**CLOUD APPLICATION DEVELOPMENT**

**SKILL / JOB RECOMMENDER**

**LITERATURE SURVEY**

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**A SURVEY OF JOB RECOMMENDER SYSTEM**

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

**SKILL / JOB RECOMMENDER SYSTEM**

Recent researches show that the increasing demands of IS technologies for human resource management in general and recruiting processes in particular. Most companies put the focus on their own e-recruiting platforms as primary recruitment channels. Job ads are published automatically on the job portal as soon as they are entered into the system. On the other hand, the applicant creates a profile to apply it for one of the listed job positions. The user profile is stored in the system, letting the applicant reuse it for other job position. The last functionality gives the companies possibility to create the applicants pool. Thus, the companies achieved a uniform view for all applicants‟ data in one candidate pool. This pool is used by the recruitment department to find the applicant documents. Appropriate applicants‟ documents are directed to the human resource departments for more processing. In addition, the system supports all required communication processes as well as tracks applicant status inside the application process (Malinowski et al., 2005). The e-recruiting platforms are usually based on Boolean search and filtering techniques that cannot sufficiently capture the complexity of a person-job fit as selection decisions (Malinowski et al., 2006). Many literatures have been applied the recommender system concept into the job problem. Malinowski et al. (2008) determined that, we must consider unary attributes such as individual skills, mental abilities and personality that control the fit between the individual and the tasks to be accomplished, as well as the relational attributes that determine the fit between the individual and the upcoming team members. In this context literatures usually distinguish between (1) person-job, (2) personteam and (3) person-organization fits (Sekiguchi, 2004). Thus, the recruitment approach must cover all this aspects. Keim (2007) argues that transferring recommender system approach to search for persons is a challenging but promising goal. Therefore, many recommendation approaches applied for matching candidates and jobs to overcome the previous challenges of holistic e-recruiting platforms (Laumer and Eckhardt, 2009).

**System requirements recommendation for candidates/job**

There are major requirements presented in literatures that should be derived when recommending candidates for a specific job (Malinowski et al., 2006, 2008; Keim, 2007).

1. The matching of individuals to job depends on skills and abilities that individuals should have.

2. Recommending people is a bidirectional process that needs to take into account the preferences not only of the recruiter but also of the candidate.

3. Recommendations should be based on the candidate attributes, as well as the relational aspects that determine the fit between the person and the team members with whom the person will be collaborated.

4. Individual is considered to be unique; we cannot choose a single person several times such as a movie or book.

**"Students / Job seekers find their desired job based on their Skillset"**

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