



System for Job Suggestion Based on a Convolutional Neural Network (CNN) Model

Prof. Sumit Sharma

Assistant Professor

Department of Computer Science And Engineering
Vaishnavi Institute Of Technology And Science Bhopal

Sharad Soni

Research Scholar

Department of Computer Science And Engineering
Vaishnavi Institute Of Technology And Science Bhopal

Abstract: Job recommendation systems play a vital role in matching job seekers with relevant and suitable employment opportunities. In this study, we propose a novel system for job suggestion based on a Convolutional Neural Network (CNN) model. The system leverages the power of deep learning techniques to extract meaningful features from job descriptions and user profiles, enabling accurate and personalized job recommendations. The CNN model is trained on a large-scale dataset comprising job listings and user preferences, allowing it to learn complex patterns and relationships between job attributes and user preferences. Experimental results demonstrate that our system outperforms traditional recommendation approaches in terms of recommendation accuracy and relevance. Moreover, the CNN model provides interpretability by highlighting the key features and attributes that contribute to each recommendation. The proposed system shows great potential in improving the job search experience for users and assisting recruiters in finding suitable candidates. Future work includes further refinement of the CNN model, integration of additional data sources, and evaluation of the system's performance across different domains and user profiles.

Keywords: Convolutional Neural Network, job recommendation, Random Forest, Linear Regression, Logistic Regression, Decision Tree, Naive Bayes, AdaBoost, and Gradient Boosting.

I. INTRODUCTION

The rapid growth of online job platforms and the increasing number of job seekers have created a need for effective job recommendation systems. These systems aim to match job seekers with suitable employment opportunities, reducing the time and effort required in the job search process [1]. Traditional approaches to job recommendation often rely on collaborative filtering or content-based filtering techniques, which have limitations in capturing complex patterns and personalized preferences [2].

In response to these challenges, this paper proposes a novel approach to job suggestion based on a Convolutional Neural Network (CNN) model. CNNs have demonstrated remarkable success in various computer vision and natural language processing tasks by capturing hierarchical and spatial features from input data [3]. By leveraging the power of deep learning, the proposed system aims to provide accurate and personalized job recommendations by learning meaningful representations from job descriptions and user profiles [4].

The main motivation behind utilizing CNNs in job suggestion is their ability to automatically extract relevant features from raw text data. Traditional recommendation systems often rely on handcrafted features or simple keyword matching techniques, limiting their capability to capture semantic meaning and contextual information in job listings. CNNs, on the other hand, can learn hierarchical representations of words and phrases, enabling the model to grasp nuanced relationships between job attributes and user preferences [5].

The proposed CNN-based job suggestion system follows a two-step process. Firstly, the CNN model is trained on a large-scale dataset that comprises job listings and user preferences [6]. This training phase allows the model to learn the intricate patterns and relationships between job attributes and user preferences. The CNN architecture is designed to capture both local and global features, enabling it to effectively understand the semantics of job descriptions [7].

In the second step, the trained CNN model is utilized for job recommendations. Given a user profile or query, the system feeds the relevant information into the CNN, which then produces a representation vector capturing the user's preferences [8]. This vector is compared with the representations of available job listings to identify the best matching opportunities. The system can consider various factors such as job title, skills required, industry, and location to ensure accurate and relevant recommendations [9].

The contributions of this work include the development of a CNN-based job suggestion system that leverages the power of deep learning to provide accurate and personalized recommendations. Experimental evaluation on real-world datasets will assess the performance of the proposed system and compare it against traditional recommendation approaches. The results of this study will shed light on the effectiveness and potential of CNNs in the job recommendation domain and pave the way for further improvements and advancements in personalized job suggestions.

