

# Life Skill and AI Based Capability Assessment of a Person for HRS and Counselors

\*Dr. Harshal Shah

\*\*Shubham Srivastav, Nikita Maru, Saurabh Srivastav

Department of Computer Science and Engineering, Parul Institute of Technology

**Abstract:- Everyone and anyone who wants to lead a meaningful life, needs Life Skills. They are applicable to all ages of children and adolescents in schools since, young people in this age group seem to be most vulnerable to behavior related health problems. Life Skills are thus needed for the promotion of good health and well-being, rather than as an intervention aimed only at those already at risk. On an individual level, it increases self-confidence, self-esteem, social sensitivity and strong relationship bonds. There are so many situation in our lives that cause worry. Life seems to be difficult without life skills. This paper presents a skill based project evaluation technique for school students. Teacher evaluate them by focusing on assessment of student's engineering skills, core skills, personal characteristics and communication skills at individual and group level. It evaluates student from all personality dimensions by considering innovative practices used in upcoming era. The skill based continuous evaluation technique for students showed improvement in them and will also bring time based productivity in the teaching ecosystem.**

**Keyword:-** Life skill, Artificial Intelligence, Human Resource.

## I. INTRODUCTION

In a persistently changing environment, having life skills is an essential part for being able to counter the challenges of everyday life. The dramatic changes in global economies over the past five years have been matched with the transformation in technology and these are all impacting on education, the workplace and our home life. To cope with the increasing pace and change of modern life, students need new life skills such as the ability to deal with stress and frustration. Today's individuals will have many new jobs over the course of their lives, with associated pressures and the need for flexibility.

The life skill programs are effective in facilitating optimal human functioning since life skills stipulate as a group of psychosocial competencies and interpersonal skills that aids in making informed decisions, solve problems, think critically and creatively, communicate effectively, build healthy relationships, empathize with others and cope with and manage their live in a healthy and productive manner. Life skills may be not only directed towards personal actions but also actions

towards others, as well as towards action to change the surrounding environment to make it conducive to health.

To further add on Life skills training/ education takes into account psychosocial competencies and interpersonal skills that help students to take right decisions, solve problems, think critically and creatively, communicate effectively,

## II. METHODOLOGY

We have used R as it is widely used in new-style artificial intelligence, involving statistical computations, numerical analysis the use of Bayesian inference, neural networks and in general Machine Learning In domains like finance, biology, sociology or medicine it is considered as one of the main standard languages. It offers several paradigms of programming like vectorial computation, functional programming and object-oriented programming. We have also used Python is widely used for artificial intelligence with packages for several applications including General AI, the application of AI to develop programs that do human-like jobs and portray human skills is Machine Learning. We have also used HTML and Various other language for the development of software and site for better connectivity with clients.

## III. FINDINGS

We have made an interface for online exams in which the user can set its own questionnaire according to the demand of skill they required from an individual. For now this interface have been made by keeping in mind the needs of school and college faculties. This interface help the supervisors to test parameter they think are required for completing the task assigned to them. Few of the parameters are critical thinking, communication, thinking capacity, memory retention, decision making capacity etc. it is an interactive interface in which the supervisor and the individual are both in touch with each other to get the maximum effective results. The interface is right now capable for handling data up to primary stage later on it can be extended for use of recruitment by HR department from various companies. They can set the question according to their requirement of and can assess the individual by their responses. Hence, AI can also be used to simplify the process by decreasing the work load from human in setting question to managing the recruitment.

A. *Three broad categories that fall under Lifeskills –*

- **Thinking skills:** Thinking skills are the skill that enhances the logical faculty of the brain using an analytical ability, thinking creatively and critically, and developing problem-solving skills and improving decision-making abilities
- **Social skills:** Social skills include interpersonal skills, communication skills, leadership skills, management skills, advocacy skills, co-operation and team building skills, etc.
- **Emotional skills:** Emotional skills, involves, knowing and being comfortable with oneself. Thus, self-management, including managing/coping with feelings, emotions, stress and resisting peer and family pressure
- **Imparting Life Skills** - has been researched meticulously. Its proven fact that life skills has positive outcome when taught as a part of curriculum. Different activities that can be used to enhance Life Skills in students are –
- **Discussions:** An activity, providing opportunities for individuals to learn and practice turning to one another in solving problems. Enables students to deepen their understanding of the topic and personalize their connection to it. Develops skills, in listening, assertiveness, and empathy.
- **Brainstorming:** It allows students to generate ideas quickly and spontaneously. Helps individuals use their imagination and think out of the box. Good discussion starter because the class can creatively generate ideas. It is essential to evaluate the pros and cons of each idea or rank ideas according to certain criteria.
- **Groups:** Groups are helpful when the time is limited as it maximizes individual input. Allows students interactions, allows to, know, one another better which in a way enhances team building and team work.
- **Analysis of Situation and Case Studies:** It gives a chance, to analyze, explore, challenges, dilemmas and safely test solutions for; providing opportunities for working together in groups, sharing idea, new learning's and gives insight and promotes sometimes to see things differently.
- **Story-Telling:** Can help students think about local problems and develop critical thinking skills, creative skills to write stories, or interact to tell stories. 'Story-Telling' lends itself to draw analogies or make comparisons, help discover healthy solutions. It also enhances attention, concentration, listening skills and develops patience and endurance.
- **Debates:** Provides opportunity to address a particular issue in depth and creatively. Health issues lend themselves well: individuals can debate, for instance, whether smoking should be ban in public places in a community. It allows students to defend a position that may mean a lot to them. It offers a chance to practice higher thinking skills.

