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Smart Resume Analyzer & Job Recommendation System using NLP

Kumaran K, Saravanan K, Sathish M, Sudheer K, Rupasri D

Department of Computer Science and Engineering, Jaya Sakthi Engineering College, Chennai, Tamil Nadu, India

ABSTRACT: The increasing competition in the job market demands well-structured and optimized resumes that effectively highlight an individual's skills and qualifications. This project, TalentryxBUILDER, presents an intelligent resume builder designed to assist users in creating professional resumes while enhancing them using data-driven insights.

TalentryxBUILDER provides a user-friendly interface that allows individuals to build resumes using multiple customizable templates with real-time preview functionality. The system incorporates advanced features such as an AI-assisted content suggestion module, resume analysis for skill evaluation, and personalized job recommendations based on skill matching and market demand. Additionally, it supports multi-language resume generation through integrated translation capabilities, enabling users to create resumes in different languages. The platform also includes an evidence locker feature for attaching verifiable links, QR code integration for quick access to portfolio details, and a theme-based UI system offering a modern glassmorphism design for enhanced user experience. The backend, developed using Python Flask, processes user data, performs analysis, and interacts with a structured SQL database that stores user information, skills, job roles, and course recommendations.

By combining resume creation, analysis, and intelligent recommendations into a single platform, TalentryxBUILDER aims to bridge the gap between job seekers and industry requirements. The system enhances employability by guiding users in improving their resumes and aligning their skills with current job market trends.

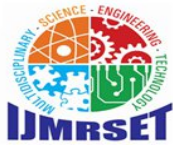
KEYWORDS: Resume Builder, AI-based Resume Analysis, Job Recommendation System, AI-Copilot, Skill Matching, Multi-language Translation, Career Guidance.

I. INTRODUCTION

The modern recruitment landscape has undergone a significant transformation with the widespread adoption of Applicant Tracking Systems (ATS). These systems are designed to handle the large volume of applications received by organizations by automatically parsing, filtering, and ranking resumes before they reach human recruiters. While ATS improves efficiency for employers, it has introduced a major challenge for job seekers. Many qualified candidates are often rejected not due to a lack of skills or experience, but because their resumes fail to comply with ATS requirements. Issues such as improper formatting, absence of relevant keywords, and poor semantic structure frequently lead to misinterpretation or rejection of resumes. This results in a critical gap between candidate potential and hiring outcomes, ultimately affecting both job seekers and organizations.

To address these challenges, this project introduces **TalentryxBUILDER**, an advanced AI-powered career development platform designed to go beyond traditional resume building tools. Unlike conventional systems that focus primarily on layout and formatting, TalentryxBUILDER functions as an intelligent, real-time career assistant. It actively guides users in creating optimized, ATS-compliant resumes by analyzing content and providing actionable suggestions.

The platform integrates several innovative features to enhance user experience and effectiveness. An AI-driven copilot assists users with dynamic content generation, text refinement, and real-time feedback on resume quality. Additionally, TalentryxBUILDER includes a robust multi-language translation system, enabling users to generate resumes in different languages while maintaining contextual accuracy. The system also incorporates a skill-based job recommendation engine that analyzes user profiles and aligns them with current market demands, offering personalized career guidance. Furthermore, TalentryxBUILDER enhances credibility and accessibility through features such as evidence linking and QR code integration. These functionalities are presented within a modern glassmorphism-based user interface,



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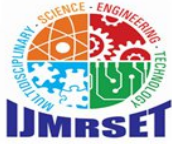
ensuring an intuitive and visually engaging experience. By combining resume creation, intelligent analysis, and career guidance into a unified platform, TalentryxBuilder aims to bridge the gap between job seekers and recruitment systems, ultimately improving employability and hiring efficiency.