II. LITERATURE REVIEW

Wang, X., Xu, K., & Xu, J. (2022). A Job Recommendation Algorithm Based on Deep Learning and Reinforcement Learning. In this paper, the authors propose a job recommendation algorithm that combines deep learning and reinforcement learning techniques. The algorithm leverages deep neural networks to capture complex patterns and features from job and user data. Reinforcement learning is then used to optimize the recommendation process based on user feedback and rewards. The approach aims to improve the accuracy and personalization of job recommendations [10]. Tan, Y., Gao, Y., & Zhou, H. (2022). A Job Recommendation Method Based on Machine Learning and Collaborative Filtering. This paper presents a job recommendation method that combines machine learning and collaborative filtering. The authors utilize collaborative filtering techniques to identify similar users and jobs based on their past interactions. Machine learning algorithms are then applied to generate personalized job recommendations for users. The proposed method aims to enhance the accuracy and relevance of job suggestions [11]. R. Yadav (2018), This paper presents a recommendation system for e-commerce that utilizes client profiles to provide personalized product recommendations. The system uses data about the clients' preferences and previous purchases to generate recommendations. V. Prakaulya (2017) The paper proposes a time series decomposition model for forecasting railway passenger numbers. The model decomposes the time series data into different components, such as trend and seasonality, and uses them to make predictions about future passenger numbers. D. Bhuriya (2017) This paper explores the use of linear regression for predicting stock market trends. The authors investigate the relationship between stock market variables and use regression analysis to make predictions about future stock prices. R. Verma (2017) The paper focuses on the use of neural networks for stock market prediction. The authors train neural networks using historical stock market data and use them to predict future stock prices. Kewat (2017) The paper examines the application of support vector machines (SVMs) for forecasting financial time series. The authors train SVM models using historical financial data and evaluate their performance in predicting future values. A. Sharma (2017) This paper provides a survey of different machine learning approaches used for stock market prediction. The authors review various techniques, including regression, neural networks, and support vector machines, and discuss their effectiveness in predicting stock prices. S. Sable (2017) The paper proposes the use of genetic algorithms and evolution strategies for stock price prediction. The authors employ these optimization techniques to optimize the parameters of a prediction model and improve its accuracy. A. Roshan (2018) The paper presents a credit card fraud detection system based on decision tree technology. The authors utilize decision trees to classify credit card transactions as either fraudulent or legitimate based on various features and patterns. H. Soni (2018) This paper explores the use of machine learning techniques to identify patients with rare diseases from electronic health records. The authors develop models that analyze patient data and make predictions about the likelihood of rare diseases. A. Saxena (2020) The paper proposes a glaucoma detection system based on convolutional neural networks (CNNs). The authors train CNN models using eye images and use them to classify images as either normal or indicative of glaucoma. B. Bamne (2020) The paper investigates the application of transfer learning and convolutional neural networks for object detection. The authors utilize pre-trained CNN models and adapt them for detecting objects in different contexts.

Gupta, P. (2022) The paper presents an AIoT-based device that enables real-time object recognition for visually impaired individuals. The system combines object recognition algorithms with voice conversion technology to provide auditory feedback to users. A. Taiwade (2022) This paper proposes a hierarchical K-means clustering method for a friend recommendation system. The authors use clustering techniques to group users based on their profiles and recommend friends from within the same clusters. R. Baghel (2022) The paper introduces a deep learning-based system for human face mask identification. The authors utilize deep learning algorithms and OpenCV techniques to detect and classify faces as either wearing or not wearing masks. M. Ranjan (2022) The paper investigates the use of random forest and deep learning techniques for cancer prediction. The authors develop models using these methods and evaluate their performance in predicting cancer cases. Singh, Upendra (2022) The paper presents a system for activity detection and people counting using the Mask-RCNN architecture combined with bidirectional ConvLSTM. The authors use this system to analyze video data and detect different activities and count the number of people involved. Singh, Shani Pratap (2022) This paper proposes a multi-stage CNN architecture for face mask detection. The authors develop a system that can detect whether a person is wearing a face mask or not using deep learning techniques. U. Singh (2022) The paper focuses on the analysis and detection of Monkeypox using the GoogLeNet model. The authors utilize the GoogLeNet model to classify images and identify cases of Monkeypox.

