NLP-Powered Resume Analysis for Effective Candidate Selection

Ratna Patil[1], Pranit Lonkar[2], Chinmay Mohite[3], Vikram Biradar[4], Sahil Sonawane[5]
Associate Professor[1], Vishwakarma institute of information Technology, Pune
Student[2], Vishwakarma institute of information Technology, Pune
Student[3], Vishwakarma institute of information Technology, Pune
Student[4], Vishwakarma institute of information Technology, Pune
Student[5], Vishwakarma institute of information Technology, Pune

ABSTRACT

In today's dynamic job market, the voluminous influx of resumes presents a formidable challenge for recruiters in efficiently discerning apt candidates for specific job roles. This paper introduces an innovative solution to address this challenge, leveraging advanced Natural Language Processing (NLP) techniques. Our proposed system aims to discern crucial information from resumes and gauge their alignment with the requisite skills for a given job category. By harnessing sophisticated NLP algorithms and machine learning models, the system showcases promising capabilities in automating candidate screening, thereby augmenting the efficacy of recruitment endeavors. Additionally, the project entails the development of a OneVsRestClassifier, employing a K-Nearest Neighbours (KNN) Classifier as its base model, trained on a comprehensive dataset comprising resume texts and their corresponding job categories. This classifier is deployed to categorize input resumes, prognosticating the category to which each resume pertains. This research paper meticulously expounds upon the methodology, implementation, and assessment of the Resume Analysis system, offering insights into its potential to redefine the recruitment paradigm.

Keywords: Resume Analysis, NLP techniques, Recruitment, Candidate screening, Machine learning models, OneVsRestClassifier, KNN Classifier, Job categories, Automation, Efficiency

I. INTRODUCTION

In today's fast-paced job market, the influx of resumes inundated recruitment agencies and organizations, presenting a formidable challenge in identifying the most suitable candidates for specific job roles. Traditional methods of manually parsing through resumes are not only time-consuming but also prone to biases and inefficiencies. Innovative methods that make use of cutting-edge technology like machine learning (ML) and natural language processing (NLP) have surfaced as a response to this growing problem, streamlining the resume analysis and candidate screening process. The process of resume analysis entails the extraction of pertinent information from resumes, including but not limited to education, experience, skills, and qualifications. Named Entity Recognition (NER) techniques play a pivotal role in this process, enabling the identification of entities such as names, dates, locations, and specific terms relevant to the job domain. Numerous research works have investigated various neural information retrieval (NER) techniques, including rule-based, learning-based, and hybrid approaches, to efficiently extract data from textual sources such as social media platforms, resumes, and web material [1].

Furthermore, the challenge of resume parsing and analysis has spurred the development of Information Extraction Systems tailored specifically for recruitment purposes. These systems utilize NLP techniques to automatically extract and structure information from resumes, facilitating efficient candidate screening and selection. The implementation of such systems typically involves multiple modules, including administration management, file upload and parsing, and information extraction, aimed at enhancing the overall recruitment process [2].

Moreover, the advent of automated resume screening systems powered by NLP and ML technologies has revolutionized the recruitment landscape. These systems employ advanced algorithms to analyze resumes at scale, extracting relevant entities and generating candidate scores based on their suitability for specific job roles. Recruiters may speed up the hiring process and increase overall efficiency by drastically cutting down on the time and effort required for manual resume reviews by automating the screening process[3].

In light of these developments, this research paper aims to delve deeper into the realm of resume analysis and parsing, exploring the methodologies, techniques, and applications employed in modern recruitment practices. By examining existing literature and case studies, we seek to elucidate the significance of NLP and ML in revolutionizing candidate selection processes and driving efficiency gains in recruitment operations.[4]

This project's goal is to create a sophisticated system for candidate screening and resume analysis using cutting-edge machine learning (ML) and natural language processing (NLP) methods. By automating the resume analysis process and matching the best applicants to certain job positions, the technology seeks to expedite the hiring process.

