SKILL AND JOB RECOMMENDER SYSTEM

Literature Survey

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Paper 1: Applying Data Mining Techniques in Job Recommender System for Considering Candidate Job Preferences

Author:

Anika Gupta, Dr. Deepak Garg

Published: 01 December 2014

DOI:10.1109/ICACCI.2014.6968361

Source:IEEE

https://ieeexplore.ieee.org/xpl/conhome/6949764/proceeding

Job recommender systems are desired to attain a high level of accuracy while making the predictions which are relevant to the customer, as it becomes a very tedious task to explore thousands of jobs, posted on the web, periodically. Although a lot of job recommender systems exist that uses different strategies , here efforts have been put to make the job recommendations on the basis of candidate's profile matching as well as preserving candidate's job behavior or preferences.

Paper 2:Implicit Skills Extraction Using Document Embedding and Its Use in Job Recommendation

Author:

AkshayGugnani,Hemant Misra

Published:03 April 2022

DOI:https://doi.org/10.1609/aaai.v34i08.7038

Source:IEEE

This paper presents a job recommender system to match resumes to job descriptions (JD), both of which are non-standard and unstructured/semi-structured in form. First, the paper proposes a combination of natural language processing (NLP) techniques for the task of skill extraction. The performance of the combined techniques on an industrial scale dataset yielded a precision and recall of 0.78 and 0.88 respectively.

Paper 3: A new content-based job recommendation algorithm for job seeking and recruiting

Author:

Nikolaos D. Almalis; George A. Tsihrintzis

Published: 21 January 2016

DOI: 10.1109/IISA.2015.7388018

Source: IEEE

https://ieeexplore.ieee.org/xpl/conhome/7376844/proceeding

In this paper, we propose a content-based recommendation Algorithm which extends and updates the Minkowski distance in order to address the challenge of matching people and jobs. The proposed algorithm FoDRA (Four Dimensions Recommendation Algorithm) quantifies the suitability of a job seeker for a job position in a more flexible way, using a structured form of the job and the candidate's profile, produced from a content analysis of the unstructured form of the job description and the candidate's CV.

Paper 4:Job Recommender Systems: A Survey

Author:

Juhi Dhameliya; Nikita Desai

Published:16 January 2020

DOI: 10.1109/i-PACT44901.2019.8960231

Source:IEEE

https://ieeexplore.ieee.org/xpl/conhome/8956176/proceeding

From the last two decades internet based recruiting platforms have become a primary channel in most companies for recruiting talents. Such portals decrease the advertisement cost, but they suffer from information overload problem. Job portals using traditional information retrieval techniques such as Boolean search methods are typically using simple word matching algorithms. The main issue of these portals is their inability to understand the complexity of matching between candidates' desires and organizations' requirements.

Paper 5:A Personalized Question Recommender System for Intelligent Job Interview

Author:

Chen Zhu,Tong Xu

Published:25 July 2019

KDD '19: Proceedings of the 25th ACM SIGKDD International Conference on Knowledge Discovery

https://doi.org/10.1145/3292500.3330706

Source:IEEE

In talent recruitment, the job interview aims at selecting the right candidates for the right jobs through assessing their skills and experiences in relation to the job positions. While tremendous efforts have been made in improving job interviews, a long-standing challenge is how to design appropriate interview questions for comprehensive assessing the competencies that may be deemed relevant and representative for person-job fit. To this end, in this research, we focus on the development of a personalized question recommender system, namely DuerQuiz, for enhancing the job interview assessment.