IJIRAE:: International Journal of Innovative Research in Advanced Engineering ISSN: 2349-2163
Volume 12, Issue 12, December 2025 https://www.ijirae.com/archives
https://doi.org/10.26562/ijirae.2025.v1212.23

Enhancing Online Job E-Recruitment Selection Process Using Data Mining Techniques

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Publication History
Manuscript Reference No: IJIRAE/RS/Vol.12/Issue12/DCAE10102
Research Article | Open Access | Double-Blind Peer-Reviewed | Article ID: IJIRAE/RS/Vol.12/Issue12/DCAE10102
Received:20, November 2025,Revised:29,November 2025,Accepted: 01,December 2025,Published Online:12,December 2025. https://www.ijirae.com/volumes/Vol12/iss-12/23.DCAE10102.pdf
Article Citation:Menaka,Dr.K.Ramesh(2025),Enhancing Online Job E-Recruitment Selection Process Using Data Mining Techniques, IJIRAE: International Journal of Innovative Research in Advanced Engineering, Volume 12, Issue 12 of 2025 pages 820-826 **Doi:>** https://doi.org/10.26562/ijirae.2025.v1212.23
BibTeX Key: Menaka@2025Enhancing
IJIRAE papers should be cited as IJIRAE (International Journal of Innovative Research in Advanced Engineering, AM Publications, India 2025, ISSN 2349-2163, https://doi.org/10.26562/ijirae.2025.v1212.23 The journal's official abbreviation is IJIRAE. Orcid: https://orcid.org/0009-0004-9398-7488

Abstract: Job recommended in recruitment systems often face significant challenges with limited filtering mechanisms and lack of personalized recommendations which leads to inaccurate in candidate job matching. And it fails to capture the complexities of candidate qualification, experiences, and potential fit for the job. This study evaluates an innovative online web application designed to streamline the recruitment process by leveraging data driven techniques for precise candidate-job matching. This paper presents a comprehensive analysis of an employee recruitment dataset using advanced classification techniques and integrated with the R programming environment. We evaluate and determine the most suitable approach for filtering and identifying the best fit employees for specific job roles with graphical representations. These visual analytics aid in making data driven decisions, ultimately streamlining the selection process and ensuring that the best candidates are chosen for each role. Our findings provide a robust framework for enhancing recruitment systems through effective data analysis and visualization in an online platform enhancing the accuracy and effectiveness of the e-recruitment process.
Keywords: e-recruitment systems, candidate job matching, R programming, Classification techniques, best fit employee, visual analytics

I. INTRODUCTION

In the online e-recruitment landscape, organizations are increasingly turning to data driven solution to enhance their hiring process. In a rapidly evolving job market, online hiring platforms and e-recruitment systems has the way to reach a larger pool of candidates and streamlining the hiring process.E-recruitment platforms have become a central to modern hiring strategies allowing companies to manage applications and facilitate communication with job seekers in managing candidate selection process. This digital transformation has enabled companies to reach a wider pool of candidates, streamline the hiring process, and manage applications with hiring process, and mange applications with greater efficiency. [11]Online recruitment systems have emerged as a vital tool for organizations seeking to connect with potential employees. As organizations attracts the best talent in a competitive world, the integration of job recommender systems within these platforms has become increasingly important. Job recommender systems are designed to enhance the recruitment process by automatically matching candidates. [12]By leveraging these systems, they easily analyze the candidate profiles and job descriptions and improves the quality and effort involved in the selection process. Despite the advancement brought by online e-recruitment and job recommender systems there are some challenges remains still now. The process of finding the right candidate has become both crucial and challenging. Keyword can be useful for filtering applicants but it fails to capture the complexities of candidate qualification, experiences, and potential fit for the job. This lack of customization can result in irrelevant recommendations fails to approach the unique requirements of each job or the specific preferences of recruiter. This leads to inefficient in decision making hiring process, increase the risk of turnover rates and leas to poor job matches that do not meet organizational needs. [2]And this limitation hinders effective talent acquisition, leading to missed opportunities and inefficiencies as recruiters struggle.

