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ijircce@gmail.com



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Virtual Human Resource Management with Recruitment in Software Engineering Roles

Mrs.R.Sowmiya¹, P.Sonasree², S.Sowmiya³, K.Nithya⁴, C.Sharmitha⁵

Assistant Professor, Department of Computer Science and Engineering, Mahendra Institute of Technology, Namakkal,
Tamilnadu, India¹

Department of Computer Science and Engineering, Mahendra Institute of Technology, Namakkal,
Tamilnadu, India^{2,3,4,5}

ABSTRACT: Recruitment is an integral part of any HR professional's role and critical for helping an organisation build a thriving workforce ready to support business growth. The entire recruitment process is sometimes relatively complex, especially if an HR professional is hiring for multiple roles at once. It's common for HR professionals to face several challenges during the hiring process. To overcome this challenge this project is to develop an AI-driven recruiting platform that aims to make the hiring process more efficient and unbiased. By leveraging artificial intelligence and machine learning, VirtualHR automates various aspects of the recruitment process, such as candidate sourcing, screening, and engagement. The proposed framework employs an automatic resume analysis system tailored to match candidate profiles with suitable job postings, providing valuable recommendations to employers using content based filtering. The subsequent automated virtual interview process involves three distinct stages: an aptitude test, a programming skill test, and a video calling interview facilitated by VirtualHR. It uses natural language processing (NLP) to understand, interpret, and respond to user voice inputs in a conversational manner and Attention Mechanism for behavioural prediction during visual interview. The proposed system allows candidates to encounter common interview questions and quantifies how they share their attention (gaze and head rotations) to engage with multiple interviewers based on their conversational role (speaking or listening). The results of these analyses are then provided to HR, who utilizes the insights to make informed and data-driven decisions during the final selection process. The integration of advanced technologies not only expedites the recruitment workflow but also introduces a modern, data-driven dimension to candidate evaluation. The proposed work is focused on software engineering job search and resume upgrades.

KEYWORDS: Virtual HR, Challenges, Real truth, Organization, Communication.

I. INTRODUCTION

Virtual HR offers a variety of options that directly connect employees with HR programs in the organization. It allows them to feed input details directly and bypassing the need to pass on to a third party, usually a member of the HR department. For employers, this has the effective benefit of reducing the HR's commitment to maintaining integrity and providing employee record keeping, as well as regular data and accurate information on employee needs that can be captured and processed. For employees, virtual HR allows them to have their data in the company and continue with training and evaluation needs, making this an ongoing process rather than an annual event. As well as giving employees access to automated tools, standard HR systems allow the HR department to perform many common tasks such as data delivery, salaries, administration and general documentation. According to the Future of Jobs Report, Only the need for human skills will grow. The World Economic Forum is creating 75 million current jobs that will be phased out when artificial intelligence takes over some of the work. However, 133 million new jobs will be created, and skills in emotional intelligence and technological intelligence, such as technology construction and systems, will be essential.



Fig 1: E-Hrm On The Roles And Competencies

The focus will be on 2019 where a decision will be made on how to use AI to help employees perform their tasks better. PwC predicts 20% of executives in U.S. companies' Artificial intelligence systems report that they will roll out AI throughout their business this year and expect AI investment in both rethinking operations and operational processes. For HR leaders, this is already happening. Oracle and the Future Workplace conducted a study with 600 HR leaders called AI at Work, to learn where AI was used in the workplace to rethink the experience of baptism candidates and staff. It is up to the organizations to find their recipe for success compared to this new business environment. As such, more and more organizations tend to organize their activities individually to make them more flexible and flexible. Another implication is the need to streamline human resource management (HRM) in a viable business environment, not only based on job redesign, often based on IT, but also on HR management's willingness to use a new approach to common problems - from leadership, collaboration, development and needed skills, sometimes an important release of the HRM function.

II. LITERATURE SURVEY

Scott A. Snell (2001) published an article in the CAHRS Working Paper Series entitled "The Departments of Virtual HR: Exit Out". This paper examines the concept of virtual HR departments: a network-based organization in collaboration with and integrating information technology to simultaneously strategic, flexible, cost effective and efficient. Merck Pharmaceuticals to demonstrate what information technology is like in developing virtual HR infrastructure. Next, we introduce a HR job mapping model that includes both internal and external information acquisition options. We conclude by giving some recommendations for management practice and future research.

