

6BUIS020C – Final Project Report

**RecruIT: A personality-based recruitment refining  
and employee churn reduction platform for IT  
organizations**

Student: **Chetha De Silva**

2018260 | W1715743

Supervisor: **Dr. Alroy Mascrenge**

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Business School

Informatics Institute of Technology, Sri Lanka

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## **Abstract**

The IT industry is known for its dynamic and highly competitive nature, making recruitment and employee retention of top talent a critical challenge for organizations in the IT industry. In the event of an employee resigning from the organization, the companies may have to endure high costs involved in knowledge transferring and recruiting an individual with similar talent. Therefore, organizations are actively trying to reduce voluntary turnover by different means for them to succeed in today's competitive landscape. One of the most critical factors that contribute to voluntary turnover is the contradiction of employee personality with the company culture and the other team members.

Thorough research was conducted to validate the background of the underlying problem faced by IT organizations in recruitment and employee churn along with the requirements for a possible solution for it through means of a literature survey. The findings were then validated by conducting a series of interviews with domain and industry experts while gaining a deeper understanding of the domain. Eventually, an innovative software solution was designed. Considering the gaps identified in the traditional recruitment processes followed by the organizations, the solution "RecruIT" is introduced to exploit them.

This project aims to address the identified problem by designing, developing, and evaluating a prototype that will help IT organizations select employees with the matching personality traits for their applied position and the organization. The platform is intended to leverage personality-based assessments and predictive analytics to optimize the recruitment process and predict employee churn. The proposed solution incorporates a validated personality assessment named as Myers-Briggs Type Indicator (MBTI) where shall be able to deduce and identify the best-fit candidates, thereby improving and refining the selection and recruitment process.

**Keywords:** recruitment, employee churn prediction, IT industry, personality assessment, personality-based recruitment platform, employee turnover, MBTI.