Recommendation (MatchScoring) Algorithm

Following properties are used to calculate property and application score for recommendations.

KEYWORDS
AGE
LOCATION
SALARY
EXPERIENCE
PROFICIENCY
GENDER
FAs
OWNERSHIP
RECENCY
RESUME

For each of the property following checking and calculations are performed:

1.Calculate/ Find MANDATORY/OPTIONAL parameters
2.Calculate/ Find CONSIDERABLE parameters (if candidate param (canAge) OR job params (both minAgePref-maxAgePref) are DONT KNOW)
3. Calculate/Find INSIDE-THRESHOLD parameters (after calculating MIN-MAX thresholds from job profile/expectations, candidate params are compared with these boundaries.)
4. Calculate/ Find THRESHOLD CROSSED parameters
5. Calculate both TOTAL and MATCHED PropValue for MANDATORY and OPTIONAL property's params.
6. Calculate PROPERTY_SCORE which is the average of KEYWORD_PREF_VALUE, MATCHED_MANDATORY_PROP_VALUE AND MATCHED_OPTIONAL_PROP_VALUE, according to the PRIORITY of above scores, which is 1,2 and 4 respectively.
7. Finally APPLICATION_SCORE is calculated using booster score (it is based on recency-last-active time from now, for premium jobs etc.)
8. If threshold is crossed for atleast one of these properties, FINAL_SCORE will be DECREASED by 1.

MIN-MAX THRESHOLDs are calculated for each property for comparing Candidate's parameters that have crossed the Job Expectations Min-Max params.
These thresholds are decided using Decay function, whose min-max constants are calculated using half lives. Based on these thresholds PrefValue is decided for each property.

TOTAL MANDATORY PropValue: summation of all properties if they are considerable and mandatory(+1 for each property).
TOTAL OPTIONAL PropValue : summation of all properties if they are considerable and optional(+1 for each property).

MATCHED MANDATORY PropValue: summation of PrefValue of all the properties, if they are considerable and mandatory.
MATCHED OPTIONAL PropValue: summation of PrefValue of all the properties, if they are considerable and optional.

KEYWORD_PREF_VALUE: score based on mandatoryComponent(for matched mandatory keywords) + skillComponent(for matched skill keywords) + optionalComponent(matched optional keywords).

ALL THE HYPERPARAMETERS ARE DESCRIBED AND GIVEN BELOW :