

Literature survey for SKILL JOB RECOMMENDER.

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 interests; it has a successful usage in e-commerce applications to deal with problems related to information overload efficiently. To improve the e-recruiting functionality, many recommender system approaches have been proposed. This article will present a survey of the e-recruiting process and existing recommendation approaches for building personalized recommender systems for candidates/job matching.

Enhancing Graduate Employability skills is considered an important task within the Sri Lankan university community. The labor market needs and the employers' requirements for skills from graduates vary by the employer and also from one country to another country. The current changing business environment emphasizes the importance of education for employability, focusing on the development of not only skills but also practical experience. Then, to enhance competitive advantage for graduate employment, students need to develop employability skills in addition to the acquisition of subject-specific knowledge. Higher Education Institutes (HEIs) need to identify ways to incorporate this requirement. This paper will review the existing research findings, studies, and practices of employability skills and present the review on eight aspects: Definitions of employability, employability skills, and employer needs, expectations of employers and university students, matching employer needs, the nature of employability, and, international perspective on employability and employability as key performance Indicator.

Enhancing the employability skills of the graduates is not a new topic and policymakers are still making plans to increase graduates' skills to meet the need of the current workforce. Higher education Institutions are one of the key players in enhancing employability and their responsibility is to identify how they can enhance the skills of their —future employees—. Generic skills are the key term used as employability skills in most countries, but what is meant by this term varies in different countries.

References:

Burden, P. & McAvinia, C.(1998). —Employers‘ need and graduate skills, Report. HTTP// www.surrey.ac.uk/skills/reports/graduate

Harvey, L., (2001), —Defining and measuring employability, Quality in Higher Education 7(2)

Jerzy, (2000). —Students and Employer Expectation, [http://www.ineer.org/events/ICEE2000 /proceedings/paper](http://www.ineer.org/events/ICEE2000/proceedings/paper)

Lees, D. (2002). —Information for Academic Staff on Employability, [http://www. palatine.ac.UK/ files/emp/1233.pd](http://www.palatine.ac.UK/files/emp/1233.pd)

Lees, D. (2002). —Information for Academic Staff on Employability, [http://www. palatine.ac.UK/ files/emp/1233.pd](http://www.palatine.ac.UK/files/emp/1233.pd)

