits both recruiters and candidates. It leverages AI to minimize human involvement while maintaining fairness and accuracy in team selection.

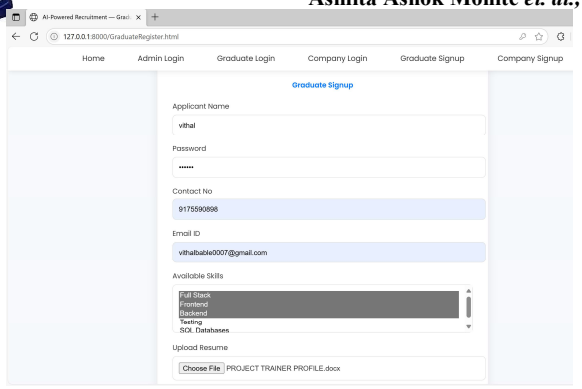
IV. RESULT

To run project install python 3.7.2 and then install all packages given in requirements.txt file and then install MYSQL database and then copy content from 'database.txt' file and paste in MYSQL console to create database.

Now double click on 'run.bat' file to start python server and then will get below page

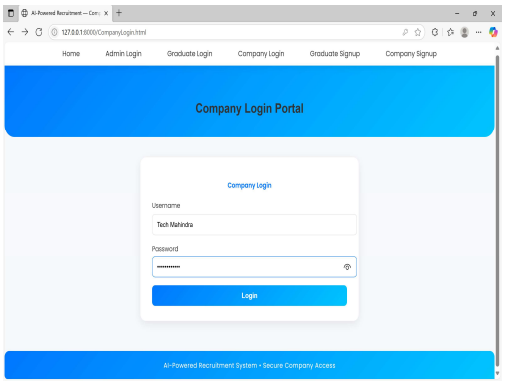


In above screen python server started and now open browser and enter URL as http://127.0.0.1:8000/index.html and then press enter key to get below page

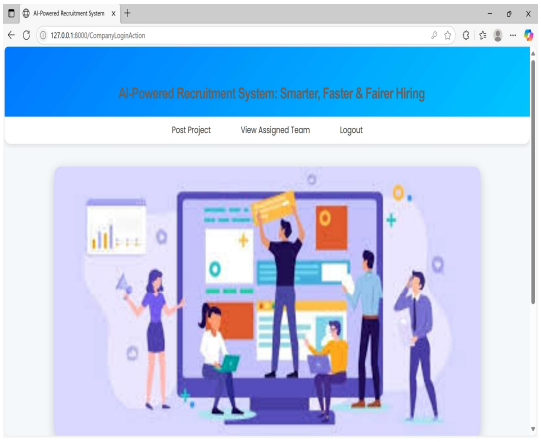


In above screen adding graduates details and upload resume and then press button.

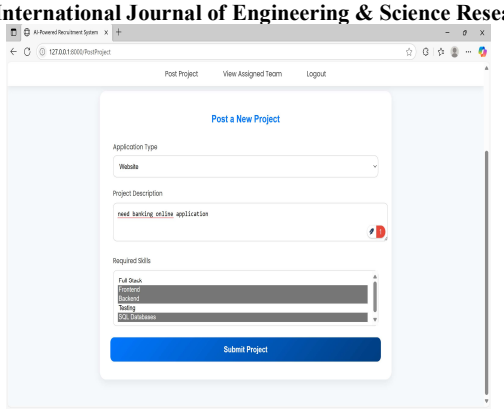
graduate sign up successfully completed and similarly you can add as many graduates as you want. Now click on 'Company Login' link to get below page



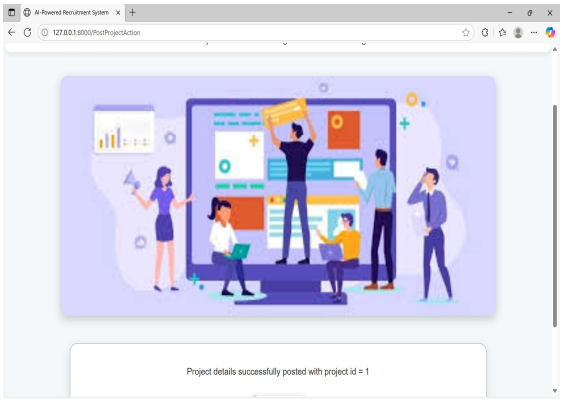
In above screen company is login and after login will get below page