This paper explores the development of an online e-recruitment application that integrates job recommender systems with advanced data classification techniques, employing R programming to implement and evaluate different machine learning models[9]. This paper focuses on building an online e-recruitment application that employs a systematic approach to candidate selection through data gathering, transformation and preparation. [The dataset involves attributes of candidates, including skills, experience, education and other relevant factors serves as the foundation for the subsequent analysis and is critical for ensuring the accuracy and reliability of the recruitment process. We implement and compare several classification algorithms, such as regression models and random forests, to filter and rank candidates. Using R programming, we harness these algorithms to determine the most effective approach for job matching. [15]By evaluating these models using metrics like accuracy, precision, and recall, we select the best algorithm to power the job recommender system. This research contributes to the field of human resource technology by showcasing the potential of combining R programming and recommender system methodologies in an e-recruitment platform. Our findings demonstrate how data driven techniques can transform traditional recruitment practices, offering a scalable and efficient framework for identifying and selecting the best candidates. This study provides valuable insights into optimizing recruitment systems for enhanced performance and accuracy.

II. LITERATURE REVIEW

The ability to match the right candidate to the right position has never been more critical and more challenging. e-recruitment systems promised to revolutionize hiring with digital efficiency many have become failed to capture the true fit between candidate capabilities and job demands in extending hiring times, and an increased risk of unsuitable hires. This lack of precision not only prolong the hiring process but also impacts the quality of hires, leading to inefficiencies, misalignment and potential turnover over in job recommendation systems. These visual insights simplify decision making, enabling recruiters to make informed potential hires based on a holistic view of each candidate's profile. [16]Through rigorous testing with real world recruitment data, we provide a job recommender system aims to demonstrate significant improvements in matching accuracy and process efficiency. By effectively addressing the current limitations of online e-recruitment systems, this research contributes to the evolution of hiring online jobs providing organizations with a practical solution to navigate the complexities of candidate job alignment contributing to organizational success. Tested on real world recruitment data this approach showcases substantial improvements in candidate job alignment, efficiency, and accuracy, streamlining the recruitment process from application screening to final selection. The effective matching of candidates to job roles is crucial, as it significantly influences both organizational performance and employee satisfaction. To address these challenges, the development of e-recruitment systems utilizing advanced data analytics has gained prominence.[19]These systems utilize sophisticated algorithms to analyze candidate data, such as skills, educational background, and work experience and match it with job descriptions that fit their qualifications. However, it is essential to acknowledge that while job recommendation systems offer significant advantages, they are not without challenges. Issues such as algorithmic bias, data quality, and the need for continual updating of job databases can impact effectiveness of these systems. Ongoing research and development are crucial to enhance their capabilities and address these concerns, ensuring that they serve the best interests of both job seekers and employers. This review of existing literature on e-recruitment and job recommendation system review process involves a comprehensive analysis provides valuable insights into the evolution of recruitment practices and impact of technology on this field. [4]Many studies highlight the shift from traditional recruitment methods to data driven approaches. This literature reveals ongoing challenges faced by e-recruitment systems, including issues related to algorithmic bias, data privacy, and the transparency of decision -making process. This review also underscores the importance of user experience in the design of job recommendation systems. Overall, it highlights the need for continued research into the effectiveness of job recommendation systems and their impact on recruitment process. By identifying gaps in existing knowledge and exploring innovative approaches, researchers can contribute to the ongoing evolution of e-recruitment practices.

2.1. Impacts on E-Recruitment Systems

The integration of job recommendation systems has profound implications for e-recruitment process. From an organizational perspective, job recommendation systems streamline the recruitment process by time spent on candidate sourcing and screening. [16]Recruiters can focus their efforts on a smaller pool of highly relevant candidates, thereby improving the quality of hires. Here are the impacts and challenges faced still now.

