

Leveraging the capabilities of LLMs in Questionnaire Generation for HRM

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Introduction

Context

Problems in HRM

Personal data and opinions manipulation might lead to discrimation or improper decisions.

Cultural bias in datasets may affect model's performance.

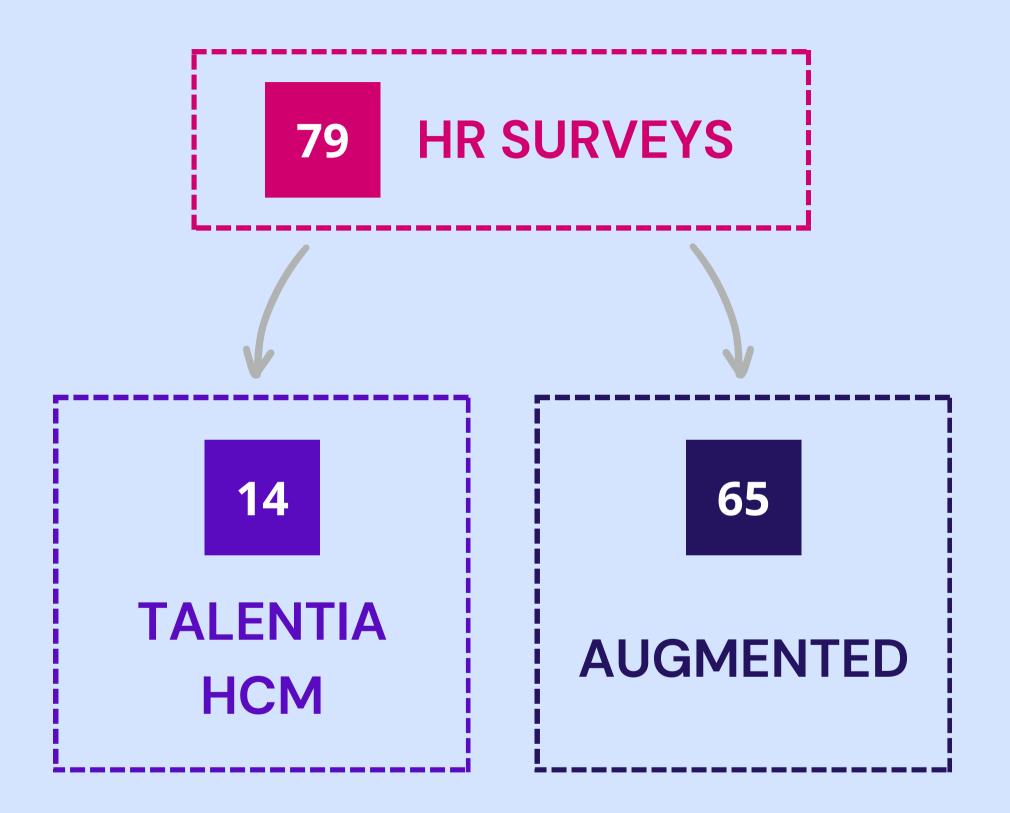
Poorly explored by the community.

Idea and Objective

Apply **LLMs** to generate *tailored* and *engaging* surveys to exploit their **text generation** capabilities.

Propose a comprehensive rigorous approach to such task, providing the needed materials.

Materials Dataset



Results

Quality and Engagement

Evaluated aspect	т	FP	Technique	Task	Score
Intraquestionnaire syntactic similarity	0.5	1	Zero-shot	Α	0.142613
Semantic similarity	0.5	1	Zero-shot	В	0.650004
Serendipity	0	0	One-Shot	В	0.852200
	Doo	4	es with GDT models		

Best results with GPT models

Talentia HCM

Implementation

Théo - HR Copilot

Talentia Chatbot for supporting HR and Managers in their daily-work.

Questionnaire Generation will be available to Talentia's customers with HCM 13.



Thank you!

Any question?