Implementing an integrated Information Extraction System tailored for recruitment purposes, comprising administration management, file upload and parsing, and information extraction modules.
Leveraging advanced NLP techniques, including Named Entity Recognition (NER), to accurately extract relevant information from resumes, such as education, experience, skills, and qualifications.
Developing a hybrid NLP model that combines rule-based algorithms and machine learning models to enhance the accuracy and robustness of entity extraction.
Integrating automated screening algorithms powered by NLP and ML technologies to analyze resumes at scale, generating candidate scores based on their alignment with specific job requirements.
Incorporating recommendation mechanisms to assist recruiters in candidate selection by generating personalized recommendations for additional job roles based on candidate profiles and job requirements.
Conducting rigorous evaluation and optimization of the system through testing, validation, and performance metrics analysis to ensure high accuracy and reliability in candidate selection.
Overall, the project aims to revolutionize the recruitment process by providing a sophisticated and efficient solution for resume analysis and candidate screening, thereby enhancing the effectiveness of talent acquisition efforts.

II. RELATED WORK AND LITERATURE SURVEY

Recent years have seen tremendous progress in the discipline of Natural Language Processing (NLP), especially in the areas of candidate screening and resume analysis. Researchers and practitioners have looked into a variety of approaches and technology to expedite the hiring process as businesses struggle to find qualified applicants quickly from a large pool.[5]

This section delves into existing research and related work in resume analysis and candidate screening. This exploration spans various disciplines such as Natural Language Processing (NLP), machine learning, and human resources management, focusing on methodologies, techniques, and technologies used for accurate data extraction and entity recognition.

Using Machine Learning Algorithms such as Naive Bayes, Random Forest, and SVM

In order to expedite resume analysis and job matching, Riya Pal, Shahrukh Shaikh, Swaraj Satpute, and Sumedha Bhagwat's research focuses on utilizing Natural Language Processing (NLP) approaches. Preprocessing unstructured resume data from well-known job listing websites, such as Indeed.com, Glassdoor.com, and Kaggle.com, is part of their methodology. They convert unstructured textual input into a structured corpus fit for analysis using tokenization, stop word removal, stemming, and lemmatization with Part-of-Speech (POS) tagging.Employing the Naive Bayes, Random Forest, and SVM classifier, the authors achieve an average accuracy of 70% in categorizing resumes into job profiles, with the confusion matrix analysis indicating strong performance. Their study underscores the efficacy of NLP techniques in enhancing the recruitment process and highlights avenues for further model improvement, such as increasing the number of trees in the Random Forest model and employing hyperparameter tuning.[6]

Resume Screening And Recommendation System

This paper highlights the significance of leveraging Natural Language Processing (NLP) and Machine Learning (ML) techniques for resume analysis and candidate ranking in the context of online recruitment systems. The study explores the challenges posed by unstructured resume data and proposes a solution that involves extracting relevant information from resumes using NLP and training ML models to assess candidate suitability. Logistic Regression emerges as the most effective model, albeit with the potential for further enhancement through increased dataset size and additional attributes. The conclusion also outlines future research directions, including the incorporation of social media data and the exploration of alternative algorithms like Naive Bayes, K-Nearest Neighbor, and C4.5 Analysis.[7]

Resume Ranking based on Job Description using SpaCy NER model

In this paper, we address the challenges of manual resume screening faced by recruiters and hiring managers, which often involves sifting through numerous resumes containing irrelevant information, leading to time and energy wastage. The model facilitates rapid screening of resumes against job descriptions, extracting essential entities using Spacy NER model. The system generates a score for each resume, aiding recruiters in identifying suitable candidates efficiently. The primary objective is to automate hiring, reducing costs and enhancing efficiency for both hiring organizations and candidates. The model's efficacy was evaluated on 20 resumes, with entity-wise performance metrics calculated to assess accuracy. The results demonstrate the model's commendable accuracy, offering recruiters a more efficient means of screening resumes and ultimately matching candidates with organizations that value their skill set and abilities.[8]

Analysis and Selection of Resume Ranking Methodologies in Recruitment Systems

After analyzing the three research papers on Resume Analysis, it is evident that each paper proposes unique approaches to address the challenges of resume screening and job matching.

Riya Pal et al. leverage Machine Learning algorithms, including Naive Bayes, Random Forest, and Support Vector Machine (SVM), to categorize resumes into job profiles with an average accuracy of 70%. Their work underscores the efficacy of Natural Language Processing (NLP) techniques in transforming unstructured resume data sourced from leading job listing websites into a structured corpus suitable for analysis. Meanwhile, other studies emphasize the importance of NLP and Machine Learning in automating resume analysis and candidate ranking. These approaches identify Logistic Regression as the most effective model for this task and highlight the potential for further improvement through the incorporation of additional attributes and exploration of alternative algorithms like Naive Bayes and K-Nearest Neighbor. Additionally, a system for resume ranking based on job descriptions using the SpaCy Named Entity Recognition (NER) model offers a means of automating the hiring process, rapidly screening resumes, and generating scores for each candidate based on their match with job requirements.

