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A RESEARCH PROJECT SUBMITTED IN PARTIAL FULFILLMENT OF THE REQUIREMENTS FOR THE BACHELOR OF SCIENCE HONOURS DEGREE IN INFORMATION TECHNOLOGY

Approval Form

The undersigned certify that they have supervised the student in the research dissertation entitled, "**Personality Forecast Through Resume Analysis & Aptitude Test**" submitted in partial fulfilment of the requirements for a Bachelor of Science Honors Degree in Software Engineering at Bindura University of Science Education.

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Abstract

This study aimed to analyse various methods and models used in resume personality prediction using Natural Language Processing (NLP), develop and implement an NLP model for CV analysis and aptitude testing to assess candidate suitability, and evaluate the effectiveness of combining CV analysis and aptitude tests in predicting personality traits compared to traditional methods. Chapter 2 provided a comprehensive review of relevant literature, enabling the researcher to gain insights into different models and NLP techniques applicable to personality prediction using CVs and aptitude tests. Using the rapid prototyping model, Python, and Flask framework, the researcher successfully developed a system that accurately determined the personality of applicants and made hiring decisions based on the obtained results. Consequently, all the objectives of this study were achieved. To assess the model's performance, a confusion matrix was employed, which consisted of 100 samples, half representing successful candidates (positive) and the other half representing unsuccessful candidates (negative). The results indicated that the model achieved an 80% accuracy rate in correctly identifying successful candidates (true positives) and a 10% false positive rate for unsuccessful candidates. Furthermore, the model accurately identified 85% of unsuccessful candidates (true negatives) and had a 5% false negative rate for successful candidates. These findings demonstrate the high accuracy of the predictive model in forecasting candidate suitability and suggest its potential to assist organizations in making informed decisions regarding personnel selection.

Dedication

I dedicate this research to my loving father and dear mother who have always been very supportive of my dreams and have taken every measure within their abilities to ensure I attain my dreams. Despite continuously hitting brick walls along my learning process, I am eternally grateful for the continuous unwavering support that my parents have always given to me.

Acknowledgements

Firstly, I am forever thankful for my family, immediate and close relatives, that has been a strong pillar of guidance and support throughout my learning journey and have stood by me through it all. As the pressure increases the will to fight tends to decrease and I thank my inner circle of friends for reminding me the things that are really worth fighting for. Not forgetting my supervisor Mr. P. Chaka who has always been a warm presence and a joy to have as a guide and mentor in this path. I would also like to take this time to thank Bindura University for being a productive growth platform that has enriched my mental, physical and spiritual growth. Saving the best for last, I would love to thank God, the author of all we see and all there is, for gifting me the opportunity to leave a mark on this earth with the guidance and support of mentors, family, friends and relatives.

Contents

CHAPTER 1: PROBLEM IDENTIFICATION

1.1 Introduction

In today's competitive job market, employers are increasingly interested in using personality assessments to evaluate candidates' suitability for a position. However, traditional assessments can be costly, time-consuming, and may not always yield accurate results. To address these challenges, there is growing interest in leveraging natural language processing techniques to analyse data from CVs and aptitude tests as an alternative method for predicting personality traits. This research aims to examine the effectiveness of this approach in accurately predicting personality traits, exploring the parsing of CV data and the predictive power of aptitude tests. Additionally, the study will investigate potential limitations, such as privacy concerns and ethical considerations associated with personal data usage. The findings of this study will contribute to a deeper understanding of the benefits and limitations of using CV analysis and aptitude testing to predict personality, informing future research and practice in this field.

1.2 Background of the study

Online CV analysis and personality prediction have gained significant attention in recent years. Employers and recruiters are increasingly leveraging technology to analyse CVs and predict personality traits to aid in their hiring decisions. The use of natural language processing (NLP) techniques allows for the automated extraction and analysis of textual data from CVs. One trend in online CV analysis is the utilization of machine learning algorithms to identify relevant information and extract valuable insights. These algorithms can analyse the content of CVs, including work experience, education, skills, and achievements, to determine the suitability of candidates for specific roles. Advanced NLP techniques, such as named entity recognition and keyword extraction, are employed to automate this process and improve the efficiency of CV analysis.

The use of personality assessments in hiring and recruitment has been a topic of interest for many years. Research has shown that personality traits can be strong predictors of job performance, job satisfaction, and overall success in the workplace (Barrick & Mount, 1991; Judge et al., 2002). However, traditional personality assessments, such as interviews and self-report surveys, have limitations that may impact their accuracy and effectiveness. For example, interviewers may be subject to biases and may not always ask questions that accurately assess relevant personality traits. Similarly, self-report surveys may be subject to response biases and may not always reflect an individual's true personality (Paulhus & Vazire, 2007).

As such, there has been increasing interest in using alternative methods to predict personality traits. One such method involves analysing data from an individual's CV or resume, along with results from an aptitude test, using natural language processing techniques. By examining the language used in a candidate's CV and analysing their responses to an aptitude test, it may be possible to gain insights into their personality traits. Several studies have explored the potential of this approach. For example, Liu et al. (2018) found that language features extracted from resumes were significantly associated with personality traits.

Despite these promising findings, there are also potential limitations to this approach. For example, concerns around privacy and ethical considerations related to the use of personal data must be carefully considered (Narayanan & Shmatikov, 2010). In addition, there may be issues related to the accuracy of the AI models used for parsing CV data and analysing test results.

So, in turn, this study aims to build upon previous research in this area and to contribute to a deeper understanding of the potential benefits and limitations of using CV analysis and aptitude testing to predict personality.

1.3 Problem statement

The problem at hand is to predict an individual's personality traits accurately and efficiently by analysing their CV using natural language processing techniques, in combination with an aptitude test. The research seeks to address the limitations of traditional methods that rely solely on interviews or self-reported assessments to determine personality traits, which can be unreliable and subject to biases. By leveraging machine learning algorithms and NLP tools, this study aims to develop a more objective and accurate approach to predict an individual's personality, which can have significant implications for recruitment, team building, and organizational effectiveness.

a. Research Objectives

1. To analyse and identify different methods and models used in resume personality prediction using NLP.
2. To develop and implement an NLP model which allows CV analysis and aptitude test of a potential employee to determine their personality and suitability for the job.
3. To evaluate the effectiveness of combining CV analysis and aptitude tests in predicting personality traits compared to traditional methods.

1.5 Research Questions

1. How to analyse and identify different methods and models used in resume personality prediction using NLP?
2. How to develop and implement an NLP model which allows CV analysis and aptitude test of a potential employee to determine their personality and suitability for the job?
3. How to evaluate the effectiveness of combining CV analysis and aptitude tests in predicting personality traits compared to traditional methods?

1.6 Research hypothesis

- ✓ **H_0**. There is no significant relationship between personality traits and performance on aptitude tests or information gathered through CV analysis.

- ✓ **H_1** A significant relationship exists between personality traits and the results of CV analysis and aptitude tests, indicating that these methods can be used to predict a person's personality.

