

# **SKILL AND JOB RECOMMENDER**

## **A PROJECT REPORT**

Submitted By

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In partial fulfilment for the award of the degree

Of

**BACHELOR OF TECHNOLOGY**

In



**INFORMATION TECHNOLOGY**

**KINGS ENGINEERING COLLEGE, IRUNGATTUKOTAI**

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## **BONAFIDE CERTIFICATE**

Certified that mini project report “**Skill and Job Recommender**” is bonafide work of “**JAYASHREE R, RANJITHA A, KAVIYARASI R, RAKSHINI DEVI M**” who carried out this Nalaiyathiran project work under my supervision.

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## ACKNOWLEDGEMENT

We thank God for his unstoppable blessings and also for giving us good knowledge and strength in enabling us to finish our project. Our deep gratitude goes to our founder late **Dr. D. SELVARAJ, M.A., M.Phil.**, for his patronage in the completion of our project. We like to take this opportunity to thank our honourable chairperson **Dr.S. NALINI SELVARAJ, M.COM., MPhil., Ph.D.** and honourable director, **MR.S. AMIRTHARAJ, M.Tech., M.B.A** for their support given to us to finish our project successfully. We wish to express our sincere thanks to our beloved principal. **Dr.T.JOHN ORAL BASKAR., M.E., Ph.D** for his kind encouragement and his interest towards us.

We are extremely grateful and thanks to our professor **Dr.G.MANIKANDAN**, head of Information Technology, Kings Engineering College, for his valuable suggestion, guidance and encouragement and to our SPOC **DR. MRS. PARAMASHWARI**, head of Artificial Intelligence and Data Science. We wish to express our sense of gratitude to our project supervisor **Dr. J Briso Becky Bell**, Assistant Professor of Information Technology Department, Kings Engineering College and project evaluator **Mr. B. MUTHAZAGHAN**, Associate Professor of Information Technology Department, Kings Engineering College whose idea and direction made our project a grand success, also our Industrial Mentor **KRISHNA CHAITANYA**. We express our sincere thanks to our parents, friends and staff members who have helped and encouraged us during the entire course of completing this project work successfully.

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## **1. INTRODUCTION**

The fast growth of the Internet caused a matching growth of the amount of available online information that increased the need to expand the ability of users to manage all this information. This encourages a substantial interest in specific research fields and technologies that could benefit the managing of this information overload. The most important fields are Information retrieval and Information filtering. Information retrieval deals with automatically matching user's information and Information filtering aims to assist users eliminating unwanted information (Hanani et al., 2001). The latest technology designed to fight information overload is the recommender systems that originated from cognitive science, approximation theory, information retrieval, forecasting theories and also related to management science and to consumer choice modeling in marketing (Adomavicius and Tuzhilin, 2005). The recommender systems used to determine the interested items for a specific user by employing a variety of information resources that is related to users and items. (Adomavicius and Tuzhilin, 2005).

### **1.1. PROJECT OVERVIEW**

In the mid-1990s, the term recommender system was published for the first time in information system literature (Resnick and Varian, 1997). Many researches in industry and academic areas have been known to develop new approaches for recommender systems in the last decade. The interest in this area still remains high because it is composed of a problem-rich research area and has a wealth of practical applications (Adomavicius and Tuzhilin, 2005). Recommender systems are being broadly accepted in various applications to suggest products, services, and information items to latent customers. Many e-commerce applications join recommender systems in order to expand customer services, increase selling rates

and decrease customers search time (Schafer et al., 1999). For example, a wide range of companies such as the online book retailer Amazon.com (Linden et al., 2003), books (Mooney and Roy, 2000), and news articles (Das et al., 2007). Additionally, Microsoft provides users many recommendations such as the free download products, bug fixes and so forth (Shani and Gunawardana, 2011). All these companies have successfully set up commercial recommender systems and have increased web sales and improved customer fidelity. Moreover, many software developers provide stand-alone generic recommendation technologies. The top providers include Net Perceptions, Epiphany, Art Technology Group, Broad Vision, and Blue Martini Software (Huang et al., 2007). For many years, information system supports in human resource management have been mainly restricted in storing and tracking applicants' data through the applicant management systems. These systems support the internal workflows and communication processes between the human resource management department and the other departments. Recently, the increased amount of digital information and the emergence of e-business reform the way companies conduct business in different aspects. Initially, simple solutions are applied such as posting the job ads on the career unit of the corporate website. Then, based on the experiences gained from these first implementations, the opportunities are realized, establishing other changes and hence, implementing enhanced e-recruitment platforms. The Internet-based online recruiting platform or e-recruitment platform is one of the most successful business changes, which changed the way companies employ candidates. These platforms spread in the recent years because the recruiting of the appropriate person is a challenge faced by most companies, as well as the unavailability of certain candidates in some skill areas has long been identified as a major obstacle to companies success (Laumer and Eckhardt, 2010). The online channels like Internet job portal, social media applications or a firm's career



website have driven this development. While the companies established job positions on these portals, job-seeker uses them to publish their profiles. For each posted job, thousands of resumes are received by companies. Consequently, a huge volume of job descriptions and candidate resumes are becoming available online. This vast volume of information gives a great opportunity for enhancing the matching quality; this potential is unused since search functionality in recruiting applications is mainly restricted to Boolean search method. The need increases for applying the recommender system technologies that can help recruiters to handle this information efficiently (Färber et al., 2003; Yi et al., 2007).

