

AI Screening

AI Assessments

Reinventing Workforce Management with gignology AI

*A Comprehensive Guide to AI Screening, Assessments,
Recruiting & Job Fulfillment, and Onboarding*



AI Onboarding

AI Recruitment &
Job Fulfillment

Reinventing Workforce Management with gignology AI

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1. Executive Summary

In today's hyper-competitive job market, organizations need more than a typical Applicant Tracking System (ATS) to find and retain the best talent. **gignology AI** revolutionizes workforce management by **automating time-consuming tasks**, **reducing human error**, and **enhancing decision-making**. This white paper offers an in-depth look at gignology's four core features:

1. **Intelligent Resume Parsing**: gignology goes beyond standard ATS parsing to suggest matches to other system openings and becomes more intelligent with each resume.
2. **AI Screening** – Advanced automated candidate screening and scoring.
3. **AI Assessments** – Intelligent testing to pinpoint key skills and knowledge.
4. **AI Recruiting & Job Fulfillment** – Targeted resume parsing and best-fit recommendations.
5. **AI Onboarding** – Streamlined document recognition and form generation.

Through each of these capabilities, you'll discover how gignology AI saves time, eliminates guesswork, and ensures candidates have the most positive experience possible—ultimately helping businesses build stronger, more agile teams.

2. Introduction

Organizations worldwide are grappling with the realities of a fast-moving labor market. Traditional recruiting and HR tools cannot keep up with the volume of resumes, the complexity of skill requirements, or the ever-increasing expectations of modern candidates. **AI-driven hiring solutions** have emerged to bridge this gap by combining **speed**, **accuracy**, and **personalization**.

gignology AI is more than an ATS. It's an **end-to-end** platform that uses advanced machine learning, natural language processing, and deep analytics to simplify your **screening**, **assessment**, **recruiting**, and **onboarding** processes. In the following sections, we dive deep into each feature, showing how it redefines the hiring and onboarding experience for both organizations and candidates.

3. AI Screening

3.1 Overview

gignology AI Screening streamlines and personalizes the first stages of the hiring journey. Instead of relying on manual resume checks and generic questionnaires, the platform **adapts** to each candidate's responses in real time, ensuring a more **accurate** and **efficient** screening process.

3.2 How It Works

- **AI-Generated Questions:** Provide the job description, and Gignology's AI generates targeted questions. You can also customize questions specific to each role, culture or behavioral questions, or project experience questions.
- **Adaptive Conversational Interface:** Using natural language processing, the system “talks” to candidates like a human, rephrasing questions if it detects confusion or incomplete answers.
- **Sophisticated Scoring:** Leveraging **Automated Candidate Scoring**, the platform assigns scores based on candidate answers, ensuring unbiased shortlisting.
- **Decision Automation:** Set **screen-out criteria** (e.g., must-have skills or certifications). If a candidate doesn't meet them, the system moves them to a 'decline' pool automatically—enabling recruiters to focus on top talent.

3.3 Key Benefits

- **Speed & Efficiency:** Reduce the time spent manually reviewing hundreds of resumes and screening questions.
- **Objectivity:** Machine learning helps eliminate unconscious bias.
- **Personalized Experience:** Candidates feel engaged by the platform's human-like conversation flow, improving completion rates and overall impressions.
- **Data-Driven Insights:** Get detailed reports on candidate responses, plus recommended follow-up questions or next steps.

Customize your questions or let the AI use Job Content and Resume Data

The screenshot displays the Gignology AI interview interface for candidate Allysia Gentry. At the top, the candidate's name and profile picture are shown, along with the text "Active 8 hours ago". The total score is 89/100, and the AI result is "Recommended". Below this, there are three tabs: "SUMMARY", "SCREENED", and "DECLINED". The "SCREENED" tab is active, showing a list of questions and answers. The questions are: "How would you make a good usher, ticket taker, or someone that screens bags at a gate?", "Once you commit to a shift, can you stay until the event or shift is complete?", and "Our focus is on customer service. Are you able to refrain from looking at your phone while on the post?". The candidate's answers are: "I work best when I have to stay busy at work. As a teacher, I understand the importance of staying focused and having structure in chaotic situations.", "I enjoy talking to others and providing assistance. Since the ticket taking has moved to a digital platform, I can assist people with the technology of scanning tickets.", and "Yes". A detailed scoring breakdown is visible on the right side of the interface, showing scores for Relevance (5 stars), Experience Skills (5 stars), Problem Solving (4 stars), Communication (5 stars), and Situational Awareness (4 stars). The Situational Awareness score is highlighted with a tooltip that reads: "The candidate provided a relevant response, highlighting their experience as a teacher and ability to stay focused in chaotic situations."

4. AI Assessments

4.1 Overview

Once you've identified potential hires, the next step is to confirm their skills and knowledge. **gignology's Intelligent Assessments** harness AI to **create and grade tests**, measuring a candidate's competence in exactly the areas you define. Whether it's coding, writing, or soft skills, your assessments will be tailor-made for the role.

4.2 How It Works

- **AI-Generated Exams:** Input a brief description (e.g., "Java Developer with 3 years of experience") and gignology instantly suggests **AI Skill Assessments**.
- **Multiple Question Formats:** Combine multiple-choice, true/false, fill-in-the-blank, or any mix to get a thorough measure of knowledge.
- **Contextual Evaluation:** Fill-in-the-blank and essay-type questions are scored using **natural language understanding**, gauging correctness, clarity, and intent.
- **Customizable Weighting:** Adjust the scoring rubrics to emphasize the most critical competencies, ensuring results align with actual job requirements.

