बौद्धिक संपदा एवं अनुसंधान विकास केंद्र
Centre for Development of Intellectual Property and Research
Naovina Development of Intellectual Property and Research Foundation
(*A Section 8 Non-profit Organisation registered under the Companies Act, 2013*)

Welcome to *HireVerse 1.0*, a National Hackathon that redefines the future of HR through the power of artificial intelligence! Organised by the *Centre for Development of Intellectual Property and Research (CDIPR)* in association with *Webxhub Pvt. Ltd.* and *United Nations Academic Impact (UNAI)* as part of the *South Asian Global Intellectual Property (IP) Summit, 2024*, this hackathon brings together bright minds to tackle real-world HR challenges using cutting-edge AI, creating solutions that align with industry needs and promote innovation in the HR domain. Join us to tackle real world HR challenges using cutting edge AI technology and showcase your talent to industry leaders.

Problem Statement

The HR industry is undergoing rapid change, yet it still struggles with inefficiencies in hiring, employee engagement and retention. Traditional recruitment and HR management approaches often lack personalization, real-time data and analytical depth, leading to misalignment between talent and organisational needs. Additionally, HR departments face challenges in identifying skill gaps, predicting employee turnover and offering personalised engagement, impacting workforce satisfaction and productivity. The lack of advanced technological solutions for assessing soft skills, optimising onboarding and managing workforce well-being leaves HR departments with minimal support to make data-driven decisions. With leveraging artificial intelligence (AI), machine learning (ML) and predictive analytics, we can revolutionise the HR landscape to drive meaningful, data-backed outcomes for organisations of all sizes.

In Associations with

A StartupIndia Initiative

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Themes for HireVerse 1.0

1. AI-Driven Talent Acquisition

Design a solution that leverages AI to transform the recruitment process, making it more efficient, accurate and personalised.

Key Focus Areas:

○ **Predictive Matching Algorithms:** Use AI to analyse resumes, interview results and job descriptions to identify ideal candidate matches.

○ **Cultural and Skill Fit Assessment:** Incorporate NLP to evaluate candidates' personality traits, language proficiency and soft skills.

○ **Automated Screening and Shortlisting:** Develop AI-powered systems that can screen applications faster, identifying top candidates based on skill requirements, experience and personality fit.

2. Predictive Employee Retention and Engagement

Develop an AI tool that predicts employee turnover risk and engagement levels, empowering HR to make proactive adjustments to retain valuable talent.

Key Focus Areas:

○ **Turnover Prediction Models:** Use machine learning to analyse past employee data, industry trends and satisfaction metrics to anticipate employees at risk of leaving.

○ **Engagement Analytics:** Design tools that track and assess engagement metrics to personalise engagement strategies and improve workplace morale.

○ **Early Intervention Alerts:** AI systems that can notify HR when engagement scores dip, suggesting personalised interventions such as skill-building workshops, wellness resources, or role adjustments.

3. AI-Powered Onboarding and Continuous Development

Create an AI-enabled onboarding and career development assistant that ensures seamless integration of new employees while continuously supporting skill and career growth.

Key Focus Areas:

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- ○ **Personalized Onboarding Journeys:** Use AI to guide new employees through tailored onboarding experiences based on their role, skill level and learning preferences.

- ○ **Skill Gap Analysis and Training Recommendations:** Develop a system that regularly analyses skill gaps, recommending upskilling and reskilling opportunities based on both employee goals and organisational needs.

- ○ **Ongoing Performance Insights:** Implement AI tools that track and provide feedback on performance, highlighting areas for improvement and career growth, supporting a culture of continuous learning.

Hackathon Details

- ● **Registration Fee:** ₹300
- ● **Team Size:** Maximum 2 members
- ● **Eligibility:** Open to all students, professionals and tech enthusiasts passionate about AI, HR and innovation.
- ● **Registration Deadline:** 6th December, 2024

Challenge Duration

- ● **Stage 1 (Idea Pitch):** 7 days
- ● **Stage 2 (Prototype and Demo Video):** 48 hours for final prototype development and submission

Hackathon Structure

HireVerse 1.0 is a **two stage** competition to enable comprehensive evaluation and refinement of ideas.

Stage 1: Idea Pitch Submission

- ● **Format:** Teams will submit a detailed pitch deck outlining their idea and proposed solution. The pitch should include:
    - ○ **Problem Statement:** Define the HR problem your solution addresses.

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- **Solution Overview:** Describe your AI-driven HR solution, how it works, and its potential impact.
- **Technical Approach:** Outline the AI and tech stack to be used.
- **Market Potential:** Explain the scalability and future impact of the solution.
- **Differentiation:** Explain how the solution is unique compared to existing tools or platforms.

- **Deadline:** 9th December, 2024
- **Evaluation:** Idea pitches will be reviewed by a panel of HR and AI experts, with shortlisted teams moving to the next stage.

