

Comparative Analysis of Neuro-Fuzzy Model For Human Resources

Sapna Singh, Himanshu Kumar Shukla, Aditya Pratap Singh, Rohit Srivastava, * Mohit Gangwar

Abstract— Ranking techniques and applicant choice for employment roles within Human Resources include very high levels of uncertainty. This is because of the necessity to permit the different tastes as well as views of the various occupation domain specialists in the decision making process. Hence, there's a need to create a unit which is going to enable Human Resource departments to ascertain the most crucial needs criteria for a certain work, based on the personal preferences of various professionals, while making certain the expert's choices are impartial and properly weighted based on their expertise and knowledge. This can allow a far more effective method to list that is brief submitted candidate resume from a lot of candidates providing a fair and consistent resume ranking policy that is usually legally justified. This particular paper provides a Neuro Fuzzy style based method for identifying the primary key ability attributes determining each expert's preferences and ranking choices, while managing the concerns as well as inconsistencies in team choices of a panel of professionals. The presented item classifies the processes of needs specification as well as applicant's ranking. Tests are done to the taken service market industry in which the proposed model is proven to create ranking choices which were fairly extremely consistent with those of the man professionals.

Index Terms— Neuro-Fuzzy, Human Resources, Neural Network, Management and Fuzzy Model.

1 INTRODUCTION

Human Resources, as an outcome of comprehensive and dynamic changes in the company environment as well as society generally, have turned out to be an extremely crucial resource for business as well as enterprise development. Together with such changes, demands in the area of Human Resource management are likewise being modified. Companies are able to react properly or even adjust to changes in the surroundings of theirs, because of the expertise, creative capabilities as well as capabilities of the staff of theirs [1]. Knowledge, abilities & competencies associated with Human Resources have become a crucial carrier for a business to establishing a competitive advantage. Consequently, Human Resource management is starting to be a lot more plus more vital, since it aims at blowing the entire power of the workers towards attaining the strategic objectives of an enterprise. To be able to attain these aims, Intelligent Computing Models ought to be utilized. Smart Computing Models are associated with the negotiated associations between earnings and danger during an asset and are usually used in finance. These Intelligent Computing Models suggests that as you put assets to an asset, the complete possibility of that region as assessed by the variance of the entire go back and declines continually, however the anticipated return of the domain name is a weighted average of the likely return shipping of the single assets. Put simply, by investing in this particular domain instead of for level that is specific, investors are able to decrease the entire risk of expenditure without sacrificing return [2]. Smart Computing Models have grown to be famous

in the spot of Human Resource management for modeling as well as the interrelationship between various employers and employee, the worker and employer connection, to enhance Human Resources progression as well as associations with the employer. Through the years a lot of researchers have provided the contribution of theirs to checking out the Intelligent Computing Model by using the proposals of theirs as well as empirical exploration in new dimensions of Intelligent Computing Models as well as perspectives for the category of online resources. The most crucial ideas of Intelligent Computing Models are categorized in accordance with aspects plus goals including the techniques used [3]. Human element plays a tremendous role in all phases of industrial processes. Within the last century, the data of manufacturing suggest the primary element of the Human Resources in industries that are different is human component. Companies require excellent Human Resources to create a suitable group of working professionals. A Human Resource manager has 3 major duties including employee compensation as well as benefits, staffing and defining work. The primary reason for human resources management is maximizing the output of the businesses by optimizing the effectiveness as well as performance of the staff members of its. Human Resources management team has various tasks which include recruiting individuals, performance appraisals, instruction & encouraging workers and also giving safe workplace. Performance appraisal is evaluating employee's overall performance and giving feedback to those employees about both positive and negative features of the performance of theirs. This particular paper aims to evaluate as well as evaluate the effectiveness and efficiency of Human Resource to determine the ineffective and inefficient staff along with the elements which lead to this absence of efficiency and effectiveness [4]. In this regard, Neuro-Fuzzy version, a technique based on mathematical programming, can be used to compute as well as enhance the effectiveness scores of individual. Neuro-Fuzzy item makes the comparison simple by creating a single score for every device. Unlike ratio analysis, Neuro Fuzzy model can handle several inputs and several outputs. These inputs as well as outputs could be in