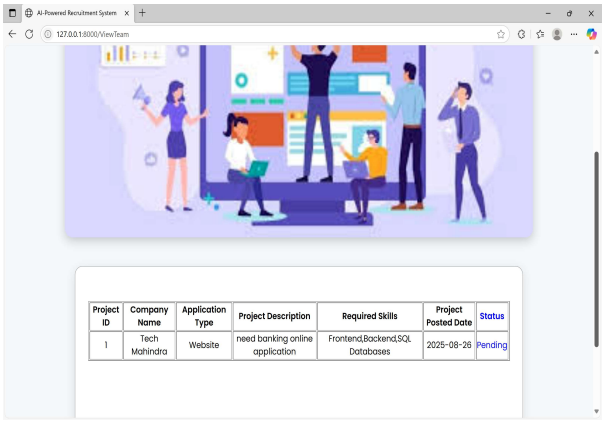
In above screen click on 'Post Project' link to get below page



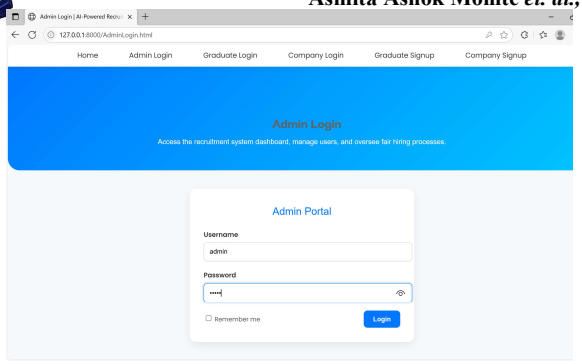
In above screen company is posting project and then press button to get below page



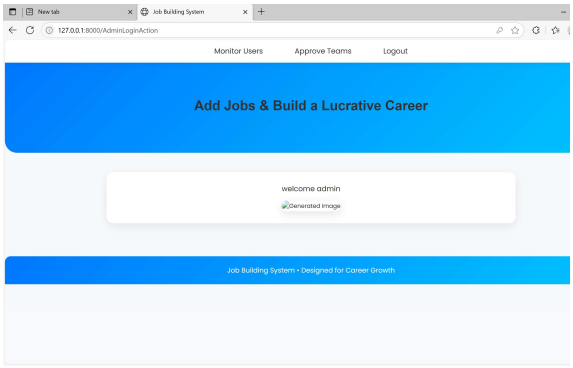
In above screen project successfully posted with project ID as 1 and similarly you can post as many jobs as you want. Now click on 'View Assigned Team' link to get below page



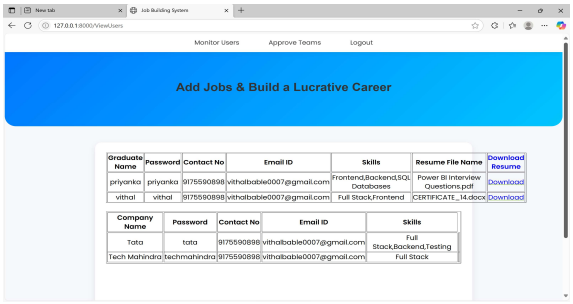
In above screen company can view all posted job details and can see status as 'Pending' as admin has not yet approved team. Now logout and login as 'admin' to approve teams



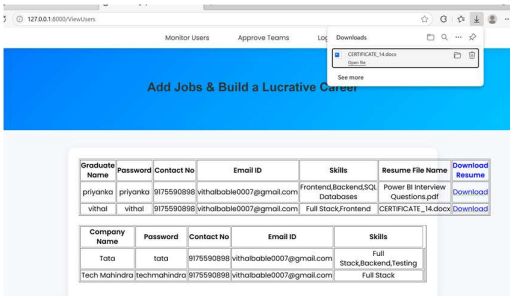
In above screen admin is login and after login will get below page



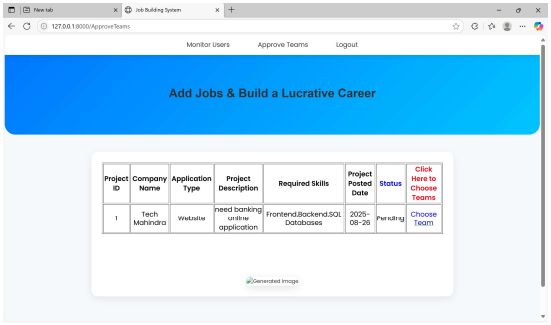
In above screen admin can click on 'Monitor Users' link to view list of start-up and graduate users list and then will get below page