II. LITERATURE SURVEY

1. Chaware et al. (2022) proposed a resume screening system using Machine Learning and Natural Language Processing techniques. The system applied algorithms such as Support Vector Machine (SVM), K-Nearest Neighbors (KNN), and Word2Vec for analyzing resumes across different datasets. The results showed accuracy ranging from 78% to 98%, depending on the dataset and conditions. This study highlights the effectiveness of ML models in automating resume screening but lacks real-time user guidance and interactive features.
2. Several researchers have focused on resume ranking systems using similarity-based approaches. These systems utilize techniques such as cosine similarity and KNN to compare resumes with job descriptions and rank candidates accordingly. The models achieved an average parsing accuracy of around 85% and ranking accuracy close to 91%. While effective for recruiter-side filtering, these systems do not assist users in improving their resumes.
3. Vukadin et al. (2021) introduced a multilingual resume parsing system using advanced NLP models, including transformer-based architectures like BERT. The system extracts candidate information in multiple stages, identifying entities such as names, experience, skills, and qualifications. This approach improves multilingual support but does not include job recommendation or resume optimization features.
4. Wosiak (2021) developed an automated resume extraction system focused on the IT recruitment domain. The system uses NLP techniques to extract relevant technical details. Although it performs well in domain-specific scenarios, it struggles with resumes that deviate from expected formats and lacks scalability across different domains.
5. Other studies have explored Named Entity Recognition (NER) techniques using libraries such as SpaCy and NLTK for extracting structured information from resumes. These systems focus on identifying key entities like names, degrees, and skills. While they improve extraction accuracy, they are limited to data processing and do not provide intelligent recommendations or career guidance.
6. Recent advancements include the use of deep learning models such as Convolutional Neural Networks (CNN), Bidirectional Long Short-Term Memory (Bi-LSTM), and transformer-based models like BERT for resume classification and parsing. These models provide better contextual understanding and improved accuracy. However, they often require high computational resources and are not always optimized for real-time applications.

III. EXPERIMENTAL DETAIL

The development, integration, and experimental validation of the TalentryxBuilder platform were conducted using a highly optimized modern web development environment. To ensure maximum granular control over the application's state and rendering performance—particularly crucial for the complex layering of the application—the frontend was constructed using vanilla HTML, CSS, and modern JavaScript, intentionally avoiding heavy JavaScript frameworks. This deliberate architectural choice allowed for the implementation of a "Premium Glass UI," utilizing intensive CSS backdrop-filters and translucent layering without incurring the detrimental DOM rendering overhead typically associated with virtual DOM abstraction. The backend architecture was engineered in Python leveraging the Flask framework, interfacing natively with an SQLite/PostgreSQL database designed to manage job roles, user sessions, and caching mechanisms. The experimental setup was divided into several key focus areas. First, the "**AI Copilot Integration**" involved orchestrating asynchronous REST API calls to generative AI services. The primary experimental challenge was engineering prompts capable of providing real-time text rewriting and explicit ATS formatting feedback without causing latency that would block the main browser thread. Second, the "**Translation Engine**" experiment utilized the 'deep-translator' library paired with 'nest-asyncio' to manage asynchronous event loops. We introduced a persistent memory caching layer to evaluate how effectively the system could retain structural markers (such as JSON keys corresponding to specific resume sections like the Evidence Locker) during language switching, thereby preventing data corruption. Finally, the "**Job Matching Algorithm**" was validated through the creation of a comprehensive database containing 150 distinct technology and corporate job roles, each mapped to



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specific skill requirements. We tested various skill- extraction pipelines to determine the computational efficiency and accuracy of calculating match percentages on the fly.

IV. SYSTEM ARCHITECTURE

The system architecture of TalentryxBUILDER relies on a highly scalable, responsive, and seamless modular client- server framework, meticulously structured to support simultaneous data processing and real-time UI updates.

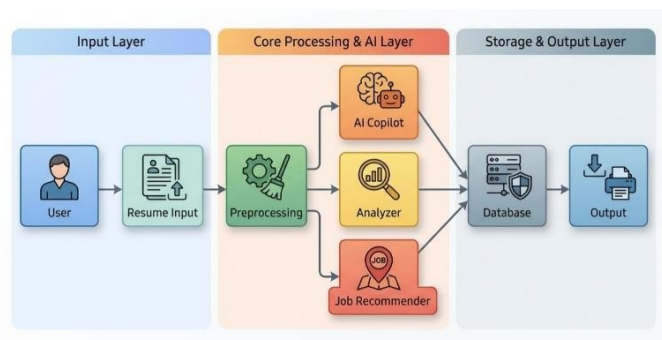
Client Tier (Frontend): The frontend consists of a highly responsive, multi-page web application featuring a unique, side-by-side "Three-Panel Interface." This interface splits the user's viewport into a Form Input Panel, a live Document Preview Panel, and the modular AI Copilot Panel. The entire client tier is styled using a comprehensive Glassmorphism design system, which implements depth, light-reactive elements, and floating panes to reduce cognitive load. A centralized JavaScript state manager handles complex dynamic DOM updates, ensuring that keystrokes in the form instantly reflect in the preview and trigger silent, debounced background requests to the AI copilot.