Based on the analysis of these papers, the decision to adopt the method of Resume ranking through match score appears justified. This approach combines the strengths of NLP techniques for extracting relevant information from resumes and ML algorithms for ranking candidates based on their match with job descriptions. By automating the screening process and providing recruiters with efficient tools for candidate evaluation, this approach aligns with the objective of reducing hiring costs and improving efficiency in the recruitment process.

III. METHODS AND MATERIAL

Dataset for the study

The dataset utilized in this study was obtained through meticulous web scraping efforts, extracting resumes from various online sources. Unlike conventional datasets from curated repositories like Kaggle, this dataset represents a unique collection sourced through targeted web crawling methodologies.Comprising a diverse array of resumes spanning multiple job categories and professional backgrounds, this dataset serves as a rich source of information for analytical endeavors. Each entry in the dataset contains essential details such as the resume text and its corresponding job category, providing comprehensive insights into individuals' skills and expertise across different domains.

The data acquisition process commenced with the extraction of raw data using web scraping techniques, followed by data preprocessing to ensure consistency and reliability. Leveraging the capabilities of Python libraries such as BeautifulSoup and requests, the scraping process was meticulously executed to gather a substantial corpus of resumes.
Upon gathering the raw data, it was structured and organized into a structured format suitable for analysis. This involved loading the data into a Pandas DataFrame, enabling seamless manipulation and exploration of the dataset. Additionally, to ensure data quality and relevance, a subset comprising the top 1000 records was selected for further analysis.

The dataset was then subjected to a thorough partitioning procedure in order to make model training and evaluation easier. The dataset was split into a training set and a testing set using a typical train-test split process. Eighty percent of the data comprised the training set, which was used to train the model. The remaining twenty percent was used to assess the model's performance.

Data Preprocessing

Text Cleaning

The initial step in data preprocessing involves cleaning the resume text to enhance its quality and remove any noise that might hinder subsequent analysis. This process is crucial for ensuring that the text data is standardized and ready for further processing. The cleanResume() function, powered by regular expressions (re), serves as the cornerstone of this endeavor. It meticulously removes irrelevant characters, URLs, special symbols, and punctuation marks, which are often artifacts of the resume extraction process.

Furthermore, the text is homogenized by converting it to lowercase, facilitating consistency in subsequent processing steps. Tokenization, a fundamental NLP technique, is then applied to segment the text into individual tokens, laying the groundwork for more granular analysis. Additionally, stopwords—commonly occurring words with limited semantic value—are pruned from the text, thereby streamlining the analysis process. Lastly, lemmatization, a text normalization technique, is performed to reduce inflected words to their base or root form, ensuring semantic coherence across the corpus.

Entity Recognition

Harnessing the power of Spacy's advanced NLP capabilities, named entity recognition (NER) is employed to identify and extract entities of interest from the resume text. Entities such as skills, organizations, persons, and geographical locations play pivotal roles in deciphering the content and context of resumes. The EntityRuler component within Spacy's pipeline facilitates rule-based entity recognition by allowing the specification of custom patterns indicative of these entities. By leveraging a curated set of patterns, the NER system discerns and labels entities with precision, thereby enriching the dataset with valuable semantic information. This meticulous entity recognition process not only enhances the descriptive power of the dataset but also lays the groundwork for subsequent analysis, such as skill extraction and competency mapping.

Word Cloud Visualization

Visual exploration of textual data is paramount for gaining insights into the prevalent themes and patterns encapsulated within the corpus. Word clouds, a popular visualization technique, offer an intuitive means of representing the frequency distribution of words in the resume text. By aggregating and visualizing the most common words and skills present in the resumes, word clouds provide a bird's-eye view of the overarching themes and competencies prevalent in the dataset. Leveraging the WordCloud library, these visually striking representations serve as invaluable aids in understanding the salient features of the dataset and guiding subsequent analysis and interpretation..

Skill Extraction

Central to the analysis of resumes is the extraction of pertinent skills and competencies exhibited by candidates. This entails identifying and cataloging specific skills mentioned within the resume text, ranging from programming languages and tools to domain-specific expertise. To streamline this process, predefined patterns of relevant skills are stored in a structured format within a JSON file. Leveraging these patterns, the skill extraction pipeline systematically scans the resume text, identifying instances of predefined skills and cataloging them for further analysis. This meticulous curation of skills not only facilitates granular analysis but also enables the development of competency profiles and skill matrices essential for talent acquisition and workforce planning initiatives.