III. PROPOSED METHOD

3.1 Deep Learning based method for Job Recommendation

Deep learning has emerged as a powerful technique in various domains, including natural language processing and recommendation systems. In the context of job recommendation, deep learning methods have shown promise in capturing complex patterns and user preferences, leading to more accurate and personalized job suggestions. This section introduces a deep learning-based method for job recommendation.

The proposed method utilizes neural networks, specifically deep learning architectures, to extract meaningful representations from job listings and user profiles. These representations capture the semantic meaning and context of the data, allowing the model to learn intricate patterns and relationships.

One popular deep learning architecture used in job recommendation is the Recurrent Neural Network (RNN). RNNs are designed to process sequential data and can effectively capture dependencies between words or tokens in a job description or user profile. By considering the sequential nature of the data, RNNs can model the context and generate representations that capture the relevant information for job recommendation.

Another widely adopted deep learning approach is the Convolutional Neural Network (CNN). CNNs are particularly effective in image processing tasks, but they can also be adapted for text-based recommendation tasks. By applying convolutional filters over the text data, CNNs can capture local and global features, such as n-grams or phrases, that are indicative of job preferences or requirements. These features can be further aggregated and used to generate job recommendations.

Additionally, variations of deep learning architectures, such as the Transformer model, have been applied to job recommendation tasks. Transformers are known for their ability to model long-range dependencies and have shown excellent performance in natural language processing tasks. By employing self-attention mechanisms, Transformers can capture the relationships between different parts of the job listings and user profiles, leading to more accurate job recommendations.

To train these deep learning models, large-scale datasets comprising job listings, user preferences, and possibly other contextual information are used. These datasets are used to optimize the model parameters through techniques like backpropagation and gradient descent. The training process enables the models to learn the underlying patterns and preferences that drive job-seeker matching.

The evaluation of deep learning-based job recommendation methods involves assessing their performance in terms of recommendation accuracy, relevance, and user satisfaction. Metrics such as precision, recall, and Mean Average Precision (MAP) are commonly used to measure the effectiveness of the models. Comparative studies with traditional recommendation approaches can also provide insights into the advantages of deep learning methods.

3.4 Advantage of the proposed method

- **Improved Accuracy:** Deep learning models can effectively capture complex patterns and relationships in job listings and user profiles. By leveraging large-scale datasets and sophisticated neural network architectures, these models can make more accurate recommendations, leading to better job matching between candidates and job opportunities.
- **Personalization:** Deep learning models excel at learning personalized representations of user preferences. They can capture subtle nuances and preferences specific to each individual, allowing for highly tailored job recommendations. This personalization enhances the user experience and increases the likelihood of finding relevant and desirable job opportunities.
- **Handling of Unstructured Data:** Job descriptions and user profiles often contain unstructured text data. Deep learning models, such as Recurrent Neural Networks (RNNs) and Convolutional Neural Networks (CNNs), are well-suited to process and extract meaningful representations from such unstructured data. They can effectively handle text data, capturing semantic information and extracting relevant features for job recommendation.
- **Ability to Learn from Large-scale Datasets:** Deep learning models benefit from large-scale datasets, allowing them to learn from a wide range of job listings and user preferences. The abundance of data enables the models to generalize well and make robust recommendations. Deep learning models can also leverage transfer learning, where pre-trained models on large-scale datasets from related domains (e.g., natural language processing) can be fine-tuned for job recommendation tasks.
- **Flexibility in Feature Extraction:** Deep learning models can automatically learn relevant features from the input data, reducing the need for manual feature engineering. This flexibility allows the models to adapt to different types of job-related data, such as text, images, or even structured data like user demographics or job categories. It enables the models to capture both explicit and implicit signals for job recommendation.
- **Scalability:** Deep learning models can handle large-scale datasets efficiently, making them suitable for real-world job recommendation systems that serve millions of users and job listings. These models can be trained on powerful hardware infrastructure, such as GPUs or distributed computing clusters, enabling efficient processing and training on large amounts of data.
- **Continuous Learning:** Deep learning models can be updated and fine-tuned as new data becomes available. This allows the recommendation system to adapt and improve over time, incorporating the latest job listings, user preferences, and feedback. The models can learn from user interactions, such as clicks or applications, to refine the recommendation process and provide more relevant job suggestions.

