

Resume Ranking System using ML

Sanika Yadav¹, Shruti Yewale², Vaishnavi Chinchwade³, Sanika Muchalamba⁴, B. V. Jadhav⁵

Students, Department Information Technology^{1,2,3,4}

Guide, Department Information Technology⁵

Pimpri Chinchwad Polytechnic, Pune, Maharashtra, India

Abstract: *Selecting the right candidates for the organization is one of the most important problems of human resources management. Thanks to e-recruiting, candidates now have many ways to find agents online. This manual screening process can prevent teams from finding the right candidates at the right time. A complex screening process can be greatly simplified by using automated systems to screen and evaluate applicants. To update the skills in the recruitment process, machine learning will be used to understand the skills behind it. Using ML (machine learning) to analyze resumes to match the best candidates according to the job requirements is the most important and important thing for every company to hire the best candidates for the job. NLP (Natural Language Processing) and Machine Learning (ML) were used to identify the returned text based on its groups, while MaLSTM model (Siamese Network + Manhattan distance LSTM) was used to classify the candidates based on their status. It is similar to the work described. Sort people.*

Keywords: NLP, ML

REFERENCES

- [1]. IEICE TRANS. INF. & SYST., VOL.E94-D, NO.10 OCTOBER 2011 Special Section on Information-Based Induction Sciences and Machine Learning A Short Introduction to Learning to Rank, Hang LI
- [2]. Identifying “best” applicants in recruiting using data envelopment analysis Sharon A. Johnson, Joe Zhu. <http://www.sciencedirect.com/science/article/pii/S038012102000484>
- [3]. Jessica Simko , “How Hiring Managers Make Decisions” <http://www.careerealism.com/hiring-managersdecisions/>
- [4]. Vinayak Joglekar , “Ranking Resumes using Machine Learning” <https://vinayakjoglekar.wordpress.com/2014/06/24/ranking-resumes-using-machine>
- [5]. Peter Gold “Artificial Intelligence Recruiting” <https://www.linkedin.com/pulse/artificialintelligence-recruiting-peter-gold>
- [6]. Turbo Ricruit “Automated Application Processing”, “Better candidate experience”, “Matching Job Descriptions to Resumes” <http://www.turborecruit.com.au/benefits-of-artificial-intelligence-for-recruitment/>
- [7]. Professor Dr.K.Satheesh and , A.Jahnavi proposed a system using advanced Natural Language Processing which is a field in Machine Learning
- [8]. Professor Ashif Mohamed proposed a system using Ontology where we can compare the resume models with the given job requirements to match the best comparable candidates
- [9]. Professor Sayed Zainul Abideen Mohd Sadiq and Juneja Afzal Ayub Designed an automated system to extract information