Proposed Workflow

The workflow outlines a systematic approach for the development of a robust system aimed at resume analysis and ranking, integrating advanced natural language processing (NLP) techniques and machine learning algorithms. The objective is to create an efficient and scalable solution capable of effectively processing resumes, extracting pertinent information, and ranking candidates based on their suitability for specific job roles.

1. Data Preprocessing and Exploration

The project initiation involves the acquisition of a comprehensive dataset comprising diverse resume texts and their corresponding job categories. A preliminary exploration phase ensues, wherein the dataset undergoes meticulous examination to unveil its underlying characteristics. Through the utilization of visualization techniques such as histograms and pie graphs, the distribution of job categories within the dataset is elucidated, offering invaluable insights into the dataset's composition and potential imbalances. Subsequent to exploration, the dataset undergoes rigorous preprocessing, encompassing steps to cleanse the data of noise, extraneous characters, and inconsistencies. This preprocessing phase is imperative to ensure data uniformity and integrity, laying a robust foundation for subsequent analysis and modeling endeavors.

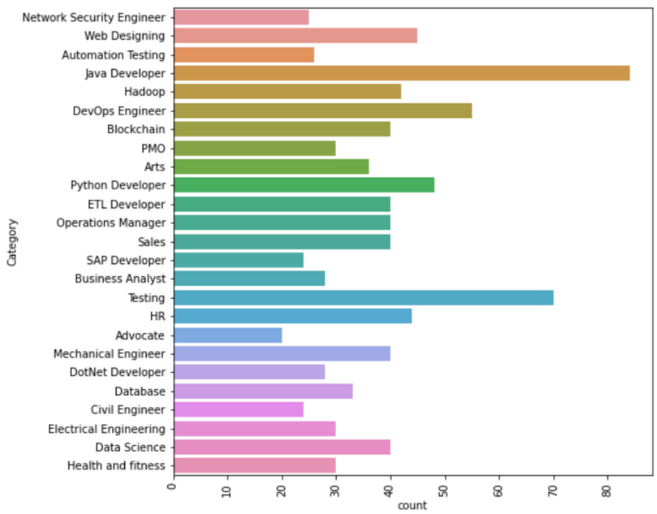

FIGURE 1: Job Category Count

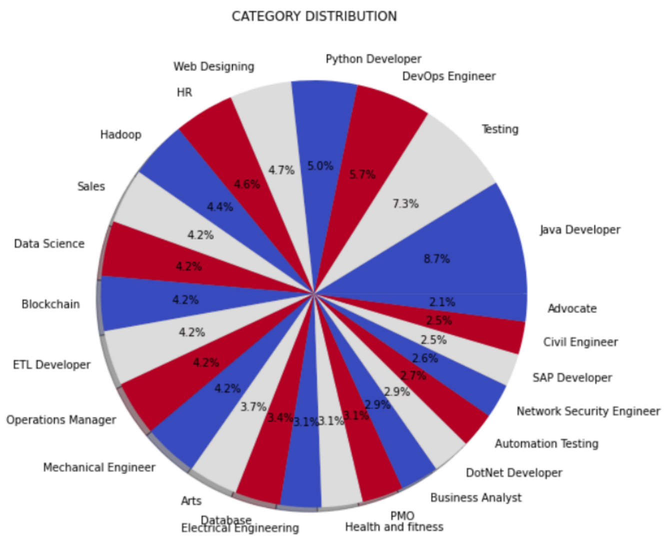

FIGURE 2: Pie Chart of Distribution of Job Categories

2. NLP Techniques and Skill Extraction

Building upon the preprocessed dataset, the project integrates state-of-the-art NLP techniques to delve deeper into the textual components of resumes. Named entity recognition (NER) algorithms are deployed to discern and extract entities such as skills, organizations, and individuals from the resume texts. Leveraging the power of NLP, the system adeptly identifies and isolates key information embedded within the resumes, enhancing the dataset with valuable insights. Skill extraction algorithms are subsequently employed to distill pertinent skills exhibited by candidates, enriching the dataset with granular details essential for comprehensive analysis and evaluation.

