



ON-BOARDING RECRUITMENT PROCESS USING RPA

¹Mrs. B.Umarani, ²N Keerthana, ³Myla shruthilaya, ⁴A. Jahnavi, ⁵Ravishankar

¹Assistant professor, Department of Computer Science and Engineering
^{2,3,4,5}IV B.Tech Students, Department of Computer Science and Engineering
ACE Engineering College, Hyderabad, Telangana, India

ABSTRACT: To expand their business, many companies need a significant number of skilled people. The primary method used by any business to find employees is hiring. Selecting a skilled individual who meets their needs is a difficult task. The Human Resource Manager is put under a lot of stress because hiring involves numerous time-consuming and repetitive tasks. The primary goal of this project is to use robotic process automation to carry out the on-boarding procedure in a more efficient and straightforward manner.

KEYWORDS: Robotic process automation, Artificial intelligence, human resource, UIPath

INTRODUCTION

Robotic process automation is an embedded technology that uses robots to conduct administrative duties instead of people. RPA software integrates with current tools and functions to perform routine operations through automation, which cuts down on the time required to accomplish each activity as well as the overall process cost. RPA usage is accelerating quickly in many businesses. The use of RPA in the hiring process makes life easier for HR because it saves manual effort and allows all individual tasks, from storing applicant resume data to creating offer letters, to be completed digitally.

LITERATURE SURVEY

The RPA technology is a crucial tool for accelerating the employment and recruitment process. By improving candidate efficiency throughout the hiring process, recruitment automation helped talent acquisition and hiring professionals make the right decision more quickly. To implement the HR process, experts employ a variety of methods. Most of the articles are case study reviews and their analyses. Other articles focus on RPA software, artificial intelligence, methodological guide for RPA and society.

[1] **Sahil Sarthak Biswal, Ashwin Ganesh, Dr. P. Madhavan :** To make it possible to carry out this activity sequentially for each iteration of mail from a list, one robot was developed. To extract information from the resumes, they employed a method for natural processing and neural computing. The score is computed from each portion of the resume that is kept in a.csv file. The downside here is that gathering information from a candidate's CV is a cumbersome, iterative, and time-consuming process that involves many other processes.

[2] **Mohamed, S.A.; Mahmoud, MA; Mahdi, M.N.; Mostafath:** This analysis will help us to understand RPA and its techniques. First, when we look at the 60 Minutes problem in terms of actions RPA could take to close the gap. Next, the experimenter proposes his RPA model within his MS method for 60 minutes, revealing the problem of his RPA ownership aided by HR's disadvantage. Finally, we evaluated and measured delivery methods. During this research, there were some limitations in implementing RPA in HRMS. A major limitation of this study was that the use of exclusive information from company information was unique and unacceptable.

[3] **Sathiyaseelan Balasundaram and Sirish Venkatagiri:** This paper is a case study about RPA. RPA offers great compass for automation in HR in the areas of relations and management of the employee. The specific processes where HR automation offers great compass includes- publishing of open, primary seeker webbing, interview scheduling, seeker new hire process completion, produce new hire data, offer letter mailing, on-boarding, performance review forms mailing, performance review scheduling, publishing of performance reports to directors, payroll update, time and attendance data confirmation, gross payment and net payment computation, online payslip distribution, depositing, shadowing of hand grievance requests, hand checks, exit process, and so on. Still, RPA perpetration requires a structured, controlled and professional approach to insure it provides anticipated benefits.

[4] Dalibor ŠIMEK and Roman ŠPERKA: This study examines the RPA trend, which involves the automation of business processes in consulting and technology firms, as well as the addition of a unity subcaste that is guaranteed by the RSO system. It is necessary to introduce the specific software used in this instance. Enate, a software platform developed by RSO, is one item. In this instance, Blue Prism and UiPath, two RPA tools, are the subsequent significant technologies. The HR department is improving four significant processes. new hires, a shift in the workforce relationship, Managing maternity/parental leave and off-boarding. Additional systems (HR system Target and K2 BPMS) were integrated into the process through this cooperation. The study's limitation is the small number of responses from firm A. Only one response was obtained from firm B by the authors, which limits their conclusions.

[5] Anusha N D, Baishali Rawat, Renuka J, Sahana S: This design allows HR to manage executive tasks related to the HR department, such as payroll automation, benefits management, compliance reporting. Typical robot tasks include collecting data from an XLS file or system, running reports, copying data, verifying data integrity, reading, processing and sending emails, and inputting data HR system or payroll. Still, the only limitation is that the robot then cannot update the information in the lines.

[6] Sanket Parchande and Aniket Shahane Manikrao Dhore: This system helps to maintain the Hand records similar as their Attendance, Over Time Details, Shift Details, Shift Rotation Management. System generates the different reports which will helps executive department to stat the Company Progress as well as the Hand Progress. Using machine learning module user get predicted result for hand. Grounded on the jobholder satisfaction, payment, and duration of working in association can stat the hand actions. System help to automate process of Hand on boarding, Leave Approval, data entry as well as it reduces repetitious work.

Table 1: An overview of methodologies

Year	Author	Methodology	Advantages	Disadvantages
April 2020	Sahil Sarthak Biswal, Ashwin Ganesh, Dr. P. Madhavan	Natural processing and neural computing	The robot either puts the information into the employee database portal based on the score or notifies the user that his resume has been rejected in a response.	Picking up Information from the candidate's resume is massive, repetitive and time-consuming processes which involves many other processes.
March 2022	Mohamed, S.A.; Mahmoud, M.A.; Mahdi, M.N.; Mostafa	Experimenters propose RPA models in the HRMS process to solve problems in the HR domain based on considerations of RPA characteristics.	This assignment explores his theoretical RPA, the factors and techniques associated with key key issues in human resource management systems, and the application of strategic processes.	A major limitation of this study was that the use of exclusive data from the company's database was peculiar and not appropriate.
September 2019	Dalibor ŠIMEK and Roman ŠPERKA	Enate, a software platform developed by RSO, is one item. In this instance, Blue Prism and UiPath, two RPA tools, are the subsequent significant technologies.	Improving 4 large processes in the HR department On-boarding, Change in labour-law relationship, Off-boarding, Managing maternity/parental leave	Limitation of this study is the number of replies from company A. Authors canvassed only one reply from company B, which limits the conclusions. Along with this, the Company A should rely on Company B.
April 2019	Anusha N D, Baishali Rawat, Renuka J, Sahana S	Using classic use cases for RPA such as payroll, compliance etc.	Typical tasks which include collection of data from files or systems, running reports, copying data, checking data for absoluteness, reading, processing and submitting e-mails are done.	The only limitation is that the robot then cannot update the information in the lines.
2019	Sanket Parchande and Aniket Shahane Manikrao Dhore	Using machine learning modules and RPA tools.	This system helps to maintain the Hand records similar as their Attendance, Over Time Details, Shift Details,	It has achieved most of the user requirements.

			Shift Management.	Rotation	
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CONCLUSION:

RPA's enhancement of employee on-boarding provides the HR department a data-driven strategy. By gathering employee data in one place, it may assist the HR department while also giving the new employee a memorable on-boarding experience. By developing a perfect program in the midst of the rapidly evolving labour laws, firms can avoid costly fines and reputational damage. RPA is essential in a world where staff churn is predicted to be almost 20%. It is reinventing and shifting the on-boarding process away from a transactional context and toward a learning one.

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