IJCRT.ORG ISSN : 2320-2882

INTERNATIONAL JOURNAL OF CREATIVE RESEARCH THOUGHTS (IJCRT)

An International Open Access, Peer-reviewed, Refereed Journal

AUTOMATED DATA INTEGRITY AND EXTRACTION ENGINE FOR BUSINESS OPERATIONS

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Abstract: Modern recruitment systems require efficient screening and evaluation to handle large volumes of applications. This study presents a **Recruitment Automation System** that automates the hiring process through intelligent resume analysis. Candidates upload resumes via a web portal, where AI and NLP extract key details such as skills, qualifications and experience. The system compares this data with job descriptions and generates an ATS score to measure candidate suitability. Eligible applicants proceed to role-based assessments, while HR can monitor results through a centralized dashboard. Automated interview scheduling via Google Meet and email notifications further stream line the process, ensuring a faster, accurate and transparent recruitment workflow.

Index Terms - Recruitment automation, resume screening, Artificial Intelligence (AI), Natural Language Processing (NLP), Applicant Tracking System (ATS), resume parsing, job matching, automated interview scheduling, Google Meet integration, HR dashboard, email notifications, data privacy, secure authentication.

INTRODUCTION

In today's digital era, organizations receive a large number of job applications, making the recruitment process complex and time-consuming. Traditional hiring methods such as manual resume screening, candidate shortlisting and interview scheduling require significant effort and may lead to delays and inconsistencies. Therefore, automated recruitment systems are essential to improve efficiency and accuracy in the hiring process.

This study proposes a **Recruitment Automation System** that streamlines the hiring workflow using Artificial Intelligence (AI) and Natural Language Processing (NLP). Candidates apply for jobs through a web portal by uploading their resumes, where the system automatically extracts important details such as skills, qualifications and experience. The extracted data is compared with job descriptions to generate an **Applicant Tracking System (ATS) score**, which determines candidate suitability.

Applicants who meet the required threshold proceed to role-based assessments, while recruiters monitor candidate information through a centralized **HR dashboard**. The system also supports automated interview scheduling through **Google Meet** and sends email notifications regarding interview status. Secure authentication and database storage ensure data privacy and system

reliability.

Furthermore, the system improves transparency in the recruitment process by maintaining a structured record of candidate applications, scores and interview results. This enables recruiters to make data-driven decisions and manage the hiring workflow more effectively while ensuring fairness and consistency in candidate evaluation.

By integrating AI-based resume analysis and automated evaluation, the system reduces manual effort, speeds up recruitment and improves the accuracy of candidate selection.

I. RELATED WORKS

Sharma (2018) examines the use of automated recruitment systems to simplify the hiring process in organizations. The study highlights how digital recruitment platforms help manage large volumes of applications while improving efficiency and reducing manual workload [1]. Kumar & Patel (2019) review different resume parsing techniques used in recruitment systems. The paper compares rule-based and machine learning approaches for extracting candidate details such as skills, education and experience from resumes [2]. Breiman (2001) introduces the Random Forest algorithm and its effectiveness in classification tasks. The research demonstrates its ability to handle large datasets and improve decision-making accuracy in automated systems [3]. Zhang & Liu (2020) explore the application of machine learning models in recruitment analytics. The study shows how AI-based models improve candidate screening and help organizations identify suitable applicants efficiently [4].

Gupta & Sharma (2021) discuss the use of Natural Language Processing (NLP) techniques for analyzing resumes and job descriptions. The research highlights methods such as keyword extraction and semantic analysis to improve candidate-job matching [5]. Brown & Wilson (2019) analyze the implementation of Applicant Tracking Systems (ATS) in modern recruitment platforms. The study explains how ATS scoring helps recruiters filter candidates based on job requirements and qualifications [6]. Fernandez (2017) examines the role of AES encryption in protecting sensitive user data. The study explains how encryption ensures confidentiality and prevents unauthorized access to stored information [7]. Dean & Ghemawat (2004) introduce the MapReduce framework for processing large-scale datasets. The research demonstrates how distributed computing improves processing speed and efficiency in data-intensive applications [8].

Williams (2020) reviews automated data validation techniques used in digital platforms. The paper explains how validation mechanisms reduce errors and maintain data consistency in information systems [9]. Lin & Wu (2019) analyze the importance of SSL/TLS protocols in securing web-based applications. The study highlights how encryption protects user data during online communication and prevents data breaches [10]. Singh & Roy (2021) investigate deep learning techniques such as Convolutional Neural Networks (CNN) and Recurrent Neural Networks (RNN) for improving information extraction from documents. The research shows that these models enhance accuracy in data processing systems [11]. Kaur & Patel (2018) compare various classification algorithms including Random Forest, Support Vector Machine (SVM) and neural networks. The study highlights their performance in handling structured and unstructured data [12].

Johnson & Martin (2020) discuss the use of Named Entity Recognition (NER) in extracting important information such as names, organizations and locations from text documents. The study explains its role in improving automated information processing systems [13]. Chen & Zhao (2017) explore distributed computing frameworks such as Apache Hadoop and Spark for large-scale data processing. The research demonstrates how parallel computing improves system scalability and efficiency [14]. Kumar & Lee (2019) review text similarity algorithms such as Jaccard Similarity and Cosine Similarity for comparing textual data. The study explains how these algorithms help in matching candidate profiles with job descriptions [15].

II. ARCHITECTURE DESIGN

The proposed **Recruitment Automation System** is designed to efficiently manage the entire hiring workflow, including resume submission, candidate evaluation, interview scheduling and data management. The system integrates **Artificial Intelligence (AI), Natural Language Processing (NLP), Applicant Tracking System (ATS) scoring and secure database storage** to automate and optimize recruitment activities while ensuring accuracy and reliability.

The system begins with a **web-based portal** that provides two interfaces: a **Candidate Portal** and an **HR Portal**. Candidates can register, browse job openings and upload their resumes in digital formats such as PDF or DOC. The portal ensures secure communication and structured data handling during the application process. Uploaded resumes are temporarily stored in the system for further analysis and processing.

Once the resume is uploaded, the system performs **resume parsing**, where important details such as skills, educational qualifications, certifications and work experience are automatically extracted. **Natural Language Processing (NLP)** techniques analyze the extracted data and compare it with the job description provided by the recruiter. This comparison identifies the level of similarity between candidate profiles and job requirements.