Impact Area	Description	Challenges/Limitations	Reference
Efficiency & Time –to- hire	Automation matching reduces time required to review applications and shoterns hiring cycle	Limited Contextual understanding can lead to inefficiencies in specialized roles	Patil et.al (2020) Javed & Mahmod (2019)
Matching Accuracy	ML Algorithms improves candidate job fir by analyzing detailed candidate attributes	Keyword based approaches may miss qualified candidates who use difference terminology	Rathi & Yadav (2021) ,Yand & Shahadi (2019
Scalability	Effective in Process of Large Volume applications for high turnover or seasonal hiring needs	High Volumes can lead to surface level filtering without deep candidate analysis	Wangetal (2021) Rajan & Tiwari (2022)

Diversity & Inclusions	Systems reduce potential biases by prioritizing qualifications over demographics	Algorithmic biases can emerge if trained on biased historic data	Mishra et al (2020) Goel & Kumar (2021)

2.2 Current trends and Issues in the Selection Process

The selection process in recruitment is undergoing significant changes driven by technological advancements and shifting workface dynamics. Notable trend is the growing emphasis on diversity and inclusion. Organizations are increasingly recognizing the value of diverse teams and are adopting strategies to eliminate bias from their selection processes. Several current trends are shaping the way organizations approach talent acquisition, including the increasing use of artificial intelligence (AI) and machine learning to automate various aspects of the hiring process. These technologies enable organizations to streamline candidate screening, reduce biases, and enhance the overall efficiency of recruitment. [8]However, data privacy concerns remain a significant issue, as candidates are increasingly wary of how their information is used and shared. By addressing the leverage these trends to enhance their recruitment processes and foster a more inclusive workplace.

2.3 Existing E-Recruitment Systems and Job Recommendation

Current e-recruitment systems vary widely in their methodologies and technologies. Many systems still rely heavily on traditional keyword-based searches, which can overlook qualified candidates who do not perfectly match specified criteria. Some existing systems incorporate basic filtering options, but these often fail to provide the depth of analysis required for nuanced candidate evaluation. Job recommendation systems that utilize machine learning and data analytics offer a solution by providing more sophisticated matching techniques, enabling recruiters to asses candidates based on a broader range of attributes and fit for specific roles. Some existing e-recruitment systems have begun to incorporate elements of job recommendation technology, many still fall short in personalization and adaptability. The effectiveness of these systems is often hindered by outdated databases and lack of real time data analysis capabilities. Organizations that fail to adopt advanced job recommendation systems risk falling behind their competitors, as they may struggle to meet the evolving needs of job seekers. Many existing systems still heavily on traditional approaches, such as keyword-based searches and manual resume screening, which can lead to inefficiencies and missed opportunities. By investing in advanced job recommendation systems, organizations can improve their recruitment processes and ensure that they are attracting the best candidates for their needs.

III.METHODOLOGY

This system is an online e-recruitment application designed to streamline the hiring process by using advanced data analytics, classification algorithms and job recommender system principles. This system enables recruiters to effectively match candidate to job roles by analyzing comprehensive candidate data, performing classification, and generating ranked recommendations.[18]The following sections detail the key components of the proposed systems.

Proposed System

The proposed system presents a comprehensive, data driven a decision-making approach to designing an intelligent e-recruitment recommender system that enhances the hiring process by accurately identifying the best candidates for job roles. The process begins with data gathering and preparation, where a wide range of candidate information such as educational background, years of experience, relevant skills, and certifications are collected and meticulously processed. This step involves data cleaning, transformation, and feature engineering to ensure that the dataset is of high quality and ready for analysis. [14]The system then applies classification techniques using machine learning algorithms including regression models and random forest classifiers, programmed in R. These algorithms are used to predict a job fit score for each candidate, indicating their suitability for a specific job. The effectiveness of these models is evaluated through performance metrics like accuracy, precision, and allowing the selection of the most robust algorithm. To refine the matching process further, semantic matching is employed, leveraging natural language processing (NLP) methods to extract and interpret key information from job from job descriptions and candidate profiles. This semantic analysis ensures precise alignment between job requirements and candidate qualifications. After calculating job fit scores, candidates are ranked based on their scores, making it easy for recruiters to identify the top candidates. [20]The system includes a visualization and decision support component, featuring an intuitive dashboard that displays visual aids such as bar charts. The visualization enables recruiters to quickly compare candidates and make data-driven decisions. The entire system is integrated into a user-friendly web interface, designed to simplify the recruitment process, offering tools for filtering, comparing, and selecting the best candidates efficiently. This framework provides a robust solution for automating and improving the accuracy of candidate selection.

