

ABSTRACT

The company is currently starting to make many adjustments after the Covid-19 pandemic which had hit many jobs that had to be adjusted to their work schemes again. New adjustments and changing work schemes make many workers in the company choose to quit or leave the company where they work for various reasons such as increased workload or lack of company facilities. The problem of vacant positions in the company is the responsibility of Human Resources (HR) to be filled immediately, but in reality, the hiring process cannot be carried out quickly because the candidate resume screening process takes at least 30 hours or one day for one hiring process. To facilitate the screening process, an ATS system was created that can make it easier for HR to screen candidates' resumes. This system combines two Artificial Intelligence (AI) technologies, namely Natural Language Processing (NLP) and Robotic Process Automation (RPA). The merging of these two technologies will provide an advantage for HR who no longer need to download candidate resumes on the jobseeker platform and perform screening manually because these activities can be carried out by robots. The use of NLP and RPA technology will reduce the time needed for HR to do talent sourcing with a time average of 2 minutes and 7 seconds. The result of Mean Opinion Score analysis shows that this system is "Very Good" to providing screening activity with score 83,09%.

Key Word : Artificial Intelligence, Human Resource, Natural Language Processing, Robotic Process Automation, Talent Sourcing.