To support effective candidate screening, the system generates an **Applicant Tracking System (ATS) score**, which represents the compatibility between the candidate's profile and the job role. Candidates who achieve the required score threshold are automatically shortlisted for the next stage. These shortlisted applicants are then directed to **role-based assessments** designed to evaluate their technical and professional competencies.

All candidate information, ATS scores, assessment results and application statuses are displayed in a centralized **HR dashboard**. This dashboard enables recruiters to efficiently monitor applications, review candidate performance and make informed hiring decisions. The system also integrates **automated interview scheduling** using **Google Meet**, allowing HR personnel to schedule interviews directly through the platform. Candidates receive **real-time email notifications** regarding interview invitations, selection status or rejection updates.

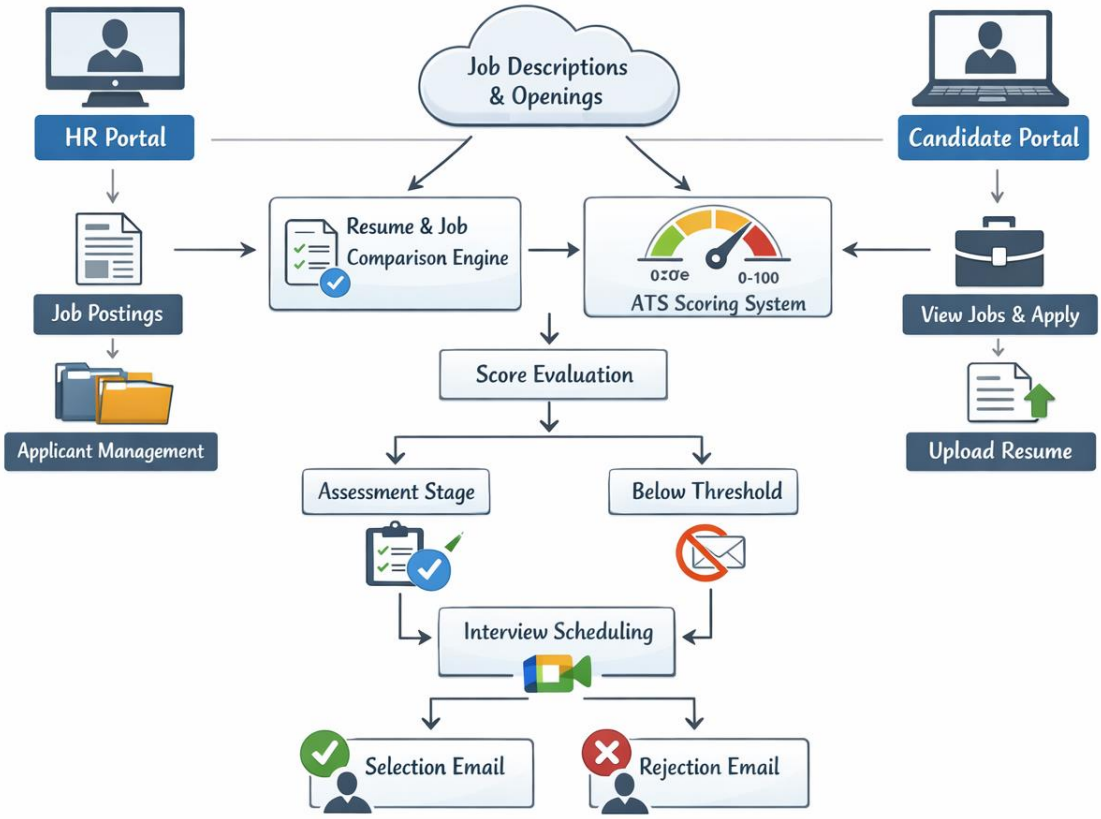

Figure 1: Architecture design of the model

III. RESEARCH METHODOLOGY

The research methodology for the **Recruitment Automation System** follows a structured approach that integrates Artificial Intelligence (AI), Natural Language Processing (NLP), resume parsing, automated evaluation and secure data management to improve the efficiency of the recruitment process. The methodology is divided into several phases including data collection, preprocessing, resume analysis, candidate evaluation and secure storage of recruitment information.

The first phase involves collecting **candidate resumes and job descriptions** from various sources. Candidates upload their resumes through the web portal in formats such as PDF or DOC. These resumes contain important details such as educational qualifications, skills, certifications and work experience. The system processes these documents to extract relevant information required for candidate evaluation

Preprocessing involves:

- **Text Extraction –** Extracting textual content from uploaded resumes to obtain structured information.
- **Data Cleaning –** Removing unnecessary symbols, formatting errors and duplicate information to improve analysis accuracy.
- **Keyword Identification –** Identifying important keywords such as technical skills, certifications and job roles from resumes.

After preprocessing, **resume parsing techniques** are applied to automatically extract key candidate details.

Natural Language Processing (NLP) techniques are used to analyze the extracted text and identify important entities.

To evaluate candidate suitability, the system compares extracted resume information with the **job description provided by the recruiter**. Machine learning and text similarity techniques are applied to determine the level of matching between candidate profiles and job requirements. Based on this comparison, the system generates an **Applicant Tracking System (ATS) score**, which represents the compatibility between the candidate and the job role.

Candidates who achieve the predefined ATS score threshold are shortlisted for the next stage of the recruitment process. These shortlisted candidates are directed to **role-based assessments** designed to evaluate their technical knowledge and problem-solving abilities. The results of these assessments are recorded and displayed in the HR dashboard.

To improve recruitment efficiency, the system also integrates **automated interview scheduling**. HR personnel can schedule interviews directly through the platform, and candidates receive notifications via email regarding interview invitations, selection status or rejection updates.

All candidate details, resume data, ATS scores and assessment results are securely stored in a structured database system such as **MySQL or MongoDB**. To ensure system security and data privacy, the platform incorporates:

- **Secure Authentication –** Allowing only authorized users to access recruitment data.
- **Encrypted Data Storage –** Protecting candidate information from unauthorized access.
- **Role-Based Access Control (RBAC) –** Restricting access to sensitive data based on user roles.