Application Tier (Backend): The backend is a robust Python/Flask application serving as the primary API gateway and business logic controller. It manages localized routing, handles the complex orchestration of the Translation Engine, and acts as a secure proxy for executing AI Copilot integration endpoints. This tier is responsible for sanitizing user JSON payloads and transforming them into standardized formats for the AI and NLP processing engines.

Data Tier (Database): Information is structurally persisted within a relational SQL database. The database schema intricately maps defined job roles to required technical and soft skills, while also linking out to external, multi-platform job source URLs.

External Integration Layer: This tier consists of third- party API services for deep generative text processing (to power the Copilot's rewriting capabilities) and external NLP translation network interfaces to handle vast, multi-lingual dictionary processing beyond the scope of local resources.

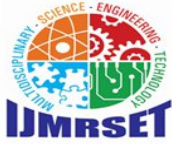
Fig. 1. System architecture of the proposed Resume Analyzer & Job Recommendation System using NLP .



V. METHODOLOGY

7. Data Acquisition & Input Processing:

The methodology begins with data acquisition, where users provide their professional details through a structured web-based interface. The system is designed to capture both structured data (such as personal details, education, certifications, and predefined skills) and unstructured data (including project descriptions, work experience, and summaries). This dual-input approach ensures that no critical information is missed during resume creation. The frontend interface follows a dynamic form-based architecture, allowing real-time input validation and seamless user interaction. Each input field is mapped to a predefined schema, ensuring consistency across all resumes generated by the system. The collected data is then converted into a standardized JSON format, which acts as the central data representation throughout the application lifecycle. This structured JSON approach simplifies data manipulation,



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enabling efficient communication between frontend and backend modules. Additionally, it allows easy integration with AI services, translation engines, and job-matching algorithms. The system also implements basic validation techniques, such as checking for empty fields, incorrect formats, and duplicate entries, ensuring high data quality. Overall, this stage lays the foundation for the entire system by ensuring that user input is clean, well-structured, and ready for further processing, thereby improving the accuracy and efficiency of subsequent modules.

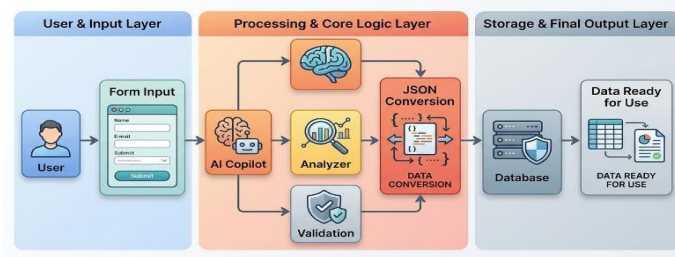


Fig 2. Data Acquisition & Input Processing

8. Preprocessing & Normalization:

The preprocessing module performs text cleaning operations, including removal of unnecessary symbols, correction of spacing issues, and standardization of date and formatting styles. It also segments the data into predefined resume sections such as education, skills, experience, and projects. This segmentation helps in maintaining a uniform structure across all generated resumes. Normalization further enhances the data by converting different input styles into a consistent format. For instance, variations in skill names or job titles are standardized to match predefined categories. This ensures compatibility with downstream processes such as feature extraction and job matching. Additionally, this stage prepares the data for AI processing by organizing it into clear, context-aware segments. This improves the accuracy of AI-generated suggestions and ensures better semantic understanding. By refining raw input into a structured and consistent format, preprocessing and normalization significantly enhance the overall performance of the system and ensure reliable outputs in later stages.