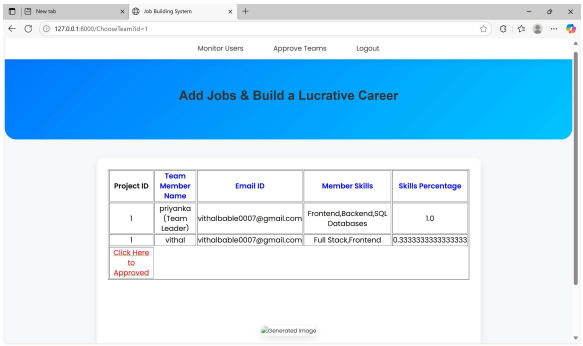
In above screen in first table can see list of graduates and in second table can see list of 'Companies' details. Now click on 'Download' link to download graduates resumes



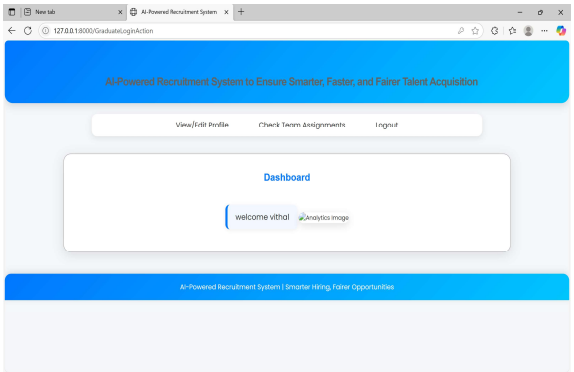
In above screen can see resume is successfully downloaded and can view downloaded resume. Now click on 'Approve Teams' link to get below list of projects



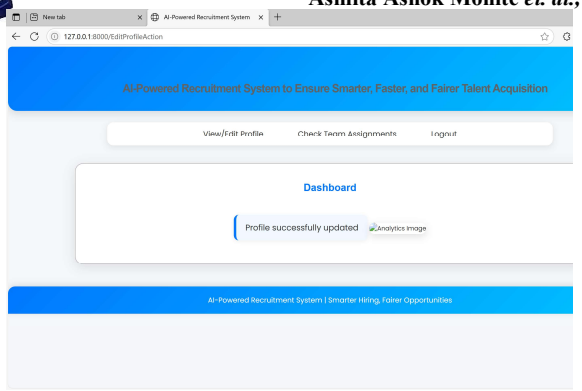
In above screen admin can view list of posted projects with status as 'Pending' to choose and approve team so click on 'Choose Teams' link to get below page



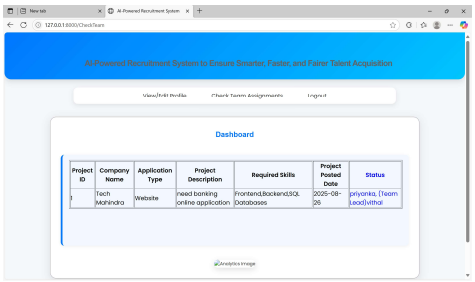
In above screen admin can view list of graduates along with matching skills scores and the highest score graduate will be marked as Team Leader and then admin can click on 'Click Here to Approved' link to approve team and then will get below page



In above screen graduate can click on 'Edit Profile' link to get below page



In above screen profile successfully updated and now click on 'Check Team Assignments' link to get below page



In above screen graduate can view weather he selected for this project or not by checking his name in blue colour member names.

Similarly by using above screens you can assigned any member to suitable project and hiring also get based on the resume score.

V. Conclusion

The AI-powered recruitment system represents a major step toward modernizing traditional hiring practices. By integrating artificial intelligence and data analytics, the system enhances transparency, reduces bias, and improves decision-making efficiency. The skill-matching algorithm ensures that candidates are evaluated objectively based on their competencies and relevance to project requirements. Automated team formation further streamlines recruitment, saving time and resources for organizations. Future developments could integrate deep learning models and real-time behavioral analytics to enhance adaptability and predictive accuracy. Overall, this approach demonstrates how AI can revolutionize the recruitment ecosystem, making hiring smarter, faster, and fairer.

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