

MICHIGAN STATE

U N I V E R S I T Y

Alpha Presentation

Hiring Automation Process

The Capstone Experience

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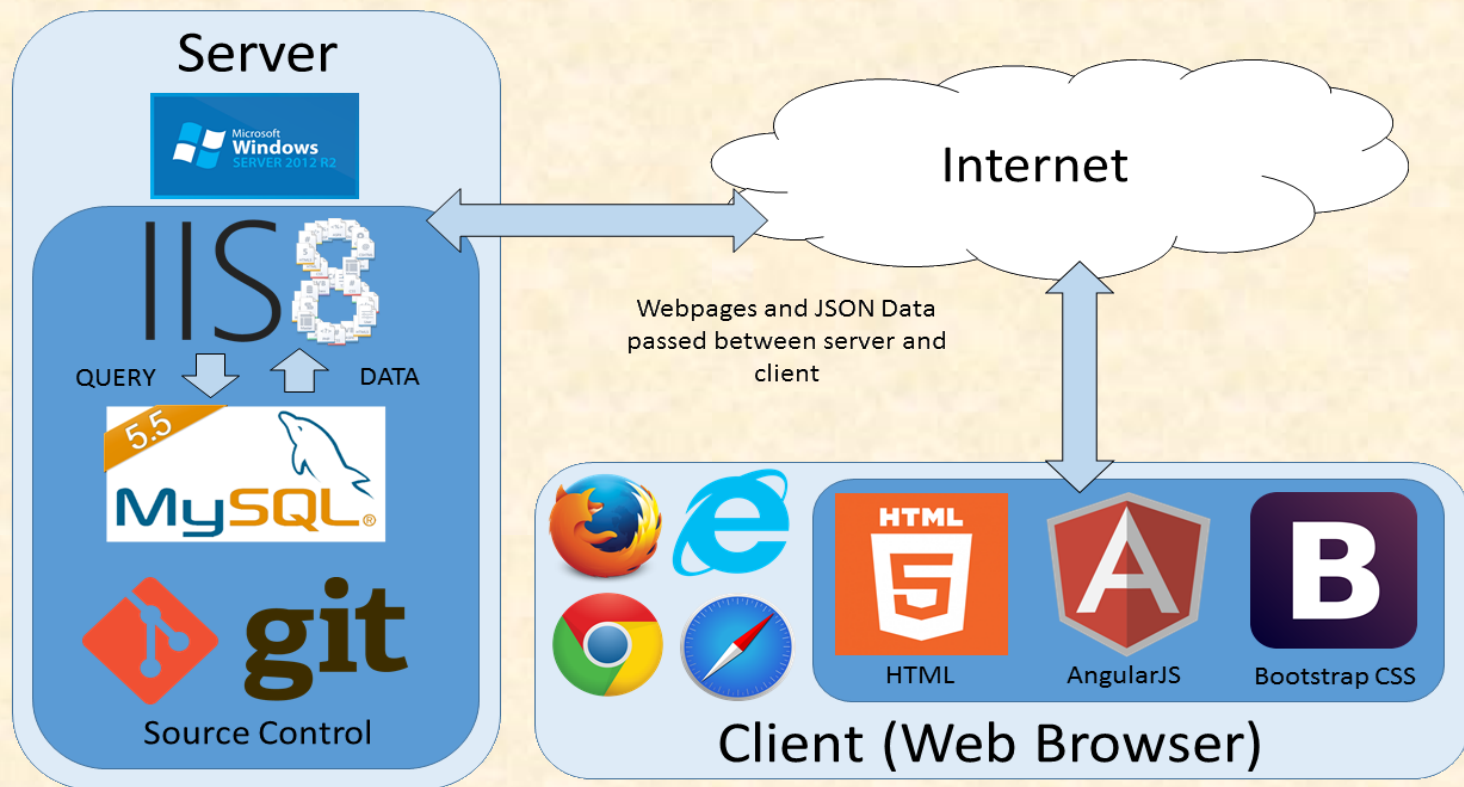