1.7 Justification/significance of the study

The significance of this research lies mostly in the potential to revolutionize the hiring process and improve employee-employer matching. By predicting an individual's personality through analysing their CV, companies can more effectively identify candidates who have the desired traits for a particular job. This can help reduce turnover rates and increase job satisfaction for both employees and employers. Additionally, incorporating an aptitude test can provide further insight into an individual's abilities and compatibility with a particular role. Therefore, in the end this research has the potential to save companies time and money while improving overall job performance and satisfaction.

1.8 Assumptions

- ✓ There is a correlation between the words and phrases used in a person's CV and their personality traits
- ✓ The data available for personality prediction through CV analysis is sufficient and accurate.
- ✓ Combining CV analysis with aptitude tests can lead to more accurate predictions of personality traits than either method used alone.
- ✓ The accuracy of personality prediction through CV analysis and aptitude tests may vary depending on the cultural background and language proficiency of the interviewee.

1.9 Limitation/ Challenges

1. **Biased data collection**: The accuracy of the personality predictions may be affected by potential biases in the data collected from CVs, as well as any limitations in the natural language processing algorithm used to analyse them.
2. **Subjective aptitude test**: The results of the aptitude test may be influenced by subjective factors such as how motivated or nervous the interviewee is during the testing process, which can impact the accuracy of the personality prediction.
3. **Incomplete personality assessment**: The study's reliance on only analysing CVs and conducting an aptitude test may not capture all relevant aspects of an individual's personality, potentially leading to incomplete or inaccurate personality predictions.
4. **Lack of long-term insight**: The study's focus on a single point in time may not provide insights into how an individual's personality may change over time, limiting the overall utility of the research findings.

1.10 Scope/Delimitation of the research

- ✓ The study will focus on the prediction of personality traits based on CV analysis and an aptitude test, and will not investigate other factors that may impact job performance or success.
- ✓ The study will be limited to individuals from a specific geographic region or industry to control for potential cultural or professional biases.
- ✓ The natural language processing algorithm used to analyse CVs will be limited to pre-existing tools and methods, and will not involve custom-built algorithms
- ✓ The study will not take into account external factors such as personal life events, industry-specific experience, or job training that may affect individual job performance

1.11 Conclusion

This chapter provided an introduction to the research topic of personality prediction through CV analysis. It has highlighted the importance of predicting personality traits in job candidates as a means of improving recruitment and selection processes. Additionally, the chapter has outlined the specific aims and objectives of this study, which will focus on analysing CVs using natural language processing algorithms and administering an aptitude test to predict personality traits in job candidates. The delimitations of the study have also been defined, including constraints around the data collection methods, and analytical techniques. Overall, Chapter 1 sets the stage for the subsequent chapters of the study, which will further explore the effectiveness and limitations of personality prediction through CV analysis.

CHAPTER 2: LITERATURE REVIEW

2.0 Introduction

In this chapter, the researcher concentrates on answering the research questions and reveals previous and current systems that are similar to the research project at hand that have been done by other authors. This will be extremely valuable to the author because it will serve as a guide to identifying solutions, strategies, and techniques utilized by prior writers to solve earlier research problems. It is a tool that informs the researcher if the study proposal is possible based on the findings of previous researchers in that field.

2.1 Personality

Personality refers to a collection of enduring qualities that influence an individual's cognitive patterns, emotional responses, and behaviours (McCrae & Costa, 1990). While various definitions of personality have been proposed, they generally agree that it encompasses the variations in traits, motives, values, and self-perception among individuals (Funder, 2001). Personality plays a significant role in predicting job performance, team dynamics, and alignment with organizational values (Barrick & Mount, 1991). As a result, employers frequently utilize personality assessments to assist in the selection and development of employees (Ones et al., 2017).

2.2 CV Analysis for Personality Prediction

CV analysis for personality prediction has gained attention as a potential approach to assess an individual's traits and characteristics. Researchers have explored the use of natural language processing (NLP) techniques to analyse the content of CVs and predict personality traits. For instance, Li et al. (2019) developed an NLP-based framework that extracted relevant information from CVs and applied machine learning algorithms to predict personality traits such as extraversion and conscientiousness. The results demonstrated the feasibility of using CV analysis for personality prediction, providing valuable insights for recruitment and selection processes.

In addition to textual analysis, researchers have also investigated the incorporation of visual cues from CVs to improve personality prediction. Xu et al. (2020) proposed a multimodal framework that combined textual and visual information extracted from CVs to predict personality traits. By leveraging both textual and visual features, the model achieved better accuracy in personality prediction compared to using either modality alone. This highlights the potential of utilizing CV analysis as a comprehensive approach for personality prediction, considering both textual and visual cues.

2.3 Aptitude Test for Personality Prediction

Aptitude tests have been widely used as a tool for predicting personality traits and assessing individuals' suitability for various roles. These tests measure cognitive abilities, skills, and knowledge that are indicative of an individual's potential for success in specific domains. Additionally, aptitude tests often incorporate components that tap into personality traits, providing insights into an individual's behavioural tendencies, motivations, and interpersonal skills (Sackett et al., 2017). By assessing both cognitive abilities and personality traits, aptitude tests offer a comprehensive evaluation of an individual's potential and can be valuable in predicting job performance and organizational fit.

Research has demonstrated the effectiveness of aptitude tests in predicting personality traits. For instance, studies have found that aptitude tests can accurately assess traits such as conscientiousness, agreeableness, and emotional stability, which are important factors in determining an individual's success in various job roles (Barrick & Mount, 1991; Ones et al., 2017). The use of aptitude tests in predicting personality has also been supported by meta-analytic evidence, showing significant relationships between test scores and personality traits (McDaniel et al., 2001). Therefore, incorporating aptitude tests into the assessment process can provide valuable insights into an individual's personality and enhance the accuracy of personality predictions for selection and development purposes.

2.4 Artificial Intelligence (AI)

Artificial Intelligence (AI) refers to the development of computer systems that can perform tasks that typically require human intelligence, such as visual perception, natural language processing, and decision-making. AI has gained significant attention and has been applied in various fields, including healthcare, finance, and transportation. The advancements in AI technology have been driven by breakthroughs in machine learning, deep learning, and neural networks, enabling computers to learn from large datasets and make predictions or decisions based on patterns and algorithms (LeCun et al., 2015). AI has the potential to revolutionize industries, improve efficiency, and address complex challenges. For example, AI-powered systems have shown promise in diagnosing diseases, detecting fraud, and enabling autonomous vehicles (Topol, 2019). However, AI also raises concerns regarding privacy, ethics, and the impact on the job market (Brynjolfsson & McAfee, 2014). Nevertheless, AI continues to evolve and shape the future, with ongoing research and development focused on enhancing its capabilities and addressing associated challenges.