4.3 Key Benefits

- **Time Savings:** No more building assessments from scratch—AI does the heavy lifting.
- **Fair & Consistent:** Standardize evaluation criteria across multiple candidates and roles.
- **Deep Insights:** Get detailed reports on each candidate's strengths and weaknesses.
- **Improved Candidate Experience:** Provide engaging, relevant tests that reflect real-world tasks.

Go beyond the
Screening with
custom Skills
Assessments with
scoring categories

Assessment Details

Assessment Name
Claim Care Revenue Cycle Specialist
Assessment - v2

Position
Revenue Cycle Specialist

Date
February 5, 2025

Duration
11:24 AM - 11:26 AM

Total Time (Minutes)
1:34 minutes

Summary

15

Total Questions

15

Answered

Skills Assessment

Skill	Selected	Recommended	Total	Performance
Communication	3	1	9	33.3%
Time Management	1	0	15	6.7%
Critical Thinking	2	5	6	33.3%

5. AI Recruiting & Job Fulfillment

5.1 Overview

Going beyond assessments and screening, **gignology's AI Recruiting & Job Fulfillment** is designed to fill open roles quickly, accurately with hiring stage management and collaboration tools used by recruiters who need to work at warp speed.

5.2 How It Works

- **Job-Filling AI:** Our platform cross-references job descriptions with candidate data to highlight the strongest matches, reducing time-to-hire.
- **Data-Driven Recommendations:** HR teams receive ranked candidate shortlists based on skills, experience, and screening/assessment performance.
- **Real-Time Collaboration:** Hiring managers and recruiters can leave notes, schedule interviews, and move candidates through the pipeline, **together** from one system.

5.3 Key Benefits

- **Faster Hiring:** Slash the time it takes to manage hiring pipelines with one interface.
- **Credible Decision Data:** Give internal customers/hiring managers better data presentations on potential hires.
- **Collaboration:** Centralize communication among recruiters, managers, and team members.
- **Scalable:** Whether you're a startup hiring 10 people or an enterprise filling hundreds of roles, the platform adapts to your volume.

Fill roles faster than ever before and collaborate with internal customers like never before

Executive Assistant					[Icons: Document, Shield, Refresh, Mail, Search, Star, Sort By]				
ALL 208					NEW 15				
DECLINED 174					ATC 9				
SUBMITTED					SCREENED 6				
INTERVIEW 1					PRE-HIRE 4				
WAITLIST					DECLINED 172				
FILLED					TERMINATED				
COMPLETED									
Ashley Creane		★★★★★		01/28/2025	[Icons: Document, Phone, Mail, Briefcase, More]				
Brenda Ovalle		★★★★★		11/13/2024	[Icons: Document, Phone, Mail, Briefcase, More]				
Chlorisa Thompson		★★★★★		02/20/2025	[Icons: Document, Phone, Mail, Briefcase, More]				
Karina Pena		★★★★★		11/13/2024	[Icons: Document, Phone, Mail, Briefcase, More]				
Joshua Leung		★★★★★		11/04/2024	[Icons: Document, Phone, Mail, Briefcase, More]				
Rosalinda Gonzalez		★★★★★		11/08/2024	[Icons: Document, Phone, Mail, Briefcase, More]				
Benjamin Malena		★★★★★		11/13/2024	[Icons: Document, Phone, Mail, Briefcase, More]				

AI Onboarding

6.1 Overview

Hiring great talent is just the start. **gignology's AI Onboarding Solutions** help you swiftly integrate new employees by automating administrative tasks like document collection and compliance forms.


6.2 How It Works

- **AI Document Recognition:** Instantly verify ID documents like driver's licenses, passports, or social security cards with minimal manual intervention.
- **Auto-Fill I-9:** Capture images of identification documents, and the system auto-populates official forms, reducing tedious paperwork.
- **No-Code Setup:** Unique forms—like internal policy agreements—are digitized within gignology without the need for any coding.
- **Unified Dashboard:** Both HR staff and new hires can track onboarding progress, minimizing confusion and follow-up emails.




6.3 Key Benefits

- **Compliance & Security:** Built-in checks reduce human error and help meet government requirements.
- **Faster Time-to-Productivity:** New hires start focusing on their roles sooner, rather than getting bogged down by paperwork.
- **Enhanced Candidate Experience:** A smooth, automated onboarding process sets a positive tone from day one.
- **Scalability:** Whether onboarding a single employee or an entire cohort, the automated workflows scale effortlessly.

Complete onboarding
in just minutes and
scan new forms for
hires to fill out using
AI "No-Code".



Application Data

Application Date	11/04/2024	
First Name	Keri	
Last Name	Seale	
Social Security	451-65-9935	
Mobile Number	(214) 592 6542	

7. Conclusion

gignology AI transforms workforce management from an administrative burden into a strategic advantage. By leveraging **AI Screening, AI Assessments, AI Onboarding Solutions,** and **Job-Filling AI**, organizations can **reduce costs, improve hiring quality, and enhance the candidate experience** all at once.

As the talent market becomes increasingly competitive, investing in solutions that optimize each step of the hiring journey is crucial. gignology AI provides the speed, flexibility, and data-driven insights you need to stay ahead in an evolving landscape.

8. About gignology

gignology is on a mission to **redefine workforce management** through cutting-edge AI technology. We help companies of all sizes streamline how they **screen, assess, onboard, and recruit**. Our solutions reduce manual tasks, promote unbiased decision-making, and let HR teams focus on what truly matters—building high-performing teams that drive success.

For more information or to schedule a personalized demo, [Visit our Website](#) or contact us at info@gignology.ai.

