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

<p>(51) International classification :G06Q0010105300, G06N0020000000, G06Q0010063100, G06Q0010105000, G06Q0010063900</p> <p>(86) International Application No :NA</p> <p>Date Filing :NA</p> <p>(87) International Publication No :NA</p> <p>(61) Patent of Addition to Application Number :NA</p> <p>Date Filing :NA</p> <p>(62) Divisional to Application Number :NA</p> <p>Date Filing :NA</p>	<p>(71)Name of Applicant :</p> <p>1)Dr. Smitha Rajagopal Address of Applicant :Assistant Professor, Alliance University - Central Campus, Chikkahadage Cross, Chandapura-Anekal Main Road, Bengaluru, Pin: 562106, Karnataka, India -----</p> <p>2)Dr. Neeraj Jain 3)Dr. G. Sureshkrishna 4)Dr. Ashwini Sonawane 5)Dr. P. Mohanraj 6)Avinash Kumar Tyagi 7)Dr. K. Kumaran 8)Dr. S. Senthil Kumar 9)P. Krishnaraj 10)Sathyapriya. S 11)Dr. S. Devipriya 12)Dr. P. Sopna</p> <p>Name of Applicant : NA Address of Applicant : NA</p> <p>(72)Name of Inventor :</p> <p>1)Dr. Smitha Rajagopal Address of Applicant :Assistant Professor, Alliance University - Central Campus, Chikkahadage Cross, Chandapura-Anekal Main Road, Bengaluru, Pin: 562106, Karnataka, India -----</p> <p>2)Dr. Neeraj Jain Address of Applicant :Assistant Professor, Alliance University - Central Campus, Chikkahadage Cross, Chandapura-Anekal Main Road, Bengaluru, Pin: 562106, Karnataka, India -----</p> <p>3)Dr. G. Sureshkrishna Address of Applicant :Associate Professor, Sunstone School of Management, Hindustan College of Arts & Science, Padur, Chennai, Pin: 603103, Tamil Nadu, India -----</p> <p>4)Dr. Ashwini Sonawane Address of Applicant :Plot no.11, Manjula Banglow, Trimurti Prasanna Society, Mahesh Society Bibewadi, Pune, Pin: 411037, Maharashtra, India -----</p> <p>5)Dr. P. Mohanraj Address of Applicant :Associate Professor and Head, Department of Management Studies, Nandha Arts and Science College (Autonomous), Erode, Pin: 638052, Tamil Nadu, India -----</p> <p>6)Avinash Kumar Tyagi Address of Applicant :Senior Assistant Professor, HR & OB, DBS Global University, Dehradun, Pin: 248001, Uttarakhand, India -----</p> <p>7)Dr. K. Kumaran Address of Applicant :Associate Professor of M. Com, Saraswathi Thyagaraja College, Palani Road, Pollachi, Coimbatore, Pin: 642107, Tamil Nadu, India -----</p> <p>8)Dr. S. Senthil Kumar Address of Applicant :Associate Professor, Department of Computational Science, Brainware University, Barasat, North 24 Parganas District, Kolkata, Pin: 700124, West Bengal, India -----</p> <p>9)P. Krishnaraj Address of Applicant :6/16 Sadasivam Street, Pudupet Road, Tirupattur, Pin: 635601, Tamil Nadu, India -----</p> <p>10)Sathyapriya. S Address of Applicant :5/69 Mosamedu, Jakkarpalayam(post), Palladam main road, Coimbatore, Pin: 642202, Tamil Nadu, India -----</p> <p>11)Dr. S. Devipriya Address of Applicant :Assistant Professor, Department of Commerce, United College of Arts and Science, Coimbatore, Pin: 641 020, Tamil Nadu, India -----</p> <p>12)Dr. P. Sopna Address of Applicant :Assistant Professor, Department of Management, United College of Arts and Science, Coimbatore, Pin: 641020, Tamil Nadu, India -----</p>
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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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