Paper Title: Applicant Screening System Using NLP
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1 Summary

1.1 Motivation

The motivation behind the research is to address the challenges faced by hiring agencies in selecting suitable candidates from a large pool of applicants. The purpose is to create a system that automates the screening process using NLP, specifically cosine similarity. The aim is to provide a more efficient and accurate method for matching resumes to job descriptions.

1.2 Contribution

The paper's contribution lies in proposing an Applicant Screening System that employs NLP tools to enhance the efficiency of the hiring process. By using cosine similarity, the system aims to provide accurate results while reducing time consumption compared to existing methodologies.

1.3 Methodology

The methodology involves the use of NLP tools, including NLTK and Spacy, to implement the Applicant Screening System. The proposed method compares job descriptions and resumes using cosine similarity. The overall working model includes steps such as uploading resumes and job descriptions, normalizing text, calculating similarity percentage, and determining eligibility based on the results.

1.4 Conclusion

The paper concludes that the proposed Applicant Screening System, utilizing NLP techniques, offers a more efficient and accurate alternative to traditional hiring processes. By addressing the drawbacks of existing methodologies, the system aims to reduce time consumption and improve performance in matching resumes to job descriptions.

2 Limitations

2.1 First Limitation

The paper does not provide a detailed analysis of potential challenges or drawbacks associated with the proposed Applicant Screening System. A comprehensive discussion on the system's limitations would enhance the paper's credibility.

2.2 Second Limitation

The paper briefly mentions the use of NLTK and Spacy but lacks a detailed exploration of these NLP tools. A more in-depth discussion of the tools' strengths and potential limitations would contribute to a better understanding of the system.

3 Synthesis

The ideas presented in the paper have potential applications in addressing the challenges of hiring processes. The proposed system could find applications in various industries by efficiently matching resumes to job descriptions. Future scopes include enhancements to categorize resumes based on experience and skills, providing a more tailored approach to job seekers. Overall, the synthesis suggests that the Applicant Screening System has broader implications for improving the efficiency and effectiveness of the hiring process.