If inconsistencies or incomplete information are detected during the evaluation process, the system generates alerts and requests candidates to update their profiles or re-upload their resumes. All recruitment activities and evaluation results are logged for monitoring and analysis.

This research methodology integrates AI-driven resume analysis, NLP-based candidate matching and automated evaluation mechanisms to create an efficient and scalable recruitment system. The system significantly reduces manual effort, speeds up the hiring process and improves the accuracy of candidate selection.

IV. Algorithms Used

The **Recruitment Automation System** incorporates multiple algorithms and intelligent techniques to ensure efficient resume analysis, candidate-job matching, automated evaluation and secure data handling. These algorithms improve the accuracy, speed and reliability of the recruitment process, making the system suitable for handling large volumes of job applications. The key algorithms and techniques used in the system are described below:

To analyze candidate resumes and identify relevant information, **Resume Parsing Algorithms** are used. These algorithms automatically extract important details such as skills, educational qualifications, certifications and work experience from uploaded resumes. The extracted data is then structured for further analysis and comparison with job descriptions.

Key NLP techniques include:

- **Named Entity Recognition (NER)** – Identifies important entities such as candidate names, skills, organizations, degrees and experience details from resume text.
- **Keyword Extraction** – Extracts relevant keywords related to job roles, technologies and qualifications from resumes and job descriptions.
- **Text Similarity Algorithms** – Measures the similarity between resume content and job descriptions to determine candidate suitability.

To evaluate the compatibility between candidate profiles and job requirements, the system uses **Applicant Tracking System (ATS) scoring algorithms**. These algorithms analyze multiple factors such as skills, experience, qualifications and keyword matching to calculate a compatibility score.

Why ATS Scoring?

1. It helps recruiters quickly identify suitable candidates.
2. It reduces manual resume screening efforts.
3. It improves fairness and consistency in candidate evaluation.

The system uses **Natural Language Processing (NLP)** techniques to analyze and interpret the textual information present
in resumes and job descriptions. NLP helps the system understand candidate skills and match them with job
requirements.
To compare resume content with job descriptions, the system applies **Text Similarity Algorithms** such as:

- **Cosine Similarity Algorithm – Measures the similarity between two text documents by comparing word frequency vectors**.
- **Jaccard Similarity Algorithm – Compares sets of keywords from resumes and job descriptions to determine similarity levels**.

These algorithms help identify how closely a candidate's profile matches the required job skills and qualifications.

After candidate evaluation, shortlisted applicants undergo **role-based assessments**. These assessments test candidate knowledge and technical abilities related to the job role. The system records the assessment scores and integrates them with the ATS score for final evaluation.

To ensure efficient data management and system performance, the platform uses **database management algorithms**
for storing candidate data, resume information and recruitment results in structured databases such as MySQL or MongoDB.

For system security and data protection, the platform integrates encryption and authentication mechanisms, including:

1. **Secure Authentication Algorithms – Ensuring that only authorized users access the system**.
2. **Encrypted Data Storage – Protecting candidate information from unauthorized access**.

The overall system performance is supported by AI-driven resume analysis, NLP-based text processing and similarity algorithms that enable intelligent candidate matching. These algorithms collectively create an efficient, scalable and reliable recruitment automation system that improves hiring accuracy while reducing manual effort.

V. Performance and Efficiency

The **Recruitment Automation System** is designed to achieve high performance and efficiency by integrating Artificial Intelligence (AI), Natural Language Processing (NLP), resume parsing techniques and automated evaluation mechanisms. The system focuses on improving recruitment speed, accuracy and scalability while reducing manual effort in candidate screening and interview coordination. In addition, the platform ensures reliable data handling, efficient resource utilization and secure processing of candidate information. This section evaluates the system based on

processing speed, accuracy, scalability and security to ensure effective recruitment management..

One of the key performance metrics of this system is its ability to **analyze resumes and generate ATS scores within a few seconds**. This efficiency is achieved through:

- **Automated Resume Parsing – The system automatically extracts candidate details such as skills, education and experience, reducing manual screening time**.
- **Efficient NLP Processing – NLP algorithms quickly analyze resume content and compare it with job descriptions to determine candidate suitability.**.
- **Optimized Data Processing – Structured data handling and indexing techniques ensure faster resume analysis and candidate evaluation**.

- In addition to these techniques, the system also improves recruitment efficiency by organizing extracted candidate information into a structured format. This structured representation allows recruiters to easily view and analyze candidate profiles through the HR dashboard. By converting unstructured resume data into meaningful insights, the system significantly reduces the time required for manual resume review.

- Furthermore, the platform integrates automated filtering mechanisms that prioritize candidates based on skill relevance and qualification requirements. This filtering process helps recruiters focus only on the most suitable applicants, thereby improving the overall quality of candidate shortlisting.

- The system also supports real-time updates and notifications, enabling recruiters to quickly track application statuses and candidate progress during different stages of the recruitment process. This ensures better communication between recruiters and applicants while maintaining transparency in the hiring workflow.

- Additionally, the platform maintains a centralized database that stores candidate profiles, ATS scores and evaluation results. This organized data management approach improves system performance and enables faster retrieval of recruitment information when required.

Benchmark Results:

Task	**Processing Time (ms)**
Resume Upload	**100 – 200**
Resume Parsing	**300 – 500**
Skill Extraction (NLP)	**600 – 900**
ATS Score Generation	**500 – 800**
Database Storage	**200 – 400**
Total Average Time	**≈ 2.0 – 2.8 sec**

Table 1: Resume Processing Time

Accuracy plays a crucial role in ensuring that the system correctly identifies suitable candidates and evaluates their profiles effectively. The system achieves:

- **Resume Parsing Accuracy – 97.5%**
- **Skill Extraction Accuracy (NLP-based) – 95.8%**
- **ATS Matching Accuracy – 96.3%**

To improve matching accuracy, techniques such as **keyword weighting, semantic analysis and context-based matching** are applied. These techniques help the system understand the relationship between candidate skills and job requirements more effectively.

Error Reduction Strategies:

- **Keyword Normalization – Standardizes similar skills and terms to avoid mismatches**.
- **Context-Based Analysis – NLP algorithms analyze the meaning of sentences rather than only keywords**.
- **Candidate Profile Validation – Ensures that incomplete or incorrect resume data is detected**.