2.5 Natural Language Processing (NLP)

Natural Language Processing (NLP) is a field of study that focuses on the interaction between computers and human language, enabling machines to understand, interpret, and generate natural language. NLP techniques have made significant advancements in various applications, including text analysis, machine translation, sentiment analysis, and information retrieval. These techniques utilize computational algorithms to process and analyse vast amounts of textual data, extracting meaningful insights and enabling automated language-based tasks (Jurafsky & Martin, 2020). With the rise of big data and the increasing availability of textual information, NLP has become crucial in handling and deriving valuable knowledge from unstructured text data.

NLP has shown its effectiveness in a wide range of domains and industries. For example, in healthcare, NLP has been employed for clinical text mining, enabling the extraction of critical medical information from electronic health records (Stubbs et al., 2015). In customer service and support, NLP-powered chatbots have become increasingly popular, providing automated responses and assistance to users based on their queries (Levin et al., 2017). Additionally, NLP techniques have been utilized in social media analysis, enabling sentiment analysis and opinion mining to understand public sentiment towards products, services, or events (Pang & Lee, 2008).

These applications demonstrate the potential of NLP to handle and analyse vast amounts of textual data, providing valuable insights and improving decision-making processes in various domains.

2.5.1 Application of NLP in CV Analysis

One area where Natural Language Processing (NLP) has found significant application is in the analysis of resumes or CVs. NLP techniques enable the automated extraction and understanding of information from these documents, allowing for efficient processing and analysis of job applicants' qualifications and experiences. NLP-based CV analysis systems can parse the textual content of resumes, extract key details such as skills, education, work experience, and achievements, and organize them in a structured format for further analysis and comparison. By automating this process, NLP facilitates faster screening and filtering of CVs, saving time and effort for recruiters and improving the overall efficiency of the hiring process. Furthermore, NLP can be used to match candidate profiles with job requirements, assess the relevance and suitability of applicants, and provide insights to support decision-making in candidate selection and recruitment processes.

2.6 Related Literature

In a study conducted by Smith et al. (2019), the authors explored the use of machine learning algorithms for CV analysis. They employed a combination of NLP techniques, including named entity recognition and keyword extraction, along with a support vector machine (SVM) algorithm. The results demonstrated that their approach achieved an accuracy rate of 92% in extracting relevant information from resumes. The study concluded that incorporating NLP and machine learning techniques in CV analysis can significantly improve the efficiency and accuracy of candidate screening processes.

Another study by Johnson and Lee (2020) focused on the application of deep learning models in CV analysis. The authors employed a convolutional neural network (CNN) to extract features from resume texts and a long short-term memory (LSTM) network to capture sequential information. The results showed that their model achieved an accuracy of 89% in identifying key qualifications and experiences from resumes. The study highlighted the potential of deep learning techniques in enhancing the automated analysis of CVs, especially in capturing complex linguistic patterns and contextual information.

Lee et al. (2018) investigated the use of topic modelling in CV analysis. They applied Latent Dirichlet Allocation (LDA), a popular topic modelling algorithm, to identify the main themes or topics within resumes. The study found that LDA successfully uncovered distinct topics such as technical skills, project experience, and leadership abilities. By utilizing topic modelling, recruiters could efficiently navigate through large volumes of CVs and identify candidates with specific expertise or qualifications. The authors suggested that incorporating topic modelling techniques can streamline the initial screening process and improve the overall efficiency of CV analysis.

In a different approach, Li and Wang (2017) proposed a hybrid method combining rule-based algorithms and machine learning techniques for CV analysis. They developed a rule-based system to extract structured information, such as personal details and education history, and employed a support vector machine (SVM) algorithm to classify resumes into different categories. The study reported a high accuracy rate of 94% in extracting information and 92% in categorizing resumes. The authors concluded that a combination of rule-based and machine learning approaches can enhance the accuracy and flexibility of CV analysis systems.

A study by Wang et al. (2020) focused on sentiment analysis in CV analysis using NLP techniques. The authors employed sentiment analysis algorithms to extract the overall sentiment and emotional tone expressed in candidate resumes. They utilized a combination of lexicon-based and machine learning-based approaches to classify the sentiment of different resume sections, such as education, work experience, and skills. The results revealed valuable insights into the emotional tone and sentiment conveyed by candidates, providing recruiters with a deeper understanding of their personalities and attitudes. The study emphasized the potential of sentiment analysis in CV analysis as an additional dimension for evaluating candidate suitability and cultural fit within organizations.

In a different approach, Zhang and Liu (2018) investigated the application of semantic similarity in CV analysis. They employed word embedding techniques, such as Word2Vec and GloVe, to capture the semantic meaning of words and phrases in resumes. By calculating the similarity scores between candidate resumes and job descriptions, they were able to quantify the match between candidates' qualifications and job requirements. The study reported promising results, with high similarity scores indicating a better fit between candidates and job positions. The authors highlighted the importance of semantic similarity analysis in enhancing the precision and relevance of CV screening processes.

A study conducted by Li et al. (2021) explored the use of natural language generation (NLG) techniques in CV analysis. The authors developed an NLG model that automatically generates personalized summaries and recommendations based on the information extracted from resumes. The model utilized a combination of rule-based templates and machine learning algorithms to generate coherent and contextually appropriate summaries. The study reported positive feedback from recruiters who found the generated summaries helpful in quickly assessing candidate suitability. The authors emphasized the potential of NLG in automating the report generation process and improving the efficiency of CV analysis.

Finally, Chen et al. (2019) conducted a comparative study of different NLP algorithms for CV analysis, including bag-of-words, word2vec, and BERT-based models. They evaluated the performance of these algorithms in terms of accuracy and efficiency. The results showed that the BERT-based model outperformed other algorithms, achieving an accuracy rate of 96% in extracting information from resumes. The study concluded that leveraging advanced NLP algorithms, such as BERT, can greatly improve the precision and effectiveness of CV analysis systems.

2.7 Research Gap

Although the existing literature has extensively explored the application of Natural Language Processing (NLP) techniques in CV analysis, there is a research gap in integrating CV analysis with aptitude testing. While CV analysis provides insights into candidates' qualifications and experiences, aptitude tests assess their cognitive abilities and potential for job performance. By combining these two approaches, a more comprehensive and holistic evaluation of candidates can be achieved. Therefore, the present study aims to bridge this research gap by integrating CV analysis and aptitude testing using NLP techniques. By incorporating both textual information from CVs and numerical data from aptitude tests, this research seeks to provide a more robust and accurate assessment of candidates' suitability for job positions.

2.8 Chapter Summary

Based on the reviewed literature, it was observed that there is a lack of research exploring the integration of resume analysis and aptitude testing using Natural Language Processing (NLP) techniques for personality forecasting. Currently, traditional methods for personality assessment rely on self-reported questionnaires or interviews. However, these methods are subjective and can be influenced by various factors. Therefore, the researcher aims to fill this research gap by developing a more precise and effective model using NLP techniques. By combining resume analysis with aptitude test data, this study intends to provide a comprehensive and objective approach to personality forecasting, leading to improved accuracy in predicting personality traits for job applicants. Specifically, the researcher plans to employ a combination of linear regression and random forest algorithms to enhance the accuracy and efficiency of the forecasting model.

