**STACK RANKING DOCUMENTATION**

Required Job Description Data:

1. Education Qualifications
2. Required Work Experience
3. Required Skill Experience

Score Evaluation for:

1. Skills Score
2. Education Score
3. Work Experience Score
   1. Job Experience Score
   2. Skill Experience Score

1. Skill Score:-

Exact Skills Match - 70%(taxonomy %)

Extra Skills - 25%

Case 1: (+) (0-5)% of sub taxonomy - If candidates taxonomy % is higher to that of jd’s

taxonomy %)

Case 2: (-) (0-10)% of sub taxonomy - If jd’s taxonomy % is higher to that of candidates

taxonomy %)

* In case 1 (0-5)% is given by (+)5\*score of sub taxonomy \*tanh((cand%-jd%)/27) [ /27 for normalization]
* In case 1 (0-10)% is given by (-)10\*score of sub taxonomy \*tanh((jd%- cand%)/27)
* If child skill matches 70% of Score of child skill is given.
* If there are no child skills for that skill in JD 70% of score of skill is given.
* Else if candidate has no child skills 70% of (skill\_score/2) is given.
* else if candidate has extra skills 25% of skill\_val \* tanh(nonmatch\_child\_count/5).
* If there are no skills in a subtaxonomy in JD score of subtaxonomy is given.
* If candidate doesnt have any skills in a subtaxonomy 70% of (subtaxonomy\_score/(subtaxonomy\_skill\_count+1)).
* If candidate has extra skills 25% of skill\_val \* tanh(nonmatch\_child\_count/10).

Completeness of skills in resume:

If jd has skills/child skills and resume doesn’t skills/child skills in each subtaxonomy/skills resume is assumed to be missing that data.

2.Education Score:-

Upto Highest Degree in JD - 90%

Extra Degrees - 10%

least\_score=avgof scores of deg

if score not mentioned for any degree least\_score=60

for each degree in JD:

scoreofDegree= index of degree/sum of indexes \*90

If DegreeType matches check for DegreeName:

If DegreeName matches check for DegreeMajor:

If DegreeMajor matches:

DegreeScore - 50%

Percentage acquired - 30%

CollegeTier - 20%

If score satisfies req.score : score\_penalize=25

else : score\_penalize=20

If tier satisfies req.tier : tier\_penalize=1.5

else : score\_penalize=1

list[degree]=0.50\*scoreofDegree + 0.30\* tanh((score –

req.scr)/score\_penalize)

+ 0.20\*tanh((req.tier-tier)/tier\_penalize)

else :

list[degree]= 0.35\*scoreofDegree

else :

list[degree]= 0.25\*scoreofDegree

Completeness of education in resume:

For each degree upto the highest degree mention in resume:

If degree name is empty 40% of degree data is missing

If degree major is empty 30% of degree data is missing

If degree score is empty 20% of degree data is missing

If college name is empty 10% of degree data is missing

3.Work Experience Score:-

i, Job Experience Score:

total-70% which is divided as

if matches-60%

exp-40%

tier-10%

recent-10%

not match-10%

if tier not in resume then company\_tier=3

exp=last date-start date

company exp penalize (k)=5

tier penalize=1.5

recent =current date-last date of the role

* If role matches then

Count (for match)

Matched Score=35+tanh((exp-exp in jd)/k)

For tier score:

Matched Score=10+tanh((company\_tier-jdtier)/1.5)

For recent score:

Matched Score= Matched score+10/(1+0.2\*recent)

Matched Score=score/count

For unmatch :

Un match count

unmatched Score= unmatched score+10

Unmatched Score= un matchedscore/unmatch count

Score=matched score+unmatched score

ii, Skill Experience score:

total-30%

* If candidate did not mention val for skill experience and skill matches 70%of skill is given.
* else 70% of skill score + 0.30\*skillscore\*tanh(diff in months/time\_penalize) time\_penalize=18 if criteria is satisfied, else time\_penalize=12

Incompleteness score of experience in resume:

If resume doesn’t mention start date, end date of the position then resume is assumed to be missing the work experience data i.e 40% of data is missing.