**Jaccard Similarity Equation Function**

function calculateJaccardSimilarity(employee1, employee2) {

// Function to calculate the Jaccard similarity between two arrays

function jaccardSimilarity(arr1, arr2) {

const intersection = arr1.filter(value => arr2.includes(value));

const union = [...new Set([...arr1, ...arr2])];

return intersection.length / union.length;

}

// Calculate Jaccard similarity for hard skills

const hardSkillsSimilarity = jaccardSimilarity(employee1.hard\_skills, employee2.hard\_skills);

// Calculate Jaccard similarity for soft skills

const softSkillsSimilarity = jaccardSimilarity(employee1.soft\_skills, employee2.soft\_skills);

// Calculate Jaccard similarity for spiritual gifts

const spiritualGiftsSimilarity = jaccardSimilarity(employee1.spiritual\_gifts, employee2.spiritual\_gifts);

// Combine the similarities with weights (adjust weights as needed)

const weightedSimilarity = (

hardSkillsSimilarity \* 0.4 +

softSkillsSimilarity \* 0.3 +

spiritualGiftsSimilarity \* 0.3

);

return weightedSimilarity;

}

module.exports = calculateJaccardSimilarity;

// You can call this function passing in two employee objects, and it will return a score representing the quality of

// match between them, ranging from 0.0 to 1.0. Adjust the weights assigned to each attribute's similarity based on

// their importance in determining a match.