

# Job Title Classification Strategies for the German Labor Market

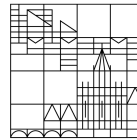
Masterthesis

submitted by

**Rahkakavee Baskaran**

at the

Universität  
Konstanz



Department of Politics and Public Administration

Center for Data and Methods

**1.Gutachter:** Prof. Dr. Susumu Shikano

**2.Gutachter:** JunProf Juhi Kulshresthra

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# Contents

<b>1</b>	<b>Introduction</b>	<b>4</b>
<b>2</b>	<b>Related work</b>	<b>4</b>
2.1	Textclassification . . . . .	4
2.2	Short Text classification . . . . .	4
2.3	Domain-specific . . . . .	5
2.4	Multiclass . . . . .	5
<b>3</b>	<b>Data and taxonomy</b>	<b>6</b>
3.1	KldB 2010 Taxonomy . . . . .	6
<b>4</b>	<b>Method</b>	<b>8</b>
4.1	Conceptual overview . . . . .	8
4.2	Preprocessing . . . . .	8
4.3	Vectorization Techniques . . . . .	8
4.3.1	Count vectorizer . . . . .	8
4.3.2	TFIDF vectorizer . . . . .	9
4.3.3	Word2Vec . . . . .	10
4.3.4	Doc2vec . . . . .	12
4.3.5	BERT . . . . .	13
4.4	Dimensionality reduction . . . . .	18
4.5	Classifier . . . . .	18
4.5.1	Naive Bayes Classifier . . . . .	18
4.5.2	Logistic Regression . . . . .	19
4.5.3	Random Forest Classifier . . . . .	19
4.5.4	Support Vector Machines . . . . .	19
<b>5</b>	<b>Result</b>	<b>21</b>
5.1	Evaluation metrics . . . . .	21
5.2	Experimental results . . . . .	24
<b>6</b>	<b>Conclusion and Limitations</b>	<b>24</b>
<b>7</b>	<b>sentences</b>	<b>24</b>

# Abbreviations

<b>SVM</b> Support Vector Machine . . . . .	18
<b>NB</b> Naive Bayes . . . . .	18
<b>LR</b> Logistic Regression . . . . .	18
<b>OA</b> overall accuracy . . . . .	21
<b>ROC</b> receiver operating characteristics . . . . .	23
<b>TP</b> True positives . . . . .	21
<b>TN</b> True negatives . . . . .	22
<b>FN</b> False negatives . . . . .	22
<b>FP</b> False positives . . . . .	22
<b>KldB</b> Klassifikation der Berufe 2010 . . . . .	6
<b>ISCO</b> International Standard Clasification of Occupations . . . . .	8
<b>BOW</b> Bag of Words . . . . .	8
<b>TF-IDF</b> Term Frequency - Inverse Document Frequency . . . . .	9

<b>TF</b> Term Frequency . . . . .	9
<b>IDF</b> Inverse Document Frequency . . . . .	9
<b>DF</b> Document Frequency . . . . .	9
<b>CBOW</b> continous bag of words . . . . .	10
<b>BERT</b> Bidirectional Encoder Representations from Transformers . . . . .	13
<b>NLP</b> Nature Language Processing . . . . .	14

# 1 Introduction

## 2 Related work

### 2.1 Textclassification

Text classification, a highly researched area, is the process of classifying text documents or text segments into a set of predefined classes. During the last decades, researches developed a various number of classifiers. As Kowsari et al. (2019) summarize in their survey of classifiers, we can group the approaches mainly into three groups. The first group contains traditional methods like Naive Bayes (NV), Support Vector Machines (SVM), K-nearest neighbors (KNN), Logistic Regressions (LR) or Decision Trees (DT) (Vijayan et al., 2017; Colas and Brazdil, 2006; Kowsari et al., 2019; Sebastiani, 2001). Deep learning methods like Convolutional Neural Networks (CNN) or Recurrent Neural Networks (RNN), which are currently the most advanced algorithms for NLP, form the second group. The last group consists of ensemble learning techniques like Boosting and Bagging.

### 2.2 Short Text classification

Another potential issue is the length of input documents for classification. Job titles are clearly short text with often not more than 50 characters. Short texts suffer from sparseness, few word co-occurrences, missing shared context, noisiness and ambiguity. Traditional methods, however, are based on word frequency, high word co-occurrence and context, which is why they often fail to achieve high accuracy for short texts (Song et al., 2014; Wang et al., 2017, 2014). In their overview, Song et al. (2014) present three approaches to solve this. First, since short text data often suffers from unlabeled data in the context of online text data, such as Twitter postings, they suggest using semi-supervised approaches. Second, they recommend to use ensemble learning methods, which focus on the sparseness of the data. Third, Song et al. (2014) propose feature dimensionality reduction and extraction of semantic relationship methods. Based on the latter more recent work on short text classification criticizes the use of the “Bag of Word” concept for feature representation as it only reflects the appearance of words in the text. Instead, they represent short texts with semantically similar and conceptual information (Bouaziz et al., 2014; Wang et al., 2014; Chen et al., 2019). Another question concerning

the representation of short texts is whether to represent them as dense or sparse vectors. In their comparison between tf-idf/counter vectorizer and the dense vectorizer word2vec and doc2vec, Wang et al. (2017) conclude that among the classifiers Naive Bayes, Logistic Regression and SVM, the sparse vectorizers achieve the highest accuracy. Chen et al. (2019), conversely, see limitations in sparse representation as it cannot capture the context information. In their work, they integrate sparse and dense representation into a deep neural network with Knowledge powered Attention, which outperform state-of-art deep learning methods, like CNN, for Chinese short texts. Concerning the classifiers, there is no consensus approach for short text classification. For traditional approaches Wang et al. (2017)’s results indicate that logistic regression and SVM perform best, while KNN seems to achieve best accuracy in Khamar (2013)’s work. Similar to job title specific work, more recent work prefers deep learning methods, mostly CNN (Chen et al., 2019).

## 2.3 Domain-specific

Each text classification task presents different challenges. One challenge is that domain-specific problems may arise. There is some work that deals with job classification in the English speaking job market. In terms of classifiers, the corresponding work can be categorised into traditional classifiers or deep learning methods. ? for example, use a KNN classifier in combination with document embedding as feature selection strategy. ? rely on traditional methods as well, by combining a SVM classifier and a KNN classifier for their job recommendation system. In contrast, the approaches of ?, ? and ? are based on Deep Learning methods. From a higher perspective, there is another dividing line between the approaches. As mentioned earlier, job title normalization can be considered as a typical text classification task (???). ? and ?, however, formulate the task as a string representation approach of similar job titles.