*From Students...
...to Professionals*

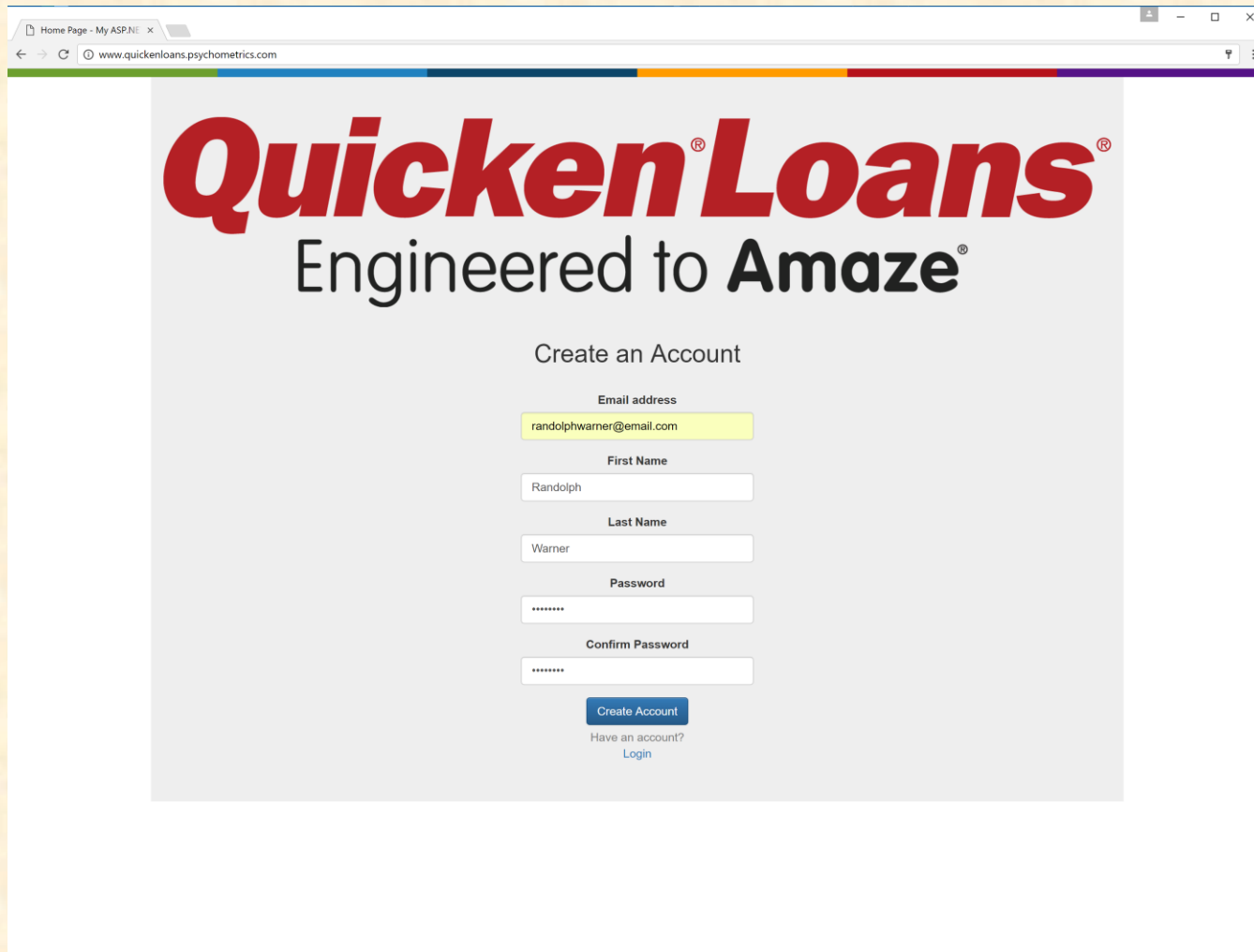
Project Overview

- Computerized web-delivered test platform
- Avoid subjectivity from traditional hiring process
- Analyze results to match skill set and personality to a position

System Architecture



Create An Account



The screenshot shows a web browser window with the URL www.quickenloans.psychometrics.com. The page features the Quicken Loans logo in red and black, with the tagline "Engineered to Amaze". Below the logo is a "Create an Account" form with the following fields:

- Email address:**
- First Name:**
- Last Name:**
- Password:**
- Confirm Password:**

At the bottom of the form is a blue "Create Account" button. Below the button, there is a link: "Have an account? [Login](#)".