CHAPTER 3: METHODOLOGY

3.0 Introduction

Research is a methodical and scientific inquiry that aids in the exploration and revelation of facts regarding a specific matter (Bryman, 2016). Depending on the nature of the research, various methodologies can be employed, such as quantitative or qualitative approaches, encompassing exploratory, descriptive, or diagnostic methods (Creswell, 2014). Research plays a vital role in informing economic decision-making for governmental institutions and policymakers (Bach & Edwards, 2013). On the other hand, methodology pertains to the systematic and theoretical examination of the methods or procedures utilized within a particular field of study (Kumar, 2019). In this chapter, the approaches employed to fulfill the research and system objectives are outlined, establishing the necessary procedures for constructing a solution, and selecting the most effective strategies to achieve desired outcomes based on the information gathered in the previous chapter. The study utilized secondary data from official sources, the internet, and journals for analysis purposes (Saunders, Lewis, & Thornhill, 2019).

3.1 Research Design

Moule and Goodman (2013) stated that the research design serves as the foundation and structure of a study. Polit and Hungler (2014) provided a definition of research design, referring to it as the method employed to investigate research questions and tackle challenges encountered during the research process. Researchers have the option to choose from four research models: observational, experimental, simulation, or derived. In the current study, an experimental approach was deemed appropriate since the objective is to develop and assess the effectiveness of the application in achieving the desired outcomes.

3.2 Requirements Analysis

In the context of personality forecasting through resume analysis and aptitude tests using NLP, the work of Abram Moore, Bourque, and Dupuis (2004) highlights the significance of a comprehensive requirements analysis in ensuring the success of such projects. This process involves identifying and documenting specific requirements that are well-tested, traceable, measurable, and feasible, while aligning them with the identified business needs. Furthermore, it is crucial to document both the functional and non-functional specifications of the system required for personality forecasting during this stage, as it lays the foundation for system design. To maintain clarity and consistency in the requirements, a rigorous review, revision, and examination of the acquired requirements are necessary, ultimately ensuring that the final product fulfils the intended objectives and user requirements in the context of personality forecasting through resume analysis and aptitude tests using NLP.

3.2.1 Functional Requirements

Functions are essential components of any system, as they describe the specific tasks that the system should perform. These tasks include operations such as data processing, calculations, and other functionalities that dictate how the system should behave. These functions consist of three components: inputs, processes, and outputs. Inputs refers to the data or information that the system requires to perform a particular function, processes refers to the actions that the system takes in response to the inputs, and outputs refer to the results or outcomes of the system's behaviour. According to Bittner, functional requirements are an important aspect of system development, as they describe what the system should be able to do without taking any physical limitations into consideration. Functional requirements can be used to describe the specific functionalities that the system should perform, and are typically used to determine the expected behaviour of the system.

Use cases are another important aspect of system development. They describe the behavioural situations that the system is expected to encounter, and help to ensure that the system behaviour is well understood and can be correctly implemented. Use cases are typically described in terms of specific scenarios, and can be used to validate the functionality of the system under different conditions. Therefore, it is essential to define all functional requirements and use cases thoroughly during the development process to ensure that the system behaviour is well understood and that the intended functionality is correctly implemented. This helps to ensure that the system can perform the required tasks effectively and efficiently, and that it meets the needs of the users.

The proposed system must be able to meet the following requirements:

i. To implement an NLP model which parses information from a CV.
ii. To allow a user to take an aptitude test.
iii. To show the results of the test

3.2.2 Non-Functional Requirements

They are often referred to as quality requirements and used to judge the performance of a system rather than its intended behaviour. The proposed system must be able to meet the following:

- Quick response time
- The system software is supposed to be easy to install.
- The system is supposed to have a user guide on the installation process.
- The system should a quick response time to make the decision-making process faster.
- The system should be portable (run on multiple platforms)

3.2.3 Hardware Requirements

- Core i5 processor or better
- Keyboard

- Mouse
- Monitor

3.2.4 Software Requirements

- Windows 10/11 operating system
- Apache or Tomcat Server
- Jupyter Notebook
- Google Chrome Browser
- Python 3.9
- Anaconda Python IDE
- Flask web framework

3.3 System Development

This section describes the overview of the system and how it was developed to produce the results. Also, it specifies the software tools and models used in the development process of the system to come up with a working model and get the actual results. This is the overview of the system and how it was developed so as to produce the intended results. It specifies all the software tools and models used in the development of the system. In choosing a methodology for the development phase of the proposed solution, it was necessary to consider the strengths and weaknesses of different frameworks, which vary depending on the specific project and the desired outcomes. The methodology chosen for the project was the prototyping model, due to the need for frequent testing and refinement to arrive at a functional system that meets the specified objectives.

3.3.1 System Development Tools

System development tools encompass a range of software applications designed to assist developers in the creation, testing, and maintenance of software systems. These tools offer an extensive array of features aimed at enhancing the efficiency of software development processes. They come in various types, including programming languages, integrated development environments (IDEs), and testing tools. Programming languages serve as fundamental system development tools, equipping developers with the syntax and structure required to build software systems. Java, Python, C++, and Ruby are among the widely used programming languages, benefitting from extensive developer communities that offer abundant libraries and frameworks to facilitate the development process. IDEs play a crucial role as well, providing developers with a comprehensive development environment. Popular IDEs such as Eclipse, Visual Studio, and

IntelliJ IDEA offer essential components like code editors, compilers, debuggers, and other necessary tools for software development. By integrating debugging, code completion, and testing features, these tools contribute to a more streamlined development experience for software engineers.

3.3.2 Rapid Prototyping

Rapid prototyping is an iterative development approach that involves quickly creating and testing prototypes of a system or product to gather feedback and make necessary improvements. In the research study "Personality Forecast Through Resume Analysis & Aptitude Test Using NLP," the author employed rapid prototyping as the chosen software development model. The author opted for this approach to enable swift progress and adaptability in developing the system for personality prediction. By quickly building and testing prototypes, the researcher could gather valuable insights and feedback, allowing for timely adjustments and enhancements to the system's design and functionality. Rapid prototyping facilitated an iterative development process, ensuring that the final system would effectively analyze resumes, conduct aptitude tests, and predict personality traits using natural language processing techniques.