## 2.4 Multiclass

A last challenge of text classification tasks comes with the number of classes. As ? show in their classification of tissue, multiclass classification is more difficult than binary classification problems. Partly, because most of classification algorithms were designed for binary problems (?). Approaches for multiclassification can be grouped into two types. Binary algorithms can handle multiclassification naturally. This is, for example, the case for Regression, DT, SVM, KNN and NV. The second type is the decomposition of the

problem into binary classification tasks (for the different subtypes see ?). The literature so far does not have a clear answer to solve multiclassification problems. Different approaches, like Boosting (?) or CNN (?) are applied. It is noticeable, however, that many works use variations of SVM (Guo and Wang, 2015; Tomar and Agarwal, 2015; Tang et al., 2019).

## 3 Data and taxonomy

### 3.1 KldB 2010 Taxonomy

The “Klassifikation der Berufe 2010 (KldB)” is structured hierarchically with 5 levels. On each level there is a different number of classes. On level 1 each class has an id of length one with a number from 0 to 9. Table 1 shows the 10 classes of level 1 with their class names. On level 2, then, each of the 10 classes are divided into one or more subclasses having a class id of length 2 with the first digit indicating the class of level 1 and the second digit the class of level 2. An overview of the all 5 levels with an example of classes is given in table 2. Note that the example in table 2 does not show on level 2 to level 5 all classes. Thus on level 2 there exists also, e.g. the class id 41 with “Mathematik-, Biologie- Chemie- und Physikberufe”, which in turn is divided into other classes on level 3 etc.. With this procedure this ultimately leads to class ids of length 5 on level 5. An occupation can be classified on every level in the Taxonomy. Considering the classes of the example in table 2, the job title “Java Developer” could be classified on level 5 to the class 43412. From this id, it is also derivable that the jobtitle belongs, for example, on level 3 to the class “Softwareentwicklung” (Bundesagentur für Arbeit, 2011a,b; Paulus and Matthes, 2013)

The KldB contains of two dimension. The first dimension, the so-called ”Berufsfachlichkeit” structures jobs according to their similarity in knowledge, activities and jobs. This is reflected in the first 4 levels. Considering the again the example from above and the job title ”Fullstack PHP-Entwickler” it is reasonable to classify both on level 1 to ”Naturwissenschaft, Geografie und Information”, because both of them are related to computer science. It also make sense to classify them for example to 4341, because both are about software development. On level 5, then, a second dimension is introduced. the ”Anforderungsniveau”. This dimension gives information on the level of requirement for a job and 4 possible requirements. In table 3 they are summarized. From the class id

IDs KldB 2010	Berufsbereich (Level 1)
1	Land-, Forst- und Tierwirtschaft und Gartenbau
2	Rohstoffgewinnung, Produktion und Fertigung
3	Bau, Architektur, Vermessung und Gebäudetechnik
4	Naturwissenschaft, Geografie und Informatik
5	Verkehr, Logistik, Schutz und Sicherheit
6	Kaufmännische Dienstleistungen, Warenhandel, Vertrieb, Hotel und Tourismus
7	Unternehmensorganisation, Buchhaltung, Recht und Verwaltung
8	Gesundheit, Soziales, Lehre und Erziehung
9	Sprach-, Literatur-, Geistes-, Gesellschafts- und Wirtschaftswissenschaften, Medien, Kunst, Kultur und Gestaltung
0	Militär

Table 1: Overview of classes Level 1 - Berufsbereiche (edited after (Bundesagentur für Arbeit, 2011b))

of job title “Java Developer”, we can see that the job has been assigned to the second requirement level, since the last digit is a 2 (Bundesagentur für Arbeit, 2011a,b; Paulus and Matthes, 2013)

Name	Level	Number of classes	Example
Berufsbereiche	1	10	4: Naturwissenschaft, Geografie und Informatik
Berufshauptgruppen	2	37	43: Informatik-, Informations- und Kommunikationstechnologieberufe
Berufsgruppen	3	144	434: Softwareentwicklung
Berufsuntergruppen	4	700	4341: Berufe in der Softwareentwicklung
Berufsgattungen	5	1286	43412: Berufe in der Softwareentwicklung - fachlich ausgerichtete Tätigkeiten

Table 2: Overview of KldB (edited after (Bundesagentur für Arbeit, 2011b))

With the KldB 2010, an useful and information-rich occupational classification was created for Germany that reflects the current trends in the labor market (Paulus and Matthes, 2013). One strength relies in the construction of the KldB. Instead of just including expert knowledge into the Taxonomy the development process is based on systematical consideration of information about occupations, as well as statistical procedures for taxonomy development. Furthermore, the taxonomy was reviewed qualitatively several times in relation to professions and revised. Considering the expressiveness, the KldB has some more benefits. Since the taxonomy is quite recent, it reflects new job classes and market trends very adequately. Further, by including the second dimension, the taxonomy provides a powerful tool to organize job titles into simple requirement classes. In addition, the taxonomy also distinguishes between managerial, supervisory, and professional employees, which is also valuable information. Finally, the taxonomy

Level of requirement	Class ID	Name long	Name short
1	xxxx1	Helfer- und Anlernstätigkeit	Helfer
2	xxxx2	fachlich ausgerichtete Tätigkeiten	Fachkraft
3	xxxx3	komplexe Spezialstätigkeiten	Spezialist
4	xxxx4	hoch komplexe Tätigkeiten	Experte

Table 3: Overview of Level of requirements on Level 5 (edited after (Bundesagentur für Arbeit, 2011b))



also convinces with the possibility to switch to “International Standard Clasification of Occupations (ISCO)” through its IDS and thus to normalize jobs to a global standard (Bundesagentur für Arbeit, 2011b)

## 4 Method

### 4.1 Conceptual overview

### 4.2 Preprocessing

### 4.3 Vectorization Techniques

#### 4.3.1 Count vectorizer

The count vectorizer is one of most simple techniques of converting texts to vectors. It belongs to the family of Bag of Words (BOW) models. BOW models are based on vectors, where each dimension is a word from a vocabulary or corpus. The corpus is built by all words across all documents. BOW models have two important properties. First, they do not consider the order of the words, sequences or the grammar, which is why they also called BOW. Second, each word in the corpus is represented by it’s own dimension. Thus the vectors contains a lot of zeros, especially for short texts, which is why they belong to the family of sparse vectors (Ajose-Ismail et al., 2020). Assuming, for example, a corpus contains of 1000 words, meaning each text is built only with these 1000 words, the vector for each text has a length of 1000, thus, producing sparse, high-dimensional vectors (Kulkarni and Shivananda, 2021; Sarkar, 2016)

