

# Leveraging the capabilities of LLMs in Questionnaire Generation for HRM

**Lucrezia Laraspata**

**Supervisor**

Prof. Gennaro Vessio

**Co-Supervisor**

Prof. Giovanna Castellano

**Company Tutor**

Dr. Fabio Cardilli

Introduction

# Context

## Problems in HRM

Personal data and opinions manipulation might lead to **discrimination** 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**

79

HR SURVEYS

14

TALENTIA  
HCM

65

AUGMENTED

## Results

# Quality and Engagement

Evaluated aspect	T	FP	Technique	Task	Score
Intraquestionnaire syntactic similarity	0.5	1	Zero-shot	A	<b>0.142613</b>
Semantic similarity	0.5	1	Zero-shot	B	<b>0.650004</b>
Serendipity	0	0	One-Shot	B	<b>0.852200</b>

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?