- Dr. Sapna Singh is Associate Professor, Department of Management, SRK University, Bhopal, MP, India. E-mail: sapnasinghmg@gmail.com
- Mr. Brijesh Kumar Ojha is Asst. Prof., Department of ME, Faculty of Engineering, University of Lucknow, Lucknow, UP, India.
- Mr. Aditya Pratap Singh is Asst. Prof., Department of CSE, School of Management Science (AKTU Code 421), Lucknow, UP, India.
- Mr. Rohit Srivastava is Asst. Prof., Department of CSE, Faculty of Engineering, University of Lucknow, Lucknow, UP, India.
- *Prof. (Dr.) Mohit Gangwar is Dean-Engineering, Bhabha University, Bhopal, MP, India. Mobile No. 9336177550 E-mail: mohitgangwar@gmail.com

various measurement units. Unlike regression methods, Neuro Fuzzy designs focus on specific observations and enhance the effectiveness rating of decision making. Moreover, Neuro Fuzzy design doesn't call for a priori knowledge of weights for inputs & outputs. Nevertheless, managerial judgment could be employed when it's desired [5]. In 1965, Zadeh printed the very first paper on the novel method of characterizing nonprobabilistic uncertainties, which he named fuzzy sets, that has today turned into a fruitful place that contains different disciplines, like calculus of fuzzy if then rules, fuzzy graphs, fuzzy interpolation, fuzzy topology, fuzzy reasoning, fuzzy inferences methods, and fuzzy modeling. The apps, which are multi disciplinary in nature, includes automated command, decision-making, data classification, computer vision, database management, information retrieval, time-series prediction, signal processing, consumer electronics, etc. Certain fuzzy methods are universal feature approximations. To be able to determine a good fuzzy program for a certain problem, a principle along with membership functions base system. This is often accomplished by prior knowledge, by learning, and by a mix of both. In case a learning algorithm is used that utilizes community info and Causes neighborhood modifications in a fuzzy phone system. This approach is generally called Neuro-Fuzzy methods for identification of linear time invariant systems. The linear identification is grounded on measured input and production values of the method. Identification for nonlinear systems is based on measured input as well as output values, though it's harder [6]. Authors have presented a process which uses neural networks for control as well as identification of nonlinear systems. For identification, the input as well as production values of the device are given right into a multilayer neural system. Even though this uses the back propagation algorithm for teaching the networks, exactly the same balance as well as identification framework could be utilized with neural networks having different qualities. One drawback of back propagation is the fact that it is able to have a lot of iterations to converge towards the preferred solution. A substitute to back propagation that's been utilized in category stands out as the probabilistic neural network, which requires one pass learning and also can easily be applied straight in neural system architecture. Study details a comparable one pass neural community learning algorithm that can be utilized for estimation of constant variables [7]. Devices of simulations linear equations play major part in different places like mathematics, statistics, physics, social sciences as well as engineering. Since in several applications at least several of the system's parameters & measurements are represented by Fuzzy rather compared to sharp numbers, it's essential to create mathematical models as well as numerical methods that will properly treat common Fuzzy linear methods and also resolve them. The idea of Fuzzy numbers as well as arithmetic businesses with these figures were initially released as well as examined by writers. Among the main uses using Fuzzy quantity arithmetic is dealing with linear methods the variables of theirs are or even partly represented by Fuzzy numbers and an overall model for fixing a phony that coefficient matrix is sharp and the proper hand side is arbitrary fuzzy number vector had been initially suggested by

writers. They utilized the embedding procedure and then changed the first Fuzzy linear system by a crisp linear system with a matrix that might be singular [8].