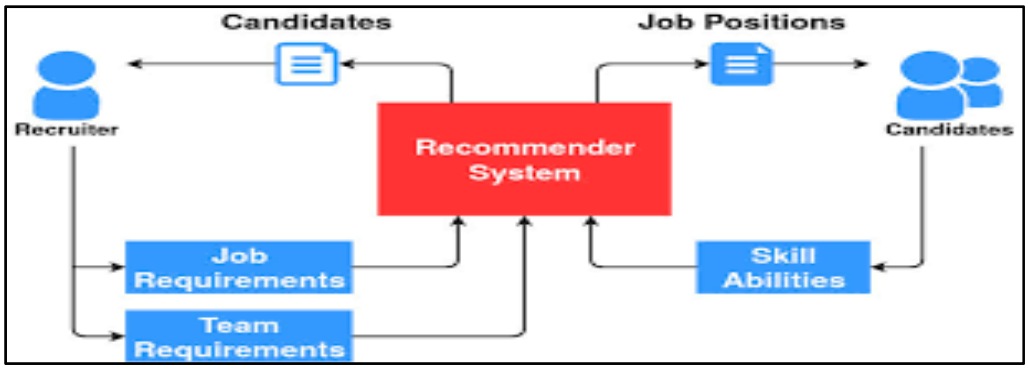
3.1. Data Collection and Preprocessing

The foundation of the e-recruitment system lies in collecting and preparing a robust dataset containing detailed candidate information. Steps include:

Data Gathering: This process involves gathering data from resumes, applications, and external databases. The dataset includes candidate qualifications, experience, skills, certifications, and other relevant features.

Data Transformation: Raw data is cleaned, standardized, and formatted to ensure compatibility with machine learning models. This step addresses missing values, normalizes text data, and converts categorical variables into numerical values.

Data Preparation: After transformation, data is split into training and testing sets for model validation. This step ensures that the model is trained on reliable data and can generalize to new, unseen candidates.



3.2. Classification Algorithms and Model Selection

To identify the most suitable candidates, the system uses classification algorithms to analyze candidate attributes and predict their job compatibility. The system evaluates several machine-learning models, including:

Regression Models: These models assess relationships between candidate features and job performance metrics, providing insights into the like hood of candidate success in a given role.

Random Forest: A robust ensemble method, random forest enhances predictive accuracy by combining multiple decision trees. This model is particularly effective in handling large and complex datasets.

Model Evaluation: Performance metrics such as accuracy, precision, are used to assess each algorithm. The best performing model is selected as the core component of the job recommender system.

3.3. Job Recommender System

The core of the proposed e-recruitment application is its job recommender system, which automates the matching of candidates to job roles based on their qualifications. Key components include:

Candidate Ranking: Using the chosen classification model, candidates are ranked based on their predicted suitability for each job. This ranking helps recruiters quickly identify the top candidates.

Semantic matching: Traditional keyword-based matching is enhanced with semantic analysis, which improves the relevance of matches by understanding the context of job requirements and candidate skills. This technique ensures that recommendations align closely with job descriptions and candidate profiles.

Recommendation Output: The system generates a ranked list of recommended candidates for each job posting, providing recruiters with actionable insights into the best matches.

3.4. R programming and Visualization

The use of R programming enhances the system's analytical capabilities and visualization options. Key functionalities include:

Data Processing and Model Implementation: R is utilized to implement classification algorithms manage data transformations and performs statistical analysis. Its extensive libraries facilitate efficient data manipulation and modeling.

Visual Analytics: The system provides recruiters with intuitive visualizations, such as candidate ranking charts and performance dashboards, to help them make data-driven decision hiring decisions.

3.5. Evaluation of Proposed System

The proposed system is deployed as a web application to make it accessible and user-friendly for recruiters. Key features include:

User Interface: The application has intuitive interface that allows recruiters to easily upload candidate data, select job roles, and view recommendations.

Interactive Filtering Options: Recruiters can filter candidates based on specific attributes, such as experience level or skill set, to customize recommendations according to job requirements.

Candidate Profiles: The system provides detailed profiles for each candidate, including visual representations of their suitability score, skills, and experience.

3.6. System Evaluation and Testing

To ensure reliability and accuracy, the proposed system undergoes through testing and evaluation:

Performance Testing: The system's recommendation accuracy and efficiency are tested using various datasets, simulating real world recruitment scenarios.