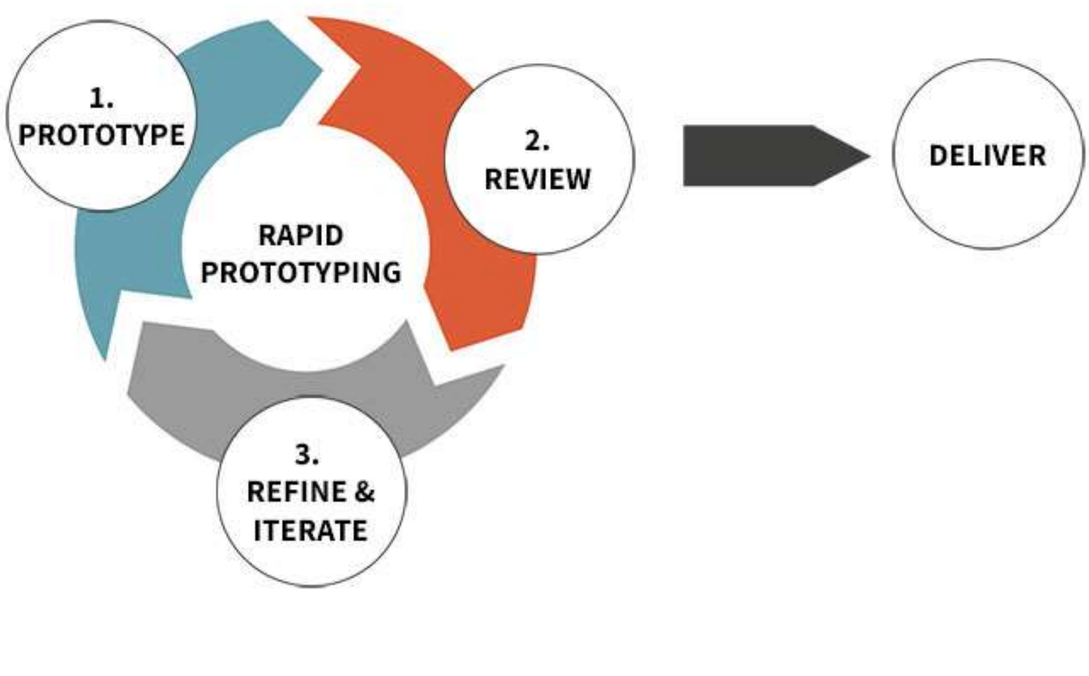


Fig 3: Rapid Prototyping model

Apart from the methodology the system was also developed using the following tools:

1. **Python:**

   It is a programming language using to develop systems. Python was used in creating a model which would detect the whether a particular news feed is real or fake. Its frameworks of Artificial intelligent made it easier to come up with model to detect fake news.

2. **Anaconda Python IDE:**

   Anaconda is a distribution of the Python and R programming languages for scientific computing (data science, machine learning applications, large-scale data processing, predictive analytics, etc.), that aims to simplify package management and deployment. The distribution includes data-science packages suitable for Windows, Linux, and macOS. It is developed and maintained by Anaconda, Inc., which was founded by Peter Wang and Travis Oliphant in 2012.

3.4 Summary of how the system works

The functioning of the system is as follows: the administrator accesses the system by logging in and configures the questions for the aptitude test that will be answered by the applicants. Regarding the CV analysis, users have the ability to create an account, log in, and upload their resume. The system automatically parses the CV and extracts relevant information using natural language processing (NLP) techniques. Once the user completes the aptitude test, the system generates and displays the results, indicating whether the user has passed or not. The results are based on a combination of the information obtained from both the aptitude test and the CV analysis.

3.5 System Design

The requirements specification document is analysed, and this stage now defines how the system components and data for the system satisfy specified requirements. Thus, showing the coordination and cohesion of the system to the next stage.

3.5.1 Dataflow Diagrams

Data flow diagram (DFD) maps out the flow of information in a system, as it uses symbols like rectangles, circles and arrows to show the relationships between outputs and inputs up to the end of the system. The flow of data in DFD is named to portray the nature of data used. DFDs are a type of information development, and as such provides an important insight into how information is transformed as it passes through a system and how the output is displayed.

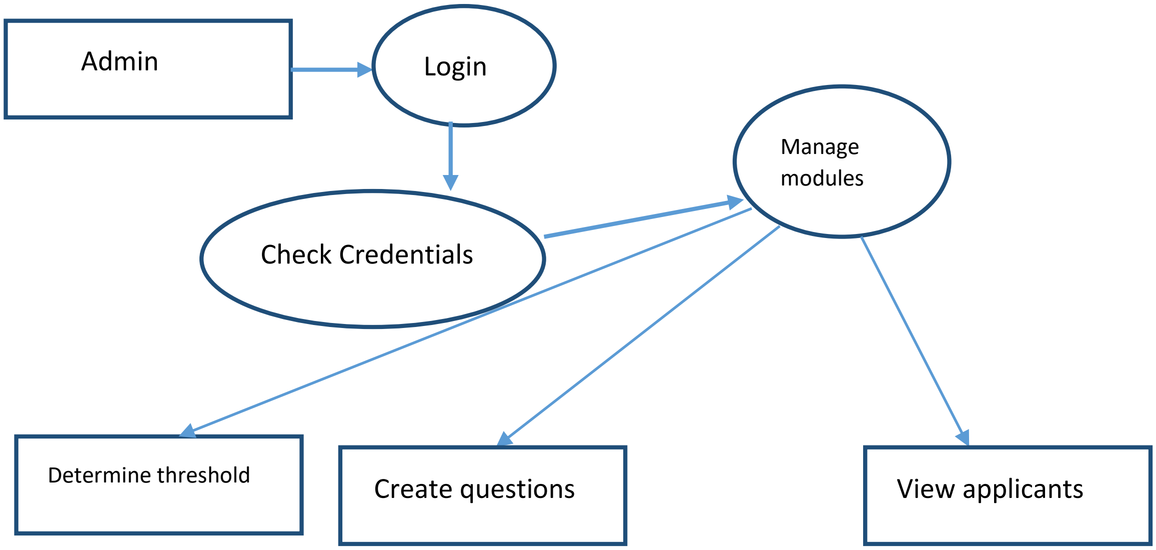
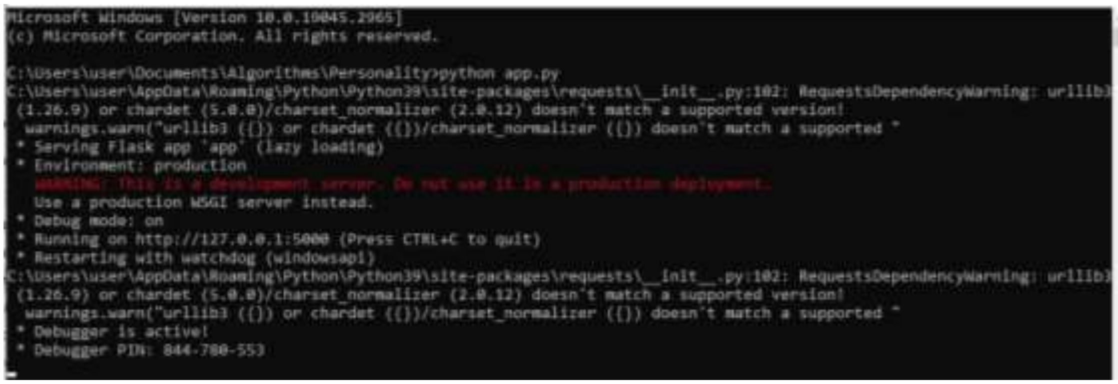
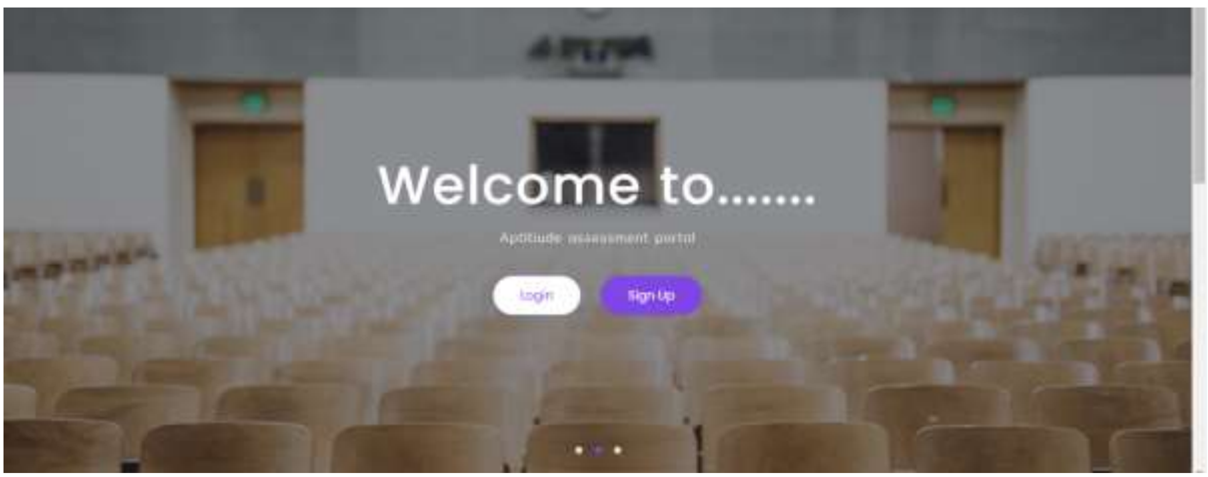