2 PUBLIC HEALTH

Data Neuro-Fuzzy methods were additionally introduced in the area of Human Resources management throughout recent past. Human Resources management is about the maximum and proper utilization of Human Resource in a company. In the latest years Intelligent Computing methods are already utilized to help in decision making utilized in different unstructured tasks of Human resources control as training, staffing, determination and upkeep of Human resources management in a company. Though the use of Neuro Fuzzy design hasn't been very popular in Human resources control that is suggested by just few amount of research papers published in this class [9]. Some investigation utilized Neuro-Fuzzy version for the really uncertain problem of applicant choice for jobs. Authors proposed a Neuro Fuzzy phone system to effectively shortlist the published resumes of the applicants from a big data source of applications to create a consistent and fair continue ranking policy. The study used an impressive way to cope with the concerns as well as inconsistencies in the choices of specialists while simultaneously identifying the primary key skills depending on the experts' tastes and decisions for ranking the applicants [10]. Not many researches also used Neuro-Fuzzy version for the issue of figuring out the employee absenteeism in a workplace. Authors used a Neuro Fuzzy phone system to forecast the absenteeism of workers at the office. The experimental dataset contained the specifics of absences for all the workers of a service segment business. Authors employed Neuro Fuzzy design to make an answer for the staff management issue utilizing the linguistic variables as method inputs. The Neuro Fuzzy design was meant enhance the decision making process of job project inside a firm [11]. Authors proposed the structure of a Neuro Fuzzy based intelligent design to help in the overall performance analysis of the workers of a company. The performance appraisal device removed some psychological elements which had a negative influence on the unbiased analysis of the workers. The authors likewise discussed the various characteristics affecting the performance evaluation procedure. As per the literature survey conducted by the writers no substantial scientific studies had been done on the use of Neuro Fuzzy in this specific area [12]. The Fuzzy analytic hierarchy progression as well as Fuzzy decision making trial as well as evaluation lab have been used to get weights for human relationships and criteria among criteria and dimensions respectively. The two methods might be integrated since it serves various purposes. Study suggested the weights of requirements and also the interactions amongst dimensions & requirements have been gotten with the utilization of triangular Fuzzy sets. This particular analysis proposes the integration of Interval and fuzzy style Fuzzy the place that the interval sort trapezoidal Fuzzy numbers are utilized predominantly. This brand new integration design incorporates linguistic variables in interval sort Fuzzy sets and expected importance for normalizing lower and upper

memberships [13]. The integration was created once the weights from Fuzzy have been multiplied with expected values of Fuzzy. The suggested integration technique was proven to a situation of Human Resources management. The results show the criterion of education is much more crucial than the additional criteria since it's a purpose and directly influence. The case study results verify the feasibility of the suggested technique which suggested the requirements of training as probably the most important criteria in dealing with human resources. Integration is the procedure of combining or maybe merging of two or over methods to give a much better plus more useful result. Lately, integration of Fuzzy was created by writers. Nevertheless, there was no obvious stage of integration in between the 2 techniques since the Fuzzy had been incorporated one right after another. Furthermore, the presence of imprecise and vague judgments changed the end result less reliable in capturing causal diagrams. Consequently, authors created a brand new analysis of integration of Fuzzy to conquer the issues. Writers in this particular effort mentioned about the framework of integration between Fuzzy were provided. There was 3 phases pertaining to the proposed approach. In Phase one the information had been collected from a team using the outlined linguistic scale. The Fuzzy was used in Phase 2 the place that the relative weights of the key elements were obtained. In Phase 3, Fuzzy was utilized by implementing trapezoidal Fuzzy numbers to stay away from insufficient manifestation of the vagueness. The Fuzzy divides the criteria in produce set as well as influence team. The strategy of ours is much more adaptable because of the launch of trapezoidal Fuzzy amounts in trapezoidal Fuzzy figures. It permits us to model ambiguous, uncertain, and imprecise information which was typically encountered in the real life problems. The technique even integrated the Fuzzy by using the weights from fuzzy in Phase two into the expected value of Phase three. In reality, this particular integration technique was able to deal with fuzzy issues with more comprehensible method because of the expertise of interval sort fuzzy sets. The suggested integration technique was put on to a situation of human resource management where 3 decision makers have been invited to assess 3 sizes as well as 8 criteria. It was consensually agreed on the requirements of training from the dimension of infrastructure as probably the most important criteria in human resource management. Nevertheless, this study holds many limitations. The amount has to be assessed for guaranteeing the validity of the investigation [14]. Future research might consider a larger number. It's thought that setting a brand new threshold value for Fuzzy is going to offer an alternate result along with a brand new network relationship map may be obtained. It's additionally recommended that additional analysis should be undertaken to study the proposed approach. The evolved strategies are proven to many other actual case studies in team decision making issues like dealer choices as well as client satisfactions [15]. Authors investigate the usage of the Fuzzy way to the difficulty of Human Resource choice. Results are reported on the program of the hybrid technique to the situation of director selection process in a visible telecommunication organization in Indonesia that has a strong human resource

