HACKXTREME'26

PROPEL SOFT

Problem Statement: HCM/HRMS w.r.t Policy, Compliance and Request.

Objective: Develop an AI-powered tool that can ingest structured and unstructured HR policy documents. The tool should allow employees to query their specific policy entitlements using natural language. The system must use AI to understand the employee's role, designation, and context to provide accurate, personalized policy information and generate compliance reports.

Main Criteria to Validate:

AI-Trained Policy Ingestion: Implement a mechanism to parse and semantically understand HR policy documents (PDFs, text) to create a searchable knowledge base.

Context-Aware Querying: Use AI (e.g., Large Language Models) to interpret natural language questions from employees and map them to the correct policy based on their profile (designation, location, tenure).

Automated Eligibility Prediction: Predict policy eligibility (e.g.,leave approval probability, work-from-home qualification) based on historical patterns and current policy rules.

Reporting & Audit: Generate detailed reports for employees on their applicable policies and for HR to identify common queries or policy gaps.

Deliverables: A functional prototype or tool that includes:

o An interface for uploading and processing HR policy documents.

o A natural language query interface for employees (e.g., chatbot or search bar) that returns accurate, role-based policy summaries.

o A backend AI model that correlates user roles with policy rules to provide personalized answers

o A reporting module that shows an "entitlement summary" for an employee or team.

Description: Large organizations have complex, multi-layered HRpolicies (leave, attendance, conduct, etc.) that vary by designation,department, and tenure. Employees and managers struggle to quickly find and correctly interpret these policies, leading to errors, inconsistent applications, and increased administrative burden on HR departments.