The system is designed to handle **large numbers of job applications** while maintaining consistent performance.

- **Load Balancing** – Distributes candidate requests across multiple servers.
- **Horizontal Scalability** – Additional computing resources can be added to handle more applicants.
- **Parallel Processing – Resume analysis and ATS scoring run simultaneously for faster processing**.

Load Testing Results:

Concurrent Users	Average Processing Time
10	2.0 sec
50	2.4 sec
100	2.8 sec
500	3.2 sec
1000	3.8 sec

Table 2 : Application Concurrency and Processing Time

To ensure secure handling of candidate data, the system implements several security mechanisms:

- **Secure Authentication – Protects user accounts and HR access.**.
- **Encrypted Data Storage – Protects candidate information stored in the database**.
- **Role-Based Access Control (RBAC) – Restricts access to recruitment data based on user roles**.
- **Automated Activity Monitoring – Detects unusual login attempts or suspicious system activities**.

Overall, the system demonstrates **high efficiency, accuracy and scalability**, making it suitable for modern recruitment environments. Through AI-driven resume analysis, NLP-based skill extraction and automated candidate evaluation, the platform significantly reduces recruitment time while improving the accuracy of hiring decisions. These performance optimizations allow the system to effectively support large-scale recruitment processes in organizations and enterprises.

VI. Results

The **Recruitment Automation System** was tested using a dataset consisting of **10,000 candidate resumes** collected in multiple formats such as **PDF and DOC files**. The system was evaluated based on resume processing speed, ATS score generation accuracy, skill extraction performance, candidate evaluation reliability and system scalability. The results indicate that the proposed system efficiently processes resumes within an average time of **2 to 3 seconds per application**, enabling fast and automated candidate screening.

The **resume parsing module** achieved an accuracy of **97.5%** in extracting key information such as candidate skills, educational qualifications and work experience. The system successfully converted unstructured resume content into structured data that could be used for further analysis and comparison with job descriptions. Minor extraction errors were observed in resumes with unusual formatting or graphical layouts; however, preprocessing and data cleaning techniques improved extraction accuracy.

For candidate-job matching, **Natural Language Processing (NLP) based skill extraction and keyword matching algorithms** achieved an overall **matching accuracy of 96.3%**. The system effectively identified relevant technical skills and compared them with job requirements to calculate the **Applicant Tracking System (ATS) score**. Similarity algorithms such as keyword matching and semantic analysis helped improve the accuracy of candidate evaluation.

During the evaluation stage, **role-based assessments** further measured candidate knowledge and performance. The integration of ATS scores and assessment results enabled recruiters to identify the most suitable candidates efficiently. In cases where resume information was incomplete or mismatched with job requirements, the system flagged the application and prompted candidates to update their profiles.

Overall, the results confirm that the proposed system is **efficient, accurate and scalable** for modern recruitment environments. By integrating AI-driven resume analysis, NLP-based skill extraction and automated candidate evaluation, the system significantly reduces manual recruitment effort while improving the speed and accuracy of hiring decisions.