## **1.2 PURPOSE**

The significance of Information System (IS) support in the recruitment process can be observed when considering the phases of the recruitment such as the handling of candidates' applications and the pre-selection of candidates. However, a best fit between job and candidates depends on underlying aspects that are hard to measure. These underlying aspects are a significant reason why information systems have not been extensively used in the area of personnel selection so far. Mostly, IS technology is used to pre-select applicants based on Boolean search method. This method used queries contain a combination of key words that define skill requirements in order to determine those candidates that match with search criteria. Such type of skill matching is applied in numerous e-recruiting applications. However, as mentioned above, the simple filter techniques such as Boolean search method cannot be sufficient to realize the complexity of a person-job fit as selection decisions often depend on underlying attributes such as personal characteristics or social skills that cannot be put into an operational way easily (Malinowski et al., 2006). Additionally, the need to understand the job requirements, in terms of the skills that are mandatory and those that are optional

but preferable, the experience criteria if any, preference for the location of the candidate etc. Consequently, the major challenge faced e-recruiting applications as identified by the literature analysis is the large number of low qualification of applicants that match the search criteria (Singh et al., 2010). The recommender systems techniques can be used to address the problem of information overload by prioritize the delivery of information for individual users based on their learned preferences (Lee and Brusilovsky, 2007). Additionally, the success of personalization technologies depends critically on the existence of comprehensive user profiles that precisely capture users' interests (Rafter and Smyth, 2001) and the perfect matching method. Moreover, the recommender systems could use historical rating information to determine which type of job required which type of candidate characteristics in the past in order to be rated positively by the recruiter. This information could then be used to predict the match between job and previously not rated candidates.

## **2. LITERATURE SURVEY**

### **2.1 EXISTING PROBLEM**

Having lots of skills but wondering which job will best suit you? Don't need to worry! We have come up with a skill recommender solution through which the fresher or the skilled person can log in and find the jobs by using the search option or they can directly interact with the chatbot and get their dream job.

### **2.2 REFERENCES**

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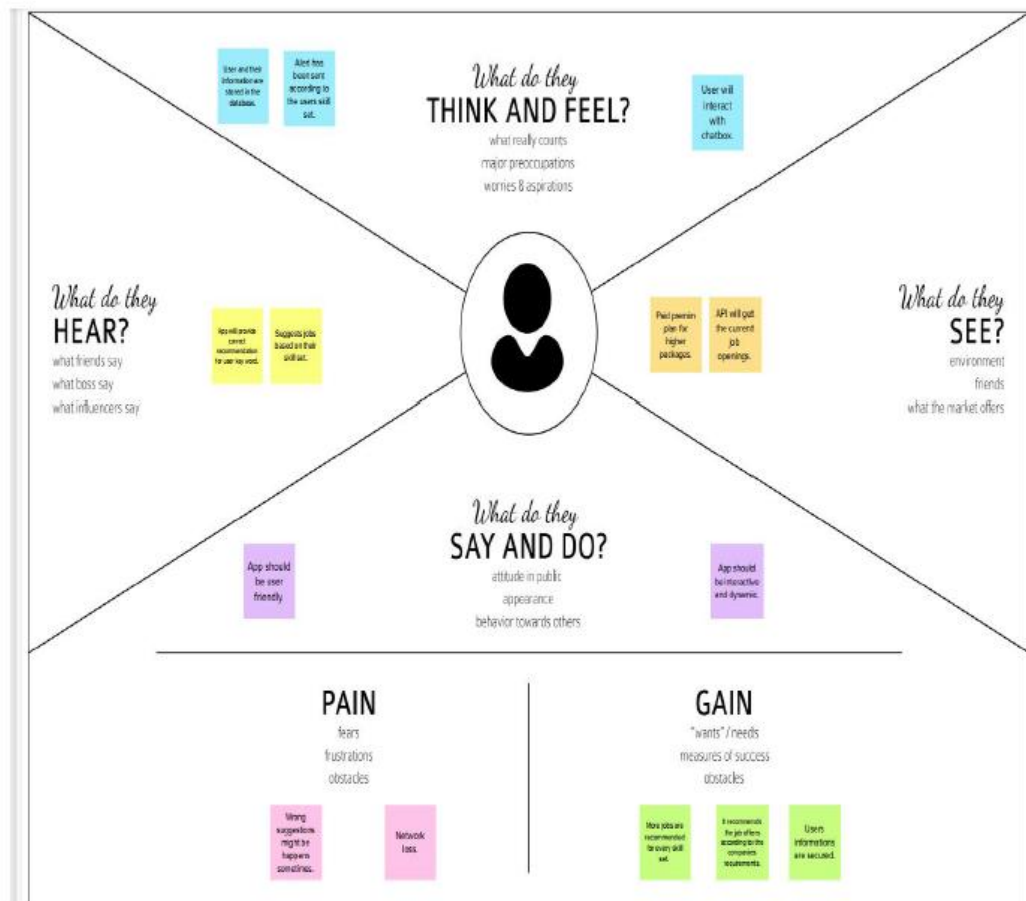
## **2.3 PROBLEM STATEMENT DEFINITION**