management process, which includes for determining the staff of its to various roles in the business. Nevertheless, the experiments results of ours appear to indicate that though there's a set of typically known values in the business, the procedure of director choice may not absolutely follow these values. Focus on the evaluation features shows some variation in various regions, indicating that neighborhood values may also affect the buying process. Authors have observed out of the final results which generally the priorities in candidate choice in the telecommunication business are comparable from a single evaluator to the others. This mirrors the presence of a set of values which are recognized to be essential in the organization in choosing the personnel of it's for many jobs [16]. The Fuzzy has been successful in capturing this particular by regularly choosing the candidate that really gets the Human Resources Manager position in four out of the seven areas throughout the 5 evaluators as well as the aggregation. Nevertheless, you will find a number of areas where the priorities offered on the value of the selection criteria appear to differ compared to the common norm, leading to a miss for the Fuzzy. Thus, authors can conclude the Fuzzy is in common give satisfactory results when used in candidate selection process. Nevertheless, it has the limitation that the individual whose opinion is used when the input should have outstanding values or maybe understanding much like the committee in control of the buying process. On the opposite hand, the Fuzzy might function as a great tool in offering inputs to a selection process that is anticipated to comply with a specific range of values, as it's much more completely unbiased in comparison with people. For coming works, it is going to be good to study the outcome of regional values as evidenced in the results of this particular analysis. If so, except respondents that have a national level, it's likewise essential to collect the value input from respondents employed in the exact same region as the place of the place to be filled. The end result from both kinds of respondents might subsequently be compared studying what may be the differences of worth between both [17]. The analysis of employees' efficiency is targeted towards assessing individual's contribution to the attainment of organizational objectives. Performance appraisal is a vital tool in a company as a result of the potency of it's to sometimes make or mar that organization. Unusual standards for human resource Performance appraisal, tribal sentiment, mental condition of assessors, and delay in appraisal tasks amongst others have become the crucial issues of the traditional techniques of appraising employees' concerts in a company. This particular research thus proposes an internet Fuzzy based choice support system for Human Resource Performance appraisal. The proposed method includes an effective computational method which handles the delays as well as bias regarding the orthodox general performance appraisal process of organizations. The Fuzzy inference process created in this particular analysis utilizes Mamdani method, Centre of Gravity Defuzzification strategy and will take as input the primary key characteristics contemplated when appraising the functionality of a worker. An experimental research of the proposed method was done while using dataset of academic team. Regular statistical method was used to calculate the accuracy amount of the

conclusion as well as the System shows that the proposed process has 0.78 likelihood of predicting correctly the appraisal condition of an academic team. Based on writers, workers have become the primary instrument for the attainment of organizational objectives as well as objectives. As a consequence of the reality, employee performance appraisal device is simply deemed as an important tool due to the use of its for reasons including selection, recognition, and staff promotion for development and instruction. An effective performance appraisal process based on Fuzzy reason strategy is proposed by writers. The proposed method produces a scalable style which effectively fuses primary general performance appraisal characteristics of academic staff members and immediately predicts correctly the appraisal amount of such a staff. This particular investigation offers an enabling platform capable of helping human resource managers to effectively discharge the statutory responsibilities of theirs through the handling of delays in appraisal processes, outside influences on appraisal benefits, along with incommensurate benefits given to appraisal results. Additionally, the device will additionally help decrease the massive expense related to doing performance appraisal exercises in a certain business. The precision of the proposed method was investigated through regular statistical strategy and also the outcomes proved the device to be seventy eight % effective in giving exact appraisal predictions. Finally, this particular investigation has been equipped to display both practical and theoretical uses of Fuzzy Logic idea in the domains of human resource general performance appraisal [18]. Organizations' attention given to environment and community, and the consciousness of the consequences of green variables has contributed to the improvement of the idea of sustainability of organizations. Different factors such as human resources will be utilized in the evaluation of sustainability of businesses, though the problem hasn't been critically considered by researchers, and also the link between human resource management and sustainability as well as associated scientific studies hasn't still been thoroughly created in all of the branches of Human Resource management. Among the causes for this particular matter is failing to determine the elements influencing Human Resource management sustainability of organizations. The present article seeks to recognize these elements. Depending on the current the usage and theoretical foundations of experts' opinions, the factors impacting the implementation of Human Resource management had been split into 3 groups such as environmental, social, and economic dimensions. In order to establish the mass of the elements identified depending on the absence of freedom of the Studies done on sustainable development propose that there are already an expanding interest to sustainability in the last 2 years and this also has increased measures related to sustainability. Several factors such as human aid could be used in sustainable development of organizations; however, scientists have paid much less interest to this particular problem. The link between human resource management and sustainability as well as associated studies hasn't continue to created broadly in most subfields of Human Resource management. Various interpretations of sustainability are actually presented;