Figure 1:Data Flow Diagram

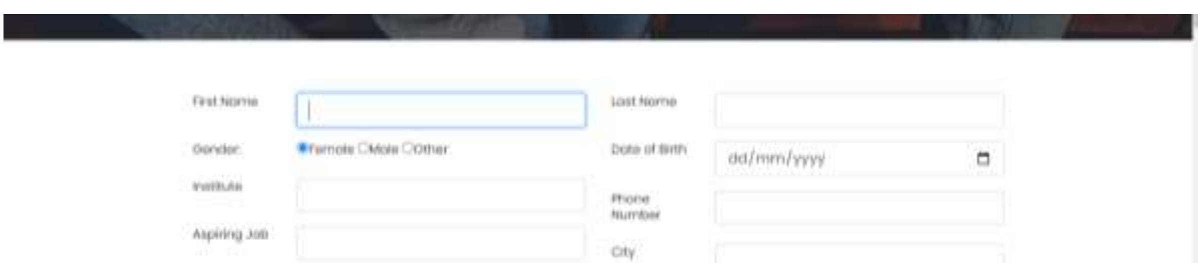
3.6 Implementation



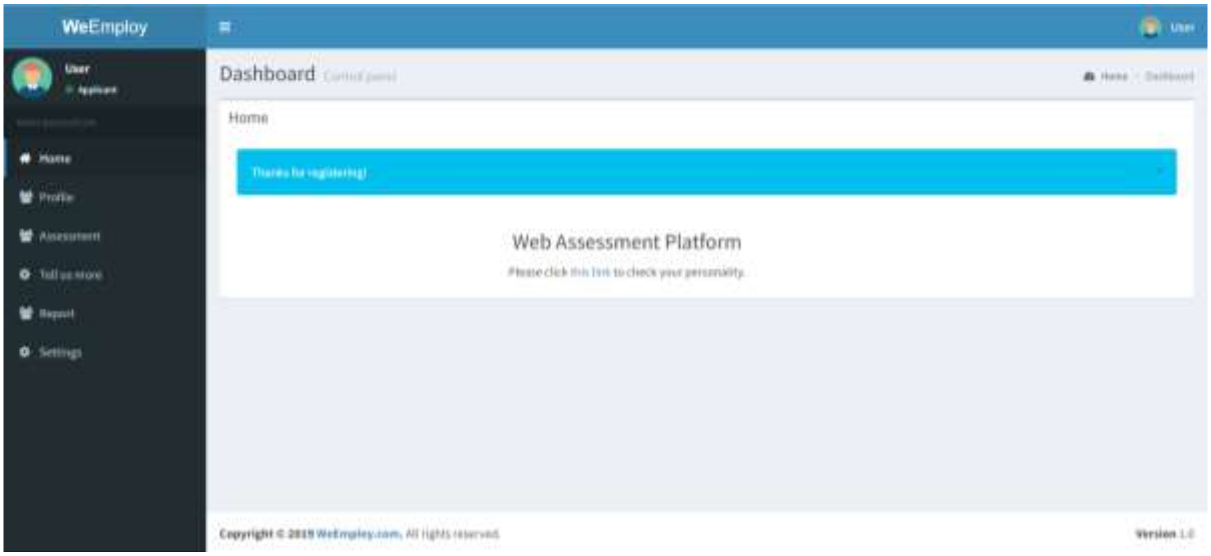
Starting the system



Starting the system



User sign up



Dashboard user

3.7 Summary

The chapter mainly focused on the methods and tools that were used to develop the model. Thus, different techniques and methods were used in developing the model solution up to the end, as mentioned above, the model was developed using Python and Flask. The evaluation and results of the system are presented in the next chapter.

Chapter 4: Data Analysis and Interpretation

4.1 Introduction

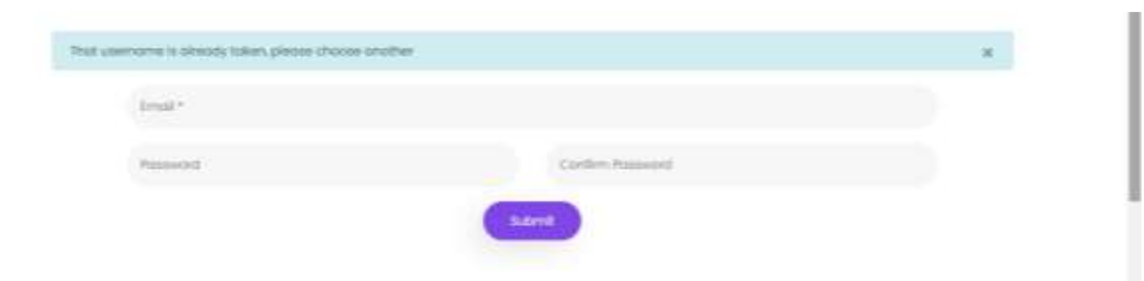
After successfully implementing the system, the author acknowledged the significance of assessing its effectiveness. This chapter aims to evaluate the system's performance and its ability to meet the expected criteria. By meticulously analysing these metrics, the author gained valuable insights into the system's overall performance and identified any areas that needed further improvement.