User Testing and Feedback: Recruiters provide feedback on system usability, relevance of recommendations, and interface design.

Scalability Testing: The system is evaluated for scalability to ensure it can handle large volumes of candidate data in enterprise settings

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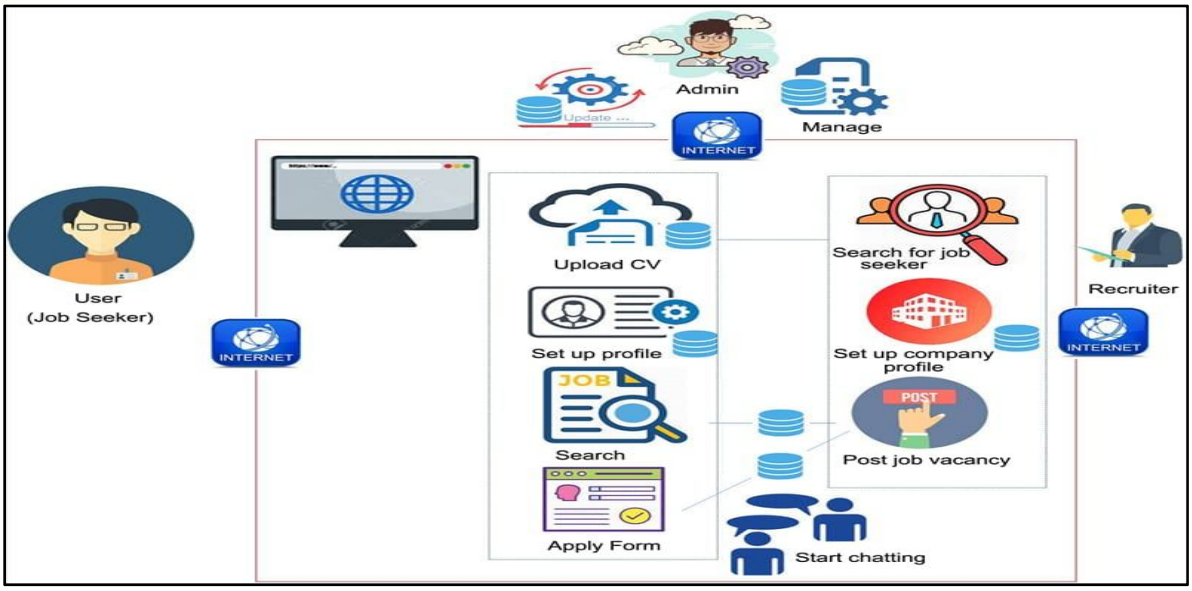


V. RESULTS AND DISCUSSION

Here is an example of how you could use your methodology to select the best employee for a specific job role:

Example: Selecting the Best Employee for a Job Role

A company is hiring for a "Data Analyst" position and has a dataset of candidates, including details like education, years of experience, skill set, and relevant certifications. The goal is to use machine learning classification techniques to predict which candidates are the best fit for this role and present the findings using visual charts.

Data Collection and Preparation Candidate Dataset:

Assume you have data for 50 candidates with the following attributes: Name Education Level Years of Experience Skills (e.g., R, Python, SQL, Data Visualization) Certifications (e.g., Data Science Professional Certificate) Previous Job Titles Job Description: The Data Analyst role requires: At least a Bachelor's degree in a relevant field. 3-5 years of experience in data analysis. Proficiency in R, Python, SQL, and data visualization tools. Relevant certifications are a plus.

Feature Engineering and Model Training

1. Data Preprocessing: Clean the data by removing duplicates and handling missing values. Convert categorical variables, such as "Education Level," into numerical values.
2. Model Selection: Train classification models like Random Forest and Logistic Regression to predict a "Job Fit Score" based on the features.