Sharyn D. Gardner, David P. Lepak, Kathryn M. Bartol (2003) published an article in the Journal of Vocational Behavior entitled "Virtual HR: The impact of information technology on the human resource professional". This paper explores accelerated investments and new technologies (IT) offer business opportunities in very different ways than before. Without the growing IT presence in organizations, however, we do not have a clear understanding of how IT affects the role of professionals. We address this issue by investigating how jobs in one profession, human resources (HR) are influenced by the widespread use of IT in the labor department. Specifically, we explore how HR professionals manage HR knowledge and the expectations set for them that rely on IT growth. Our findings suggest that IT enables HR professionals to access and disseminate information effectively while also influencing their expectations. Future results and directions are discussed.

Jonathan P. West, Evan M. Berman (2001) published an article in the Review of Public Staff Management entitled "From Traditional to Virtual Virtual: Is the Transition Occurring in Local Government?". This study looks at the use of information technology (IT) in human resource management (HRM) and how it affects HRM work. According to a survey of cities with more than 50,000 values, it finds that although managers agree that IT is important, few cities use IT in their HRM in any broad way. It is widely used in payments and payments for online management and employment. however, IT applications for training, job evaluation and assessment, positioning, staff evaluation, and background testing are not the case. A major factor that explains the use of IT in HRM is the technical guidance of HRM managers, and those HRM executives who consider IT a competitive advantage are more likely to promote it. This document concludes with a touch on HRM activities.

Strohmeier, S. Diederichsen (2010) published an article in a workshop on Electrical Management of Human Resources entitled “Human Resource Management Appropriate Visual Public Research: Review and Outlook”. Virtual Community (VC) is a broad-based approach to social and economic transactions. And Human Resources Management (HRM) includes both relationship-centered and standardized processes. HRM actors, especially HR executives and employees, are increasingly trying to balance their personal and professional needs. Therefore, when you are given workplaces that are becoming increasingly fragmented with increasing space, the use of VC can highlight the benefits or risks of appropriate HRM processes. In addition, applicants use the VC to maximize their chances in the hiring process. However, despite the apparent evidence of HRM-appropriate VC (VCHR), various research literature seems to be in short supply. To explore this, this paper aims to compile and evaluate relevant textbooks to give impetus to systematic VCHR research — which can be a bet on building a specific research environment in the context of e-HRM.

III. METHODS

HRM professionals face the future of digital. The rapid growth in the field of hardware, software, communications and telecommunications services is critical to the visible HRM organization. It is no accident that the visible doors of HRM will become commonplace soon. This is especially true with the increase in development and the low cost of technology for years of information and automated processes.

Strategic HRM managers are constantly looking for ways to refine and improve key business processes to make them more efficient. All business processes, especially those in the HRM department, can be adjusted and improved by making full use of information technology skills.

Virtual HRM departments are more likely to come from affiliated organizations than traditional companies and executives. The proliferation of information technology such as local networks, email, and corporate intranet is a trademark of a company with compliant networks. These new wave organizations provide information-sharing technology to empower all levels of staff.

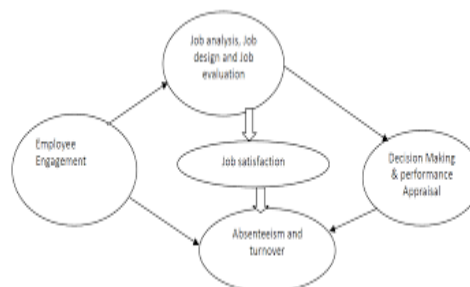


Fig 2: Work Flow

The 21st century organization will compete for strategic knowledge and experience. These study organizations will have self-directed and computer-assisted, experienced staff. These employees will do well to use the information to identify quickly and seize profitable business opportunities while also diligently identifying and solving costly problems. According to Josh Zywiec, deputy vice president of marketing for SmashFly. “One of the biggest challenges for employers is finding applicants who are well-equipped and involved in the nearly thousands of contacts in the relationship management system [CRM]. Employers need more information about candidates without looking at specific landing pages or opening an email. Using her communication skills, Emerson learns more about nominees' qualifications and who they are and what they care about, said Zywiec, allowing employers to speed up the first entries. The tool can also alert employers to take a personal conversation if necessary. By working with SmashFly's CRM, Emerson can automatically create a new contact record and track all conversations with a potential candidate via chatbot on a single record. Those interviews often provide employers with additional data and insight when selecting candidates

According to Sharon Teo, Vice President of Corporate MSIG Insurance (Singapore). As MSIG moves forward in its digital operations, our key priority is to “bring everyone” to the forefront. To achieve this commitment, we actively look at what jobs and skills need to be changed, and provide learning and development strategies for our employees so that they can continue to develop their skills and stay fit. For example, we have introduced agile thinking and design programs to train our employees to be innovative and to be more efficient as we transition to digital workforce. We also provide our employees with access to digital technology that includes artificial intelligence and virtual reality, through workshops and courses, to enable them to better understand lifelong learning