Stage 2: Prototype/Demo Video Submission

- **Prototype Development:** Selected teams will develop a working prototype or create a demo video showcasing their solution's functionality.
- **Submission Requirements:**
  - **Demo Video:** A video demonstration of the prototype, highlighting core features and AI functionalities.
  - **Technical Documentation:** A document detailing technical architecture, algorithms used, and how AI enhances the HR solution.
  - **Results and Impact:** Describe the anticipated or observed impact on HR processes, such as increased hiring efficiency, retention, or cost reductions.
- **Deadline**: 16th December, 2024

Prizes

Total Prize Pool: **₹2,00,000**

- **Winner:** ₹1,00,000 + Certificate + Assessment Internship Opportunity
- **1st Runner-Up:** ₹60,000 + Certificate + Assessment Internship Opportunity
- **2nd Runner-Up:** ₹40,000 + Certificate

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- **All Participants:** Certificates of Participation and access to exclusive resources, tools and discount coupons from leading Ed-tech partners.

Why Participate in HireVerse 1.0?

- **National Recognition:** Showcase your skills on a national platform and gain recognition from industry leaders.

- **Real-World Impact:** Develop a solution that can bring real change in HR, addressing crucial gaps in hiring, retention and engagement.

- **Networking and Learning:** Connect with experts, fellow innovators, and potential employers while gaining valuable insights into HR and AI technology.

- **Mentorship and Growth:** Winners receive mentorship from industry experts, providing guidance and support to further develop and launch their solutions.

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Submission Guidelines

Stage 1: Idea Pitch

Participants are required to submit a comprehensive Pitch Deck in PDF or DOC format that clearly outlines the problem, proposed solution, technology stack, market potential and unique value proposition. The submission should demonstrate a deep understanding of the HR challenges and how an AI-driven platform can effectively address these issues.

1. Pitch Deck Content Requirements

- **Problem Statement:** Define the key HR challenges your idea aims to solve.

- **Proposed Solution:** Outline how your idea leverages AI and machine learning to overcome these challenges. Highlight the main features and functionality of the platform.

- **Technology Stack:** Specify the AI/ML technologies, NLP models and database structures used in your idea, ensuring a clear explanation of why these technologies were chosen.

- **Market Potential:** Provide data on the current recruitment market size, potential growth and competitive landscape.

- **Unique Value Proposition:** Explain how your idea differentiates itself from competitors and the specific benefits it brings to HR departments and organisations.

2. Format Guidelines

- **Document Format:** PDF or DOC
- **Length:** Up to 10 slides/pages
- **Font:** Use a professional font such as Arial or Times New Roman, size 12-14 for body text and 18-24 for headings.
- **Visuals:** Include relevant graphs, charts, and infographics for better presentation.

Stage 2: Prototype and Demo Video

1. Prototype/Demo Video Submission: Participants advancing to Stage 2 must develop a working prototype and submit a demo video showcasing the prototype's interface and core

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features. The video should guide viewers through the platform's functionalities and user interface, focusing on how it solves the HR problem identified in the pitch deck.

Video Requirements:

- **Duration:** Maximum of 5-7 minutes.
- **Resolution:** At least 720p for clear visuals.
- **Content:** Walkthrough of the main interface, explanation of AI-driven features, and demonstration of key workflows such as candidate matching, soft skill assessment, and predictive analysis.
- **Format:** MP4.
- **Voiceover:** Include a clear voiceover explaining each section of the demo, ensuring the benefits and AI usage are highlighted.

2. Technical Documentation: Submit a detailed technical document covering:

- **Architecture Overview:** Outline the structure of your idea, including data flow, AI models, and integration points.
- **Data Usage:** Explain how candidate data is collected, stored, and processed, ensuring compliance with data protection laws.
- **AI Models and Algorithms:** Provide a brief description of the machine learning and NLP models employed, including any training data or frameworks used (e.g., TensorFlow, PyTorch).
- **Security Measures:** Highlight how data security and privacy are maintained.

Format Guidelines for Technical Documentation:

- **Length**: 10-15 pages.
- **Sections**: Introduction, Architecture, Data Management, AI Model Details, Security Protocols.
- **File Format**: PDF or DOC.

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3. Impact Analysis: Include an impact analysis explaining the potential effect of your idea on HR efficiency, cost savings, and employee satisfaction. Use metrics or estimated percentages to show how your idea can reduce time-to-hire, improve job-fit accuracy, and enhance overall recruitment outcomes.

Impact Analysis Guidelines:

- **Length**: 1-2 pages.
- **Sections**: Predicted Outcomes, HR Efficiency Gains, Cost Analysis and Employee Experience Enhancements.
- **Format**: PDF or DOC.

Get Ready for HireVerse 1.0!

Are you ready to shape the future of HR with AI? Register today for HireVerse 2024 and embark on a journey to revolutionise recruitment, retention and engagement in HR. Let's build a smarter, more efficient HR ecosystem together.

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