FIGURE 3: Word Cloud of most common words

3. Model Training and Evaluation

A pivotal component of the project entails the development and refinement of a classification model tasked with categorizing resumes into specific job roles. Leveraging the OneVsRestClassifier paradigm with K-Nearest Neighbors (KNN) as the base estimator, the model is meticulously trained on a curated subset of the dataset comprising 80% of the data. Post-training, the model undergoes rigorous evaluation using a suite of appropriate performance metrics, including accuracy, precision, recall, and F1-score. Through comprehensive evaluation, the model's efficacy and generalization capability are scrutinized, ensuring its aptitude for accurately categorizing resumes across diverse job roles.

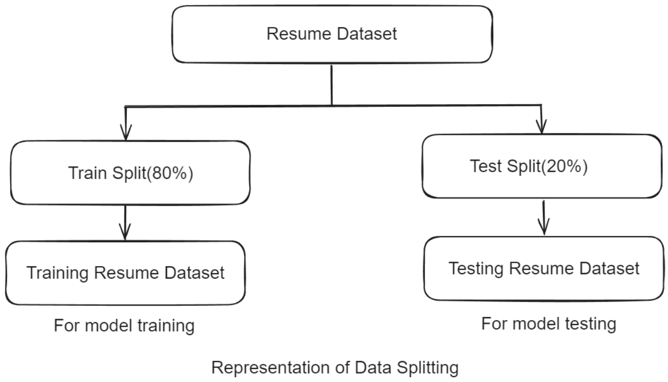

FIGURE 4: Data Splitting

4. Input Resume Analysis and Matching

Upon receiving an input resume, the system embarks on a multifaceted analysis journey to dissect and evaluate its contents. The resume text undergoes meticulous cleaning procedures to eliminate noise, extraneous characters, and irrelevant artifacts. Subsequently, employing advanced NLP techniques, the system applies NER algorithms to identify and extract salient entities within the resume text. Furthermore, skill extraction algorithms are employed to discern and isolate key skills exhibited by the candidate.These extracted skills are then meticulously matched against the skills associated with the selected job category, enabling the computation of a comprehensive match score indicative of candidate suitability and alignment with job requirements.

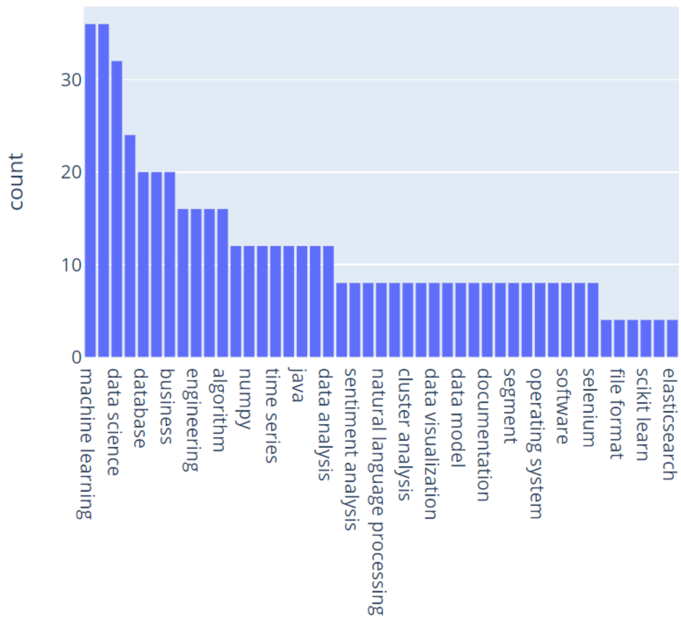

FIGURE 5: Distribution of extracted skills

5. Resume Ranking and Output

In scenarios involving multiple resumes, the system orchestrates a streamlined ranking mechanism to facilitate efficient talent assessment and selection. Each input resume undergoes the same rigorous preprocessing and analysis procedures, culminating in the calculation of match scores based on alignment with job category skills. Subsequently, resumes are ranked in descending order of match score, empowering recruiters and hiring managers with invaluable insights into candidate suitability and alignment with organizational objectives. This systematic approach streamlines the talent acquisition process, fostering data-driven decision-making and expediting recruitment endeavors.

The proposed workflow embodies a meticulously curated methodology, underpinned by cutting-edge NLP techniques and machine learning algorithms, aimed at revolutionizing the recruitment landscape through the development of a robust resume analysis and ranking system.