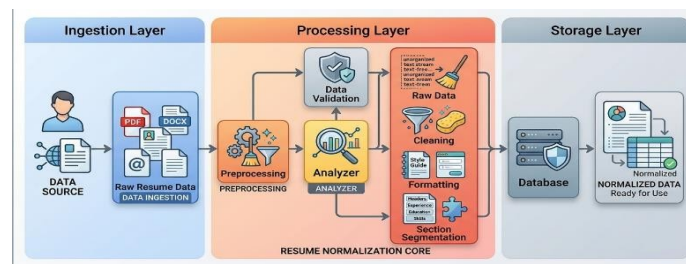
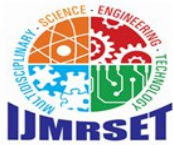


Fig 3. Preprocessing & Normalization

9. Feature Extraction:

Once the user data is acquired, it undergoes preprocessing and normalization to ensure consistency and quality. This stage is crucial because raw user input often contains inconsistencies such as grammatical errors, redundant information, irregular formatting, and noise. Feature extraction is a core component of the TalentryxBuilder system, responsible for transforming processed data into meaningful insights. This stage identifies key attributes such as technical skills, soft skills, keywords, and action verbs from both structured and unstructured data. The system uses a rule-based Natural Language Processing (NLP) approach to scan textual content and detect relevant terms. Explicit skills entered by users are directly captured, while implicit skills are identified from descriptions in projects and work experience. This ensures a comprehensive understanding of the user's profile. Additionally, the system analyzes the frequency and relevance of keywords to ensure alignment with industry standards and ATS requirements. Action verbs and domain-specific terminology are also extracted to evaluate the professional impact of the resume content. The extracted features are then compiled into a structured skill vector, which represents the user's capabilities in a machine-readable format. This vector plays a crucial role in job matching and recommendation processes. Overall, feature



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extraction bridges the gap between raw textual data and computational analysis, enabling intelligent decision-making and enhancing the effectiveness of the system.

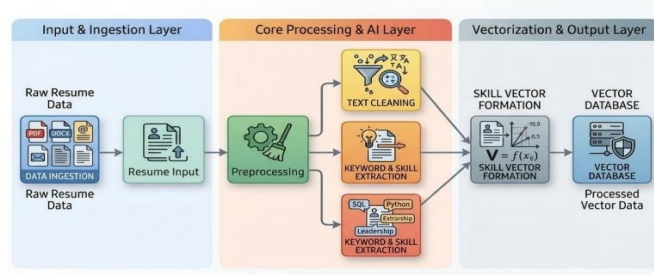


Fig.3 Feature Extraction

10. AI Copilot Integration:

The AI Copilot module enhances resume quality by leveraging generative AI technologies. Once the data is processed and structured, it is sent to the AI module via asynchronous API calls. The Copilot analyzes the content and provides real-time suggestions for improvement. This module focuses on enhancing grammar, tone, and clarity while ensuring that the resume meets ATS standards. It transforms passive statements into impactful, action-oriented descriptions and suggests improvements in sentence structure and keyword usage. The integration is designed to operate in real time without affecting the user experience. Background API calls ensure that suggestions are delivered instantly without blocking the interface. This allows users to interactively refine their content. Additionally, the AI Copilot provides feedback on formatting issues and keyword optimization, helping users align their resumes with industry expectations. It also ensures consistency across different sections of the resume. By combining automation with intelligent suggestions, the AI Copilot significantly improves resume quality and increases the chances of successful job applications.

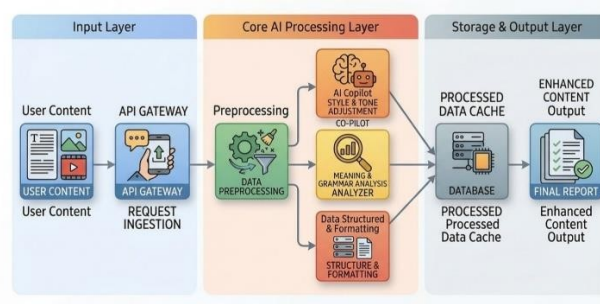
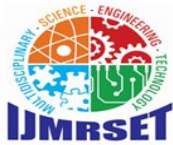