Using Machine Learning to Rank Candidates

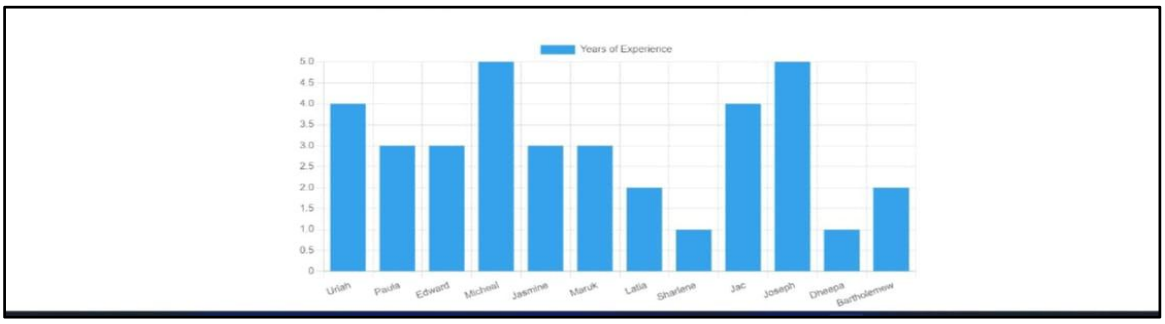
The Random Forest model calculates a Job Fit Score for each candidate, ranging from 0 to 100, indicating how well a candidate's profile matches the Data Analyst job requirements. Candidates are then ranked based on this score.

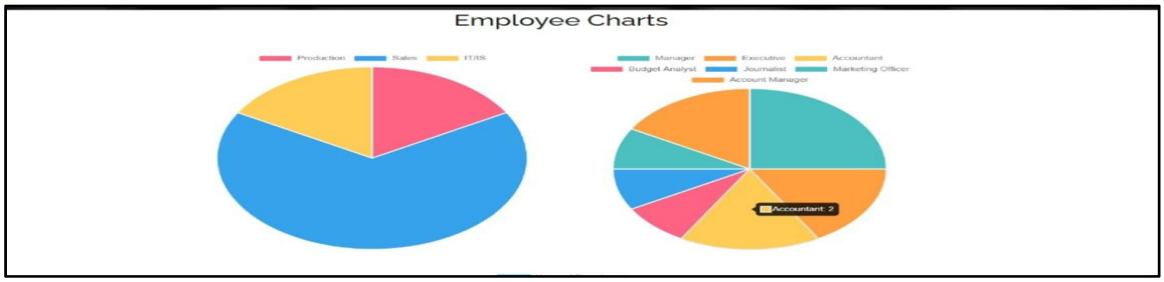
Visualizing the Results Bar Chart Representation:

A bar chart is created to visualize the Job Fit Scores of the top 10 candidates for the Data Analyst position. The x-axis represents the candidates' names, and the y-axis represents the Job Fit Score.

Selecting the Best Employee Based on the Job

Fit Score, Alice Johnson is identified as the top candidate for the Data Analyst role, followed by Mark Smith and Jane Lee. The system also provides a detailed profile analysis, showing why these candidates scored highly (e.g., Alice Johnson has 5 years of experience, proficiency in R, Python, SQL, and holds a Data Science Professional Certificate). Visual Representation The bar chart helps recruiters quickly identify the top candidates, making it easier to proceed with interviews and hiring decisions. Here is the bar chart representing the Job Fit Scores for the top 10 candidates for the Data Analyst position.





VI. CONCLUSION

The proposed e-recruitment job recommender system offers a robust and transformative approach to addressing the complexities of modern hiring. By integrating advanced user-friendly web interface, the system significantly enhances the efficiency of candidate selection. It converts traditional, often subjective recruitment methods into a streamlined process where candidates are evaluated and ranked objectively based on comprehensive job fit scores. The visual representation of these scores, through intuitive charts and dashboards, provides recruiters with clear insights, enabling quicker and more effective decision-making. This research underscores the significance of modern techniques in enhancing online e-recruitment systems. Traditional recruitment methods face various challenges, including, inefficiencies in candidate matching and inadequate personalization, leading to suboptimal job placements. As the recruitment landscape continues to evolve, future research should explore the integration of emerging technologies, such as natural language processing and advanced decision-making analytics with proper classifications can further refine online job recommendation systems for recruiters and employees. This system not only ensures that the most qualified candidates are identified for specific job roles but also saves time and resources for organizations, making the recruitment process more transparent and impactful. As the job market evolves, future developments could include refining the algorithms with real time learning, incorporating user feedback for continuous improvement and ensuring its relevance and effectiveness for diverse hiring needs.

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