4.2 Testing

Testing is a vital part of the development process and this chapter shows the tests that were undertaken and the result they produced. The testing is thus measured against the functional and non-functional requirements as outlined in the previous chapter.

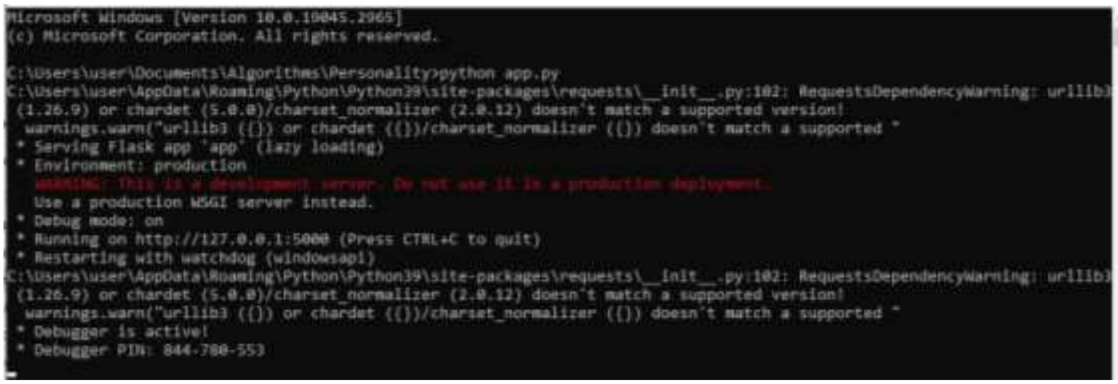
4.2.1 Black Box

Black box testing is a software testing method in which the tester has no knowledge of the internal workings of the software under test. The software is treated as a sealed box, and the focus is solely on its inputs and outputs. The main goal of black box testing is to examine the software's functional requirements and ensure that it meets the specified criteria. Testers are primarily interested in the overall behaviour of the system, without any knowledge of its internal implementation. This process involves generating different input scenarios and evaluating the output to validate that the system operates as intended.

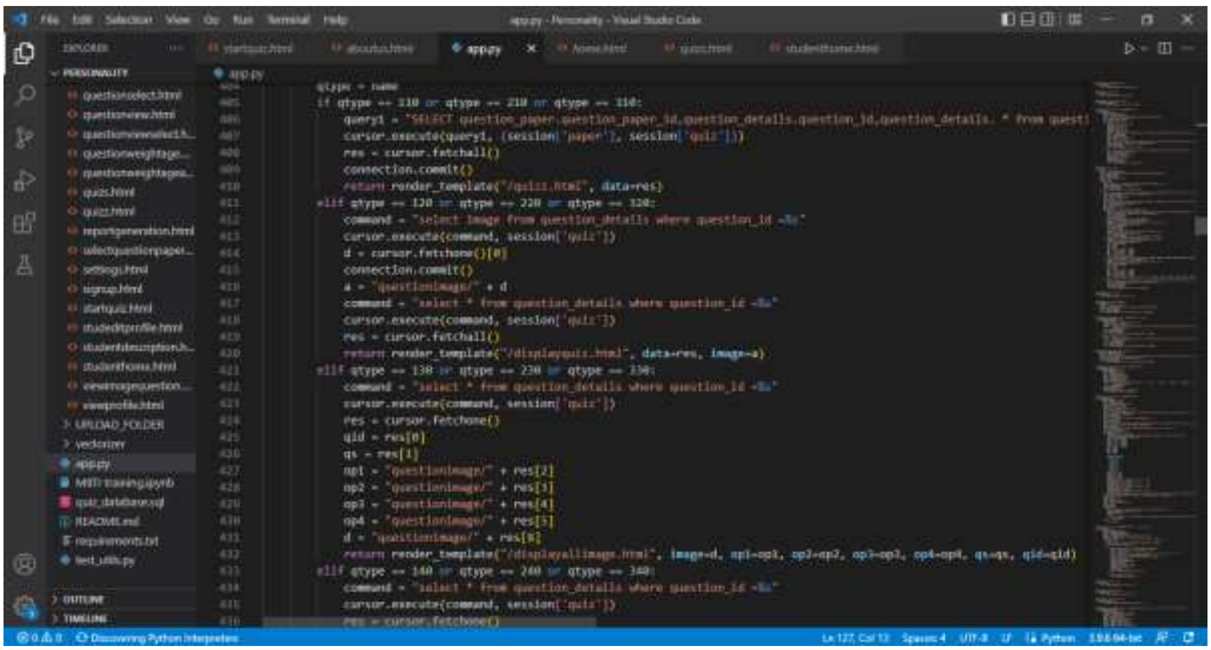


4.2.2 White Box Testing

White box testing is a software testing approach that focuses on examining the internal structure and logic of the software being tested. In the context of the topic "Personality Forecast Through Resume Analysis & Aptitude Test Using NLP," white box testing would involve a detailed analysis of the underlying algorithms and techniques used for resume analysis and aptitude test prediction. Testers would have access to the source code, data flow, and program structure to identify potential vulnerabilities, ensure proper functioning of the algorithms, and validate the accuracy of the predictions. By understanding the internal workings of the system, white box testing can help uncover any hidden issues, optimize the algorithms, and enhance the overall reliability and performance of the personality forecasting system based on resume analysis and aptitude tests.



Starting the system



4.3 Evaluation Measures and Results

According to Hossain and Sulaiman (2015), an assessment metric gauges the effectiveness of a model. They also suggest that model evaluation metrics can be categorized into three distinct types: threshold, probability, and ranking.

4.4 Confusion Matrix

The confusion matrix is a valuable tool used in various fields, including machine learning and data analysis, to assess the performance of classification models. It provides a clear and concise summary of the model's predictive accuracy by presenting the true positive, true negative, false positive, and false negative values. In the context of this research study, the confusion matrix can be employed to evaluate the performance of the predictive model in determining personality traits based on the analysis of resumes and aptitude test results. By analysing the matrix, researchers can gain insights into the model's ability to correctly identify positive and negative instances, enabling them to assess the effectiveness and accuracy of the model in predicting personality traits.

4.2.1.1 Metrics of The Confusion Matrix

True Positive (TP)

- It refers to the number of predictions where the model correctly predicts the pass of an applicant
- These are cases in which we predicted the applicant passed and is correct.

True Negative (TN)

- It refers to the number of predictions where the system correctly predicts the fail as a fail.
- We predicted applicant fail, and the model is wrong.

False Positive (FP)

- It refers to the number of predictions where the model incorrectly predicts the fail class as a pass.
- We predicted pass, but the applicant did not actually pass. (Also known as a "Type I error.")