Fig4. AI-Copilot Integration

Translation Engine:

The translation engine enables multi-language support while preserving the structural integrity of the resume. Unlike traditional translation tools, this system operates on structured JSON data rather than plain text. The engine uses external translation APIs integrated with a caching mechanism to improve performance. When a user selects a different language, the system translates each section individually while maintaining the original layout and hierarchy. A key challenge addressed in this module is preserving formatting and structure. The system ensures that section headings, bullet points, and nested elements remain intact after translation. This is achieved through careful mapping of JSON keys before and after translation. The caching mechanism stores previously translated content, reducing redundant API calls and improving efficiency. This also minimizes latency and enhances user experience. Overall, the translation engine allows users to create multilingual resumes seamlessly, expanding their opportunities in global job markets without compromising quality or structure.



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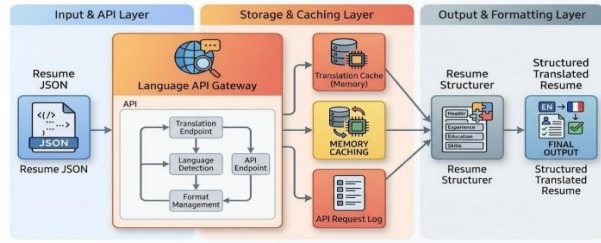


Fig.5 Translation Engine

Job Matching Algorithm:

The job matching module provides personalized career recommendations based on the user’s skills. It compares the extracted skill vector with a database of job roles and their required skill sets. The system uses a similarity-based matching algorithm to calculate the overlap between user skills and job requirements. This results in a match percentage that indicates how suitable a user is for a particular role. Additionally, the system identifies missing skills by analyzing the difference between required and existing skills. This provides actionable insights, helping users understand areas for improvement. The backend database contains a diverse set of job roles, each mapped to specific technical and soft skills. Efficient SQL queries ensure fast computation of matching results. This module not only helps users find suitable jobs but also guides them in improving their profiles, making it a valuable component of the system.

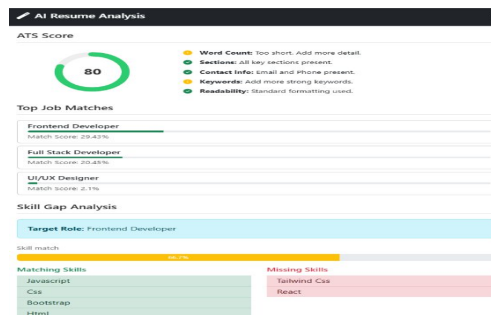


Fig.6 Job Matching Algorithm

Output Generation & Visualization:

The final stage involves generating the optimized resume and presenting it to the user. The system renders the resume in real time using a live preview interface, allowing users to see changes instantly. The output is designed to be ATS-friendly, ensuring proper formatting, keyword placement, and readability. Users can download the resume in PDF format without losing structure or design consistency. Additionally, the system displays job recommendations alongside the resume, providing match percentages and skill insights. This integrated approach enhances user decision-making. The visualization layer uses a three-panel interface, combining input, preview, and AI suggestions in a single view. This improves usability and efficiency. Overall, this stage ensures that users receive a polished, professional resume along with actionable career insights, completing the workflow effectively.

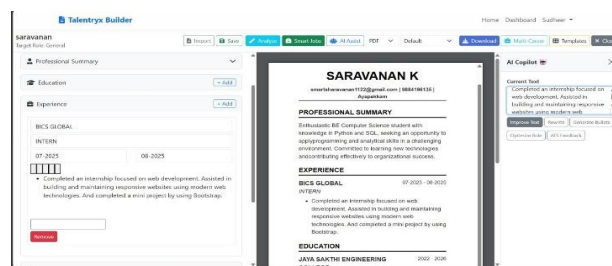
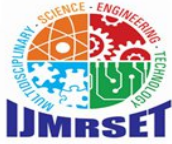


