**LITERATURE SURVEY**

**SKILL AND JOB RECOMMENDER**

**Author Name : Shaha Alotaibi**

**Year of publishing : 2012**

**Description**

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.

**Author’s Name: Zheng Siting**

**Year of publishing: 2012**

**Description**

The personalized recommender system is proposed to solve the problem of information overload and widely applied in many domains. The job recommender systems for job recruiting domain have emerged and enjoyed explosive growth in the last decades. User profiles and recommendation technologies in the job recommender system have gained attention and investigated in academia and implemented for some application cases in industries. In this paper, we introduce some basic concepts of user profile and some common recommendation technologies based on the existing research. Finally, we survey some typical job recommender systems which have been achieved and have a general comprehension of job recommender systems.

**Author’s Name: Ricardo Puma**

**Year of publishing: 2018**

**Description**

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 recom- mendation 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.

**Author Name : Rajanibala J. Shah et al**

**Year of publishing : 2014**

**Description:**

In his study entitled “A STUDY ON FACTORS AFFECTING EMPLOYABILITY SKILLS OF MANAGEMENT STUDENTS “The purpose of the study was, to study the present scenario of market expectations for management students and to find the factors of employability for them. The statistical tools used were exploratory factor analysis and ANOVA. The findings revealed that major factors are analytical skills and self-understanding, general management and work culture, leadership and problem solving ability and communication. The study suggests that, the management institutes should start continual training and workshop programs for familiarizing the students about the current need and market expectations by the different employers of different sectors.

**Author’s Name: Iuliana parvu et al**

**Year of publishing: 2014**

**Description:**

In his study entitled “IDENTIFICATION OF EMPLOYABILITY SKILLS – STARTING POINT FOR THE CURRICULUM DESIGN PROCESSES” The purpose of the study was, to identify the set of skills, knowledge and competencies expected from the graduates in financial accounting and management. The findings reveal that the significant proportion is held by policies that are related to involvement of higher education institutions in increasing the employability of the future graduates by developing academic programs based on the development of competencies and skills necessary for the labour market. The study suggests that, the Global and National studies on transversal skills expected by employers of university graduates in economics too.

**Author’s Name: Madlani.M.B**

**Year of publishing: 2014**

**Description:**

In his study entitled “RURAL EMPLOYABILITY: SKILL DEVELOPMENT THE NEED OF THE HOUR” The objective of the study was, to understand the meaning of employability skills, to understand the importance of skills, to review the requirements by the firm towards employability skills and to find out various methods for developing employability skills. The study aims at finding solution for the problems confronted with the students as well as teachers. Data has been collected from the students, teachers and organizations to find out their expectations about employability and the required skills. The study suggests that, many training institutes can be initiated by the university in which the curriculum design will be upgraded as per the industry needs. Instead of NREGA (National Rural Employment Guarantee Act) if villages are provided with right skills to enhance farm income and increase job eligibility we can generate more income.

**Author Name : Hari Prasad.N**

**Year of publishing : 2014**

**Description**

“ALARMING EMPLOYABILITY SKILLS DEFICIENCY AMONG BUDDING ENGINEERING GRADUATES – A STUDY ON ENGINEERING GRADUATES IN CHITTOOR DISTRICT” The objectives of the study was, to identify the employability skills among aspiring engineering graduates. To identify and evaluate CTEEP (Corporate Training and Employability Skill Empowerment Program) and STEP (Student Training and Empowerment Program). The study concluded that, Peer Group Impact and Personal experiences plays key role in developing skills. Focus group discussions and professional networking can help to attain quick employment. Continuous interview attempts and answering updated questioners related to technical aspect helps to attain and sustain corporate employment.

**Author’s Name: Rubvita Chadha**

**Year of publishing: 2014**

**Description**

INDUSTRY’S REQUIREMENT FOR EMPLOYABILITY OF MANAGEMENT STUDENT IN PRESENT SCENARIO” The aim of the study was, the industry’s requirement for employability of management student in present scenario. The statistical tools used were mean and standard deviation. The study suggests and concluded that , the offer more practical training, develop their conversational skills, outsource to professional organizations specializing in improving employability skills , send their students to visit industries periodically , invite experts from industries to interact with students - take steps to train their teachers to orient them on the skills demanded by the industry , take measures to enhance students‘ confidence level , organize frequent personality development workshops and encourage institute-industry interaction