For the count vectorizer the values for the vector are generated by counting for each text the frequency of the words occuring. Considering a corpus including only the three words “java”, “developer” and “python”, the titles “java developer” and “python developer” would be encoded as follows:

	java	developer	python
java developer	1	1	0
python developer	0	1	1

Table 4: Encoding with count vectorizer

The table 4 results in the vectors (1,1,0) and (0,1,1). Note that if the title “java developer” contains, for example, two times the word “java” then the vector would change

to (2,1,0). But since this is not a likely case for short text and especially job titles, the count vectorization here is for the most titles similar to one-hot vector encoding, which only considers the occurrence of the words, but not the frequency (Kulkarni and Shivananda, 2021; Sarkar, 2016)

While being one of the most simple techniques, count vectorizer has several limitations. The main downside is that it does not consider information like the semantic meaning of a text, the order, sequences or the context. In other words a lot of information of the text is lost (Sarkar, 2016). In addition, count vectorizer does not take into account the importance of words in terms of a higher weighting of rare words and a lower weighting of frequent words across all documents. (Suleymanov et al., 2019)

### 4.3.2 TFIDF vectorizer

Term Frequency - Inverse Document Frequency (TF-IDF) belongs like the count vectorizer, to the family of BOW and is as well a sparse vector. In contrast to count vectorizer, it considers the importance of the words by using the Inverse Document Frequency (IDF). The main idea of TF-IDF is to produce high values for words which occur often in a documents, but are rare over all documents. The Term Frequency (TF) represents the frequency of a word  $t$  in a document  $d$  and is denoted by  $tf(t, d)$ . The Document Frequency (DF), denoted by  $df$ , quantifies the occurrence of a word over all documents. By taking the inverse of DF we get the IDF. Intuitively the IDF should quantify how distinguishable a term is. If a term is frequent over all documents it is not useful for the distinction between documents. Thus the IDF produces low values for common words and high values for rare terms and is calculated as follows (Sidorov, 2019; Kuang and Xu, 2010):

$$idf(t) = \log \frac{N}{df}$$

where  $N$  is the set of documents. The log is used to attenuate high frequencies. If a term occurs in every document, so  $df = N$  the IDF takes a value of 0 ( $\log(\frac{N}{N})$ ) and if a term is occurring only one time over all documents, thus distinguish perfectly the document from other documents,  $idf(t) = \log(\frac{N}{1}) = 1$ . (Sidorov, 2019) Note that there are slight adjustments to calculate the IDF. (Robertson, 2004) The implementation of sklearn package, which is used in this work uses an adapted calculation (Pedregosa et al., 2011):

$$idf(t) = \log \frac{1 + n}{1 + df(t)} + 1$$

Given the  $idf(t)$  and  $tf$  the TF-IDF can be obtained by multiplying both metrics. The implementation of sklearn normalize in addition the resulting TF-IDF vectors  $v$  by the Euclidean norm (Pedregosa et al., 2011):

$$v_{norm} = \frac{v}{||v||_2}$$

Although TF-IDF considers the importance of words compared to count vectorizer, as a BOW model it suffers from the same limitation as count vectorizer of not taking semantic, grammatic, sequences and context into account (Sarkar, 2016).

### 4.3.3 Word2Vec

In contrast to the sparse techniques method mentioned above, word embedding techniques are another popular approach for vectorization. Word embedding vectors are characterised by low dimensions, dense representation and a continous space. They are usually trained with neural networks (Li et al., 2015; Jin et al., 2016).

Word2Vec, introduced by Mikolov et al. (2013), is one computationally efficient word embedding implementation. The main idea of Word2Vec is based on the distributional hypothesis, which states that similar words appear often in similar context (Sahlgren, 2008). Thus, Word2Vec learns with the help of the context representations of words, which includes the semantic meaning and the context. In such a way it words which are similar are encoded similarly (Sarkar, 2016).

There exists two variants of Word2Vec. The first variant is based on BOW, the so-called continous bag of words (CBOW), which predicts a word based on surrounding words. In contrast, the second variant, Skip-Gram, predicts the context words from a word (Ajose-Ismail et al., 2020; Sarkar, 2016). Since in this work a pretrained model from Google is used, which is trained with CBOW, in the following the focus is on CBOW.

CBOW Word2vec is a 2-layer neural network with a hidden layer and a output softmax layer, which is visualized in figure 1. The goal is to predict a word, the so-called target word, by using the target word's context words. The number of context words is defined by a certain window size. If the window size is 2, the 2 words before and the 2 two words after the target word are considered. Given a vocabulary  $V$ , which is a the unqiue set of the words from the corpus, each context word  $c$  is fed into the neural network, encoded

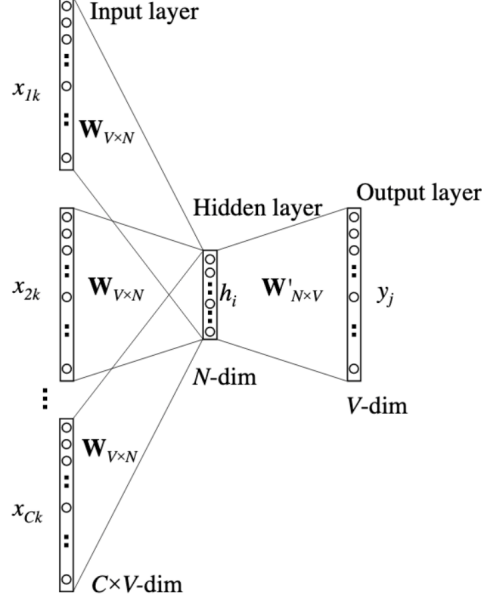


Figure 1: COW (Rong, 2014, 6)

with one-hot encoding of the length of  $V$ , building vector  $x_c$ . Thus in figure 1  $x_{1k}$ , for example, could be a one-hot encoded vector of the word before the target word.

The weights between the input layer and the hidden layer are shown in figure 1. Taking the dimension of  $V$  and  $N$  results in the  $V \times N$  matrix  $W$ . Given that each row  $v_w$  in  $W$  represents the weights of the associated word from the input and  $C$  equals to the number of context words, the hidden layer  $h$  is calculated as follows (Rong, 2014):

$$h = \frac{1}{C} W^T (x_1 + x_2 + \dots + x_c) = \frac{1}{C} (v_{w_1} + v_{w_2} + \dots + v_{w_c})$$

Since the context words are encoded with one hot vector encoding, all except of the respective word value in the vector, which is 1, will be zero. Thus calculating  $h$  is just copying the  $k$ -th row of matrix  $W$ , thus a  $n$ -dimensional vector, which explains the second part of the equation. The hidden-layer matrix builds later the word embedding, which is why the decision of the size of the hidden layer defines the dimensions later for the word embedding vector (Rong, 2014)

From the hidden to the output layer a  $N \times V$  weight matrix is used to calculate scores for each word in  $V$ . A softmax function is used to get the word representation. Calculating the error and using backpropagation the weights are updated respectively resulting then in a trained neural network. In practice, due to computational efficiency, instead of the softmax function Word2Vec is trained with hierarchical softmax or negative

sampling. Both methods are efficient in the sense that they reduce the amount of weight matrix updates.<sup>1</sup> (Rong, 2014; Simonton and Alaghband, 2017).