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.

## **3. IDEATION & PROPOSED SOLUTION**

### **3.1 EMPATHY MAP CANVAS**

## Example: Skill/Job Recommender Application



## 3.2 IDEATION AND BRAINSTORMING

### Brainstorm & idea prioritization

Use this template in your own brainstorming sessions as you learn can unleash their imagination and start shaping concepts even if you're not sitting in the same room.

- 10 minutes to prepare
- 20 minutes to brainstorm
- 20 minutes to present

#### Before you collaborate

A little bit of preparation goes a long way. Write down your ideas and your current idea to prepare.

10 minutes

#### Define your problem statement

Write down your problem statement. Write your problem as a clear, specific statement. This will be the focus of your ideation.

10 minutes

#### Brainstorm

Write down your ideas and your current idea. Write your problem as a clear, specific statement. This will be the focus of your ideation.

10 minutes

#### Group ideas

Take your ideas and group them into categories. Write down your ideas and your current idea. Write your problem as a clear, specific statement. This will be the focus of your ideation.

10 minutes

#### Prioritize

Write down your ideas and your current idea. Write your problem as a clear, specific statement. This will be the focus of your ideation.

10 minutes

#### After you collaborate

Write down your ideas and your current idea. Write your problem as a clear, specific statement. This will be the focus of your ideation.

10 minutes

#### Brainstorm & idea prioritization

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#### After you collaborate

Write down your ideas and your current idea. Write your problem as a clear, specific statement. This will be the focus of your ideation.

10 minutes

### **3.3 PROPOSED SOLUTION**

#### Description

##### 1.Problem Statement (Problem to be solved)

There may be a massive collection of job openings in various websites and might not provide the accurate information about current job openings and skill based recommendations. Having lots of skills but wondering which job suits as per your skills.

##### 2.Idea / Solution description

This application will give accurate results as possible and provides instant solution for the customer problems in addition to that , customers can interact with the chatbot which gives relevant solution to the customer problems Furthermore, this skill/job recommender application provides up to date information of job openings of the firms.

##### 3.Novelty / Uniqueness

Our uniqueness is all users can find the jobs according to their skills sets which may have any kind of qualifications. Customers will be treated same for every skills there is no partiality by their skills or qualifications , jobs according to their every kind of skills will be recommended by our app. And also we don't have any premium or subscription plans in our app it is same for all the users.

##### 4. Social Impact / Customer Satisfaction



After launching of this application many peoples burden will reduce to seek job according to their skills. This will create huge benefit for customers to find the correct job which also suits for their skill sets and also according to their interests.

#### 5.Business Model (Revenue Model)

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.

#### 6.Scalability of the Solution

- Our application takes less time to respond.
- Our application will response many requests simultaneously without making any server crashes.
- So this will ensure our application will scalable.

### 3.4 PROBLEM SOLUTION FIT

Define CS, fit into CC	<p><b>1. CUSTOMER SEGMENT(S)</b> <span>CS</span></p> <p>Who is your customer? Job seeker</p>	<p><b>6. CUSTOMER CONSTRAINTS</b> <span>CC</span></p> <p>What constraints prevent your customers from taking action or limit their choices of solutions? spending power, no cash, network connection, available devices.</p>	<p><b>5. AVAILABLE SOLUTIONS</b> <span>AS</span></p> <p>Which solutions are available to the customers when they face the problem or need to get the job done? What have they tried in the past? What pros &amp; cons do these solutions have? Chatbot interaction</p>	Explore AS, differentiate
	Focus on J&P, tap into BE, understand RC	<p><b>2. JOBS-TO-BE-DONE / PROBLEMS</b> <span>J&amp;P</span></p> <p>Which jobs-to-be-done (or problems) do you address for your customers?  Irrelevant information  Inaccurate results</p>	<p><b>9. PROBLEM ROOT CAUSE</b> <span>RC</span></p> <p>What is the real reason that this problem exists? What is the back story behind the need to do this job? Cold start Overspecialization Ramp-up scalability</p>	