IV. RESULT ANALYSIS

According to Tanya Worsley, Kaplan's Head of Global Professional Accountancy. "To empower employees with the right skills and competencies, HR staff must stand up to the challenge and embrace experience-based skills development as an innovative way in their top toolbox." Technological advances are advancing the realm of globalization such as new strategies including automation, Artificial Intelligence (AI), Augmented Reality (AR), and Virtual Reality (VR) that provide life-like simulations that make learning more immersive and engaging with users. If the Learning and Development (L&D) sector is progressing well at this stage, eventually, computer systems will have access to the necessary intelligence to train staff - teaching, directing, evaluating, and providing productive feedback independently without human intervention. Since the public tends to have answers without researching the Internet, it is not surprising that digital forums will become a widely accepted place.

According to Roy Elishkov, Actiview's vice president of strategic and business development. He said, "We can monitor the way they work. Are they exploring the area first, devising strategies? Are they prone to deploying, solving puzzles in sequence?" Changing the way companies train VR changes the way training is delivered. For example, the British Army recently launched a pilot program that will use VR to train soldiers and, since 2017, the KFC chain-food chain has been using the VR game to teach staff to cook fried chicken. The VR experience is enhanced to give employees a real sense of the day with their jobs. While the use of VR in training and recruitment has not yet begun, experts believe it will be in the future.

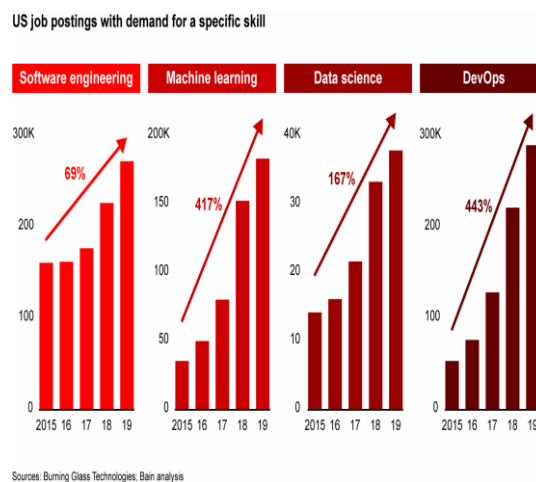


Fig 3: Result Analysis

Members of the visual group often hear eyeleted; they lose sense of the importance of the work they do. In order for mental reduction to be eliminated, and to encourage employees working in a visible work environment, it is important to promote constructive communication, effective listening, clear presentation of goals, ensuring permanent leadership and management. , often outside of business hours, and using tools such as video conferences, Google Hangouts, Google Talk, Microsoft Lync (Business Skype) and Cisco Jabber, which allows for permanent communication with team members, but in a less formal way Chatbots are another great HR process that falls into the realtime artificial intelligence. Many of the sites have already incorporated interviews into their HR programs to provide answers to staff queries. Through Via Forbes, Drs. Jeremy Nunn lists “questions about pay, holiday leave, social benefits and general rights” as usual. By answering questions via chatbot, HR departments can avoid these “repetitive and timeconsuming” questions. Nunn continues, “These bots can act as artificial platforms that allow hourly employees to respond to harassment for other high-quality and stressful questions that need their attention”. Every year, AI continues to emerge in a variety of functions and strengths. Although the most talked about example is self-driving cars, it is possible that, in the future, robots will be the custodians and participants of internal data. They will speed up communication and increase productivity by providing quick access to relevant information, at the right times.

V. CONCLUSION

Visible human resources allow for a wide variety of flexibility, from hours of activity to various staff engagements. It can be practical or financial flexibility arising from the need to adapt to strong business conditions and trends in the business globe, to personnel management, a social management function that manages the company's most valuable assets, their skills, knowledge and skills to achieve the company's goals and objectives. As if to build capacity, organizations have already adopted IT-based networks as a way to extend the integrated flexibility of timely response to permanent and permanent changes within the setting. The inescapable conclusion is that managing individual management in good hourly ideas sets a series of latest requirements before a co-worker: hiring the right or skilled worker, who is ready to immerse themselves in new technologies and move away from a wider work to think of a flexible, visible business environment; informing the practices of the next generation of workers (presumably millennial generation), in which country borders, placement or time, are less important in the work of finding the right communication method and level and conditions to be used in assignments and schedules to receive and apply the benefits of the latest technology.

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