however, Human Resource management continues to be much less interested in this regard. In this regard, the current study was done to produce a link between human resource management as well as sustainability and utilized Fuzzy interval style two Fuzzy methods to determine as well as rank things impacting the implementation of sustainable human resources management [19]. Renewable human resource management plays an important role in environmental, economic and social management. The sustainability of human resource management is dependent on visiting outside configurations for available risks, trends, changes, and opportunities and also producing a sense of balance between economic, environmental and social ways. Renewable human resource management is able to establish attitudes in supervisors as well as staff members to prevent environmental destruction. Aside from environmental benefits, sustainable human resource managers save monetary resources via cost reduction, macroeconomic policies as well as business process reengineering plus they are able to capitalize on an organization's revenue by using cost savings. These managers are worried about maintaining as well as enhancing the welfare of future and current generations; they develop a harmonious living planet and enhance the quality of living and get rid of community inequalities and gaps [20]. This particular study aimed to identify the excess weight as well as the cause effect associations between things impacting renewable human resource management in little and medium sized enterprises Kerman province; thus, this particular study is geographically restricted to Kerman province. In terms of study population, it's restricted to little and medium sized businesses. In terms of analysis strategies, Interval and fuzzy style two of Fuzzy are the only methods used; thus, this particular research could be conducted in different communities, making use of different choice making strategies [21]. Because of the fast enhancement of info technologies, writers are used in the spot of human resources management that is known as a human resources info program. A highly effective system should have the ability to deal with complex personnel information to help the implementation of managerial approaches and new policies in an organization. Therefore, the main objective of this particular analysis is applying synthetic neural network that is effective at learning and also remembering as well as is popular in the areas of engineering, for the greatest supervisors to pick possible workers for the position of director. The case study results indicate the proposed system is well in the position to master the information collected from the best supervisors as well as the test results are extremely promising. Furthermore, the proposed device has been applied in the net to be able to install the demands of the electric era. Up to today, the human resource info process mentioned in the review is mainly based on information bank inquiry or maybe expert system. This particular investigation is going to be the very first program of a neural system on recruitment of organizational supervisors. If the instruction of neural networks is finished, the skilled weights may much more fairly as well as properly forecast a company's recruiting requires and support high managers' choices in choosing skilled staff [22]. As company tasks have become increasing globally and as several firms grow the

operations of theirs to overseas markets, there's necessity for human resource management to make sure they employ as well as keep staff that are very good. From ages, organizations are actually getting fantastic issues in obtaining the correct professionals into right training as well as work. This particular research focuses at exploiting info technology to be able to overcome these issues. The system, which happens to be a system of inter connected processes, collects information from applicants by way of a web based interface as well as matches with adequate jobs. This stops the frustration and other issues inherent in the mechanical technique of employment recruitment, and that is the standard unstructured interview as well as understanding based means for matching applicants to tasks. The proposed method is a neural system web based human resource management method design operating on Internet Information server with abilities for Active Server Page and Microsoft Access; while Hypertext Markup Language are utilized for authoring websites. Lastly, the device is able to operate on the least Pentium devices with Windows operating system [23].

3 METHODOLOGY

In this section, the overview of proposed system and methodology are explained. Neuro-Fuzzy structure is shown in Fig. 1 and proposed system is shown in Fig. 2.