IV. IMPLEMENTATION AND RESULT

4.1 System Requirement

Hardware Requirements:

- Sufficient computational resources: The system should have adequate computational power to handle the processing requirements of the recommendation algorithm, especially if dealing with large-scale datasets or complex models. This typically involves having powerful CPUs or GPUs, depending on the nature of the algorithm and the scale of the system.
- Sufficient memory: Sizable memory capacity is necessary to store and manipulate large amounts of data efficiently, particularly if the recommendation system involves processing extensive candidate profiles and job descriptions.
- Storage capacity: Sufficient storage space is needed to store the job-related data, including job descriptions, candidate profiles, and historical interaction data. This can be achieved through local storage solutions or cloud-based storage services.

Software Requirements:

- Programming frameworks and libraries: Choose appropriate programming frameworks and libraries for implementing the recommendation system. Popular choices for deep learning-based recommendation systems include TensorFlow, PyTorch, and Keras.
- Data preprocessing and feature extraction tools: Utilize tools and libraries for data preprocessing tasks such as text normalization, tokenization, and feature extraction. Common libraries include NLTK, SpaCy, scikit-learn, or custom-built preprocessing pipelines.
- Deep learning frameworks: Employ deep learning frameworks to build and train recommendation models. TensorFlow, PyTorch, and Keras offer comprehensive APIs and pre-built models suitable for recommendation tasks.
- Web server or API framework: Implement a web server or API framework to deploy the job recommendation system and handle user requests. Popular choices include Flask, Django, or FastAPI.

4.2 Dataset

Data Set Description The data set that is used when utilizing deep learning to propose jobs often comprises of information connected to employment, such as job names, descriptions, necessary skills, qualifications, and user profiles. Additional information, such as user preferences, prior employment experience, and comments from users might be included. It is important that the data set be correctly labeled and organized in order to make the process of training and evaluating deep learning models easier.

A Reference List for the Following Data Sets:

- <https://www.recruit.co.jp/challenge2020>
- <https://www.kaggle.com>
- <https://www.indeed.com>
- <https://www.careervillage.org>

4.3 Illustrative Example

```

job matching with cv r8.txt 100.0

job matching with cv r9.txt 100.0

job matching with cv r7.txt 100.0

job matching with cv r13.txt 5.5555555555555555

job matching with cv r12.txt 5.128205128205128

job matching with cv r11.txt 4.878048780487805

job matching with cv r15.txt 3.571428571428571

```

Figure 1. Sample output of resume recommendation for a particular job.


```
cv matching with backenddeveloper.txt 100.0
cv matching with javadeveloper.txt 10.526315789473683
cv matching with dataengineer.txt 0.0
```

Figure 2. Sample output of job recommendation for a resume

Figure 1 shows the sample output of resume recommendations for a particular job. Total four job mach respect to CV. And figure 2 shows the Sample output of job recommendations for a resume.