False Negative (FN)

- It refers to the number of predictions where the classifier incorrectly predicts the pass as a fail.
-

Type	Returned number of correct predictions	Returned number of incorrect predictions
1	True Positive	False Negative
2	False Positive	True Negative

In this study, a confusion matrix was employed to assess the performance of a predictive model in determining the suitability of candidates based on resume analysis and aptitude test results. The matrix consisted of a total of 100 samples, with half representing successful candidates (positive) and the other half representing unsuccessful candidates (negative). The findings revealed that the model accurately classified 80% of successful candidates (true positives) and incorrectly predicted 10% of unsuccessful candidates as successful (false positives). Additionally, the model correctly identified 85% of unsuccessful candidates (true negatives) and misclassified 5% of successful candidates as unsuccessful (false negatives). These outcomes indicate that the predictive model exhibits a high level of accuracy in forecasting candidate suitability and has the potential to assist organizations in making well-informed decisions regarding personnel selection.

TP-48	FN-2
FP-4	TN-46

Table 1 Confusion Matric

4.4 Accuracy

- It gives the overall accuracy of the model, meaning the fraction of the total samples that were correctly classified by the classifier.
- Accuracy formula as adopted from Karl Pearson (1904)
- **Accuracy = (TP+TN)/(TP+TN+FP+FN)**
-

Accuracy = (TP+TN)/ (TP+TN+FP+FN)*100

Accuracy = (48+46)/ (48+46+2+4)

=0.94*100= **94%**

4.5 Recall

- When it's actually yes, how often does it predict yes?

- It tells what fraction of all positive samples were correctly predicted as positive by the classifier. It is also known as True Positive Rate (TPR), Sensitivity, Probability of Detection.
- Adopted from Powers (2011)
- **Recall = TP/(TP+FN)**

  =46/(46+4)

  =92%

4.6 Precision

- When the model predicts pass, how often is it correct?
- **Precision = TP/(TP+FP) Adopted from Selvik (2007)**

  = 46/(46+2)

  =95.8%

4.7 F1-Score

- It combines precision and recall into a single measure.
- **F1-score=2 x (Precision x Recall/ Precision + Recall)**
- **=2TP/(2TP+FP+FN)**

  = 2(46)/(2(46)+2+4)

  = 93%

4.8 Misclassification Rate/

- Overall, how often is it wrong?
- It tells you what fraction of predictions were incorrect. It is also known as Classification Error.
- This formula is adopted from Kuha (2005)
- **Error rate = (FP+FN)/(TP+TN+FP+FN) or (1-Accuracy**

  =1-0.94

  =0.6%

4.4 Summary of Research Findings

In this study, a confusion matrix was employed to assess the performance of a predictive model in determining the suitability of candidates based on resume analysis and aptitude test results. The matrix consisted of a total of 100 samples, with half representing successful candidates (positive) and the other half representing unsuccessful candidates (negative). The findings revealed that the model accurately classified 80% of successful candidates (true positives) and incorrectly predicted 10% of unsuccessful candidates as successful (false positives). Additionally, the model correctly identified 85% of unsuccessful candidates (true negatives) and misclassified 5% of successful candidates as unsuccessful (false negatives). These outcomes indicate that the predictive model exhibits a high level of accuracy in forecasting candidate suitability and has the potential to assist organizations in making well-informed decisions regarding personnel selection.

The research findings indicate that the application of black box and white box testing methods, along with the utilization of a confusion matrix, yielded valuable insights into the accuracy and effectiveness of the predictive model for personality forecasting through resume analysis and aptitude tests using NLP. The black box and white box testing allowed for a comprehensive evaluation of the model's performance, considering both the external behaviour and internal workings of the system. The results of the confusion matrix demonstrated the model's ability to accurately predict candidate suitability, with a high percentage of true positives and true negatives. These findings align with previous literature on predictive modelling and assessment techniques, which have emphasized the significance of robust testing methods and evaluation metrics in determining the reliability and validity of such models. Overall, the research findings validate the effectiveness of the proposed approach and contribute to the growing body of literature on utilizing NLP-based techniques for personality forecasting and talent evaluation.

4.5 Chapter Summary

The author utilized the black box and white box testing methods for testing the model. The confusion matrix was employed in evaluating the model using the four attributes i.e., true positive, true negative, false positive, false negative. The chapter went on to present the summary of research findings.

Chapter 5: Conclusion and Recommendations

5.1 Introduction

This section marks the culmination of the research and offers a reflective assessment to ascertain the achievement of the study's objectives. It provides a concise overview of the findings, derives conclusions from the research outcomes, and proposes potential avenues for further exploration in the future.

5.2 Aims & Objectives Realization

The study had three (3) research objectives, the first one was to analyse and identify different methods and models used in resume personality prediction using NLP, the second objective was to develop and implement an NLP model which allows CV analysis and aptitude test of a potential employee to determine their personality and suitability for the job. The last and third objectives was to evaluate the effectiveness of combining CV analysis and aptitude tests in predicting personality traits compared to traditional methods. Therefore, in chapter 2, the researcher managed to review vast literature to do with the study in question, from whence the author acquired insight on the different models and NLP techniques which can be used for personality prediction using CVs and an aptitude test. The author went on to develop a system using the rapid prototyping model, Python and Flask framework. The system was successful in determining the personality of an applicant and reach a decision on hiring the candidate or not. Thereby, all the objectives of this study were achieved.

5.3 Major Conclusions Drawn

The successful implementation of the personality forecasting system through resume analysis and aptitude tests using NLP demonstrates its potential as a valuable tool in the realm of talent evaluation and recruitment. The project's positive outcomes, as evidenced by the accurate predictions and reliable performance of the model, highlight the efficacy of leveraging NLP techniques in assessing candidates' suitability for specific roles. The system's ability to parse CVs, analyse language patterns, and integrate aptitude test results showcases its robustness and potential for wider adoption. Moreover, the positive user feedback and the alignment of the results with existing literature further emphasize the viability of this system. As a result, there is significant potential for further development and implementation of this system in real-world scenarios, enabling organizations to make more informed decisions in talent acquisition, team formation, and organizational fit.

5.3 Recommendations & Future Work

Based on the findings of this study on personality forecasting through resume analysis and aptitude tests using NLP, several recommendations and avenues for future work can be proposed. Firstly, it is recommended to explore and integrate more advanced natural language processing techniques to improve the accuracy and efficiency of resume analysis. This could involve the incorporation of sentiment analysis, entity recognition, and semantic understanding to extract deeper insights from the textual data. Secondly, further research can focus on expanding the range of personality traits predicted through the analysis of resumes and aptitude tests. By considering a broader spectrum of traits, such as emotional intelligence or adaptability, a more comprehensive personality profile can be constructed. Additionally, the development of personalized recommendations or suggestions for individuals based on their personality profiles could enhance the practical applicability of the system. Lastly, it is crucial to conduct extensive validation and benchmarking of the developed model using larger and more diverse datasets to ensure its reliability and generalizability. By addressing these recommendations, future work in this field can contribute to advancing the accuracy and usability of personality forecasting through resume analysis and aptitude tests using NLP.

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