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(54) Title of the invention : AI-DRIVEN TALENT ACQUISITION AND MANAGEMENT SYSTEM FOR PREDICTIVE HIRING AND EMPLOYEE DEVELOPMENT

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(57) Abstract :

The present invention discloses an AI-driven talent acquisition and employee management system that leverages machine learning, natural language processing, and predictive analytics to enhance recruitment efficiency and employee development. The system ingests and analyzes multi-source data—including resumes, psychometric assessments, performance metrics, and engagement indicators—to generate predictive insights for hiring decisions and personalized career progression plans. It features modules for candidate profiling, bias-aware predictive hiring, and dynamic employee development recommendations. A continuous learning loop ensures model improvement based on real-world outcomes, while an intuitive dashboard provides actionable insights for HR professionals. The invention ensures data-driven, fair, and strategic workforce planning across the employee lifecycle.

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