Identify strong TR & EM	<b>3. TRIGGERS</b> What triggers customers to act? efficient solution. Accurate results	<b>10. YOUR SOLUTION</b> This application will give accurate results as possible and provides instant solution for the customer problems in addition to that , customers can interact with the chatbot which gives relevant solution to the customer problems Furthermore, this skill/job recommender application provides up to date information of job openings of the firms.	<b>8. CHANNELS of BEHAVIOUR</b> <b>8.1 ONLINE</b> What kind of actions do customers take online? Search and seek job openings  <b>8.2 OFFLINE</b> What kind of actions do customers take offline? update their profile
	<b>4. EMOTIONS: BEFORE / AFTER</b> How do customers feel when they face a problem or a job and afterwards? frustrated, insecure > confident, in control		

## 4.REQUIREMENT ANALYSIS

### 4.1 FUNCTIONAL REQUIREMENT

FR-1 User Registration Registration through Form Registration through Gmail  
Registration through LinkedIn

FR-2 User Confirmation Confirmation via Email Confirmation via OTP

FR-3 User login User should login the with the user name and password

FR-4 User installation User can install the app from Google play store or Apple store or directly from the website.

## **NON-FUNCTIONAL REQUIREMENT**

NFR-1 Usability Everyone can easily install and use from the play store by using the instructions in the app.

NFR-2 Security The application is very secure and confidential.

NFR-3 Performance The app can work fast and more reliable.

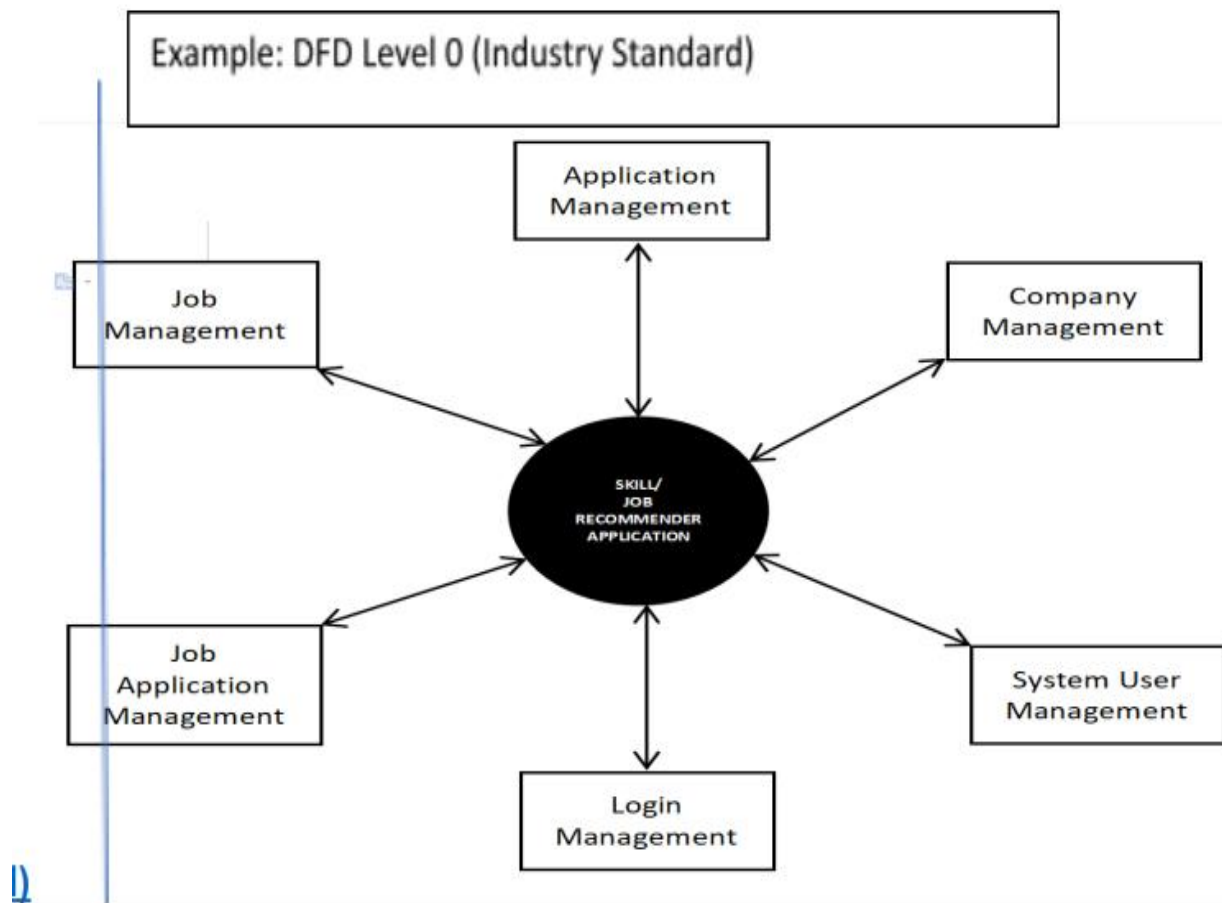
NFR-4 Availability It is available in all kind of play stores and more categories and jobs are recommended.

