

(54) Title of the invention : DEVELOPMENT OF ELECTRONIC EMPLOYEE SELECTION PROCESS AND METHOD MANAGEMENT SYSTEM

(51) International classification	:G06Q0010060000, G06Q0010040000, G06Q0010100000, G06F0021600000, G06Q0030080000
(86) International Application No	:PCT//
Filing Date	:01/01/1900
(87) International Publication No	: NA
(61) Patent of Addition to Application Number	:NA
Filing Date	:NA
(62) Divisional to Application Number	:NA
Filing Date	:NA

(71)Name of Applicant :
1)Mrs. R. Meenambigai
 Address of Applicant :Assistant Professor, School of Continuing Education, Tamil Nadu Open University, 577, Anna Salai, Saidapet, Chennai – 600015 Chennai -----
2)Dr. Sushil Beliya
3)Mr. D. Saravanan
4)Dr. Shivalal Mewada
5)Mr. Navnit Kumar Shukla
6)Ms. Ayushi Gaur
7)Dr. Jasmeet Kaur Ghuman
8)Dr. R. Rameshkumar
9)Mr. Krishna Kishore Datti
10)Dr. G. Arunkumar
 Name of Applicant : NA
 Address of Applicant : NA
 (72)Name of Inventor :
1)Mrs. R. Meenambigai
 Address of Applicant :Assistant Professor, School of Continuing Education, Tamil Nadu Open University, 577, Anna Salai, Saidapet, Chennai – 600015 Chennai -----
2)Dr. Sushil Beliya
 Address of Applicant :Professor, College of Professional Studies, Dr. A.P.J. Abdul Kalam University, University of Indore Indore -----
3)Mr. D. Saravanan
 Address of Applicant :Research Scholar, Department of Information Technology, Annamalai University, Chidambaram Chidambaram -----
4)Dr. Shivalal Mewada
 Address of Applicant :Assistant Professor, Dept. of Computer Science, Govt. College, Makdone (Vikram University), Ujjain Ujjain -----
5)Mr. Navnit Kumar Shukla
 Address of Applicant :Guest Faculty- Department of Business Administration, Mahatma Jyotiba Phule Rohilkhand University, Bareilly Bareilly -----
6)Ms. Ayushi Gaur
 Address of Applicant :ICSSR Doctoral Fellow, Department of Management Studies, Gurukula Kangri (Deemed to be University), Haridwar-249404 Haridwar -----
7)Dr. Jasmeet Kaur Ghuman
 Address of Applicant :Assistant Professor, Department of Applied Sciences (English), The Technological Institute of Textile and Sciences, Bhiwani, Pincod: 127021 Bhiwani -----
8)Dr. R. Rameshkumar
 Address of Applicant :Professor and HOD/CSE-AIML, Mallareddy Engineering College(A)-Main Campus, Maisammaguda(H), Kompally(Via), Medchal-Malkajgiri District, Secunderabad-500100 Secunderabad -----
9)Mr. Krishna Kishore Datti
 Address of Applicant :Associate Professor, Department of Computer Science and Engineering (AIML), Mallareddy Engineering College(A)-Main Campus, Maisammaguda(H), Kompally(Via), Medchal-Malkajgiri District, Secunderabad-500100 Secunderabad -----
10)Dr. G. Arunkumar
 Address of Applicant :Associate Professor, Department of Computer Science & Engineering, Madanapalle Institute of Technology & Science, Madanapalle, Chittoor District Madanapalle -----

(57) Abstract :
 When it comes to providing information that might be of use in the process of selecting personnel, an automated employee selection system can utilize a number of methods. For instance, information on both the pre-hire process and the post-hire process may be gathered electronically and incorporated into a model that is based on artificial intelligence. The model may then be used to forecast desired job performance criteria for incoming candidates, such as tenure, the number of accidents, sales level, or anything similar. Support may be provided for a broad range of functions, including electronic report generation, for example. It is possible to exclude from the pre-hire information that is gathered any information that has been determined to be useless. For instance, inefficient questions on a job application may be identified and eliminated from consideration for the position. It is possible to add new things and evaluate how successful they are. As a consequence of this, a system is able to demonstrate adaptive learning and retain or even improve its efficacy even while the circumstances around it are constantly changing.

No. of Pages : 18 No. of Claims : 3