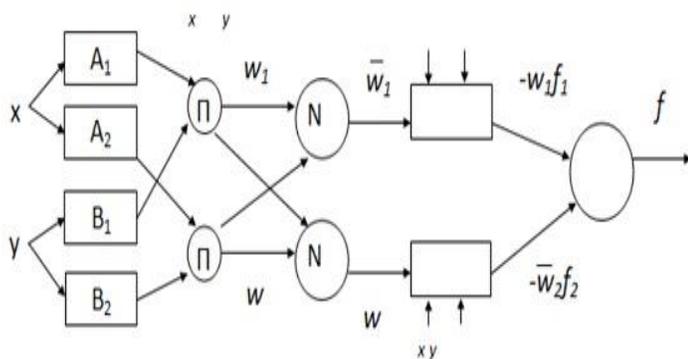


Fig. 1. Neuro-Fuzzy Structure

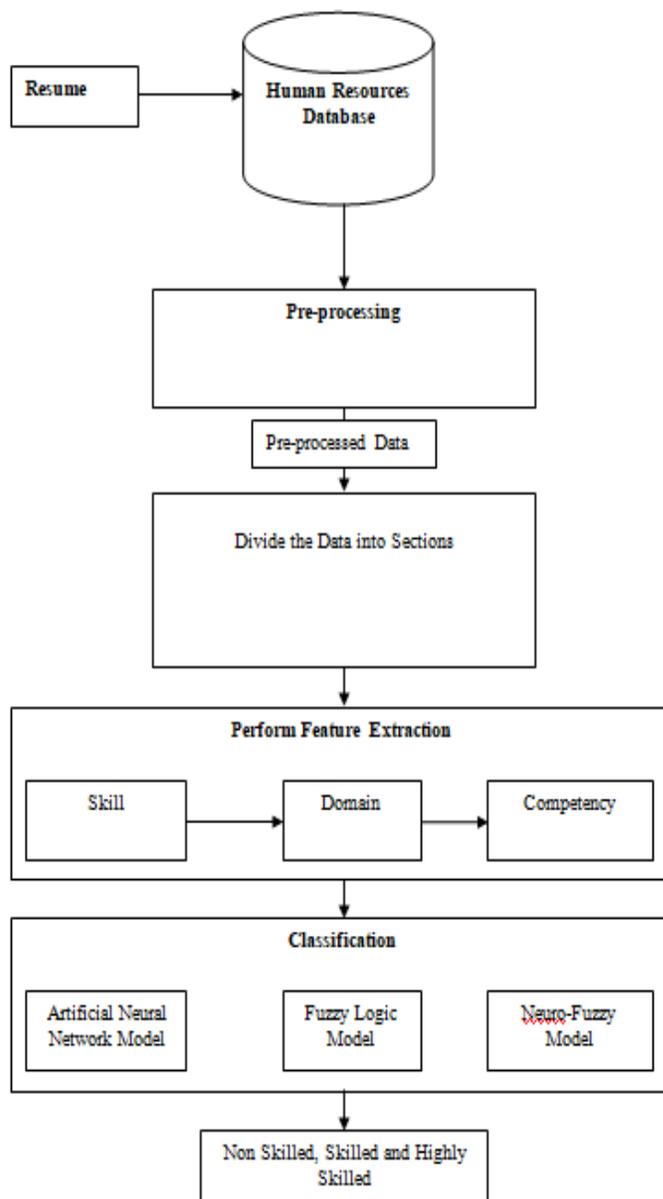


Fig. 2. Proposed System

4 EXPERIMENTAL RESULTS

The Performance evaluation of the proposed Human Resources classification model is discussed in this section. The proposed Human resources classification model is implemented in the (Importing packages Numpy and SKFuzzy from Anaconda) Anaconda platform using Python, Tensorflow, Scikit-Learn, Neuro-Fuzzy and FuzzyClassifier were used to implement the three different models [24]-[42]. The datasets includes service sector human resources data, the datasets were collected from service sector organization. A total of 3000 resumes were randomly chosen for skill assessment. Since there are one category of Non Skill worker and two category of Skill Worker in the dataset, 3000 resume are chosen consisting of 1000 non skill workers and 1000 resumes for per skill category. The proposed Neuro-Fuzzy classification model is compared with the Fuzzy Logic and Artificial Neural Networks. The classification result is based on three classes such as Non Skilled, Skilled and Highly