NFR-5 Scalability Our application takes less time to response many requests simultaneously without making any server crashes,so this will ensure our application will scalable.

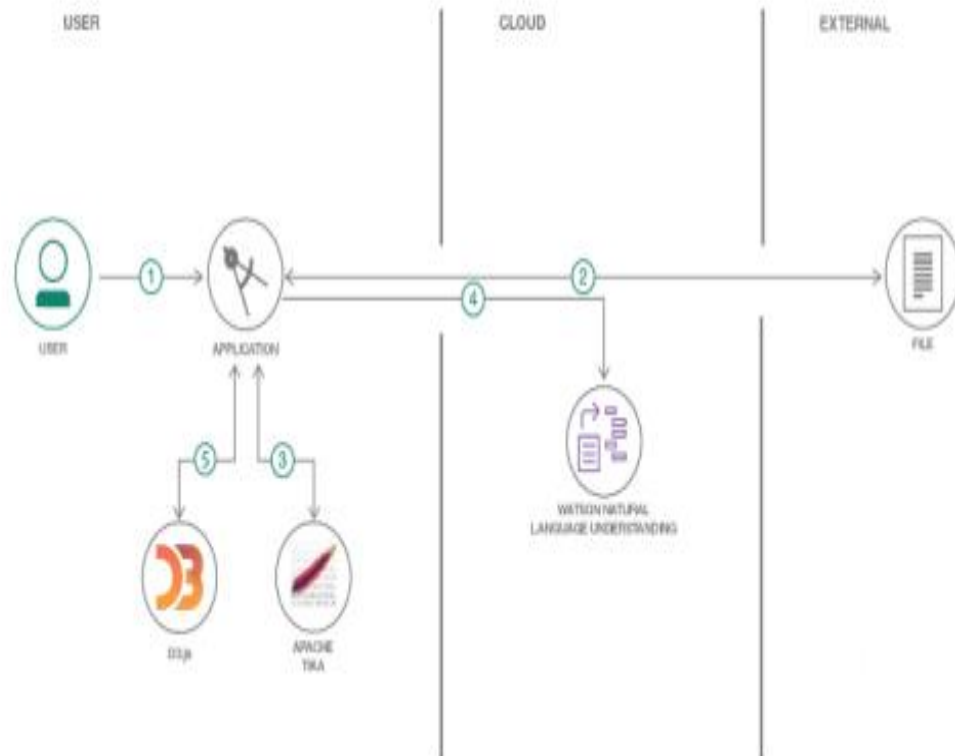
## **5.PROJECT DESIGN**

### **5.1 DATA FLOW DIAGRAM**

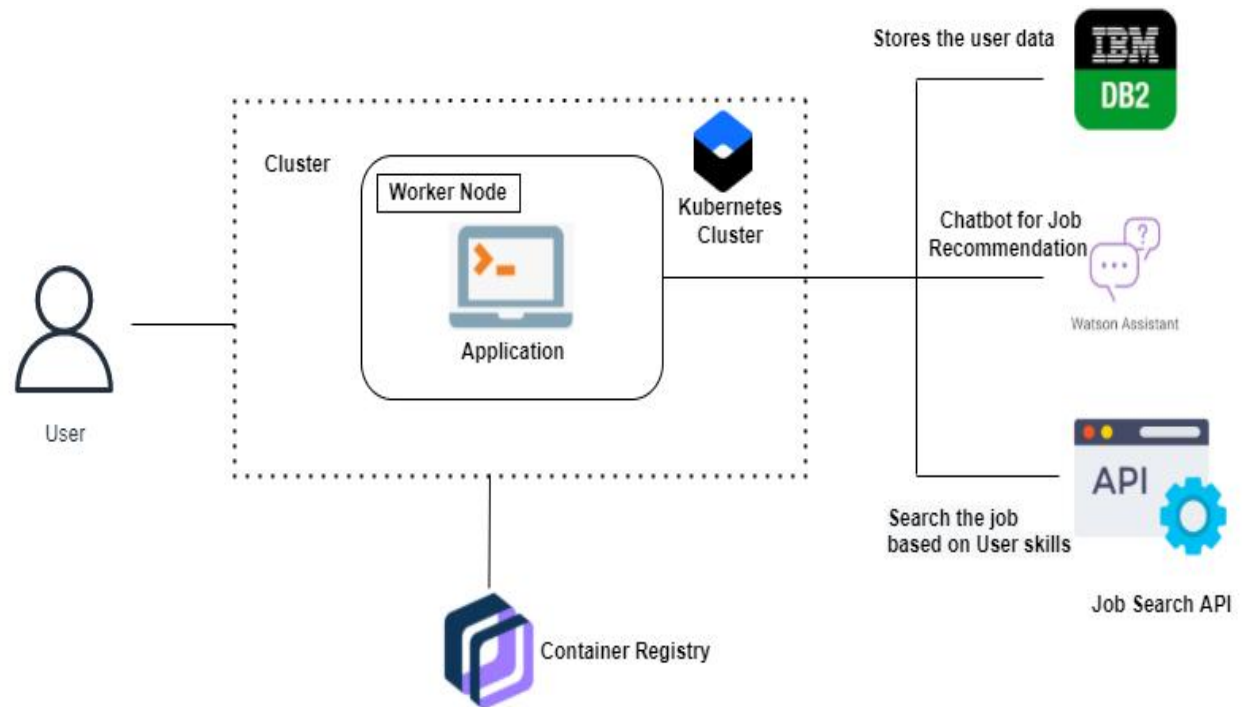
Data Flow Diagrams: A Data Flow Diagram (DFD) is a traditional visual representation of the information flows within a system. A neat and clear DFD can depict the right amount of the system requirement graphically. It shows how data enters and leaves the system, what changes the information, and where data is stored.