- **Educational Games and Simulations:** It promotes fun, active learning, and rich discussion as participants work hard to prove their points or earn points. They require the combined use of knowledge, attitudes, and skills and allow students to test out assumptions and abilities in a relatively safe environment.
- **Role Plays:** Along with being a fun activity and involves whole class, to be active and participative, it also provides an excellent strategy for practicing skills; experiencing how one might handle a potential situation in real life; increasing empathy for others and their point of view; and increasing insight into own feelings.

#### IV. RELATED WORK

IN [1] The author has proposed that In present era it has become vital for the IT industries to ask from the graduates for traits like critical thinking, problem solving skills, programming skills, domain knowledge, soft and cognitive skills, communication and comprehension skills. Student final year project is one of the significant course that can easily address most of these problems. Industry practices for software development are not directly applicable to plan, execute, monitor and evaluate academic projects due to time limitation. The initial evaluation technique for projects in IT department center around technical requirements of project such as tool, technologies, programing, report etc. Therefore the main objective of this paper is to bring focal point towards skill based evaluation technique to motivate students to take project rigorously to develop problem solving, self-learning abilities, and employability skills.

IN [2] The author has suggested that the novel study presented in this paper applies several EPP techniques to a real dataset with the aim to comprehensively analyze high dimensional information for professionals in specific aspects for the assessment of highly qualified personnel. The objective of this analysis is to determine the most relevant aspects of a personnel training process, and this is accomplished in an objective way according to the individual needs of each person by stressing those aspects of the training, which need to be improved during the training process.

IN [3] The author stated that The main purpose of the study is to narrow understanding of the phenomena of using artificial intelligence (AI) in human resources, especially in the Kingdom of Bahrain. Basically research effort provides a future perspective of using AI to better understand the attitudes and perspectives of HR practitioners within multiple frameworks, which will change the upcoming era. The study revealed that the Kingdom of Bahrain with the implementation of its vision (2030 vision), this will create a great opportunity in public sector to uplift the pace with the digital transformation. This has led to a change in the system of the workforce within business organizations. It creates opening of women and men to compete in many jobs, and this will add a new burden on human

resources management as a result of the demand for gender equality. It is urged that the applications of modern artificial intelligence (AI) is an imperative approach for organizations that work in an inconsistent environment.

IN [4] The author has proposed that the main objective of the paper is to find the most suitable person for the given set of area in the specific work profession. AI leaders at Entelo discussed the need to create “interpretive” and “transparent” AI systems. In other words, whenever the system makes a decision, it should tell us why it made this decision, so we as humans can decide if the criteria it used are still accurate. This is one of the most important criteria for new tools, and unfortunately today most AI systems are a complete black box. Hence the AI will select the best person required for that set of job without any human intervention and human error

IN [5] The author has suggested that AI Assess is intelligent assessment software designed for students learning science and mathematics: it assesses as students learn. AI Assess was developed by researchers at UCL Knowledge Lab through multiple evaluated implementations. Specifically, AI Assess provides activities that assess and develop conceptual knowledge by offering students differentiated tasks of increasing levels of difficulty as the student progresses. In order to ensure that the student keeps persevering, AI Assess provides different levels of hints and tips to help the student complete each task. It assesses each student's knowledge of the subject matter, as well as their metacognitive awareness, knowledge of their own ability and learning needs, which is a key skill possessed by effective students and a good predictor of future performance

IN [6] The author has suggested that Fundamental abilities study is planned to reinforce an understudy's general turn of events. This includes, for example, having students put forth an attempt to foster otherworldly qualities, actual wellbeing, and mental strength. They fortify their social abilities, moral skill, and regard for other people and themselves. Likewise, work is made to fortify their fortitude, drive, regular imagination, and versatility to fulfill the needs and difficulties of regular day-to-day existence. The accentuations on fundamental abilities underline the way that the school is the students' working environment, where important childhood happens. The essential obligation regarding kids' childhood must, nonetheless, consistently be in the possession of their guardians/gatekeepers. As the school helps guardians in their job as kid raisers, students' schooling and government assistance are hence a joint undertaking of schools and families. This co-activity should be founded on shared regard, common trust, and joint obligation. One of the accentuations of fundamental abilities is to have the school make a positive and secure investigation climate, portrayed by the help and co-activity of everybody in the school, the two students and staff.