Skilled. In the classification problem, it is identified as positives the class and as negatives the class. Doing so, the following standard definitions are obtained: 1) True Positives (TP): predicts class as class. 2) True Negatives (TN): predicts non-class as class. 3) False Positives (FP): predicts non-class as non-class. 4) False Negatives (FN): predicts class as non-class. Based on performance measures are applied to calculate Sensitivity, Specificity, Accuracy and Mean Square Error. Skill assessment i.e. Non Skilled and Skilled are taken for classification thus, the performance measures will be evaluated using these criteria and formulas are shows as follows:

Accuracy

Accuracy symbolizes the ability of the model to differentiate the non skilled and skilled resume correctly. To evaluate the accuracy of a model, one should calculate the proposition of True positive, True Negative, False Positive and False Negative.

$$Accuracy = \frac{TP+TN}{TP+TN+FN+FP}$$

Specificity

Specificity symbolizes the ability of the model to define the non skilled resumes correctly. To evaluate the specificity of a model, one should calculate the proportion of True Negative in non skilled resume.

$$Specificity = \frac{TN}{TN+FP}$$

Sensitivity

Sensitivity symbolizes the ability of the system to define the Highly Skilled and skilled resume correctly. To evaluate the sensitivity of a system, one should calculate the proportion of True Positive in highly skilled and skilled resumes.

$$Sensitivity = \frac{TP}{TP+FN}$$

Mean Square Error (MSE)

Mean Square Error is used to measure the difference between the expected parameter and the perceived parameter, which paves the way for the researcher to make some decisions.

$$Mean\ Square\ Error\ (MSE) = \frac{1}{mn} \sum_{i=0}^{m-1} \sum_{j=0}^{n-1} [I(i, j) - K(i, j)]^2$$

TABLE 1 EXPERIMENTAL RESULTS FOR THE CLASSIFICATION METHODS USING MEAN SQUARE ERROR

Human Resources Classification Model	Sample Resume Used	MSE
Neural Network Model	Resume1	2.96
	Resume2	2.57
	Resume3	2.03
	Resume4	2.24
	Resume5	2.87
	Resume6	2.39
Fuzzy Logic Model	Resume1	3.55
	Resume2	3.34

	Resume3	3.11	
	Resume4	3.87	
	Resume5	3.64	
	Resume6	3.41	
	Neuro-Fuzzy Model	Resume1	1.71
		Resume2	1.65
Resume3		1.53	
Resume4		1.49	
Resume5		1.09	
Resume6		1.13	

Here the performance of the proposed system was compared with the system generated by Fuzzy Logic and Neural Networks. Fig. 3 shows Mean Square Error comparison among the classification models. Here Fuzzy Logic and Neural Networks shows greater error rate while comparing with the proposed Neuro-Fuzzy Model.

Fig. 3. Comparative View of MSE

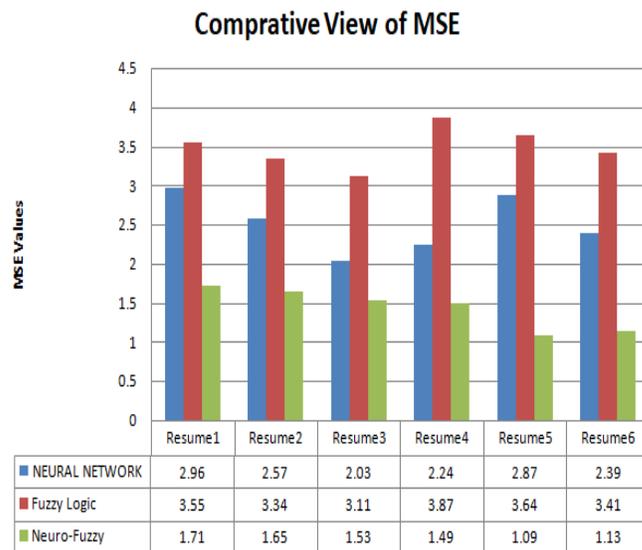


Table 2 shows the experimental result of the evaluation metrics like, Accuracy, Sensitivity and Specificity, comparison among the classification methods. Here Fuzzy Logic and Neural Network show lesser ratio while comparing with the Neuro-Fuzzy System. The performance of the system was analyzed based on the data presented.

