**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 - 75%

Extra Skills - 25%

* If child skill matches 75% of score of child skill is given.
* If there are no child skills for that skill in JD 75% of score of skill is given.
* Else if candidate has no child skills 75% 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 75% of (subtaxonomy\_score/(subtaxonomy\_skill\_count+1)).
* If candidate has extra skills 25% of skill\_val \* tanh(nonmatch\_child\_count/10).

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

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