Login

Home Page - My ASP.NET x

www.quickenloans.psychometrics.com

Quicken[®] Loans[®]

Engineered to **Amaze**[®]

Psychometrics Login

Email address

randolphwarner@email.com

Password

Login

Don't have an account?
[Sign up](#)



Recruit – Dashboard

The screenshot displays a web browser window with the URL www.quickenloans.psychometrics.com. The page features a sidebar on the left with the Quicken Loans logo and the name 'Randolph Warner'. Below the name are two buttons: 'Tests' and 'Logout'. The main content area contains three identical test cards, each titled 'General Personality Test'. Each card includes a description: 'This is a test that let's us get to you know a little better!', a sub-header 'Personality Test', and instructions: 'Answer each question on a scale from Very Accurate to very Inaccurate. Please answer as honestly as possible!'. Additional details for each test are 'One Page? Yes' and 'Time Limit: 0'. A 'Start Test' button is located at the bottom of each card.

Recruit – Test

Home Page - My ASP.NET x
www.quickenloans.psychometrics.com

General Personality Test

Answer each question on a scale of Very Accurate to Very Inaccurate. Please answer as honestly as possible.

I avoid tasks or jobs that involve dealing with people.

- Very Inaccurate
- Somewhat Inaccurate
- Neither
- Somewhat Accurate
- Very Accurate

I often worry about being criticized or rejected in social situations.

- Very Inaccurate
- Somewhat Inaccurate
- Neither
- Somewhat Accurate
- Very Accurate

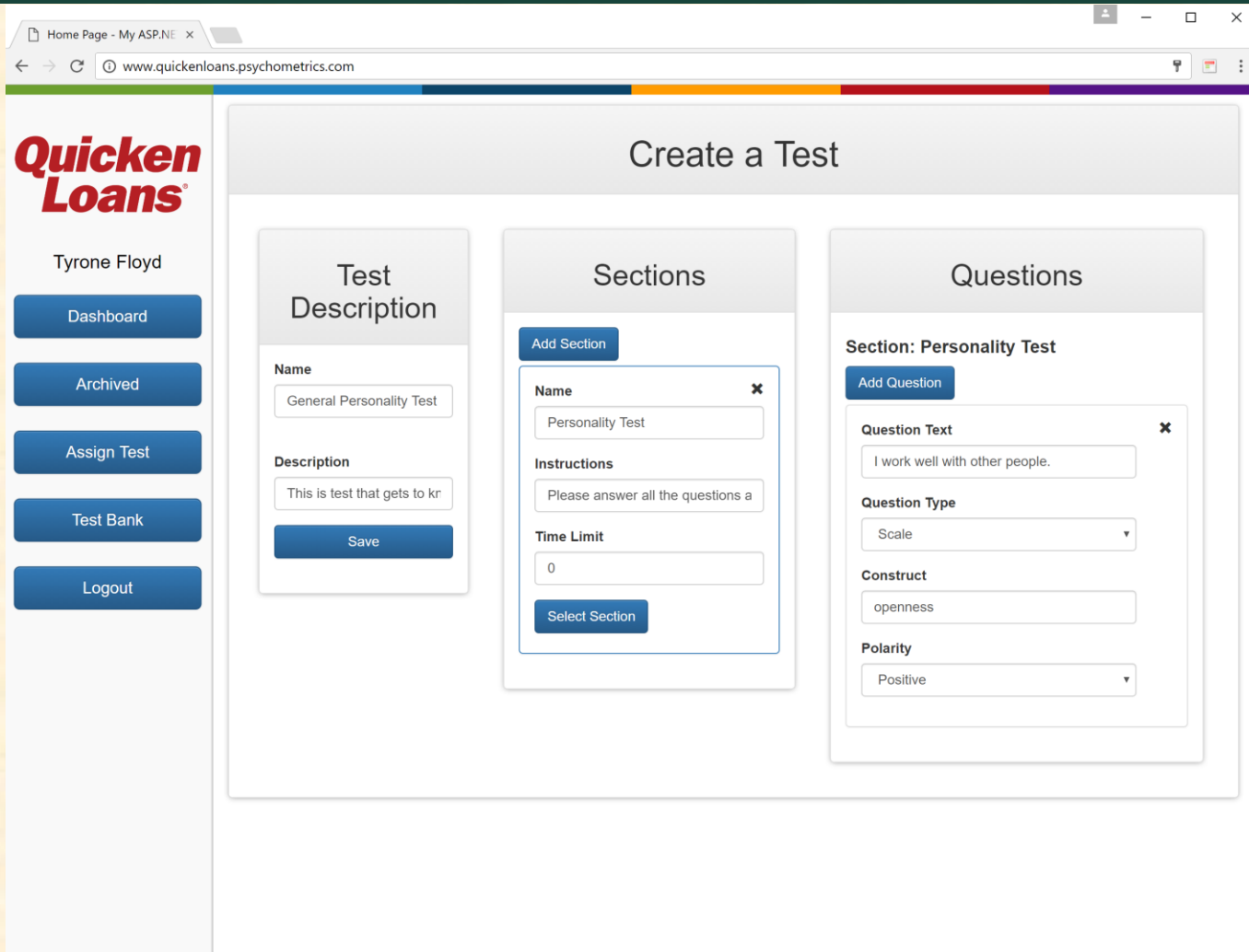
I focus on career progression.

