**Paper: A survey of job recommender systems.**

**Background:**

This paper talk about how recommendation systems influence the field of job recruitment. The main focus is on how to implement recommendation systems for identifying suitable employees for a particular job description. The author presents an overview of the various recommendation systems that are in use, in the current day such as Collaborative Filtering approach, Content-based filtering approach and Knowledge based approach, he also goes on to list various challenges associated with them such as performance decrement due to increase in data, limited scalability, requirement for prior domain knowledge etc. The author suggests a Hybrid method by combining the various categories of recommender systems, to achieve better results and overcome challenges.

“The e-recruiting platforms are usually based on Boolean search and filtering techniques that cannot sufficiently capture the complexity of a person-job fit as selection decisions.” (Malinowski et al., 2006). He suggests that “…individual skills, mental abilities and personality that control the fit between the individual and the tasks to be accomplished, as well as the relational attributes that determine the fit between the individual and the upcoming team members.” (Malinowski et al., 2008)

**Experiment/Result:**

[Al-Otaibi and Ykhlef] The paper also has attached a case study to recommend candidates for a specific job, which was implemented using content-based filtering approach. However, this led to matching of candidates that had specific terms related to the job in their CV but did not take into account their level of expertise in those areas().

[Yu et al., 2011] The Hybrid approach as when used for job recommendation case study doesn’t seem to improve the quality of job recommendation. (p. 1)

[Al-Otaibi and Ykhlef] Content-based filtering method doesn’t seem to distinguish properly among jobs that have already been recommended to the user and requires a sufficient amount of learning period before understanding user’s preferences. (p. 2)

**Conclusion/Summary:**

The author says that [Al-Otaibi and Ykhlef] “…the selection of candidates to jobs needs to integrate unary candidate attributes as well as relational information and incorporate candidate ratings for already seen jobs‟ profiles to develop a computational model that suitable for these requirements.”(p. 3)

**Relevance to our project:**

With our topic being the analysis of Data Analyst jobs and the paper’s prime discussion is on the various methods used for job recommender systems, this paper has given us an insight into the requirements of a company while recruiting the right person for the right job. This indeed helps in the success and growth of the company.