1. Read data about candidate applications to various job requisitions (1=applied). Colors represent human detected clusters that we are trying to detect automatically.

Req	CA01	CA02	CA03	CA04	CA05	CA06	CA07	CA08	CA09	CA10	CA11	CA12	CA13	CA14	CA15	CA16	CA17	CA18	CA19	CA20	CA21	CA22	CA23	CA24	CA25	CA26	CA27	CA28	CA29	CA30
JR01	0	1	1	1	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
JR02	1	0	1	1	1	0	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
JR03	1	1	0	0	1	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
JR04	1	1	1	0	0	0	0	0	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
JR05	0	1	1	1	0	0	1	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
JR06	0	0	0	0	0	0	0	0	0	1	0	1	1	0	1	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0
JR07	0	0	0	0	0	0	0	0	0	1	1	0	0	1	1	1	1	0	1	1	0	0	0	0	0	0	0	0	0	0
JR08	0	0	0	0	0	0	0	0	0	0	1	0	1	0	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0
JR09	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0
JR10	0	0	0	0	0	0	0	0	0	0	1	1	0	1	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
JR11	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0
JR12	0	0	0	0	0	0	0	0	0	0	1	1	1	0	1	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0
JR13	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	1	1	1	0	1	0	0	0	0	0	0	0	0	0
JR14	0	0	0	0	0	0	0	0	0	1	1	0	1	1	1	1	0	0	0	1	1	0	0	0	0	0	0	0	0	0
JR15	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1	0	1	0	1	0	1	0	1	1
JR16	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	1	1	0	1
JR17	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	1	0	0	0	0
JR18	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	1	1	0	1
JR19	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	1	1	1	0	1	0
JR20	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	1	0	1	0	1

Blue group

Orange group

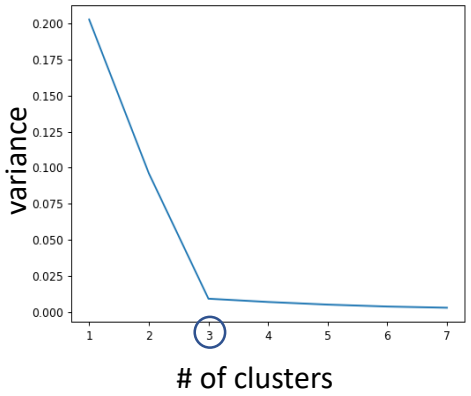
Green Group

100% Match!

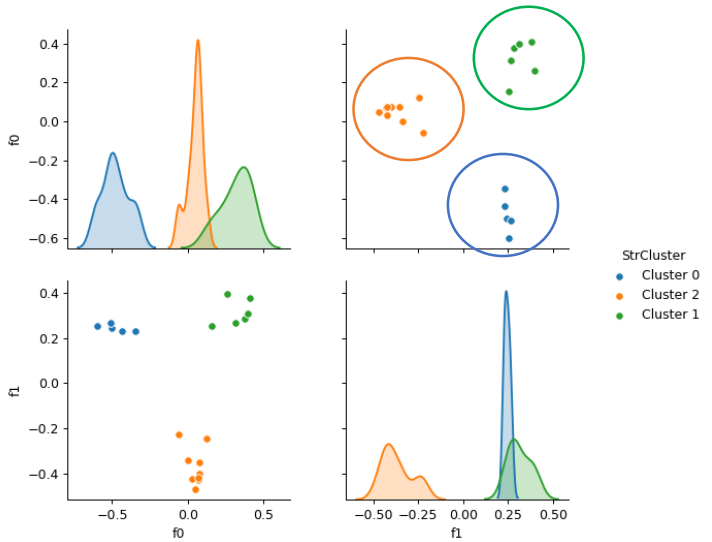
2. Learn Requisition Factors/Features using collaborative filtering

	f0	f1
JR01	-0.500383	0.245174
JR02	-0.599665	0.255034
JR03	-0.343923	0.229912
JR04	-0.432935	0.231844
JR05	-0.507410	0.268150

3. Find # of clusters



4. Perform Clustering



5. Validate Results

	f0	f1	Cluster	
JR01	-0.500383	0.245174	0	Blue group
JR02	-0.599665	0.255034	0	
JR03	-0.343923	0.229912	0	
JR04	-0.432935	0.231844	0	
JR05	-0.507410	0.268150	0	
JR06	0.076975	-0.400358	2	Orange group
JR07	0.050397	-0.469651	2	
JR08	0.076183	-0.351562	2	
JR09	0.067060	-0.426407	2	
JR10	0.001771	-0.338969	2	
JR11	0.121276	-0.245075	2	
JR12	0.031235	-0.420450	2	
JR13	-0.058145	-0.224660	2	
JR14	0.072447	-0.420383	2	
JR15	0.408833	0.378008	1	Green Group
JR16	0.259656	0.396441	1	
JR17	0.155378	0.253406	1	
JR18	0.377812	0.285509	1	
JR19	0.315158	0.267314	1	
JR20	0.398276	0.309515	1	