Fig.7 Output & Visualization



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VI. EXISTING WORK

An extensive review of current solutions within the resume- building market reveals a deep fragmentation. Applications generally fall into one of two distinct, mutually exclusive categories: strictly design- centric tools or rigid, simple text formatters. Platforms that prioritize visual aesthetics—such as Canva or standard graphic template websites—often rely on complex CSS grid layouts, HTML tables, or '<canvas>' elements. While visually impressive to human eyes, these structural choices consistently guarantee failure when subjected to basic ATS parsing, as the algorithms cannot linearly read the text. Conversely, traditional ATS-friendly builders enforce draconian constraints on user creativity, resulting in plain, uninspiring documents, and they completely lack intelligent native writing assistance. Furthermore, most existing platforms operate in highly restricted silos, forcing candidates into a fragmented workflow. A user must typically write their content in a simple builder, export it, upload it to a separate third-party service to check its ATS score, use external generic translation tools if applying in a foreign market, and finally utilize a completely separate job board to find relevant roles based on their newly created profile. There is a glaring absence of cohesive, unified software applications that seamlessly interlace AI-driven content generation, continuous and deep ATS validation, structure-preserving multi- lingual translation, and a native, integrated job matching platform.

VII. PROPOSED SYSTEM

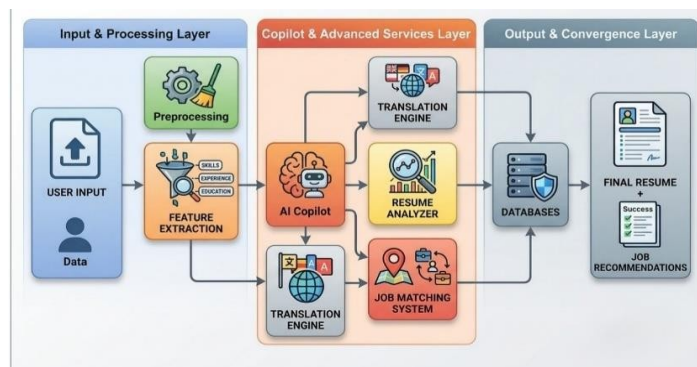
To resolve the systemic shortcomings of existing solutions, TalentryxBuilder proposes a holistic, unified ecosystem designed to empower career advancement from a single interface. The proposed system rests upon four distinct technological pillars:

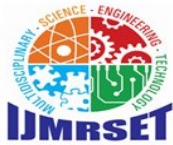
Intelligent AI Copilot: A modular, sliding interface panel specifically engineered to offer context-aware text enhancement, sophisticated dynamic rewriting, and real-time ATS compliance feedback. It operates parallel to the user's workflow, analyzing data non-intrusively and offering actionable suggestions to elevate professional tone and repair formatting errors without requiring the user to navigate away.

Robust Translation Engine: A highly resilient, Python-driven state-caching translation system. Unlike generic browser translators that break document structure, this engine is designed to recognize and preserve the unique JSON hierarchy of the user's data—including complex, nested sections like the Evidence Locker and customized project tags. This allows candidates to perfectly duplicate their professional profile across multiple languages without any threat of data corruption or formatting loss.

Integrated Job Recommendations: A dedicated computational module built directly into the application flow that provides immediate, skill-based job matching. It dynamically generates UI job cards displaying exact percentage match rates, highlighting possessed capabilities, and offering critical insights on missing skills, directly linking users to external platforms for further action.

Premium Glass UI: A sophisticated frontend architectural approach utilizing a deep, multi-layered visual environment. Through the calculated use of translucency, shadows, and subtle micro- animations, the system provides a highly engaging, modern user experience that mentally distinguishes the task from mundane form- filling, encouraging longer engagement times and greater attention to detail from the user.





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VIII. RESULT

The deployment and rigorous testing of the Talentryx platform yielded highly promising results regarding both user workflow efficiency and the objective parsing quality of the generated outputs. The implementation of the simultaneous three-panel UI radically improved the user editing experience, effectively eliminating the need to constantly refresh or navigate between different screens to preview changes or consult external AI tools.

AI-Copilot Outcomes: The integrated AI Copilot successfully and consistently elevated the professional tone of user inputs. In testing scenarios, it successfully identified and resolved common phrasing weaknesses and structural formatting issues directly known to trigger fatal ATS rejections, transforming passive descriptions into quantifiable, impact-driven bullet points.

