IDEATION PHASE

LITERATURE SURVEY

Date	30/08/22
Batch Number	B4-4M6E
Project Name	SKILL AND JOB RECOMMENDATION SYSTEM

LITERATURE SURVEY:

A literature survey is an overview of the previously published works on a specific topic. The term can refer to a full scholarly paper or a section of a scholarly work such as a book, or an article.A good literature review can ensure that a proper research question has been asked and a proper theoretical framework and/or research methodology have been chosen.

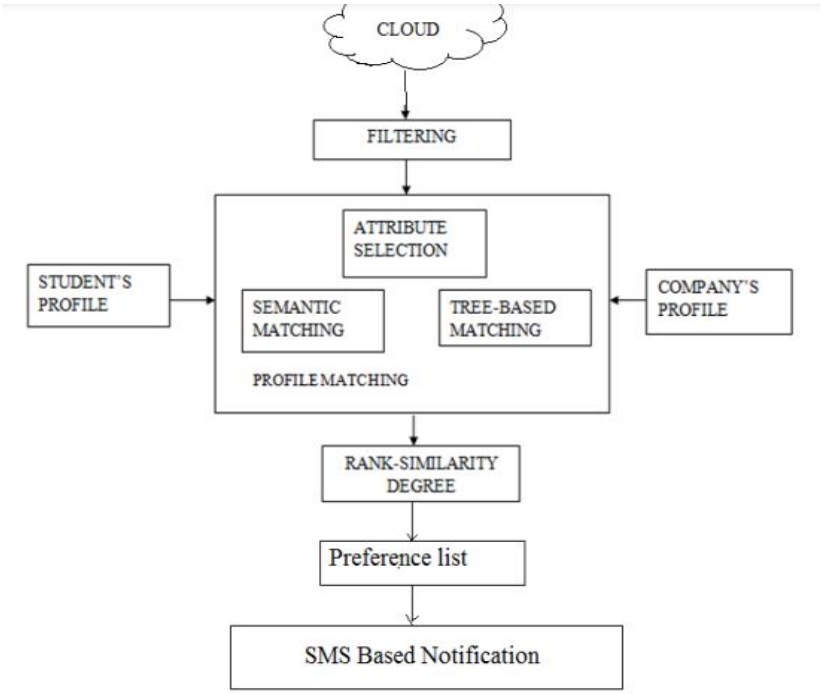
ABSTRACT:-

The developed system is job recommendation system for campus recruitment which helps college placement office to match company's profiles and student's profiles with higher precision and lower cost. For profile matching, two matching methods are used: semantic matching, tree-based knowledge matching and query matching. These methods are integrated according to representations of attributes of students and companies, and then the profile similarity degree is acquired. Based on profile similarity degree, preference lists of companies and students are generated. Also students can perform keyword based search for job profiles from various job recruitment sites (e.g. Naukari.com,indeed.com). For obtaining data from online recruitment sites system uses web crawling. With loop matching, matching results would be further optimized and provide more effective guidance for recommendation.

INTRODUCTION:

The recommender systems are being used in every possible system for example, clothes recommendation, book recommendation etc. However the type of recommendations provided may be different according to the domain of its use. In the case of job recommendation system the case is little bit different. Here, it will be favorable to provide mostly personalized and profile based job recommendations. In job recommendation systems, here are varieties of students, having different education level and skills. Based on student's respective background details, each one of them expects to get only those job recommendations which are highly relevant for that particular student. Also, two students having similar profiles may have different job tastes. Here, job taste can be defined as the preference criterion considered before applying for a particular job. For one, preference can be of getting a job in higher company, as opposed to the other who may be interested in having a job which offers higher payment. Considering this, the second phase of recommendations, are provided to the respective customer according to his/ her job taste or

preferences. These job preferences are getting from the already applied jobs group of the students. The current campus recruiting systems have often been criticized due to their relatively lower matching degree (e.g. information overload or ambiguity), long recruiting time period and higher recruiting cost. Briefly telling, 4 points are there lead to those problems. First, the requirement descriptions the Human Resource given were not clear and definite, which resulted in the large range of requirement and led to job seekers' misunderstanding. Second, students who lack required career planning or cannot understand the requirement description thoroughly may apply for the inappropriate positions. Third, the phenomenon that students under greater employment pressure apply for various positions massively and aimlessly would increase the cost of candidate selecting. In order to deal with those actually practical issues, we designed a campus recruitment recommendation system for college placement office by making use two types of profile matching mechanisms and also providing the keyword based search.



RECOMMENDATIONS GENERATION:

The complete procedure of recommendation generation includes the following phases:

- Shortlist the jobs recommendation for which the student is currently eligible for: The fields considered for short listing are: max, min. Qualification required and min. experience required for that job.

- Calculating the Content Based Similarity: Now calculate the similarity index for the short listed jobs with to the candidate. The similarity index is calculated in between the jobs required skills field and student's possessed skill's fields.

- Applying the Decision Tree Induction Rules for the category to which the student belongs: Here, the basic categorization of jobs is done firstly. After that these categories are matched according to the preference matrices of the generated rules and assigned preference weights accordingly.

- Generating the final weights: At the end calculate the final weight score by summing up all the values.

- Sorting the jobs in descending order: According to the final score get, sort the jobs in descending order.

EXPERIMENTAL RESULTS :

This project aims to provide the better and fast job recommendation to the students with precise matching of the profile of students and company. Not only the depending on profile matching but the students can also get job vacancies as per requirement from online websites using web crawling. Student has to register for login and then fill their personal ,qualification details, Skills, Project details. If entire details are filled properly then only resume of student is generated. Based on the profiles students and company matching is performed and companies are recommended to student We are also providing the android app which helps in faster notification to students about vacancies.

CONCLUSION:

In this paper, the efforts were put to take into consideration the job preferences of the candidates along with the content based profile matching, providing SMS based recommendation. Also the jobs are recommended from the online website like naukri.com, etc. The first type of recommendation is done through web portal by using keyword based search and second type of recommendation is done through profile matching and sending notification to the students. Thus proper job recommendations are provided to the students.

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