# Flow



## 5.2 SOLUTION & TECHNICAL ARCHITECTURE



## 5.3 USER STORIES

- Installation of the application in the mobile
- As a user, I can register for the application by entering my email, password, confirming my password and mobile number
- As a user, I can log into the application by entering email & password
- Up to date current job openings

## 6.PROJECT PLANNING & SCHEDULING

### 6.1 SPRINT PLANNING AND ESTIMATION

Sprint	Functional Requirement (Epic)	User Story Number	User Story / Task	Story Points	Priority	Team Members
Sprint-1	Installation	USN-1	Installation of the application in the mobile	2	High	Rakshini Devi
Sprint-2	Registration	USN-2	As a user, I can register for the application by entering my email, password, confirming my password and mobile number	1	High	Ranjitha
Sprint-3	Login	USN-3	As a user, I can log into the application by entering email & password	2	Low	Kaviyarasi
Sprint-4	Dashboard	USN-4	Up to date current job openings	2	Medium	Jayashree



## 6.2 SPRINT DELIVERY SCHEDULE

Sprint	Total Story Points	Duration	Sprint Start Date	Sprint End Date (Planned)	Story Points Completed (as on Planned End Date)	Sprint Release Date (Actual)
Sprint-1	20	6 Days	24 Oct 2022	29 Oct 2022	20	29 Oct 2022
Sprint-2	20	6 Days	31 Oct 2022	05 Nov 2022	20	05 Nov 2022
Sprint-3	20	6 Days	07 Nov 2022	12 Nov 2022	20	12 Nov 2022
Sprint-4	20	6 Days	14 Nov 2022	19 Nov 2022	20	19 Nov 2022

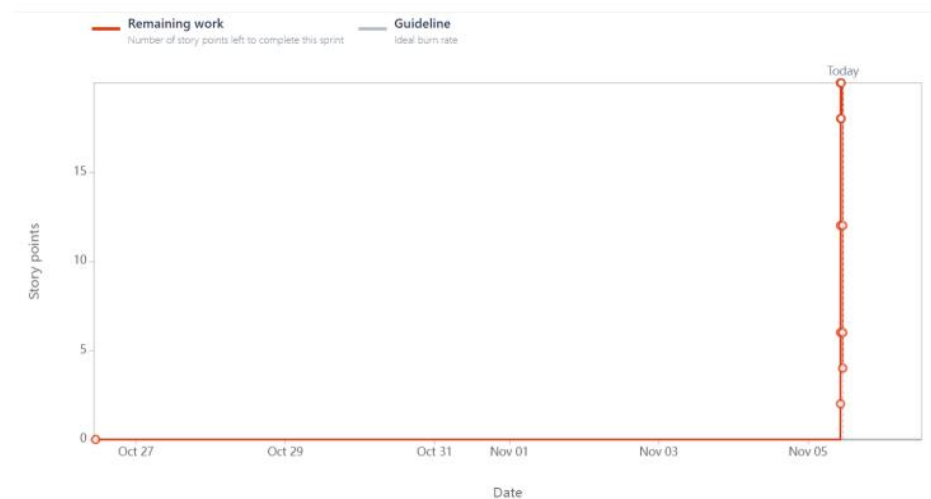
## 6.3 REPORTS FROM JIRA

### Velocity:

Imagine we have a 10-day sprint duration, and the velocity of the team is 20 (points per sprint). Let's calculate the team's average velocity (AV) per iteration unit (story points per day)

$$AV = \frac{\text{sprint duration}}{\text{velocity}} = \frac{20}{10} = 2$$

### Burndown chart:



## 7. CODING AND SOLUTIONING

### 7.1 FEATURE 1

```
{% extends 'main.html' %}

{% load static %}

{% block content %}

<div class="container card">

<h1>Available openings</h1>

<div class="card-body">

<table class="table table-hover">

<tr>

<th>Name</th>

<th>Position</th>

<th>Description</th>

<th>Salary</th>

<th>Experience</th>

<th>Location</th>

<th>Join</th>

</tr>

{% for c in companies %}

<tr>
```

```

<td>{{c.name}}</td>

<td>{{c.position}}</td>

<td>{{c.description}}</td>

<td>{{c.salary}}</td>

<td>{{c.experience}}</td>

<td>{{c.Location}}</td>

<td><a href="{% url 'apply' %}" class="btn btn-info btn-sm"
type="submit">Apply</a></td>

</tr>

{% endfor %}

</table>

</div>

</div>

{% for c in companies %}

{{c.name}}

{% endfor %}

{% endblock %}

