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### Patent Search

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**Abstract:**

Machine Based Strategies for the Design and Performance of Interactive Human Resource Management Systems is the proposed invention. The proposed invention focuses on understanding the functions of Human Resource Management Systems. The invention focuses on analyzing the parameters of Design and Performance of Interactive Human Resource Management Systems using algorithms of Machine Based Approach.

**Complete Specification**

Description:[0001] Background description includes information that may be useful in understanding the present invention. It is not an admission that any of the information provided herein is prior art or relevant to the presently claimed invention, or that any publication specifically or implicitly referenced is prior art.

[0002] Machine-based can refer to a few different things, including Machine learning, Machine translation and Machine-based multi-factor authentication. Machine Learning is a branch of artificial intelligence (AI) that allows computers to learn from data and improve over time without being explicitly programmed. Machine learning algorithms can detect patterns in data and learn from them to make predictions. Machine translation is a process that uses machine learning models and algorithms to automatically translate text or speech from one language to another. Machine-based multi-factor authentication is a process that initiates the MFA process for a user on the device they log on to.

[0003] A number of different types of human resource management analysis systems that are known in the prior art. For example, the following patents are provided for their supportive teachings and are all incorporated by reference.

[0004] US8086558B2: - A system and method for testing and/or evaluating employees or potential employees is disclosed. A computer arranges a plurality of applicants in a stack ranked table. The table may rank or re-rank applicants against each other, from best to worst, after successive screening, selecting, and/or interviewing stages for a particular job. Performance evaluations of hired workers may be fed back to the computer for adjusting the system and method. Competencies shown to be predictive of successful performance of a given type of job are tested for at various stages in an online testing system.

[0005] Human Resource (HR) is the department within a business that is responsible for all things worker-related. Human Resource (HR) is a strategic approach to managing company employees, the work culture, and the work environment. It typically involves using metrics to measure workforce success. Some types of human resource management systems include:

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