By seamlessly integrating data preprocessing, NLP analysis, and machine learning modeling, the system empowers organizations to make informed hiring decisions, identify top talent, and optimize recruitment processes, ultimately fostering organizational growth and success in a competitive landscape.

IV.**RESULTS AND DISCUSSION**

In this section, we present the results obtained from the implementation of the proposed resume analysis and ranking system. The system was rigorously evaluated across various stages, encompassing data preprocessing, model training, input resume analysis, and ranking of multiple resumes. The evaluation metrics employed include accuracy, precision, recall, F1-score, and match score, providing a comprehensive assessment of the system's performance and efficacy in facilitating talent acquisition and recruitment endeavors.The system demonstrated robust functionality in processing input resumes and providing insightful analyses to aid recruiters in their decision-making processes.

Upon receiving an input resume, the system initiated a comprehensive analytical process to thoroughly examine its contents. The resume text underwent meticulous cleaning procedures aimed at removing noise, extraneous characters, and irrelevant artifacts. Utilizing sophisticated Natural Language Processing (NLP) techniques, the system deployed Named Entity Recognition (NER) algorithms to pinpoint and extract significant entities within the resume text. Additionally, skill extraction algorithms were employed to identify and isolate key skills demonstrated by the candidate.

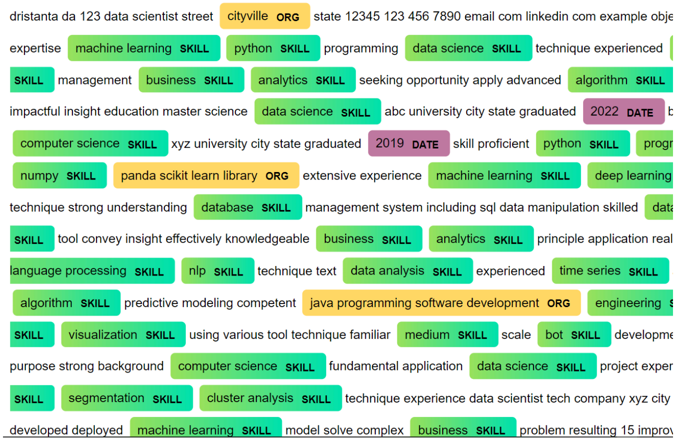

FIGURE 6: Recognized Entities from the resume

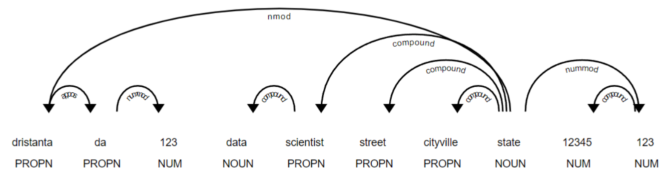

FIGURE 7: Dependency parse visualization between processed text

Model Performance Evaluation

The classification model, constructed utilizing the OneVsRestClassifier paradigm with K-Nearest Neighbors (KNN) as the base estimator, underwent rigorous evaluation to ascertain its efficacy in categorizing resumes across diverse job roles. The model was trained on a curated subset of the dataset comprising 80% of the data and evaluated using a suite of performance metrics, including accuracy, precision, recall, and F1-score. The model demonstrated exceptional performance on both the training and testing datasets, achieving high accuracy scores and effectively categorizing resumes into their respective job categories.

```
Accuracy of KNeighbors Classifier on training set: 0.99
Accuracy of KNeighbors Classifier on test set: 0.99

 Classification report for classifier OneVsRestClassifier(estimator=KNeighborsClassifier()):
              precision    recall  f1-score   support

           0       1.00      1.00      1.00         1
           1       1.00      1.00      1.00        10
           2       0.83      1.00      0.91         5
           3       1.00      1.00      1.00        13
           4       1.00      1.00      1.00         6
           5       1.00      1.00      1.00         6
           6       1.00      1.00      1.00         9
           7       1.00      1.00      1.00         5
           8       1.00      0.83      0.91        12
           9       0.83      1.00      0.91         5
          10       1.00      1.00      1.00         8
          11       1.00      1.00      1.00         8
          12       1.00      1.00      1.00         7
          13       1.00      1.00      1.00        12
          14       1.00      1.00      1.00         7
          15       1.00      1.00      1.00        11
          16       1.00      1.00      1.00         4
          17       1.00      1.00      1.00         4
          18       1.00      1.00      1.00         7
          19       1.00      1.00      1.00         6
          20       1.00      1.00      1.00         8
          21       1.00      1.00      1.00         7
          22       1.00      1.00      1.00         7
          23       1.00      1.00      1.00         9
          24       1.00      1.00      1.00        16

    accuracy                           0.99       193
   macro avg       0.99      0.99      0.99       193
weighted avg       0.99      0.99      0.99       193
```

