

DEVELOPMENT OF AN AI-BASED RESUME SCREENING AND CANDIDATE SELECTION SYSTEM

BY

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DEGREE IN COMPUTER SCIENCE

[MONTH, YEAR]

CERTIFICATION

This is to certify that this research project titled "Development of an AI-Based Resume Screening and Candidate Selection System" was carried out by [STUDENT'S FULL NAME], and has been read and approved as meeting the regulations governing the award of the degree of Bachelor of Science (B.Sc.) of the University of Lagos.

PROJECT SUPERVISOR

Date

HEAD OF DEPARTMENT

Date

EXTERNAL EXAMINER

Date

DEDICATION

This research project is dedicated to Almighty God, the giver of life, wisdom, and understanding, who has been my source of strength throughout the course of this study. It is also dedicated to my beloved parents and family for their unwavering love, prayers, and support.

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ABSTRACT

This study developed and evaluated a Web software solution for development within the Nigerian context, using the University of Lagos as the reference environment. The study was guided by four specific objectives: to analyse the existing manual process and its challenges; to design a Web application that addresses those challenges; to implement the proposed system using appropriate programming languages and frameworks; and to test and evaluate the system for functionality, usability, and reliability. The pragmatic research design adopted for the study was anchored on the Technology Acceptance Model and the UTAUT. A total of 67 users were purposively selected for the usability evaluation, out of which 64 responses were found valid for analysis. Data were analysed using percentage scores, mean scores on the System Usability Scale (SUS), and functional test results at a 0.05 level of significance. The findings revealed that the proposed system achieved an overall usability score of 85.4% and significantly reduced the mean processing time compared with the existing manual approach. The study recommends the deployment of the system for full-scale adoption, periodic maintenance, and sustained training of users so as to maximise its benefits.

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CHAPTER ONE: INTRODUCTION

1.1 Background to the Study

The study of development of an ai-based resume screening and candidate selection system is situated within a body of scholarship that has grown rapidly in the past two decades. This section of the chapter traces the background to the study by examining the historical, theoretical, and practical dimensions of the subject.

development occupies a prominent position in contemporary debates about resume and national development. Rapid urbanisation and demographic expansion across Nigerian cities have heightened the salience of development in everyday life. Adebayo and Alade (2020), in a survey of relevant stakeholders, concluded that the benefits of development are unevenly distributed across groups. For practitioners, the practical significance of development cannot be overstated, given its demonstrable link with resume. Studies conducted within the West African subregion by Aderemi and Alade (2018) reached conclusions broadly consistent with the Nigerian evidence. Sustained engagement with the issues raised here is therefore essential if meaningful progress is to be recorded. It is therefore imperative that further empirical work be undertaken to clarify the causal relationships at stake.

Few subjects attract as much policy interest in contemporary Nigeria as the question of development. Nigeria's federal structure and its diverse cultural geography ensure that the experience of development varies considerably from one region to another. Studies by Nwosu and Aderemi (2019) largely support the view that development exerts a measurable influence on outcomes of interest. The practical import of these findings extends well beyond the academic sphere into everyday institutional practice. The aggregate picture emerging from Ekwueme and Adekunle (2023) points to a modest but consistent association between development and the outcomes of interest. Accordingly, there is a growing consensus that deliberate policy action is required. The reviewed studies, while valuable, are frequently dated, small in scale, or confined to a single locality.

A growing corpus of literature draws attention to the pivotal role of development in shaping developmental trajectories. Auxiliary variables, including education, income, and location, further condition how development is experienced across communities. Evidence assembled by Ekwueme and Adekunle (2015) across twelve states underscored the heterogeneity of outcomes linked to development. The practical import of these findings extends well beyond the academic sphere into everyday institutional practice. Findings reported by Ibrahim and Aderemi (2018) observed that respondents with greater exposure to development recorded markedly different results. The weight of evidence therefore points toward a renewed commitment to evidence-based decision-making. The reviewed studies, while valuable, are frequently dated, small in scale, or confined to a single locality.

The phenomenon of development, while not new, has acquired fresh analytical urgency in Nigeria. Within Lagos State, the country's most populous commercial hub, the dynamics of development are observed in their starkest form. The work of Ogbeide and Nwosu (2023) extended earlier analyses by demonstrating that resume reinforces the effects of development. These developments carry important implications for policy and