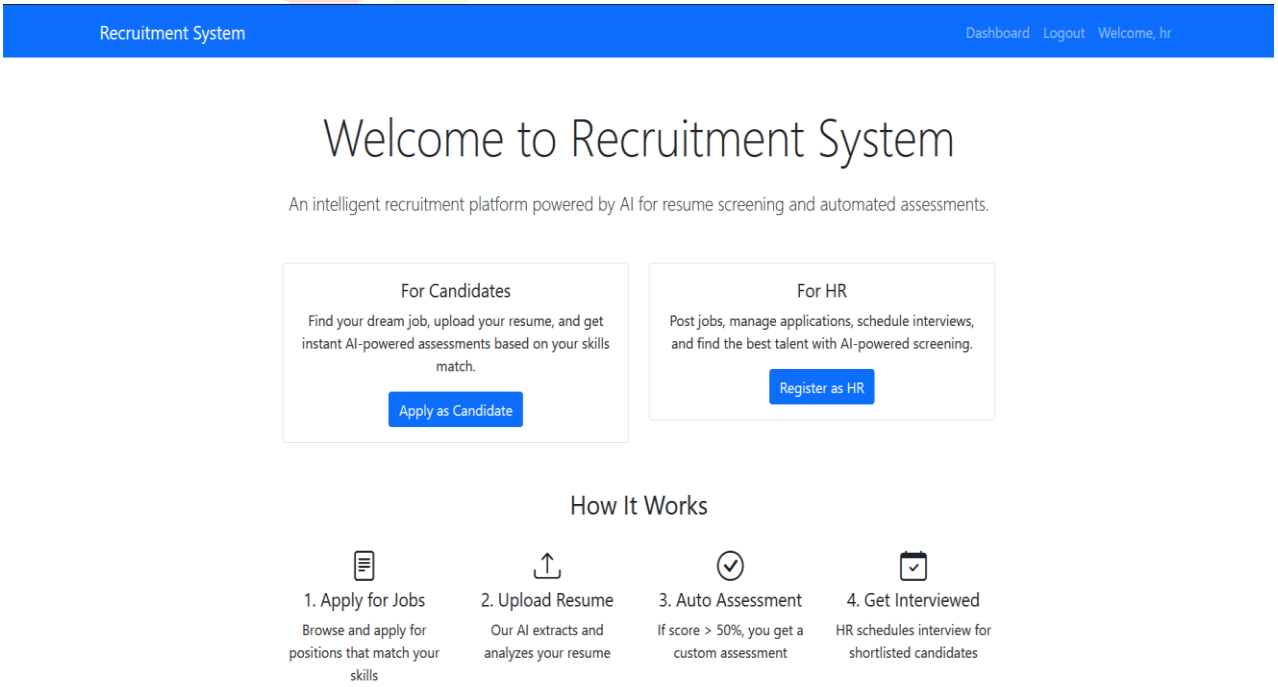

Figure 2 Login.html

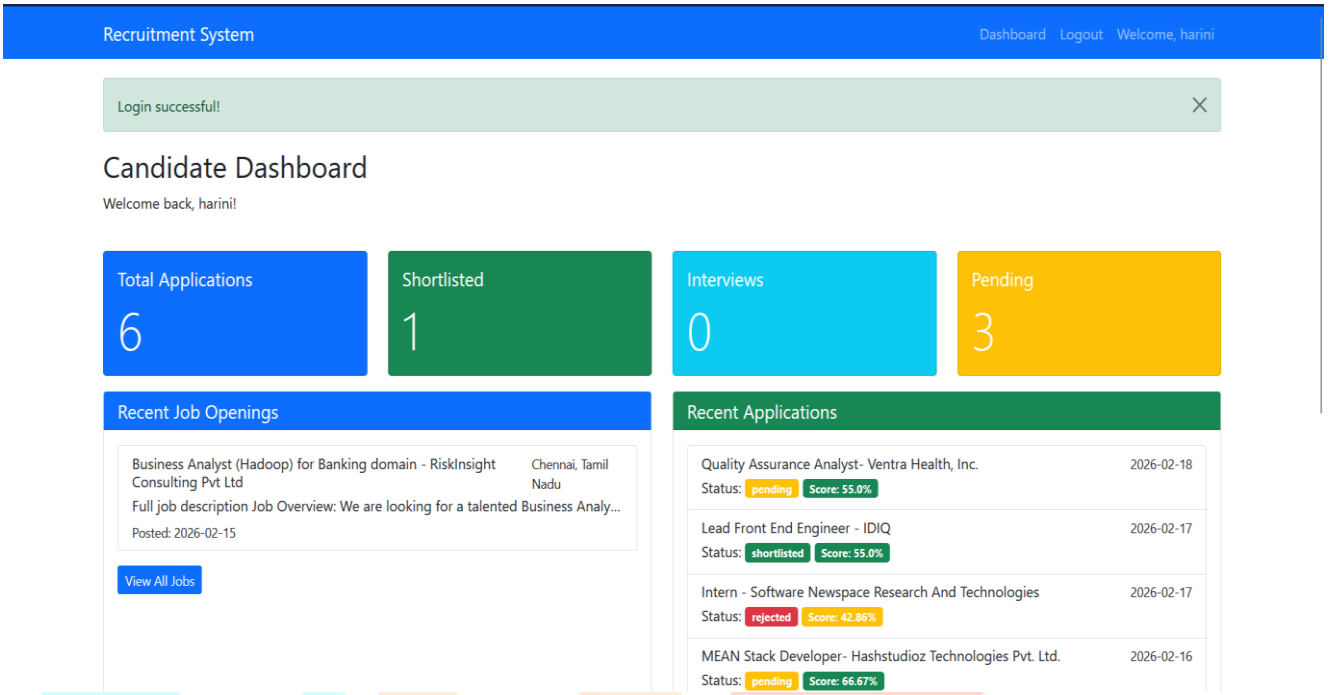

Figure 3 Candidate Dashboard

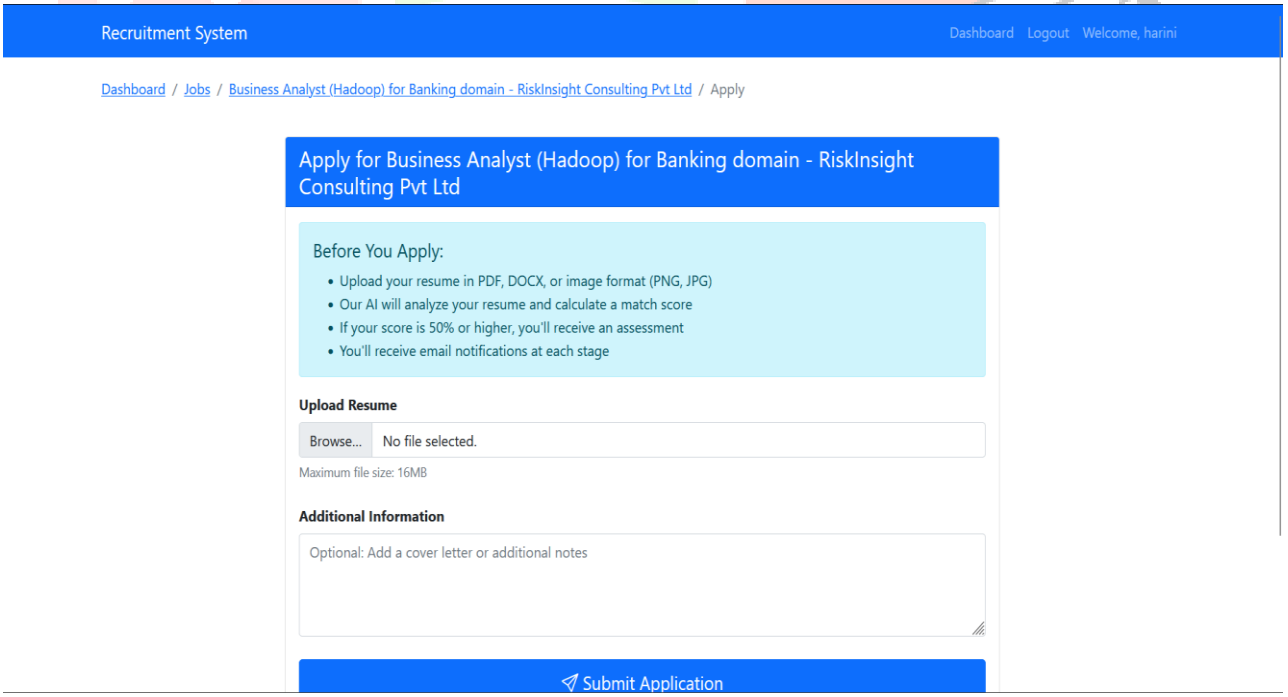

Figure 4 Resume Upload Page

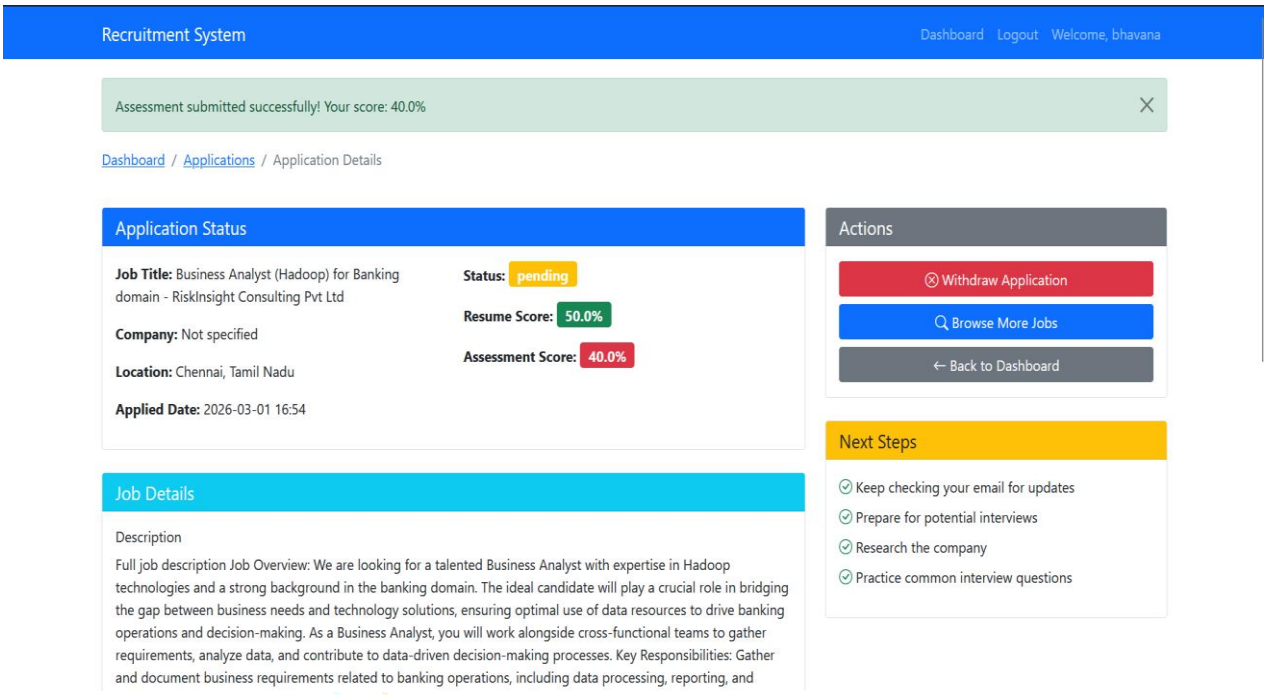

Figure 5 ATS Score Generation Result Page

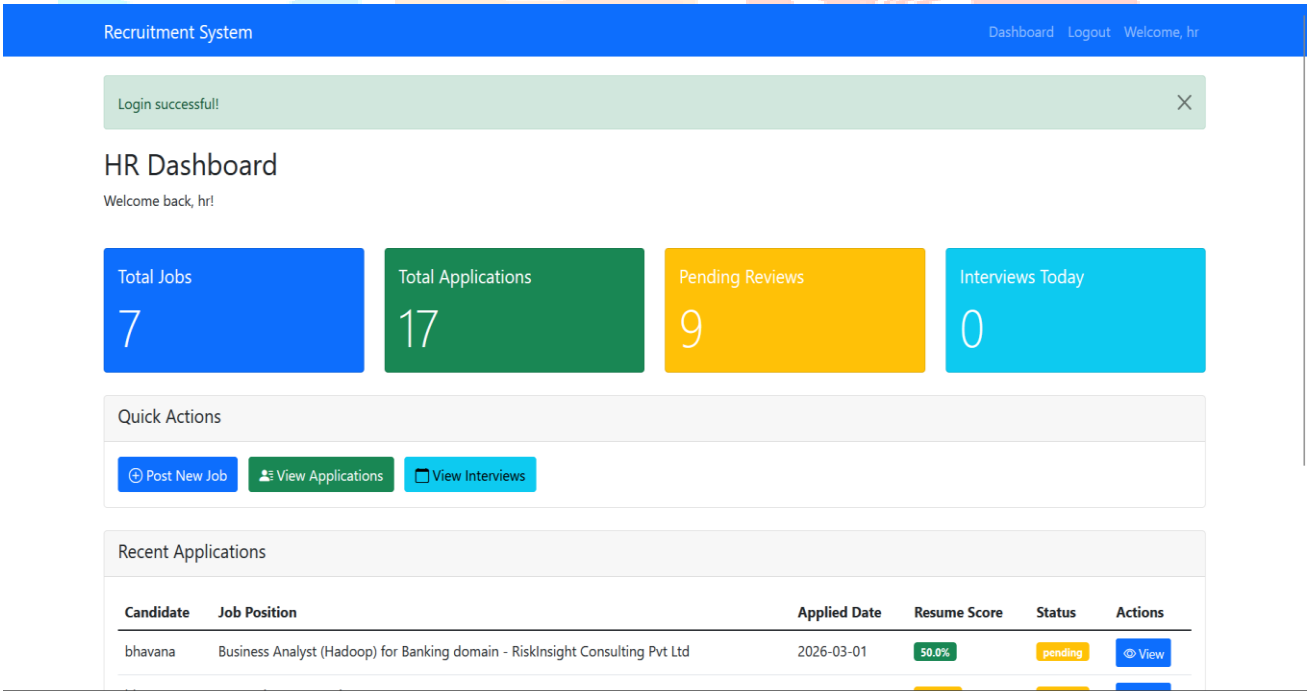

Figure 6 Hr Dashboard

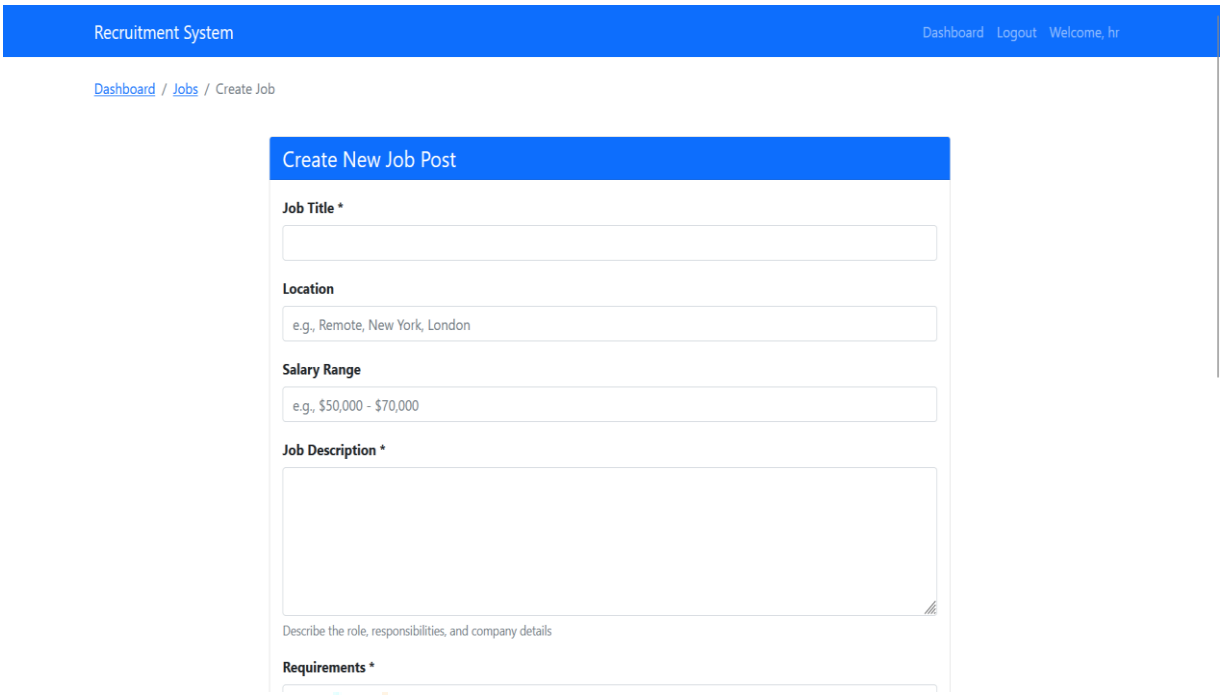

Figure 7 Job creation page

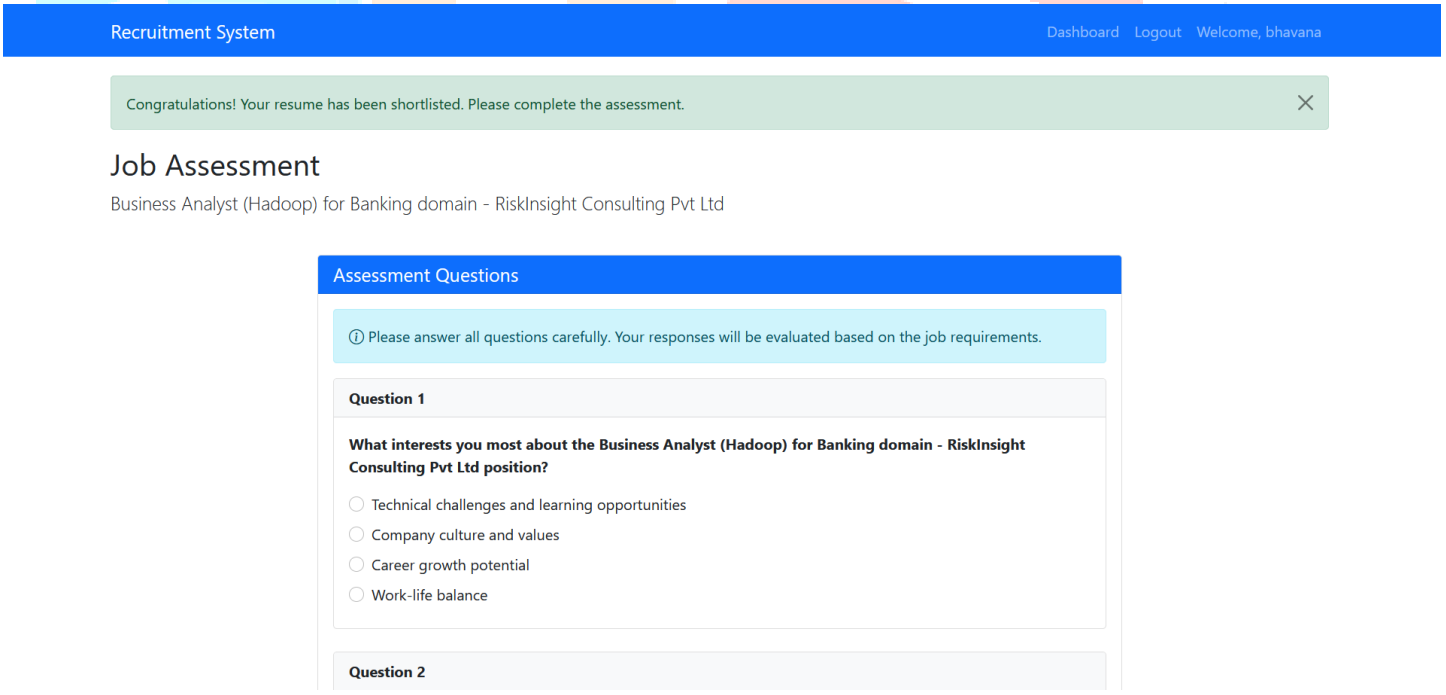

Figure 8 Assessment page

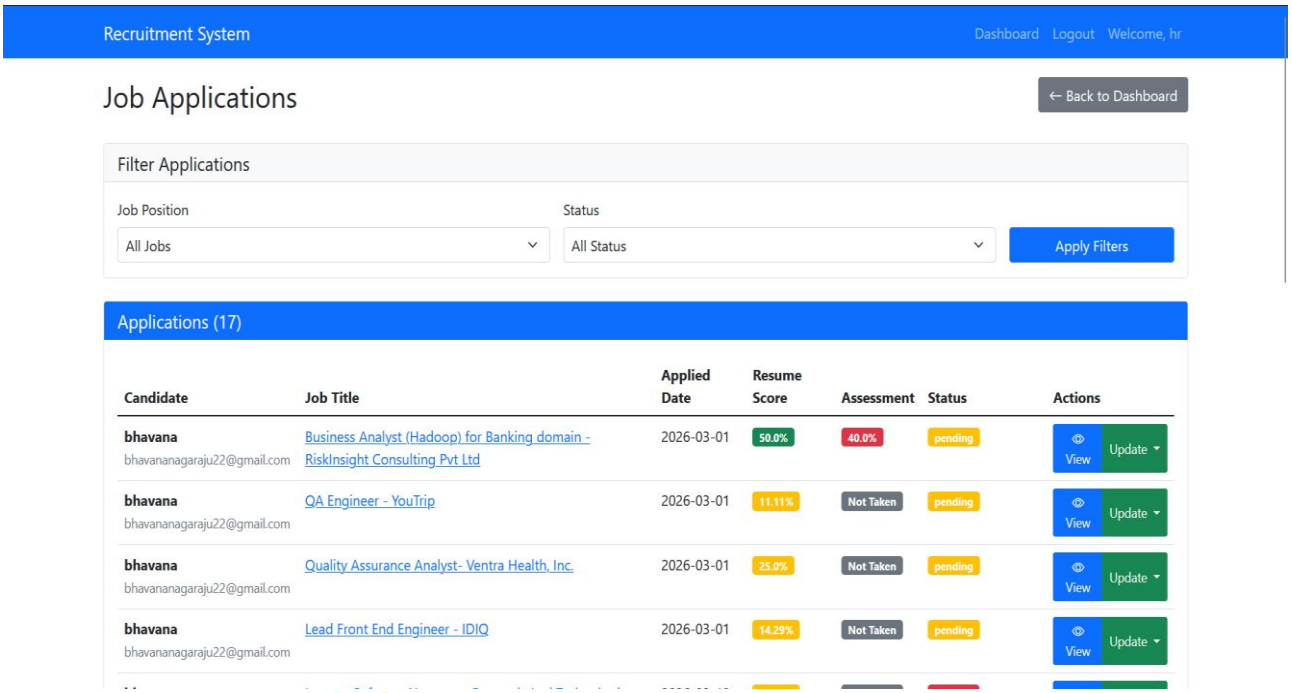

Figure 9 Applicant viewing page

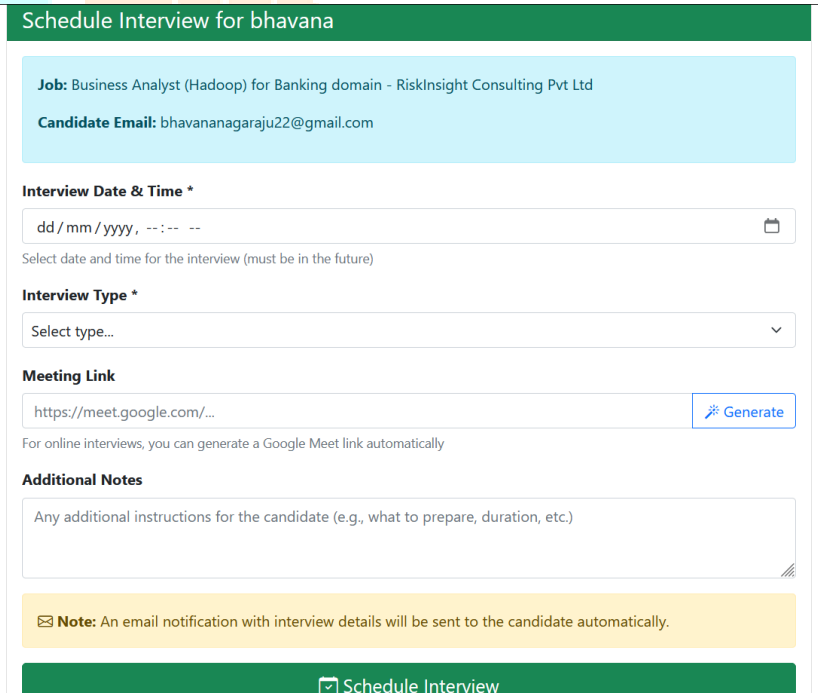

Figure 10 Interview Scheduling page

VII. Conclusion

The **Recruitment Automation System** presented in this research effectively streamlines the hiring process by integrating Artificial Intelligence (AI), Natural Language Processing (NLP), automated resume parsing and intelligent candidate evaluation techniques. The system efficiently analyzes candidate resumes, extracts