Based on the given theoretical insights, I train two Word2vec models. Both models use a pretrained model from Google and are fine tuned with different data. The first model is fine tuned with the complete dataset. The second model includes the additional knowledge. The model setting is as follows: I use CBOW Word2Vec models with negative sampling technique. The hidden layer size and thus the word embedding vectors is 300, since the vectors have to have the same size as the pretrained Google vectors, which have a size of 300. The minimal count of words is set to 1. The number of times the training data set is iterated, the epoch number, is set to 10. Lastly, the window size for the context is set to 5.

As last step the resulting word embeddings need to be processed in some way to get sentence embeddings for each job title. As the name already indicates Word2Vec cannot output sentence embeddings directly. In order to get the sentence embeddings the word vector embeddings of each job title are averaged.

#### 4.3.4 Doc2vec

Doc2vec, also known as paragraph vectors or Distributed Memory Model of Paragraph Vectors is an extension method of Word2Vec, which outputs directly embeddings for each document (Lau and Baldwin, 2016) It was proposed by Le and Mikolov (2014). Doc2Vec can be used for a variable length of paragraphs, thus it is applicable for bigger documents, but also for short sentences like job titles (Le and Mikolov, 2014).

The main idea is, like for Word2Vec, to predict words in a paragraph. To do so, a paragraph vector and word vectors, like in Word2Vec, for that paragraph are concatenated. The paragraph vector “” acts as memory that remembers what is missing from the current context - or the topic of the paragraph” (Le and Mikolov, 2014, 3). Thereby the paragraph vectors are trained as well with stochastic gradient descent and backpropagation. Similar to Word2Vec practical implementation use hierarchical softmax or negative sampling to fast up training time (Lau and Baldwin, 2016).

In figure 2 the algorithm is visualized. As an input the neural networks takes word vectors and a paragraph vector. While the word vectors are shared over all paragraphs,

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<sup>1</sup>Since the focus is relying here on the word embeddings from the hidden layer and not the trained neural network itself, no further mathematical details will be given concerning the updating. For a detailed derivation see (Rong, 2014)

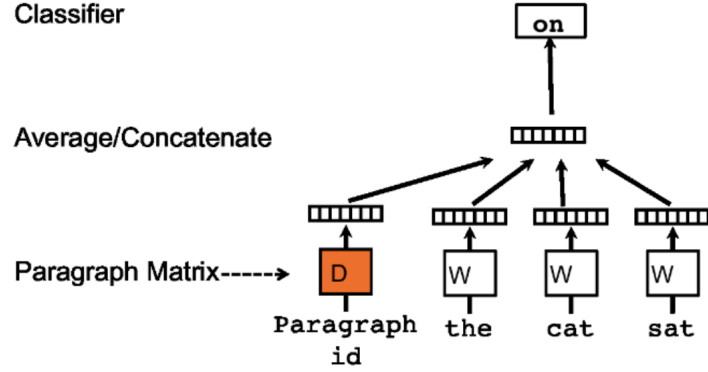


Figure 2: Doc2vec - Distributed Memory Model of Paragraph Vectors (Le and Mikolov, 2014, 3)

the paragraph vectors are unique for each paragraph. Those paragraphs are represented as unique vectors in a column of a matrix  $D$ . The word vectors are represented in the matrix  $W$  as before. In order to predict the word both vectors are combined for example by averaging or concatenating. The Doc2vec implementation described by Le and Mikolov (2014) and also used in this work here concatenate the vectors. Formally this only changes the calculation of  $h$ . (Lau and Baldwin, 2016)

Since Doc2vec is a word embedding method it has the same advantages mentioned above in the Word2Vec part. In addition Doc2Vec takes the word order into account. At least in the same way of a large n-gram (Le and Mikolov, 2014).

Besides the model explained above, Doc2Vec comes also in a second variant, the so-called Distributed Bag of Words of Paragraph model, which ignores the word order. It is not clear which model performs better, although the inventor of Doc2vec propose the first version (Lau and Baldwin, 2016)

Based on this discussion, I created two Distributed Memory Models of Paragraph Vectors. Instead of fine tuning a pretrained model, I trained two custom models, one with the training data and one including the additional knowledge. I set the vector size to 300 with a window size of 5, a minimal count of 1 and trained 10 epochs. Like Word2vec, the models are trained with negative sampling.

#### 4.3.5 BERT

The last vectorization technique, Bidirectional Encoder Representations from Transformers (BERT), is the state-of-art language modeling technique developed by (Devlin et al., 2018) at Google. BERT stands out from other language models in several ways and

outperforms other models for many Nature Language Processing (NLP) tasks. First, BERT uses bidirectional pretraining. Thus it does not only process from left-to-right or right-to-left, but it merges both of them. Second, it is possible to fine tune the model for specific tasks without heavily-engineered and computationally costly architectures. Third, compared to word2vec it is a context-dependent model. Thus, while word2vec would produce only one word embedding for "Python" BERT can give based on the context different embeddings. Here "Python" as a snake or as a programming language.

## Architecture

BERT uses a multi-layer bidirectional Transformer encoder as the architecture. This transformer architecture was introduced by Vaswani et al. (2017). It consists of an encoder and a decoder and makes use of self-attention. Both, encoder and decoder stack include a number of identical layers, each of them including two sub-layers: a Multi-head attention and a feedforward network layer.<sup>2</sup> It is out of the scope to elaborate the technical details and implementation of the attention mechanism, which is why in the following a simplified explanation of the attention mechanism is given.

The self-attention mechanism improves the representation of a word, represented by a matrix  $X$ , by relating it to all other words in the sentence. In the sentence "A dog ate the food because it was hungry" (Ravichandiran, 2021, 10) the self-attention mechanism, for example, could identify by relating the word to all other words, that "it" belongs to "dog" and not to "food". In order to compute the self attention of a word three additional matrices, the query matrix  $Q$ , the key matrix  $K$  and a value matrix  $V$  are introduced. Those matrices are created by introducing weights for each of them and multiplying those weights with  $X$ . Based on those matrices, the dot product between the  $Q$  and the  $K$  matrix, a normalization and a softmax function are applied in order to calculate an attention matrix  $Z$ .<sup>3</sup> BERT uses a multi-head-attention, which simply means that multiple  $Z$  attention matrices instead of a single one are used.