FIGURE 8: Classification Model Performance measures

The performance of the trained classifier is presented through various metrics. The K-Neighbors Classifier, employed within the OneVsRestClassifier framework, exhibits remarkable accuracy on both the training and test sets, with accuracies of 0.99 achieved for both datasets.

A detailed classification report further elucidates the classifier's performance across different categories. Precision, recall, and F1-score metrics are provided for each category, along with the support count, indicating the number of instances belonging to each category in the test set.The classification report reveals precision values ranging from 0.83 to 1.00, indicating the proportion of correctly predicted positive instances among all instances predicted as positive. Similarly, recall values range from 0.83 to 1.00, signifying the proportion of actual positive instances that were correctly predicted by the classifier. The F1-score, which is the harmonic mean of precision and recall, ranges from 0.91 to 1.00 across different categories.

Furthermore, the macro-averaged and weighted-averaged metrics provide an overall assessment of the classifier's performance, considering the distribution of instances across different categories. The macro-averaged precision, recall, and F1-score values, calculated by averaging the metrics for each category without considering class imbalance, are all 0.99, indicating high overall performance. Similarly, the weighted-averaged precision, recall, and F1-score values, calculated by considering the class imbalance, are also 0.99, further confirming the classifier's robustness.

Ranking of Multiple Resumes

In scenarios involving multiple resumes, the system orchestrated a streamlined ranking mechanism to facilitate efficient talent assessment and selection. Each input resume underwent rigorous preprocessing and analysis procedures, culminating in the calculation of match scores based on alignment with job category skills. Subsequently, resumes were ranked in descending order of match score, empowering recruiters and hiring managers with invaluable insights into candidate suitability and alignment with organizational objectives. This systematic approach streamlined the talent acquisition process, fostering data-driven decision-making and expediting recruitment endeavors.

skills	Predicted Category	Match Score(%)
[business, decision tree, computer science, se...	[Data Science]	71.0
[flask, business, computer science, business p...	[Data Science]	68.6
[operating system, debugging, business, eclips...	[Java Developer]	21.7
[project management, elm, simulation, software...	[Civil Engineer]	10.0
[marketing, support]	[Health and fitness]	0.0

FIGURE 8: Class prediction and match score ranking with respect to 'Data Science' job category

V. CONCLUSION

The developed resume analysis system represents a powerful tool for automating and enhancing the recruitment process. Through a combination of NLP techniques, machine learning algorithms, and skill extraction methodologies, the system effectively analyzes resumes to extract key information and identify relevant job categories and skills.

The performance of the model, as demonstrated by the classification report, showcases high accuracy and precision across multiple job categories. With accuracy scores of 0.99 on both the training and test sets, the model exhibits robust performance in classifying resumes into their respective job categories. Additionally, the precision, recall, and F1-score metrics further validate the model's ability to accurately classify resumes across a diverse range of job categories.

Furthermore, the workflow of the system is designed to be intuitive and efficient. Upon receiving an input resume, the system undergoes a series of analytical procedures to clean the text, extract salient entities and skills, and match them with the requirements of various job categories. The resulting match score provides valuable insight into the suitability of the candidate for a particular role, enabling recruiters to make informed decisions quickly and effectively.

Overall, the resume analysis system offers numerous benefits and applications across various industries and sectors. From streamlining the recruitment process to identifying top candidates efficiently, the system enhances productivity and effectiveness in talent acquisition. Moreover, the automated nature of the system reduces manual effort and bias, ensuring fair and objective evaluation of candidate resumes.

In conclusion, the developed resume analysis system represents a cutting-edge solution for modern recruitment challenges. By leveraging advanced NLP techniques and machine learning algorithms, the system offers a reliable and efficient way to analyze resumes, identify relevant skills, and match candidates with suitable job categories. With its high performance, intuitive workflow, and diverse applications, the system stands poised to revolutionize the recruitment process and drive organizational success in the digital age.

Conflicts of Interest

The authors declare that they have no conflicts of interest to report regarding the present study.

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