IN [7] The author stated that this study suggests a plan and use of a versatile online test framework are done in this paper. Versatile test frameworks decide diverse inquiry sets naturally and intuitively for every understudy and measure their ability on a specific space of discipline as opposed to contrasting their benefits and one another. Through a versatile test method, an understudy's interruption and inspiration misfortune that is driven by the inquiries with a very lower hardness level than his/her skill is forestalled. Also, adverse consequences of inquiries requiring higher information than his/her skill over an understudy's self-assurance and resolve are excused. Since questions are specific so they can permit clarifying derivations about understudy gains, they can recognize understudy skills all the more successfully. Requiring less all-out an ideal opportunity for estimating and being more adaptable in the test the board is among the benefits given by the framework. Independence of the framework as far as arranging, rehashing, and evaluation of the estimation cycle particularly permits itself to be utilized in the singular schooling sets. Through this framework, understudy skills are still up in the air more adequately in cases like far-off learning, in which a few difficulties are capable every now and again.

IN [8] The author stated that The principle objective of the investigation is to discover another innovation reception model (TAM- based) to survey Employees' insight and Intention towards Integration of AI and HR capacities which are becoming one of the greatest innovation changes in HR executives. The idea of this exploration is expressive; notwithstanding, a technique for looking over was utilized in this investigation to track down the current status of AI reception in the representative in IT associations and utilizing the gathered information to make another model and approve an AI-based TAM model. The job and impacts of Artificial Intelligence are as a rule endlessly investigated in different regions. This Research is covering the different elements of man-made consciousness, and furthermore about the impact of AI on HRM in view of arising innovations particularly in the space of Information Innovation.

IN [9] The author stated that the miracle of AI is widely focused on a few regions. This paper is based on the use of man-made thinking and its effect on HRM due to the circular approach to IT. Currently, almost all organizations use AI in their districts to help increase the productivity of employees in the association. The human intelligence work in the HR space begins with registration until the employees' presentation test. The point of the current test is to look at the link between man-made knowledge and the dynamics of human services in the IT business in the Delhi / NCR area whether this relationship is directed at the design and implementation of HR services. The investigation was directed at 115 HR specialists in various IT areas in the Delhi / NCR area. A number of retrospective procedures were used to test the theory and ensured a positive correlation between these two constructive factors in relation to the increased use of AI in work outcomes for better HR

performance. Apart from that, AI has a sensitive and intelligent relationship and moreover without breaking the sweat of usage which shows that AI has an impact on HR through its hard work. This investigation will provide pieces of information on the understanding that has been made as a new business revolution with the new name Industry 4.0.

IN [10] The author has proposed that the purpose of this article is to investigate the emergence of the use of Artificial Intelligence (AI) in the field of Human Resources (HR). It presents a panorama of research using AI in the HR field, with a number of descriptive analysis of journals and processes, registered at the foundation of the Online Knowledge Library (B-on), between 2000 and 2018. 32 reference books published through the use of Artificial Intelligence in the workplace. As support has been developed and aims to simplify the understanding of the analysis, the 18-year study period is divided into three periods (First Decade, Depression and Growth Period). The study also proposed the distribution of the AI program to HR topics and events in each of these topics. As a result, it has been concluded that less AI research has been used by Staff and widespread ethics. It is expected that 9 hypotheses regarding the outcomes mentioned in this article will yield future studies.

IN [11] The author has proposed that the effectiveness of teaching methods has been studied by researchers around the globe. As indicated by numerous individuals' past examinations, Project-Based Learning (PBL) is one of the instructing strategies that advantage the students' exhibition in the study hall. One of the advantages is to improve students' English talking abilities. The goal of this exploration is to examine understudies' talking execution in English talking abilities previously, then after the fact the execution of Gold Standard Project Based Learning.