BERT takes one sentence or a pair of sentences as input. To do so it uses WordPiece tokenizer and three special embedding layers, the token, the segment and the position embedding layer for each token, which is visualized in 3. A WordPiece tokenizes each word which exists in the vocabulary. If a word does not exist words are split as long

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<sup>2</sup>A simplified visualization with a two layer encoder, as well the architecture of a can be found in the Appendix.

<sup>3</sup>For a step-by-step calculating see (Ravichandiran, 2021)

a subword matches the vocabulary or a individual character is reached. Subwords are indicated by hashes. For the token embeddings the sentence is tokenized first, then a [CLS] is added at the beginning of the sentence and [SEP] token at the end. For example the job title “java developer” and “ python developer” becomes to tokens as shown in the second row of 3. In order to distinguish between the two titles a segment embedding is added, indicating the sentences. Last the BERT model takes a position embedding layer, which indicates the order of the words. For each token those layers are summed up to get the representation for each token (Devlin et al., 2018; Ravichandiran, 2021).

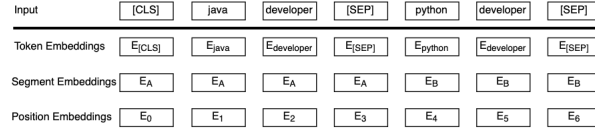


Figure 3: Input BERT (Devlin et al., 2018, 5)

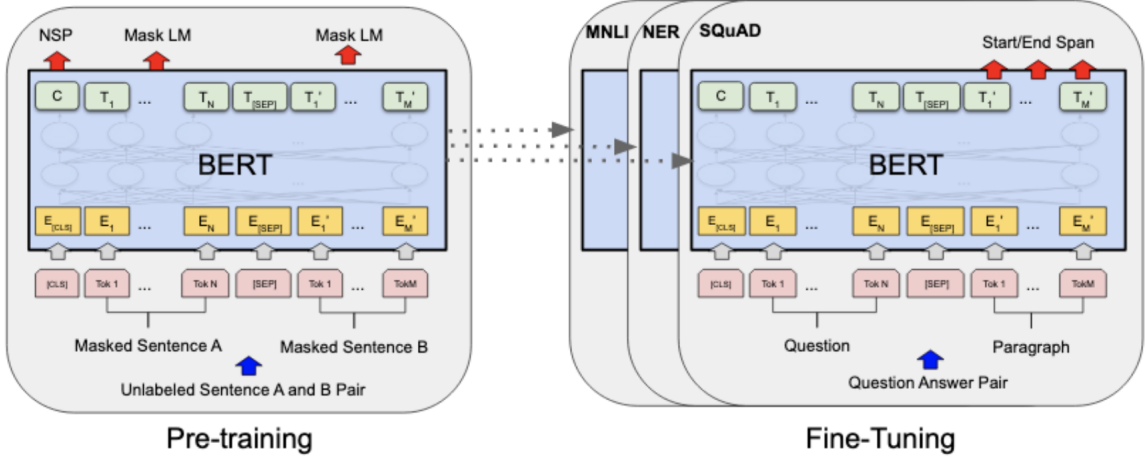


Figure 4: Overview BERT (Devlin et al., 2018, 3)

The BERT algorithm can be described in two steps. First the pretraining phase, which is illustrated on the left-hand side of the figure 4 and the fine-tuning phase, visualized on the right-hand side of figure 4. The pretraining phase consists of two jobs: Masked language modeling and next sentence prediction.

## Pretraining

Masked language modeling means that a percentage of the input tokens are masked at random. For example the job title “python developer” could be masked as follows: [[CLS]



python [MASK] [SEP]]. Since in fine tuning tokens are not masked a mismatch would occur between fine tuning and pretraining, which is why not all of the masked tokens are actually matched with a [mask] token, but also with random token or the real tokens <sup>4</sup>. Instead of predicting the complete sentence, BERT trains to predict the masked tokens. The prediction is performed with a feed forward network and a softmax activation (Devlin et al., 2018; Ravichandiran, 2021).

The second task takes again two sentences, but predict whether the second sentence follows the first one. This helps to understand the relationship between the sentences. Each sentence pair is labelled with either isNext or NotNext. By using the [CLS] token, which has the aggregating representation of all tokens, a classification task of whether a sentence pair is isNext or NotNext can be carried out (Ravichandiran, 2021; Devlin et al., 2018)

The pretraining of BERT is in contrast to the fine tuning process computationally expensive. Therefore, Devlin et al. (2018) developed different sizes of BERT like BERT-base and BERT-large. In this work the used BERT models are based on BERT-base model. The model consists of 12 encoder layers, denoted by L, 12 attention heads, denoted by A and 768 hidden units, which results in total in 110 million parameters.

## Fine-Tuning

The second phase, the fine-tuning, can be performed in different ways, also depending on the task. For text classification there are two main strategies. Either the weights of the pretrained model are updated during the classification process. Or the pretrained model is first fine-tuned and then used as a feature extractor. Such it can be then in turn used for, for example, calculating similarities or as an input for classification algorithms.

I train two models with BERT. While the first model includes a classification layer, in the following named as BERT classifier, the second model applies BERT as a feature extraction method, in the following named BERT vectorizer.

The BERT classifier is fine tuned with the complete training data set. Practically this is done by converting the sentences of the dataset to the appropriate data format as described above and train it with the supervised dataset on some epochs, which then outputs then the labels. From a theoretical point of view the last hidden state of the [CLS] token with the aggregation of the whole sentence is used for the classification. In order to

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<sup>4</sup>There are specific rules of how to mask. See Devlin et al. (2018) for detailed implementation

get the labels BERT uses a softmax function <sup>5</sup> (Sun et al., 2019). In the literature it is not well-understood so far, what exactly happens during the fine-tuning. An analysis of Merchant et al. (2020) indicates that the fine tuning process is relatively conservative in the sense that they affect only few layers are specific for examples for domain. Note that this analysis focussed on other nature language processing task than text classification. The set-up of the training is as follows: Testing different epoch numbers indicates that lower epoch size have better results for the model, which is why I fine tunes in 6 epochs. For the optimization an adam algorithm, a gradient based optimizer (Kingma and Ba, 2014), with a learning rate of  $1e^{-5}$  is used.

