

# **INTERNA VI**

## **THE ULTIMATE INTERVIEW NAVIGATOR**

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## **Abstract**

The recruitment process plays a major role in organizations as it decides the working force of the company. Currently, majority of the organizations still follow the traditional recruitment methods which are inaccurate and have many loopholes, especially in local organizations which have discrepancies in many areas that are not investigated. Professionalism, ethical practices, structured and relevant questioning, and conduct of interviews are areas that have major inefficiencies in the interviewing process. In addition, the bias nature of validating and shortlisting candidates leads to recruiting applicants who are not suitable for the organization, and the transparency between the conduct of interviews and the top management is quite ambiguous.

However, this project focuses on catering to these identified inefficiencies which would aid the recruitment process of organizations to be more accurate and streamlined, resulting better recruits. The problems related to the interviewing process are analyzed and stated along with a background reading, theory, and findings which provide further evidence for the inefficiency of this process.

The motive of this project is to cater a solution that can be delivered to the industry to mold and standardize the conduct of interviews, hence for successful completion, certain project management techniques were followed. The initial sections stating the problem statement, literature review, and requirements gathering, were executed following the waterfall approach which was incorporated with the agile project management approach towards the design and development phases of the project, concluding with future enhancements to produce a fine-tuned application to the industry.

Blending in with the modernized nature, a web-based solution, *InterNavi*, is designed and developed using trending tools and technologies, based on the key findings of the project. To ensure data integrity, discipline, and organized structure of interviews, the integration of a web application that delivers multiple functionalities for interviewers, HR managers, and top management, is deployed. Question segregation based on topics and difficulty levels, conducting interviews while rating and commenting on each response, along with the luxury of viewing an analytic dashboard, are features that are implemented after multiple iterations of thorough testing.

**Key words:** Recruitment Process, Interview Process, Professionalism, Question segregation, Bias shortlisting, Rating responses, Analytic dashboard, Interview Navigator.