Admin – Dashboard

The screenshot shows a web browser window with the URL www.quickenloans.psychometrics.com. The page features the Quicken Loans logo on the left and a sidebar with navigation buttons: Dashboard, Archived, Assign Test, Test Bank, and Logout. The user is identified as Tyrone Floyd. The main content area displays a table titled 'Recently Completed Tests' with two columns: 'Recruit Name' and 'Email'.

Recruit Name	Email
Dan Thompson	dthomp92@gmail.com
Andrew Davis	davisa66@msu.edu

Admin – Create A Test



Home Page - My ASP.NET x
www.quickenloans.psychometrics.com

Quicken Loans

Tyrone Floyd

- Dashboard
- Archived
- Assign Test
- Test Bank
- Logout

Create a Test

Test Description

Name
General Personality Test

Description
This is test that gets to kr

Save

Sections

Add Section

Name ✕
Personality Test

Instructions
Please answer all the questions a

Time Limit
0

Select Section

Questions

Section: Personality Test

Add Question

Question Text ✕
I work well with other people.

Question Type
Scale ▼

Construct
openness

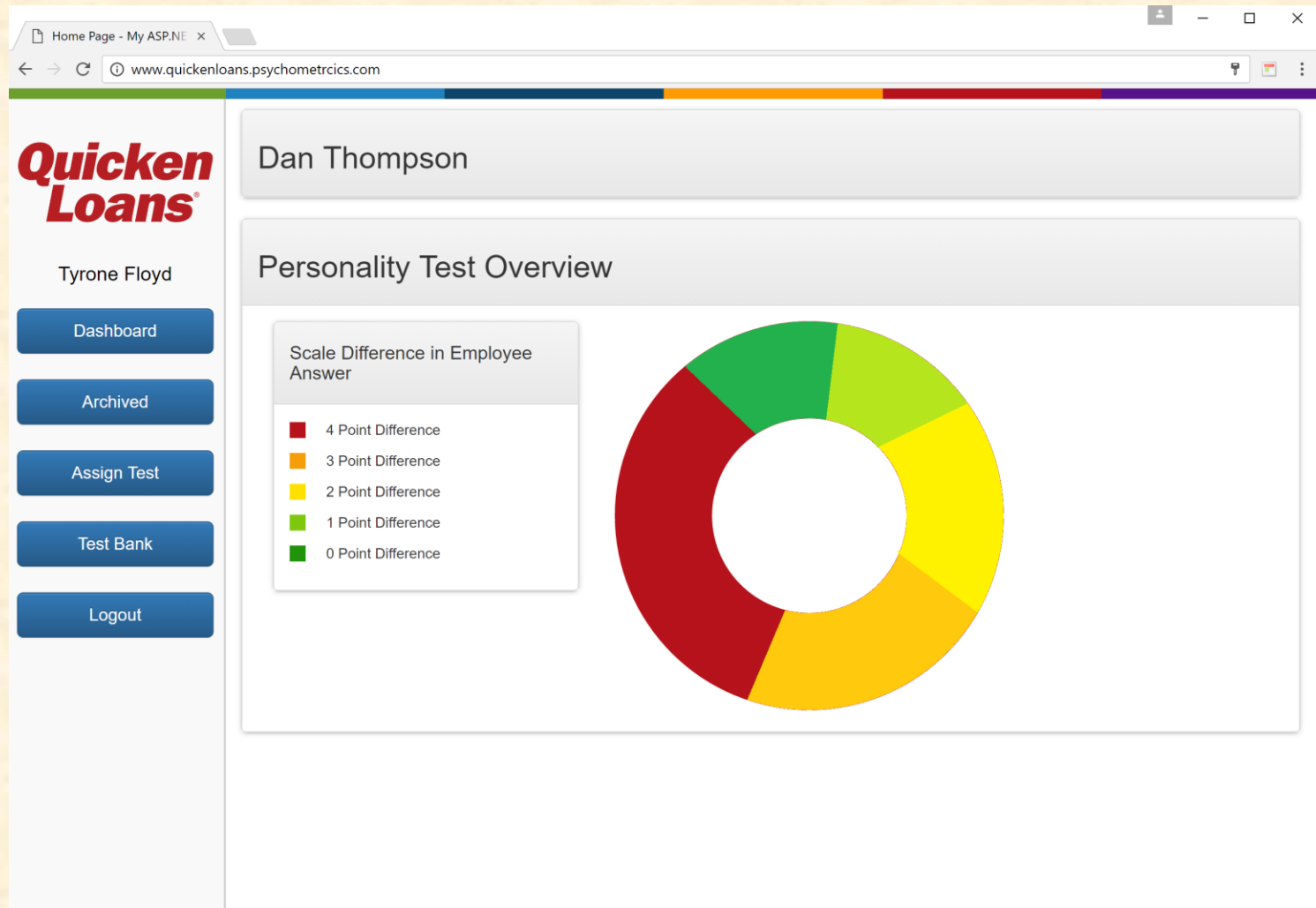
Polarity
Positive ▼

Admin – Assign A Test

The screenshot shows a web browser window with the URL www.quickenloans.psychometrics.com. The page title is "Assign Test". On the left is a sidebar with the Quicken Loans logo and the user name "Tyrone Floyd". The sidebar contains buttons for "Dashboard", "Archived", "Assign Test", "Test Bank", and "Logout". The main content area is divided into three panels:

- Select Test:** Contains two buttons: "General Skills Test" and "General Personality Test".
- Select Recruit:** Contains a search input field with "Andrew" and a list of results for "Andrew Davis" with email "davis66@msu.edu".
- Selected Recruits:** Contains a card for "Andrew Davis" with email "davis66@msu.edu" and a close button (X). Below the card are "ASSIGN" and "Clear All" buttons.

Admin – View Results



Demonstration

What's left to do?

- Add additional data analytics
 - Individual questions
 - Bar graph
- Implement timed test
- Save progress during a test
- Functionality for different types of questions
 - Multiple choice
 - Free form
 - Free form number
- Gather base data from Quicken Loans Employees



Questions?

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