In order to get sentence embeddings different strategies, like averaging the output layer of BERT or using the [CLS] token, are applied. Another method, developed by Reimers and Gurevych (2019) is Sentence-BERT, which is computationally efficient and practicable to implement. Thus it facilitate to encode sentences directly into embeddings, which is why I use it for the BERT vectorizer. The model is constructed with the bert-base-german-cas model and a pooling layer. The pooling layer is added to output the sentence embeddings. The fine tuning process uses a siamese network architecture to update the weights. 5 shows the architecture. The network takes pairs of sentences with a score as an input. Those scores indicate the similarity between the sentences. The network update the weights by passing the sentences through the network, calculating the cosine similarity and comparing to the similarity score (Reimers and Gurevych, 2019). I create from the training data set and from the kldb taxonomy pairs of similar and dissimilar job titles or searchwords. Similar pairs are pairs from the same kldb class. As a score I choose 0.8. Dissimilar pairs are defined as pairs which are not from the same class. The score is 0.2. Building all combinations of titles and the searchwords for each class would results in a huge dataset. For example class 1 of the training data set has 2755 job titles. Thus we would have already have  $\binom{2755}{2} = 3793635$  examples. Since this is computationally to expensive I randomly choose pairs of job titles. For the similar ones I choosed for job titles and for searchwords 3250 pairs. For the dissimilar pairs I choosed respectivley 1750 pairs. Thus, in total, I fine tuned the model with 10000 examples in 3 epochs.

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<sup>5</sup>The explanation of the softmax function follows in the chapter of the classifiers

## 4.4 Dimensionality reduction

## 4.5 Classifier

As pointed out in the literature review Naive Bayes (NB), Logistic Regression (LR) and Support Vector Machine (SVM) have several advantages for text classification tasks. In the following based on a theoretical discussion of each classifier, the exact modeling of the classifiers is justified.

### 4.5.1 Naive Bayes Classifier

The NB, a family of probabilistic classifiers, uses Bayes' rule in order to determine the most likely class for each document (Schneider, 2005). All NB classifiers rely on the conditional independence assumptions which means, that "features are independent of each other, given the category variable" (Xu, 2018, 48). Depending on whether the features are discrete or continuous, different distributions, so-called event models are proposed. While from a theoretical perspective for continuous features Gaussian distribution is well-suited, for discrete features usually Bernoulli or multinomial distributions are applied (Xu, 2018). Although, popular practical implementations, like the one from sklearn, allow as well fractional counts for multinomial distributions (Pedregosa et al., 2011). Trying different event models, the multinomial NB shows indeed for both Count Vectorizer and for TFIDF the best results, which is why I choose it as event model for the baseline.

The multinomial NB classifies according to the most likely class. Given that a document  $d$  has  $t = 1, \dots, k$  terms and can be assigned to  $c = 1, \dots, j$  classes, the probability

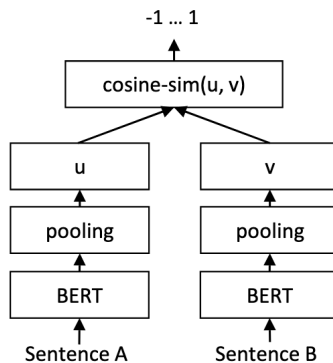


Figure 5: Sentence-BERT siamese architecture (Reimers and Gurevych, 2019, 3)

of a term in a document given a class is calculated as (Manning et al., 2008):

$$P(t_k, c_j) = \frac{\text{occurrence}(t_k, c_j) + 1}{\sum \text{occurrence}(t, c_j) + |V|}$$

where  $|V|$  is the cardinality of the vocabulary. In the denominator 1 is added, so-called Laplace smoothing, in order to avoid zeros, which is the case if the number of terms in a document for one class is zero. (Manning et al., 2008). Further given that  $N_c = \text{count}(c_j)$  is the number of documents belonging to class  $c_j$  and  $N$  is number of documents the probability of  $c_j$  is defined as  $\frac{N_c}{N}$ . The probability of a document  $d$  belonging to a class  $c_j$  can then formulated as follows (Manning et al., 2008, 258):

$$P(c_j|d) \propto P(c_j) \prod_{i=1}^k P(t_i|c_j)$$

Then the most likely classes can be determined by (Manning et al., 2008):

$$\arg \max_{c \in C} P(c_j) \prod_{i=1}^k P(t_i|c_j)$$

#### 4.5.2 Logistic Regression

#### 4.5.3 Random Forest Classifier

#### 4.5.4 Support Vector Machines

However, SVM also performed well for text classification. Especially for multiclass tasks, as mentioned in the literature review, often different versions of the algorithm are used and showed good performance (Aiolli and Sperduti, 2005; Angulo et al., 2003; Benabdeslem and Bennani, 2006; Guo and Wang, 2015; Mayoraz and Alpaydm, 1999; Tang et al., 2019; Tomar and Agarwal, 2015). In general SVM has several advantages for text classification. First, text classification usually has a high dimensional input space. SVM can handle these large features since they are able to learn independently of the dimensionality of the feature space. In addition SVMs are known to perform well for dense and sparse vectors, which is usually the case for text classification (Joachims, 1998). Empirical results, for example Joachims (1998) or Liu et al. (2010) confirm the theoretical expectations. It is, therefore, a reasonable option to use a basic version of the SVM algorithm as a baseline.

The general idea of a SVM is to map “the input vectors  $x$  into a high-dimensional feature space  $Z$  through some nonlinear mapping chosen a priori [...], where an optimal

separating hyperplane is constructed” (Vapnik, 2000, 138). In SVM this optimal hyperplane maximizes the margin, which is simply put the distance from the hyperplane to the closest points, so called Support Vectors, across both classes (Han et al., 2012). Formally, given a training data set with  $n$  training vectors  $x_i \in R^n, i = 1, \dots, n$  and the target classes  $y_1, \dots, y_i$  with  $y_i \in \{-1, 1\}$ , the following quadratic programming problem (primal) has to be solved in order to find the optimal hyperplane:

$$\min_{w,b} \frac{1}{2} w^T w$$

$$\text{subject to } y_i(w^T \phi(x_i) + b) \geq 1$$

where  $\phi(x_i)$  transforms  $x_i$  into a higher dimensional space,  $w$  corresponds to the weight and  $b$  is the bias (Chang and Lin, 2001; Jordan et al., 2006). The given optimization function assumes that the data can be separated without errors. This is not always possible, which is why Cortes et al. (1995) introduce a soft margin SVM, which allows for missclassification (Vapnik, 2000). By adding a regularization parameter  $C$  with  $C > 0$  and the corresponding slack-variable  $\xi$  the optimization problem changes to (Chang and Lin, 2001; Han et al., 2012):

$$\min_{w,b} \frac{1}{2} w^T w + C \sum_{i=1}^n \xi_i$$

$$\text{subject to } y_i(w^T \phi(x_i) + b) \geq 1 - \xi_i,$$

$$\xi_i \geq 0, i = 1, \dots, n$$

Introducing Lagrange multipliers  $\alpha_i$  and converting the above optimization problem into a dual problem the optimal  $w$  meets (Chang and Lin, 2001; Jordan et al., 2006):

$$w = \sum_{i=1}^n y_i \alpha_i \phi(x_i)$$

with the decision function (Chang and Lin, 2001):

$$\text{sgn}(w^T \phi(x) + b) = \text{sgn}\left(\sum_{i=1}^n y_i \alpha_i K(x_i, x) + b\right)$$

$K(x_i, x)$  corresponds to a Kernel function, which allows to calculate the dot product in the original input space without knowing the exact mapping into the higher space (Han et al., 2012; Jordan et al., 2006).

