

LITERATURE SURVEY

TOPIC - Skill / Job Recommender Application

To develop an end-to-end web application capable of displaying the current job openings based on the user skillset. The user and their information are stored in the Database. An alert is sent when there is an opening based on the user skillset. Users will interact with the chatbot and can get the recommendations based on their skills. We can use a job search API to get the current job openings in the market which will fetch the data directly from the webpage.

Graduate employability skills based on current job demand through electronic advertisement

Author : NM Omar , AA Manaf

Published in : *Current Research in Education and Social Studies - 2020*

The data and information used were extracted from 300 online job advertisements accessed via electronic databases at <http://www.JobStreet.com.my> from January to March 2011. A simple checklist form was developed to quantify the information from ads into quantitative data that was later keyed in the Statistical Package for Social Science for descriptive analyses. Based on the data, it was concluded that graduates with bachelor degrees were more likely to be employable due to high demand. It was also found that academic excellence based on CGPA was not the utmost factor for graduate employability. However, since less than one-third ads were free from work experiences requirement, fresh graduates only secured a little chance to be recruited. Another factor that limited graduates employability was high demand of specific soft skills requested by employers, among which were graduates with high quality of communication/interpersonal skills, foreign language proficiency, ICT/technical skills, high spirit of teamwork and specific personal attributes. Results concluded that graduate unemployment rate will continue to increase unless the Higher Education Institution (HEI) and the graduates are prepared to sharpen their soft skills according to market niche. It is suggested that the HEI work more closely with industries, professional bodies and society through the establishment of university-industry link cooperation that will become a catalyst for soft skills enhancement. Keywords: employability, graduate, job demand, employer, advertisement.

An application of test mining techniques

Author: *K Thirumoorthy*

Published in : *Journal of Ambient Intelligence and Humanized Computing*
2021-03-20

Outcome-based education (OBE) is one of the student-centric teaching and learning methodology. The primary objective of the outcome-based education is measuring the student performance through outcomes. Course outcome (CO) reflects the abilities of what a student can do at the end of a course. Assessment of learning outcome is one of the key aspects of teaching-learning process. The attainment of course outcome will be used to improve the teaching, learning process and to evaluate the student's performance in that course. In this paper, we propose a new student recruitment system to identify the best students based on their Course Outcome attainment. We apply the text mining concept in this teaching learning process to find the best student list based on the recruiter query. The student recruitment process involved with many parameters like technical skill and analytical skill. The quality of the student's technical skill can be measured by his/her performance in the CO attainment of a particular course or program. This proposed method utilizes data obtained from student's marks in end semester exams, test, project and other formal assessments.

Elastic information matching technology

Author: *L Hexin , Z Bin*

Published in : *Computer-Aided Industrial Design & Conceptual Design* 17-11-2010

In the employment services field, E-employment based on intelligent matching algorithm is being more and more attention. And the key points lie in elastic information matching and setting the weight of demand index. In the basis of domain ontology, this paper analyzes the electronic employment process, and adopts numerical matching and skill matching algorithm to solve the problem of elastic information matching and AHP to solve the weight setting problem, and last a recruitment progress of "graphic designer" is presented as an example to prove the feasibility of the method.

Competence and Competency Models in recruitments

Author: *C Rowe Christopher*

Published in : Industrial and Commercial Training -1 December 1995

Emphasizes the need for clear terminology; distinguishes between “competence” and “competency”. Argues that competence and competency models have been used in three different areas: recruitment, skill assessment and development. Considers competence models, such as the MCI standards in the area of skill assessment, which focus on What people can do; require clear, measurable standards; and exclude grading. Discusses behavior inventories – which focus on how people behave and can be graded in relation to recruitment and staff development. Makes a distinction between intellectually based and morally based behaviors which allows a “dartboard” model to be created with “hard” competences at the centre, phasing out through intellectually based behaviors to “soft” morally based behaviour at the periphery. Behaviors, capabilities and attributes are added to the vocabulary, hopefully to provide greater clarification.

Ontology based systems to human resources management

Author: *Vladimir; Franky Trichet*

Published in : On the Move to Meaningful Internet Systems 2006

This paper presents the CommOn framework (Competency Management through Ontologies) which aims at developing operational Knowledge-Based Systems founded on ontologies and dedicated to the management of competencies. Based on two different models (implemented within specific tools developed with the Protégé-2000 framework), CommOn allows a Knowledge Engineering (i) to build competency reference systems related to particular domains such as Healthcare or Information and Telecommunication, (ii) to identify and formally represent competency profiles (related to a job seeker, a job offer or a training offer) and (iii) to automatically match competency profiles. Developed in the context of Semantic Web Technology, the CommOn framework permits the building of domain ontologies and knowledge bases

represented with Semantic Web Languages and the development of Competency-Based Web Services dedicated to Human Resources Management. The use of CommOn is illustrated in the context of a project (related to e-recruitment) which aims at developing the first Macedonian web-based platform dedicated to the definition of an efficient networking of employment and training operators. However, Common is not limited to e-recruitment application and it can be used for different purposes such as staff development and deployment, job analysis or economic evaluation.