```

## 7.2 FEATURE 2

```
from django.shortcuts import render,redirect
from .models import *
from django.contrib.auth.forms import UserCreationForm
from django.contrib.auth import login,logout,authenticate
from .forms import *

# Create your views here.
def home(request):
    if request.user.is_authenticated:

        candidates=Candidates.objects.filter(company__name=request.user.username)

        context={
            'candidates':candidates,
        }
        return render(request,'hr.html',context)
    else:
        companies=Company.objects.all()

        context={
            'companies':companies,
        }
        return render(request,'Jobseeker.html',context)
def logoutUser(request):
    logout(request)
    return redirect('login')
```

```

def loginUser(request):
    if request.user.is_authenticated:
        return redirect('home')
    else:
        if request.method=="POST":
            name=request.POST.get('username')

            pwd=request.POST.get('password')

            user=authenticate(request,username=name,password=pwd)

            if user is not None:
                login(request,user)
                return redirect('home')
            return render(request,'login.html')
def registerUser(request):
    if request.user.is_authenticated:
        return redirect('home')
    else:
        Form=UserCreationForm()
        if request.method=='POST':
            Form=UserCreationForm(request.POST)

            if Form.is_valid():
                currUser=Form.save()

                Company.objects.create(user=currUser,name=currUser.username)
                return redirect('login')

```

```

        context={
            'form':Form
        }

        return render(request,'register.html',context)
def applyPage(request):
    form=ApplyForm()
    if request.method=='POST':
        form=ApplyForm(request.POST,request.FILES)

        if form.is_valid():
            form.save()
            return redirect('home')
    context={'form':form}
    return render(request,'apply.html',context)

```

## 8. TESTING

### 8.1 TEST CASES

- Logged in and verified
- Storing web pages(web app)
- Sent grid app is tested for response
- Data access rate is calculated in DB2
- DB connection is ensured
- Cluster is generated as multiple copies
- Submitting the required details
- Submitting the employee details

## 8.2 USER ACCEPTANCE TESTING

This report shows the number of resolved or closed bugs at each severity level, and how they were resolved

Resolution	Severity 1	Severity 2	Severity 3	Severity 4	Subtotal
By Design	10	4	2	3	20
Duplicate	1	0	3	0	4
External	2	3	0	1	6
Fixed	11	2	4	20	37
Not Reproduced	0	0	1	0	1
Skipped	0	0	1	1	2
Won't Fix	0	5	2	1	8
Totals	24	14	13	26	77

### 3. Test Case Analysis

This report shows the number of test cases that have passed, failed, and untested

Section	Total Cases	Not Tested	Fail	Pass
Print Engine	7	0	0	7
Client Application	51	0	0	51
Security	2	0	0	2
Outsource Shipping	3	0	0	3

Exception Reporting	8	0	0	9
Final Report Output	5	0	0	4
Version Control	2	0	0	2

## 9. RESULTS

### 9.1 PERFORMANCE METRICS

NFT - Risk Assessment									
S.No	Project Name	Scope/feature	Functional Changes	Hardware Changes	Software Changes	Impact of Downtime	Load/Volumen Changes	Risk Score	Justification
1	Skill/Job Recommen	New	Moderate	No Changes	Moderate	nil	>5 to 10%	ORANGE	Changes done to current job openings
NFT - Detailed Test Plan									
S.No	Project Overview	NFT Test approach	Impmptions/Dependencies/R	Approvals/SignOff					
1	Skill/Job Recommender	provides current job op	current job openings	approval of resume by the organization					
End Of Test Report									
S.No	Project Overview	NFT Test approach	NFR - Met	Test Outcome	GO/NO-GO decision	Recommendations	Identified Defects (Detected/Closed/Open)	Approvals/SignOff	
			Up to date or current jo	accurate results of current job ope	chatbot interaction	Help of Chatbot for futher infor	inaccurate results of job openings (close	approval of P/esume/CV and offer letter	