In order to apply SVM to multiclass problems several approaches have been proposed. One strategy is to divide the multi-classification problem into several binary problems. A common approach here is the one-against-all method. In this method as many SVM classifiers are constructed as there are classes  $k$ . The  $k$ -th classifier assumes that the examples with the  $k$  label are positive labels, while all the other examples treated as negative. Another popular approach is the one-against-one method. In this approach  $k(k-1)/2$  classifiers are constructed allowing to train in each classifier the data of two classes (Hsu and Lin, 2002). Besides dividing the multiclass problem into several binary problems, some researches propose approaches to solve the task in one single optimization problem, like Crammer and Singer (2001).<sup>6</sup>

In order to find a strong classifier I checked SVM's with different parameters for the SVM, as well as different multiclass approaches. It appears that a SVM using a soft margin with a  $C = 1$  and a one-vs-rest approach has the best results. I also test different kernels, like RBF Kernel or linear kernel. The linear kernel, formally  $k(x, x') = x^T x'$ , achieved the best results, which is why I choose it for the classifier.

## 5 Result

### 5.1 Evaluation metrics

There exists several metrics for the evaluation of classification approaches in the literature (Fatourehchi et al., 2008). The choice of appropriate measurements is a crucial step for obtaining a qualitative comparison in the performance between the baseline algorithms and the new approaches. Often researchers rely on popular metrics like overall accuracy (OA). However, especially for multiclass and imbalanced dataset tasks it is difficult to rely only on one measure like OA. In order to select appropriate metrics for comparison in the following the most important metrics will be discussed focussing on multiclass classification and imbalanced data sets.

Most metrics rely on a confusion matrix. For the multiclass case this confusion matrix is defined as follows (Kautz et al., 2017):

From the confusion matrix follows that  $c_{i,j}$  defines examples which belong to class  $j$  and are predicted as class  $i$ . Given that  $k$  is the current class, True positives (TP) is defined as  $tp_k = c_{k,k}$ , thus examples which are correctly predicted as the current class  $k$ .

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<sup>6</sup>For a detailed overview of all different methods and the method of Crammer and Singer (2001) see Hsu and Lin (2002); Crammer and Singer (2001)

False negatives (FN) are defined as those examples which not belonging to the current class  $k$ , but are predicted as  $k$ . Formally  $fn_k = \sum_{i=1, i \neq k}^n c_{i,k}$ . Next, True negatives (TN), are examples belonging to the current class  $m$ , but are not predicted as  $m$ . Formally  $tn_k = \sum_{i=1, i \neq k}^n \sum_{j=1, j \neq k}^n c_{i,j}$ . Last, False positives (FP) are defined as examples not belonging to class  $k$ , but are predicted as such. Formally this can be expressed as:  $fp_k = \sum_{i=1, i \neq k}^n c_{k,i}$  (Kautz et al., 2017)

As mentioned the OA is one of most common metric for performance evaluation. It represents how well the classifier classifies across all classes correctly. Formally, given that  $N$  is number of examples and  $K$  the number of all classes, this can be expressed as (Branco et al., 2017):

$$OA = \frac{1}{K} \sum_{i=1}^K \frac{tp_k + tn_k}{N}$$

Following the formula an accuracy of 1 means that all examples are correctly classified, while a 0 mean that each example is classified with the wrong class. (Berthold et al., 2020) Although OA is a widely used metric it is criticized for favouring the majority classes, thus not reflecting minority classes appropriately in unbalanced datasets (Berthold et al., 2020; Fatourechi et al., 2008)

Two more popular metrics are precision and recall. Precision represents how well the classifier detects actual positive examples among the positive predicted examples. Recall, also called sensitivity, in contrast, represents how many examples are labelled as positive among the actual positive examples (Berthold et al., 2020). For the multiclass scenario, two different calculation approaches for each of the metrics are proposed: micro and macro average (Branco et al., 2017). In the macro approach first the metric is calculated for each class  $k$  against all other classes. The average of all of them is built. Formally:

$$precision_{macro} = \frac{1}{K} \sum_{i=1}^k \frac{tp_i}{tp_i + fp_i}$$

	positive examples			
positive prediction	$c_{1,1}$	$c_{1,2}$	$\dots$	$c_{1,n}$
	$c_{2,1}$	$c_{i,j}$		
	$\vdots$		$\ddots$	$\vdots$
	$c_{n,1}$		$\dots$	$c_{n,n}$

Table 5: Confusion Matrix (edited after (Kautz et al., 2017, 113))

$$recall_{macro} = \frac{1}{K} \sum_{i=1}^k \frac{tp_i}{tp_i + fn_i}$$

In contrast the micro approach aggregates the values, which can be formally expressed as follows:

$$precision_{micro} = \frac{\sum_{i=1}^K tp_i}{\sum_{i=1}^K tp_i + fp_i}$$

$$recall_{micro} = \frac{\sum_{i=1}^K tp_i}{\sum_{i=1}^K tp_i + fn_i}$$

There is a trade-off between precision and recall (Buckland and Gey, 1994). The F-measure capture both precision and recall by taking the harmonic mean between both. It is calculated as follows (Branco et al., 2017; Pan et al., 2016):

$$F_{micro} = 2 \cdot \frac{precision_{micro} \cdot recall_{micro}}{precision_{micro} + recall_{micro}}$$

$$F_{macro} = 2 \cdot \frac{precision_{macro} \cdot recall_{macro}}{precision_{macro} + recall_{macro}}$$

Apart from the trade-off between recall and precision, there is also a tradeoff between sensitivity and specificity (1- sensitivity). Using a receiver operating characteristics (ROC), which plots the specificity against the sensitivity the trade-off can be visualized for different thresholds. The area under the curve then can be used to obtain the performance of the classifier. A large area indicates a better classifier (Berthold et al., 2020; Espíndola and Ebecken, 2005).