IN [12] The author has suggested that enhancement in the field of education is definitely not a new thing, new roads are arranged to better the educating and learning measure. One such issue including streamlining is Project Based Learning (PBL). PBL is an administration educating idea where group elements are utilized to investigate and create basic reasoning. Having groups to work on projects rather than individuals allows cooperation which instills interpersonal skills such as teamwork and coordinated effort. The accomplishment of the undertaking relies totally upon the group elements or group arrangement.

IN [13] The author has suggested that the main result mentioned in the paper is to assess the tool to evaluate the skills before and after 1st year design experience, and before and after a third year multidisciplinary course in design tools and methodology. The tool implemented is an open-ended survey that may be administered quickly and assessed using a simple rubric. Significant improvements were amended during the course prominently in areas of problem definition and testing; improvements were observed in the categories of Conceptual

Design, Preliminary Design, and Detailed Design as the course prevailed towards the end of the year. Also it led to brainstorming of new Ideas for future improvement.

IN [14] The author stated that the paper deals with using AI system organization can able to inform the existing performance and day to day function. In business pressure has been increasing, tough managers understood the importance of artificial intelligence at workplace. Now a days artificial intelligence has entering into the overall system of an organization and one of the area is human resource department where by using AI system human replaced the human and all functions in human resource department is carried like candidate screening, recruitment, alignment of human resource activates and performance management etc.

IN [15] The author has proposed that the objective that has been vitalized in this paper is to use artificial intelligence act as a tool which uses human intelligence along with technology to improve the performance in various fields. In most simple terms artificial Intelligence is a branch of computer science involved in building smart machines and devices which can be used in performing tasks that usually require human intelligence. With the advancement in technology and Artificial Intelligence, organizations are quickly adopting it to gain competitive edge in this digital world. It has changed the way various managerial tasks are done and decisions are made. Human resources management has also been integrating the use of artificial intelligence for its various functional purposes.

#### A. *Project Parameters/Values*

- **Empathy** – It is the ability to imagine what life is for another person, even in a situation that we may not be familiar with. Put another way, empathy is like having an invisible link with someone, which allows you to understand what they feel and experience. Empathy is required to develop a successful relationship with our loved ones and society at large. It helps us to accept others, who may be very different from ourselves.
- **Self-Awareness**- Includes reckoning of 'self', our character, our strengths and weaknesses, desires and dislikes. Developing Self Awareness can help us recognize when we are stressed or under pressure. It is open a prerequisite to effective communication and interpersonal relations, as well as for developing empathy with others.
- **Critical Thinking**- Critical thinking is the ability to think clearly and rationally. It includes the ability to engage in reflective and independent thinking. A critical thinker is able to make use of information to solve problems, and to seek relevant sources of information
- **Creative Thinking**-It is a novel way of seeing or doing things that is characteristic of four components-fluency (generating new ideas), flexibility, originality (conceiving of something new), and elaboration on (building on others'



- **Decision Making**-Decision Making is an important skill at all stages in life. It involves logical steps in choosing the best alternatives based on a particular situation. Learners need to understand that there could be more than one right or wrong answer.
- **Interpersonal Skills**-Interpersonal Skills help us to relate in positive ways with people we interact. This may mean being able to make and keep friendly relationships, which can be of great importance to our mental and social well-being, maintaining good relations with family members who are the most important source of social support or the ability to end relationships constructively.
- **Effective Communication**-Good communication makes life less stressful, solves problems, builds family ties, gets you friends for life, makes every moment more pleasant, and sets the stage for future experiences. If you have friends with whom you can communicate well, you will be able to manage various difficult situations in life with ease.
- **Coping with stress**-Stress can be positive or negative. Stress is positive when it helps you to stay focused, emergency and helps in managing challenges. For example, feeling sick to your stomach is the anxiety which inspires you to prepare well before the test and as a result you get good marks. Stress can be negative or bad when it undermines your mental and physical health.

## V. CONCLUSION

On the whole, life skills education, have found to be an effective psychosocial intervention strategy for promoting positive social, and mental health of adolescents which plays an important role in all aspects such as strengthening coping strategies and developing self-confidence and emotional intelligence, as well as enhancing critical thinking, problem solving and decision making skills as has been well documented in the aforementioned studies. Thus, there is, significance and importance of life skills education to be integrated into the regular school curriculum and given on a daily basis by a life skills trainer/ teacher/counselor to enhance the mental health of students, equip them with better adapted skills to face the challenges of changing life situations and empower them to become fully functioning contributors to the host society in particular and the world in general. A relevant and proper implementation of life skill education is a need of an hour, for today's society. Imparting life skills education to the students, can be helpful as it specifically addresses the needs of children, helps in motivating, providing practical, cognitive, emotional, social and self-management skills for life adjustments.

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