## **10.ADVANTAGES & DISADVANTAGES**

### **ADVANTAGES**

- Bidirectional recommendation.
- Relational aspects are included.
- Adaptive system.
- Use many attributes.
- Use ontology to categorize jobs and as a knowledge base to define features (attenuate cold-start problem).
- Bidirectional recommendation.
- Effective matching methods.
- Includes many attributes.
- Relational aspects are included.
- Qualitative and quantity representation (proficiency level for skills is included).
- Use two levels in skills matching (constraints and preferences).
- Use many attributes.
- Relational aspects are included.
- Effective matching methods.
- Use linguistic variables to determine skill levels.
- Use many attributes.
- Various information retrieval techniques are used.
- Constraints used to eliminate candidates before ranking

### **DISADVANTAGES**

- Binary representation only.
- Less attributes used.
- No perfect measures.
- Key words search method.
- One way recommendation.
- Knowledge acquisition and knowledge engineering problems.
- No relational aspects are included
- Knowledge acquisition and Knowledge engineering problems.
- Tools and technologies skills excluded
- One way recommendation.
- One way recommendation.
- No relational aspects are included.
- Scalability, ramp-up, and data sparsity problems.

## **11.CONCLUSION**

In this paper, Content-Based Filtering and Collaborative Filtering of recommendations have been compared. Additionally, an aggregation plus recommender system has been devised. Content-Based Filtering recommends the results based on matching the personal preferences of the user with the given document whereas collaborative filtering recommends based on the preferences of fellow users. On evaluating both of these methods, it was concluded that a hybrid system of both of these overcomes the limitations of both of them and increases the

efficiency of ranking. Problems of cold start, sparse database, scalability, and lack of trend recommendation [5] have been eliminated. The proposal is to design a Job Recommender system that prioritizes quality over quantity. While there are websites and job listing portals already recommending jobs to job seekers based on their profiles, this research on aggregate quality recommendations has been achieved by crawling selectively, overcoming the limitations of [1, 4, 14]. A fully functioning user interface was developed to combine everything together to give the user a seamless experience.

## **12. FUTURE SCOPE**

For this system to be hybrid, content-based filtering is required, which can only recommend jobs based on the user's current profile. It cannot deliver anything surprising based on the user's past searches. This paper also uses collaborative filtering which faces well-known problems of privacy breaches and cold start. The system has a broad scope that can be used to make it more robust and foolproof. Firstly, automating the crawling process is required, when a new company is added to the database. In other words, removing the one-time configuration step/process to fetch jobs of a particular new company can be done. These models can implement techniques such as KNN in collaborative filtering.

Implementing NLP in content-based filtering for better and more accurate search matching can be done. Along with this, testing and collecting more user data for better performance of the collaborative filtering module is required. Lastly, improving the cleansing process of the job description and using natural language processing are required. While using collaborative filtering, this work can be

improved by giving different weights to different users based on their LinkedIn skills.

### 13. APPENDIX

#### SOURCE CODE

```
from django.shortcuts import render,redirect
from .models import *
from django.contrib.auth.forms import UserCreationForm
from django.contrib.auth import login,logout,authenticate
from .forms import *

# Create your views here.

def home(request):
    if request.user.is_authenticated:

        candidates=Candidates.objects.filter(company__name=request.user.username)
        context={
            'candidates':candidates,
        }
        return render(request,'hr.html',context)
    else:
        companies=Company.objects.all()
        context={
            'companies':companies,
        }
```

```
return render(request,'Jobseeker.html',context)
```

```
def logoutUser(request):
```

```
    logout(request)
```

```
    return redirect('login')
```

```
def loginUser(request):
```

```
    if request.user.is_authenticated:
```

```
        return redirect('home')
```

```
    else:
```

```
        if request.method=="POST":
```

```
            name=request.POST.get('username')
```

```
            pwd=request.POST.get('password')
```

```
            user=authenticate(request,username=name,password=pwd)
```

```
            if user is not None:
```

```
                login(request,user)
```

```
                return redirect('home')
```

```
            return render(request,'login.html')
```

```
def registerUser(request):
```

```
    if request.user.is_authenticated:
```

```
        return redirect('home')
```

else:

```
Form=UserCreationForm()
```

```
if request.method=='POST':
```

```
    Form=UserCreationForm(request.POST)
```

```
    if Form.is_valid():
```

```
        currUser=Form.save()
```

```
Company.objects.create(user=currUser,name=currUser.username)
```

```
    return redirect('login')
```

```
context={
```

```
    'form':Form
```

```
}
```

```
return render(request,'register.html',context)
```

```
def applyPage(request):
```

```
    form=ApplyForm()
```

```
    if request.method=='POST':
```

```
        form=ApplyForm(request.POST,request.FILES)
```

```
        if form.is_valid():
```

```
            form.save()
```

```
            return redirect('home')
```

```
context={'form':form}
```

```
return render(request,'apply.html',context)
```

## **GITHUB & PROJECT DEMO LINK**

**GITHUB LINK :** <https://github.com/IBM-EPBL/IBM-Project-28005-1660105565>

**PROJECT DEMO LINK :** <https://youtu.be/5qMhllvFgV0>