As shown above, there are several metrics for evaluating the performance of a classifier, with the metrics having different focuses. Since the job title classification involves multiclass classification and the descriptive analysis show that the data is clearly unbalanced, at least for some classes in level 5, it is not reasonable to base the evaluation solely on the OA. Taking precision, recall and the harmonic mean into account would capture the performance of the minority classes as well. The ROC curve does gives, due to its visualization a good impression for the performance, but it is not feasible for high number of classes. Following this argumentation the performance of the classifiers will be evaluated with accuracy, precision, recall, F-measure and Cohen's Kappa.



	LR	SVM	RF
<b>CountVectorizer</b>	0.71	0.68	0.64
<b>TFIDF</b>	0.71	0.69	0.64
<b>Word2Vec</b>	0.55	0.53	0.62
<b>Doc2Vec</b>	0.48	0.46	0.56
<b>BERT</b>	0.65	0.65	0.58

Table 6: Evaluation of Level 1 classification - Accuracy

	LR	SVM	RF
<b>CountVectorizer</b>	p: 0.74, r: 0.60, F1: 0.64	p: 0.73, r: 0.56, F1: 0.60	p: 0.67, r: 0.54, F1: 0.57
<b>TFIDF</b>	p: 0.75, r: 0.60, F1: 0.63	p: 0.74, r: 0.57, F1: 0.62	p: 0.65, r: 0.53, F1: 0.55
<b>Word2Vec</b>	p: 0.52, r: 0.40, F1: 0.42	p: 0.46, r: 0.41, F1: 0.41	p: 0.62, r: 0.54, F1: 0.56
<b>Doc2Vec</b>	p: 0.43, r: 0.34, F1: 0.35	p: 0.39, r: 0.33, F1: 0.33	p: 0.60, r: 0.41, F1: 0.43
<b>BERT</b>	p: 0.67, r: 0.57, F1: 0.60	p: 0.63, r: 0.56, F1: 0.58	p: 0.70, r: 0.46, F1: 0.50

Table 7: Evaluation of Level 1 classification - Macro

## 5.2 Experimental results

# 6 Conclusion and Limitations

## 7 sentences

Ajose-Ismail et al. (2020) concludes that for there are different results for different classifiers.

Singh (2022) The results of doc2vec and word2vec seem in the first place counterintuitive. But short text high dimensional space. Also other papers like Singh (2022) show similar results for short texts.

	LR	SVM	RF
<b>CountVectorizer</b>	0.48	0.50	0.43
<b>TFIDF</b>	0.47	0.51	0.43
<b>Word2Vec</b>	0.28	0.14	0.35
<b>Doc2Vec</b>	0.19	0.20	0.31

Table 8: Evaluation of Level 3 classification - Accuracy

	<b>LR</b>	<b>SVM</b>	<b>RF</b>
<b>CountVectorizer</b>	p: 0.42, r: 0.27, F1: 0.3	p: 0.41, r: 0.35, F1: 0.36	p: 0.37, r: 0.25, F1: 0.28
<b>TFIDF</b>	p: 0.38, r: 0.23, F1: 0.26	p: 0.41, r: 0.35, F1: 0.36	p: 0.36, r: 0.25, F1: 0.27
<b>Word2Vec</b>	p: 0.15, r: 0.11, F1: 0.12	p: 0.07, r: 0.05, F1: 0.04	p: 0.23, r: 0.18, F1: 0.19
<b>Doc2Vec</b>	p: 0.1, r: 0.05, F1: 0.05	p: 0.13, r: 0.08, F1: 0.09	p: 0.23, r: 0.13, F1: 0.14

Table 9: Evaluation of Level 3 classification - Macro

	<b>LR</b>	<b>SVM</b>	<b>RF</b>
<b>CountVectorizer</b>	0.54	0.52	0.47
<b>TFIDF</b>	0.53	0.54	0.49
<b>Word2Vec</b>	0.34	0.28	0.39
<b>Doc2Vec</b>	0.24	0.28	0.36
<b>BERT</b>	0.51	0.49	0.45

	<b>LR</b>	<b>SVM</b>	<b>RF</b>
<b>CountVectorizer</b>	p: 0.63, r: 0.49, F1: 0.53	p: 0.57, r: 0.48, F1: 0.51	p: 0.55, r: 0.42, F1: 0.46
<b>TFIDF</b>	p: 0.66, r: 0.47, F1: 0.52	p: 0.59, r: 0.49, F1: 0.51	p: 0.58, r: 0.44, F1: 0.48
<b>Word2Vec</b>	p: 0.38, r: 0.26, F1: 0.28	p: 0.31, r: 0.23, F1: 0.24	p: 0.39, r: 0.34, F1: 0.35
<b>Doc2Vec</b>	p: 0.36, r: 0.14, F1: 0.15	p: 0.33, r: 0.23, F1: 0.25	p: 0.42, r: 0.29, F1: 0.31
<b>BERT</b>	p: 0.53, r: 0.44, F1: 0.46	p: 0.44, r: 0.45, F1: 0.44	p: 0.56, r: 0.38, F1: 0.42

	<b>LR</b>	<b>SVM</b>	<b>RF</b>
<b>CountVectorizer</b>	0.63	0.65	0.57
<b>TFIDF</b>	0.61	0.65	0.59
<b>Word2Vec</b>	0.44	0.38	0.49
<b>Doc2Vec</b>	0.27	0.35	0.45
<b>BERT</b>	0.62	0.63	0.55

	<b>LR</b>	<b>SVM</b>	<b>RF</b>
<b>CountVectorizer</b>	p: 0.71, r: 0.59, F1: 0.63	p: 0.67, r: 0.62, F1: 0.63	p: 0.63, r: 0.55, F1: 0.57
<b>TFIDF</b>	p: 0.72, r: 0.57, F1: 0.61	p: 0.67, r: 0.63, F1: 0.63	p: 0.63, r: 0.56, F1: 0.58
<b>Word2Vec</b>	p: 0.53, r: 0.38, F1: 0.42	p: 0.38, r: 0.32, F1: 0.31	p: 0.49, r: 0.46, F1: 0.46
<b>Doc2Vec</b>	p: 0.41, r: 0.15, F1: 0.17	p: 0.36, r: 0.3, F1: 0.31	p: 0.53, r: 0.37, F1: 0.41
<b>BERT</b>	p: 0.66, r: 0.58, F1: 0.60	p: 0.61, r: 0.62, F1: 0.60	p: 0.64, r: 0.49, F1: 0.53

	<b>Accuracy</b>	<b>Precision</b>	<b>Recall</b>	<b>F1</b>
BERT CLF Level 1	0.76	0.73	0.70	0.71
v BERT CLF Level 3	0.53	0.56	0.46	0.46
BERT CLF Level 5	0.60	0.59	0.54	0.53

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