

Ideation Phase

Literature Survey

Date	19 September 2022
Team ID	PNT2022TMID30883
Project Name	Skill and Job Recommender
Maximum Marks	2 Marks

1 .JOB RECOMMENDATION BASED ON JOB SEEKER SKILLS

Authors:

Jorge valverde Rebaza ,Ricardo puma ,paul bustios ,Nathalia C.silva

Abstract:

In the last years In the last years, job recommender systems have become popular since they successfully reduce information overload by generating personalized job suggestions. Although in the literature exists a variety of techniques and strategies used as part of job recommender systems, most of them fail to recommending job vacancies that fit properly to the job seekers profiles. Thus, the contributions of this work are threefold, we :I) made publicly available a new dataset formed by a set of job seekers profiles and a set of job vacancies collected from different job search engine sites; ii) put forward the proposal of a framework for job recommendation based on professional skills of job seekers; and iii) carried out an evaluation to quantify empirically the recommendation abilities of two state-of-the-art methods, considering different configurations, within the proposed framework. We thus present a general panorama of job recommendation task aiming to facilitate research and real world application design regarding this important issue.

Keywords: Job matching, job seeking, job search, job recommender systems, person job fit, LinkedIn, word embedding.

Conclusion:

In this paper, we proposed a framework for job recommendation task. This framework facilitates the understanding of job recommendation process as well as it allows the use of a variety of text processing and recommendation methods according to the preferences of the job recommender system designer. Moreover, we also contribute making publicly available a new dataset containing job seekers profiles and job vacancies. Future directions of our work will focus on performing a more exhaustive evaluation considering a greater amount of methods and data as well as a comprehensive evaluation of the impact of each professional skill of a job seeker on the received job recommendation.

2 .JOB RECOMMENDER SYSTEMS

Authors:

Corne de rujit,Sandjai Bhulai

Abstract:

This paper provides a review of the job recommender system (JRS) literature published in the past decade (2011-2021). Compared to previous literature reviews, we put more emphasis on contributions that incorporate the temporal and reciprocal nature of job recommendations. Previous studies on JRS suggest that taking such views into account in the design of the JRS can lead to improved model performance. Also, it may lead to a more uniform distribution of candidates over a set of similar jobs. We also consider the literature from the perspective of algorithm fairness. Here we find that this is rarely discussed in the literature, and if it is discussed, many authors wrongly assume that removing the discriminatory feature would be sufficient. With respect to the type of models used in JRS, authors frequently label their method as ‘hybrid’. Unfortunately, they thereby obscure what these methods entail .Using existing recommender taxonomies, we split this large class of hybrids into subcategories that are easier to analyze . We further find that data availability, and in particular the availability of click data, has a large impact on the choice of method and validation. Last, although the generalizability of JRS across different datasets is infrequently considered, results suggest that error scores may vary across these.

Conclusion:

In this paper, we have considered the job recommender system (JRS) literature from several perspectives. These include the influence of data science competitions, the effect of data availability on the choice of method and validation, and ethical considerations in job recommender systems. Furthermore, we branched the large class of hybrid recommender systems to obtain a better view on how these hybrid recommender systems differ. Both this multi-perspective view, and the new taxonomy of hybrid job recommender systems has not been discussed by previous reviews on job recommender systems. Application-oriented challenges in JRS were already highlighted in early JRS contributions, though, still most

literature does not take these into account. Contributions that do take different views on the JRS problem, however, do show that such views can have considerable benefits. These benefits may include improved model performance (temporal perspective), improved distribution of candidates over a set of homogeneous vacancies (reciprocal perspective), or ensuring algorithm fairness (ethical perspective). Currently, most attention goes out to how to represent the substantial amount of textual data from both candidate profiles and vacancies to create job recommendations, for which recently especially deep representations have shown promising results. However, this focus may also create the illusion that this is the only perspective that is relevant. Especially in terms of fairness, such a single perspective can be considerably harmful. Although we are not aware of algorithm audits on job recommender systems, an audit on the candidate search engines of Indeed, Career builder, and Monster, did show significant results for both individual and group unfairness in terms of gender. The increased scientific attention towards algorithm fairness, however, does provide algorithms and metrics that can be applied to measure and ensure algorithm fairness. Hence, there is a research opportunity to study how these can be transferred to the job recommender system domain. Many authors state in the introduction of their contribution that there is a vast amount of data available

3. TECHNICAL JOB RECOMMENDATION SYSTEMS USING APIS AND WEB CRAWLING

Authors:

Naresh kumar, Manish Gupta, Deepak Sharma and Isaac Ofori

Abstract:

There has been a sudden boom in the technical industry and an increase in the number of good startups. Keeping track of various appropriate job openings in top industry names has become increasingly troublesome. This leads to deadlines and hence important opportunities being missed. Through this research paper, the aim is to automate this process to eliminate this problem. To achieve this, Puppeteer and Representational State Transfer (REST) APIs for web crawling have been used. A hybrid system of Content-Based Filtering and Collaborative Filtering is implemented to recommend these jobs. The intention is to aggregate and recommend appropriate jobs to job seekers, especially in the engineering domain. The entire process of accessing numerous company websites hoping to find a relevant job opening listed on their career portals is simplified. The proposed recommendation system is tested on an array of test cases with a fully functioning user interface in the form of a web application. It has shown satisfactory results, outperforming the existing systems. It thus testifies to the agenda of quality over quantity.

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.

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.

4.A SURVEY OF JOB RECOMMENDER SYSTEMS

Authors:

Shaha T.Al-Otaibi,Mourad Ykhlef

Abstract:

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.

Conclusion:

In this article, we used a literature analysis of many journals and proceedings related to the recruiting process and the job recommendation researches. We have seen from our literature review and from the challenges that faced the holistic e-recruiting platforms, an increased need for enhancing the quality of candidates/job matching. The recommender system technologies accomplished significant success in a broad range of applications and potentially a powerful searching and recommending techniques. Consequently, there is a great opportunity for applying these technologies in recruitment environment to improve the matching quality. This survey shows that several approaches for job recommendation have been proposed, and many

5.JOB RECOMMENDATION SYSTEM

Authors:

Lany Lukita Damayanti, Andy pramono, Aang Kisnu Darmawan

Abstract:

Work is important for everyone to earn income. With the large number of new graduates each year, finding job vacancies is a problem for students who have just completed their studies in higher education because they still do not have work experience so they are required to look for jobs that really match their criteria. Applications made can recommend specific job vacancies for undergraduates from universities (undergraduates) with the K-Means Clustering method. Applications in the form of websites that become third parties for companies and applicants. This application is one of the means that can provide solutions to companies and applicants in finding workers or jobs using a recommendation system. The problem to be studied is how to apply the K-Means Clustering method to the job vacancy recommendation system. The recommendation system in this application will calculate the level of match of the applicant's main skills, salary, location, and other skills with the needs of the company. The stages of making a recommendation system are making system designs and designs which include context diagrams, DFD, ERD and interface design. built with PHP, Java, Query, JavaScript, HTML, and CSS. Program testing is done by black box testing method. The weight given shows that the K-Means Clustering method can be applied to the job vacancy recommendation system and can display job recommendations according to the applicant's personal data. Questionnaire testing is given to applicants, companies, and admins with elements of testing based on user satisfaction, user convenience and system quality, resulting in the conclusion that the system can run well by getting a percentage of 87.6%.

Conclusion:

On the basis of this study and various techniques to research and after for its better performance and overall factors. Of course a lot of improvement and hybrid algorithms need to be implemented alongside collaborative filtering

algorithm. To further optimize the recommendation system, and integrate the system for better performance

5.ENHANCED JOB RECOMMENDATION SYSTEM

Authors:

Shivaraj Hulbatte,Amit Wabale,Suraj Patil,Nikhilkumar Sathe.

Abstract:

Address the problem of recommending suitable jobs to people who are seeking a new job. We formulate this recommendation problem as a supervised machine learning problem. Our technique exploits all past job transitions as well as the data associated with employees and institutions to predict an employee's next job transition. Dealing with the enormous amount of recruiting information on the Internet, a job seeker always spends hours to find useful ones. To reduce this laborious work, we design and implement a recommendation system for online job hunting. In this paper, we contrast user-based and item-based collaborative filtering algorithm to choose a better performed one. We also take background information including students' resumes and details of recruiting information into consideration, bring weights of co-apply users (the users who had applied the candidate jobs) and weights of student used liked jobs into their recommendation algorithm. At last, the model we proposed is verified through experiments study which is using actual data. The recommended results can achieve higher score of precision and recall, and they are more relevant with users' preferences

Conclusion:

On the basis of this study and various techniques to research and after implementation of algorithms, the collaborative filtering based algorithm is considered for its better performance and overall factors. Of course a lot of improvement and hybrid algorithms need to be implemented alongside collaborative filtering algorithm. To further optimize the recommendation system, and integrate the system for better performance we keep in check the sparsity of user profile and use some methods for filling user's preference matrix and how it can be utilized.