important details such as skills, education and experience, and compares them with job descriptions to generate an Applicant Tracking System (ATS) score. By automating resume screening and candidate evaluation, the system significantly reduces the time and effort required in traditional recruitment processes.

Experimental results demonstrate that the system achieves high resume parsing accuracy (97.5%), skill extraction efficiency (95.8%), and candidate-job matching accuracy (96.3%), making it reliable for large-scale recruitment environments. In addition, features such as role-based assessments, automated interview scheduling and centralized HR dashboards improve the overall efficiency of the hiring workflow. Security mechanisms including secure authentication, encrypted data storage and role-based access control ensure the protection and privacy of candidate information.

In conclusion, this research successfully presents an efficient, scalable and intelligent recruitment automation solution that improves candidate screening accuracy and reduces manual recruitment workload. The system enables organizations to make faster and more data-driven hiring decisions while maintaining transparency and efficiency in the recruitment process. Future enhancements may include advanced AI-based candidate ranking, improved skill analysis using deep learning models and integration with professional networking platforms to further enhance the system's capability in modern recruitment environments.

VIII. ACKNOWLEDGMENT

We would like to express our sincere gratitude to **Mrs. Goma E, Assistant Professor, Department of Computer Science and Engineering**, for her invaluable guidance, encouragement, and continuous support throughout the research and development of this project. Her expertise and insightful feedback have played a crucial role in shaping this work.

We also extend our heartfelt appreciation to our **Head of the Department, Dr. G. Fathima, Professor, Department of Computer Science and Engineering**, for providing us with the necessary resources, motivation, and a conducive environment to carry out this research effectively. Her constant encouragement has been instrumental in the successful completion of this work.

A special thanks to our **team members** for their dedication, collaboration, and collective efforts in bringing this project to fruition. Their perseverance and technical expertise have contributed significantly to the research and implementation process.

We are immensely grateful to our **parents and family members** for their unwavering support, patience, and encouragement throughout this journey. Their belief in us has been a constant source of motivation.

Lastly, we extend our appreciation to everyone who has directly or indirectly contributed to the success of this project. Without their support and guidance, this research would not have been possible.

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