



A recommender system for job seekers to show up companies based on their psychometric preferences and Company Sentiment Scores.

Amanulla Ashraff

Informatics Institute of Technology, 56 ramakrishna road, Colombo 06, Sri Lanka

Abstract:

The increasing importance of the web as a medium for electronic and business transactions has served as a catalyst or rather a driving force for the introduction and implementation of recommender systems. Recommender Systems plays a major role in processing and analyzing thousands of data rows or reviews and help humans make a purchase decision of a product or service. It also has the ability to predict whether a particular user would rate a product or service based on the user's profile behavioral pattern. At present, Recommender Systems are being used extensively in every domain known to us. They are said to be ubiquitous. However, in the field of recruitment it's not being utilized exclusively.

A recent statistics shows an increase in staff turnover which has negatively impacted the organization as well as the employee. The reasons being company culture, working flexibility (work from home opportunity), no learning advancements and pay scale. Further investigations revealed that there are lacking guidance or support which helps a job seeker find the company that will suit him best and though there's information available about companies, job seekers can't read all the reviews by themselves and get an analytical decision.

Most research up to this point has focused on recommending jobs accurately based on collaborative filtering, knowledge filtering and hybrid approaches but no research has been done in this domain where companies are suggested to job seekers and no such combinational approach has been used elsewhere.

In this paper, a new approach has been proposed to study the available review data on IT companies (score their reviews based on user review sentiments) and collect information on job seekers including their Psychometric evaluations and presents the job seeker with useful information or rather outputs on which company is most suitable for the job seeker.

The theoretical approach, Algorithmic approach and the importance of a system like this will be discussed in this paper.

Keywords: Recommender Systems; Psychometric tests; Sentiment analysis; Hybrid Recommender Systems



Biography:

I'm Aman, an undergraduate student following a degree in software engineering at Informatics Institute Of Technology(affiliated with University of Westminster UK) . I'm currently in the final year of my studies. While pursuing my studies, I did a year internship at Fortude (pvt) ltd and afterwards continued working along with studies. My hobbies include watching tv series and trying to understand/speak other languages.

Publication of speakers:

1. Amanulla Ashraff, Enhanced photodegradation of industrial dye using Ag₃PO₄@N-doped graphene nanocomposite under visible light irradiation, Solid State Sciences, Volume 105, July 2020, 106258
2. WenshuoGao, et.al. "An improved Sobel edge detection". Computer Science and Information Technology (ICCSIT), 2010 3rd IEEE International Conference, China, Volume: 5, pp. 67 - 71, 9-11 July 2010.
3. Tapas Kanungo, David M. Mount, Nathan S. Netanyahu, Christine D. Piatko, Ruth Silverman. "An Efficient k-Means Clustering Algorithm: Analysis and Implementation" IEEE transactions on pattern analysis and machine intelligence, vol. 24, no. 7, July 2002
4. Kanungo, D.M. Mount, N.S. Netanyahu, C. Piatko, R. Silverman, and A.Y. Wu. "The Analysis of a Simple k-Means Clustering Algorithm", Proc. 16th Ann. ACM Symp. Computational Geometry, pp 100- 109, June 2000

[International Conference on Automation and Artificial Intelligence | May 21, 2020 | London, UK](#)

Citation: Amanulla Ashraff; FINDTHECOMPANY - A recommender system for job seekers to show up companies based on their psychometric preferences and Company Sentiment Scores.; Artificial Intelligence 2020; May 21, 2020; London, UK