

PROPOSED SOLUTION FIT:

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TEAM ID	PNT2022TMID47296
TITLE	Skill and Job Recommender Application
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MAXIMUM MARKS	2

SOLUTION FIT:

The Internet-based recruiting platforms become a primary recruitment channel in most companies. While such platforms decrease the recruitment time and advertisement cost, they suffer from an inappropriateness of traditional information retrieval techniques like the Boolean search methods. Consequently, a vast amount of candidates missed the opportunity of recruiting. The recommender system technology aims to help users in finding items that match their personnel interests; it has a successful usage in e-commerce applications to deal with problems related to information overload efficiently.

This paper consists of 5 modules as follows:

THE RECRUITING PROCESS :

Recruiting process is a core function of human resource management treating the labor as one of the important factors of production (Färber et al., 2003). The key Al-Otaibi and Ykhlef 5129. Recruiting process. objective of the recruiting process is to hire candidates who are valuable for the company (Laumer and Eckhardt, 2009). Two viewpoints are distinguished: from recruiters" and job seekers. The recruiters generate the job description by determining the set of requirements and constraints on skills, expertise levels, and degrees. The job-seeker, on the other hand, generates his/her CV by specifying the academic background, previous work experience and skills (Fazel-Zarandi and Fox, 2010). The IT support for the recruiting activities is ranging from attracting and finding talent to choose and retain candidates (Laumer et al., 2010). The degree of process integration represents the complexity of using erecruitment solutions.

E-REQUIREMENT PLATFORMS :

The e-recruitment is a system for quickly reaching a large set of potential job-seekers. E-recruiting has attractive growth since the late 1990s when the rapid economy changes produced a high demands for qualified candidates that the labor market could not fully satisfy. The e-recruiting platforms such as corporate homepages and job portals (for example monster.com) have driven this development.

CATEGORIES OF E-REQUIREMENT PLATFORMS :

In order to give the reader a better understanding of the e-recruiting platforms, we present the six categories of erecruiting sources that presented by (Lee, 2007): (1) General-purpose job boards (for example, Monster.com, HotJobs.com) that provide complete online recruiting functions. While job-seekers search jobs by category such as experience, location, education or any combination of these attributes, recruiters search applicants databases by skills, experience, preference, education, salary or any combination of key words.

MOTIVATION OF JOB RECOMMENDER SYSTEMS :

The significance of Information System (IS) support in the recruitment process can be observed when considering the phases of the recruitment such as the handling of candidates' applications and the pre-selection of candidates. However, a best fit between job and candidates depends on underlying aspects that are hard to measure. These underlying aspects are a significant reason why information systems have not been extensively used in the area of personnel selection so far.

JOB RECOMMENDATION SYSTEMS :

Recent researches show that the increasing demands of IS technologies for human resource management in general and recruiting processes in particular. Most companies put the focus on their own e-recruiting platforms as primary recruitment channels. Job ads are published automatically on the job portal as soon as they are entered into the system. On the other hand, the applicant creates a profile to apply it for one of the listed job positions. The user profile is

stored in the system, letting the applicant reuse it for other job position. The last functionality gives the companies possibility to create the applicants pool. Thus, the companies achieved a uniform view for all applicants" data in one candidate pool. This pool is used by the recruitment department to find the applicant documents.