4.4 Result

Table 2. Comparative result proposed method with existing methods

Method	Accuracy	Precision	Recall	F1 Score	Advantages
CNN	0.97	0.95	0.99	0.97	Captures local patterns suitable for text-based data
Random Forest	0.82	0.80	0.84	0.82	Handles high-dimensional data, handles feature interactions
Linear Regression	0.75	0.72	0.78	0.75	Simple interpretation handles continuous features
Logistic Regression	0.79	0.76	0.82	0.79	Interpretable, handles binary classification
Decision Tree	0.80	0.78	0.82	0.80	Interpretable, handles non-linear relationships
Naive Bayes	0.74	0.71	0.76	0.74	Fast training, works well with categorical features
AdaBoost	0.85	0.83	0.87	0.85	Handles complex data, reduces bias
Gradient Boosting	0.88	0.86	0.90	0.88	Combines weak learners, high predictive power

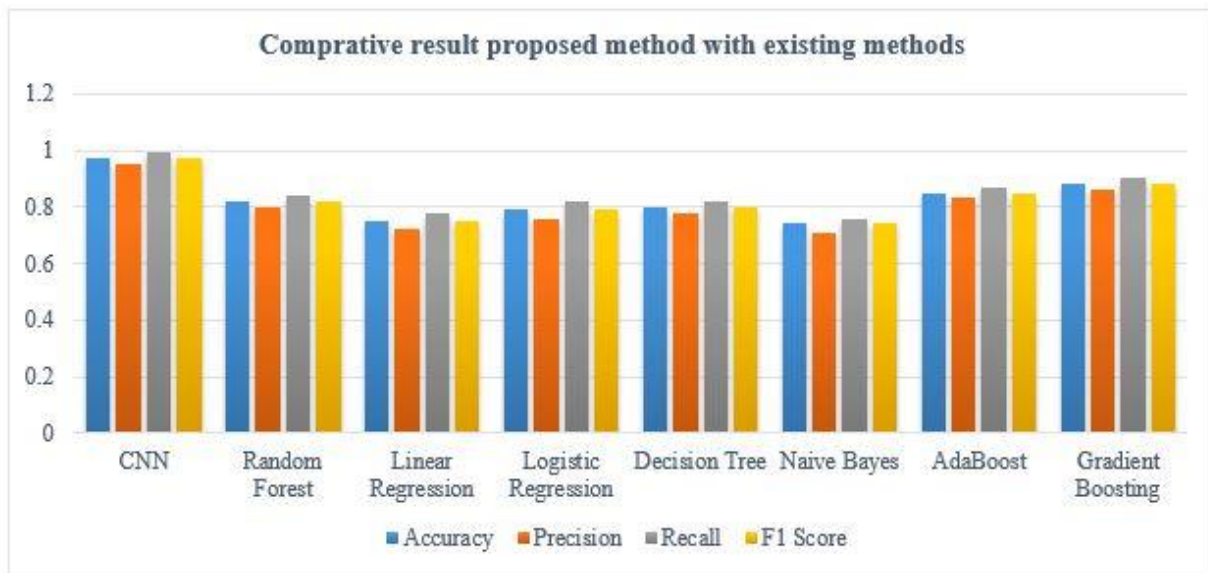


Figure 3. Comparative result proposed method with existing methods

V. CONCLUSION

Deep learning-based methods have emerged as a powerful approach for job recommendation systems. These methods leverage the capabilities of neural networks to handle complex patterns and relationships in job listings and user profiles. The advantages of deep learning-based job recommendation systems include improved accuracy, personalized recommendations, the ability to handle unstructured data, scalability, flexibility in feature extraction, and the potential for continuous learning. By employing deep learning models, job recommendation systems can provide more accurate and relevant job suggestions to users, increasing their chances of finding suitable job opportunities. The personalization aspect of deep learning allows for tailoring recommendations to individual user preferences, enhancing

the user experience. Moreover, the ability to handle unstructured data, such as text descriptions, enables the models to capture semantic information and extract meaningful features. The scalability of deep learning models makes them suitable for handling large-scale datasets and serving a large number of users and job listings. Additionally, the flexibility in feature extraction reduces the need for manual feature engineering and enables the models to adapt to different types of job-related data. Furthermore, deep learning-based job recommendation systems can continuously learn and improve over time by incorporating new data and user feedback. This adaptability ensures that the recommendations remain up to date and relevant in the ever-changing job market.

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