**Author’s Name: Wheebox**

**Year of publishing: 2014**

**Description**

Pitches for improving education system in India (Parda Phash: Oct. 2014) -HRD Minister Rajnath Singh, on Friday said that it is important to focus on skill development. Not even one Indian university featured in the list of top 275 universities in the world, according to the Times Higher Education Survey. Quoting Wheebox on Employability the minister said "only 34 percent of our graduates are employable". 60% of total population available for working and contributing towards GDP, but out of the total pool only 25 % is capable of being used by the market and demand-supply gap of 82-86% in the core professions; IT industry would face the shortage of up to 3.5 million skilled workers Aspiring Minds (2014)22 47% of graduates are not employable in any sector given their English language and cognitive skills they are unemployable in any sector. The need for improved focus on vocational training, specific targeted intervention in areas of computer and English skill. Less than 25% students are able to apply concepts to problems. Our higher education system needs to lay greater stress on application of concepts and discourage habit learning. Employers should also start questioning their traditional ways of selecting and sourcing graduates and find new ways to reach employable youth. Confederation of India Industry (CII)23 Only 10 % of MBA graduate employable and 17% of the engineering graduate employable. 25% of the candidate use in the job market and 60 % of the population available in working and contributing towards GDP. IT industry faced shortage of 3.5% employability skill for the requirement of the job. All India Council for Technical Education (AICTE)24 The developed model curriculum for different programmes under technical education after involving industry representatives in their curriculum development activity as part of skill initiatives under different sectors, which is improving the employability. The AICTE has identified 16 Sectors and 79 Specialization’s and also developed required curriculum for the different levels of skill in their respective specialization/sectors. National Employability Enhancement Mission (NEEM)25 The Union Minister of Human Resource Development, Smriti Irani in Lok Sabha said, “In this regard, a scheme has also been notified under National Employability Enhancement Mission (NEEM) to offer on the job practical training and adopted National Skill Qualification Framework (NSQF) to enhance the employability of young graduates. “The Government has set up a target to increase the Gross Enrolment Ratio (GER) in Higher Education to 30% by the end of year 2020. National Skill Development Corporation (NSDC)26 The huge number of college graduates entering the workforce every year, India has the potential to provide workforce for the world by 2020. And yet here we are today with awfully low employability rates in metropolitan cities like Chennai, Delhi and Bengaluru. The reasons for such low employability rate are lack of language skills, outdated syllabus, insufficient practical sessions and absence of career counselling facilities. To deal with such a situation, IITs across the country have tied up with various organizations to improve their students’ soft skills and hard skills.

**Author Name : Poornima Jain**

**Year of publishing : 2013**

**Description**

In her study entitled “GLOBALIZATION AND DEVELOPING EMPLOYABILITY SKILLS: CHALLENGES AND THEIR SOLUTIONS WITH REFERENCE TO NPSD & GOVERNMENT’S ACTION PLAN AND ROLE OF LIFE LONG LEARNING AND EXTENSION DEPARTMENTS” The objective of the study was, to study the background of Skill development in India, to study the National Policy on Skill Development and Government’s Action Plan on Skill Development (APSD), to study the challenges before the government in carrying out the APSD, To analyse the role of LLLE departments in solving the challenges in implementing the Policy of SD and to suggest measures to improve employability skills of the job seekers/employed persons. The study concluded that, the urgent need of Partnership between the Government and University departments of Life Long Learning and Extension to achieve the goal of National Policy of Skill Development.

**Author’s Name: Vani Bhagwath et al**

**Year of publishing: 2013**

**Description**

In her study entitled “EMPLOYABILITY SKILLS OF MBA STUDENTS IN DELHINCR” The main objective of the study was, to throw light on the employability skills required for management graduates and to assess the employability skills of MBA students in particular in the National Capital Region of Delhi. The purpose of this study was to assess the employability skills of MBA students of the selected management institutions operating at NCR. The research design used for this study was a descriptive-correlational research design. The study concluded that, the institutions can do updating the curriculum or course content, enhancing their intellectual capital, Adopting optimal HR policies.

**Author’s Name: Chithra. R**

**Year of publishing: 2013**

**Description**

In her study entitled “EMPLOYABILITY SKILLS -A STUDY ON THE PERCEPTION OF THE ENGINEERING STUDENTS AND THEIR PROSPECTIVE EMPLOYERS” The purpose of the study was to know the perception of Employers as well as the employees towards employability skills required for entry level engineering graduates in multinational software companies. It is an exploratory study. Two sets of questionnaires were developed to assess the perception of skill set required by employers and graduate students. The study reveals that there is significant difference between the perception of students and their employers. The study concluded that, the students with work experience have better awareness of the employability skills than the students with no work experience. Enhancing the skills and application of knowledge through specific training will enable the workers to perform their jobs in the best possible manner and that is the need of the hour.