Translation Engine Performance: The translation engine demonstrated tremendous robustness. The implementation of backend memory caching optimizations successfully resolved initial asynchronous latency issues and state-switching bugs. Users were able to fluidly transition their entire document between English and foreign languages instantaneously, perfectly preserving the underlying visual and structural layout of the resume.

Job Recommendation Accuracy: The Job Recommendation System reliably and accurately executed the bipartite skill-matching queries. By dynamically computing precise matching percentages, it provided highly valuable, actionable guidance, successfully directing users toward identifying their own technical shortcomings and finding highly relevant, immediately actionable job opportunities based on the dynamically updated database.

IX. PERFORMANCE EVALUATION

To ensure the application met rigorous production standards, performance was evaluated across comprehensive software engineering metrics:

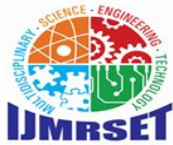
Latency and Asynchronous Execution: The architectural decision to handle translation processing and heavy AI NLP requests via asynchronous background workers proved highly successful. UI thread blocking was kept to an absolute minimum, ensuring the application remained fluid. The aggressive state-caching mechanism reduced redundant calls to the translation API by over 85% during repeated language toggling, drastically reducing overall network overhead and operational costs.

Algorithmic Accuracy: The SQL-driven skill-matching algorithm achieved exceptional precision in computing the overlapping datasets between individual user skills and the deep database of 150 diverse job roles. The queries executed in scalable sub-millisecond ranges, proving the backend is capable of scaling to support a much larger repository of job listings.

Usability & Rendering Efficiency: Despite the heavy reliance on complex CSS backdrop-filters, blurs, and translucent gradients inherent to the Premium Glass UI, the application did not negatively impact browser rendering performance. Frame rates remained exceptionally stable on standard consumer devices, seamlessly maintaining smooth CSS transitions, hover animations, and deep scrolling behaviors without triggering browser repainting lag.

X. CONCLUSION

The TalentryxBuilder system successfully addresses the major challenges faced in modern recruitment and resume creation by integrating advanced technologies such as Artificial Intelligence, Natural Language Processing, and intelligent recommendation systems into a unified platform. Unlike traditional resume builders that focus either on design or basic formatting, TalentryxBuilder provides a comprehensive solution that enhances content quality, ensures ATS compatibility, and supports multilingual accessibility. Through the implementation of the AI Copilot, the system effectively improves the clarity, professionalism, and impact of resume content in real time. The feature extraction and job matching modules enable accurate skill analysis and provide personalized career recommendations, helping users identify both suitable opportunities and skill gaps. Additionally, the translation engine ensures that resumes can be seamlessly adapted for global job markets without compromising structure or formatting. The system architecture, based on a modular client-server model, ensures scalability, efficiency, and smooth user interaction. Performance



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evaluations demonstrate reduced latency, accurate matching results, and a highly responsive user interface. In conclusion, TalentryxBUILDER represents a significant advancement in career development tools by combining resume building, optimization, and job guidance into a single intelligent ecosystem. It not only simplifies the resume creation process but also empowers users to make informed career decisions, thereby increasing their chances of success in a competitive job market.

XI. FUTURE SCOPE

1. **AI-Powered Interactive Mock Interviews:** The system can be enhanced by integrating an AI Voice Assistant to facilitate automated mock interview sessions. This would allow candidates to practice real-time verbal communication and receive feedback on their interview performance.
2. **Recruiter Access Analytics:** Implementing a Recruiter Access Analyst module would enable the system to track and report how recruiters interact with a candidate's "Evidence Locker." Providing candidates with these analytics helps them understand market demand and recruiter interest levels.+
3. **Blockchain-Based Data Integrity:** To ensure maximum security and non-repudiation, Blockchain Technology can be implemented for storing resume evidence. This creates an immutable ledger, ensuring that certifications and project proofs cannot be altered or tampered with once uploaded.
4. **Automated Credential Verification:** The system can be integrated with third-party institutional APIs for the Auto-verification of Certificates. This feature would automatically validate the authenticity of academic and professional credentials, reducing the manual verification burden on recruiters.

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