TABLE 2 CLASSIFICATION RESULTS OF DIFFERENT CLASSIFICATION MODELS

Psychiatric Diagnosis/Classification Method	Accuracy	Sensitivity	Specificity
Neural Network	96.38	94.91	88.71
Fuzzy Logic	93.42	92.73	90.62
Neuro-Fuzzy	98.21	96.58	94.93

Fig. 4 and Fig. 5 shows the Specificity and Sensitivity comparison among the classification methods. Here the proposed methodology of Neuro-Fuzzy Model shows greater

Sensitivity and Specificity value while comparing with the Fuzzy Logic and Neural Network.

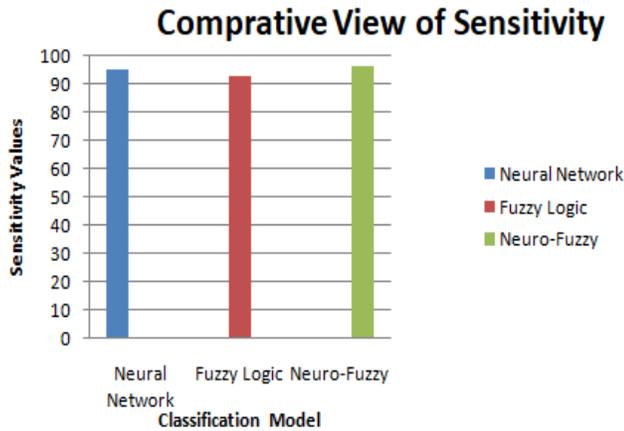


Fig. 4. Comparative View of Sensitivity on 3000 Resumes

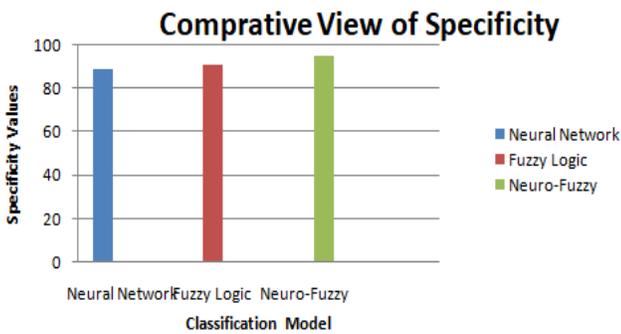


Fig. 5. Comparative View of Specificity on 3000 Resumes

Fig. 6 shows the Accuracy comparison among the classification models. Here the proposed methodology of Neuro-Fuzzy model shows greater Accuracy value while comparing with the Fuzzy Logic and Neural Network models.

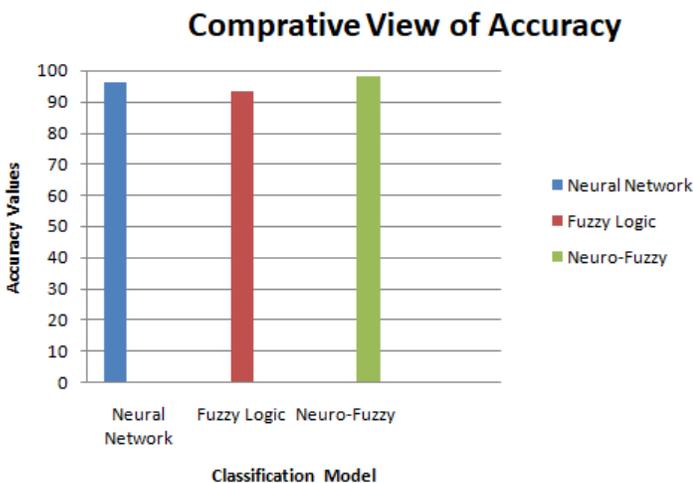


Fig. 6. Comparative View of Accuracy on 3000 Resumes

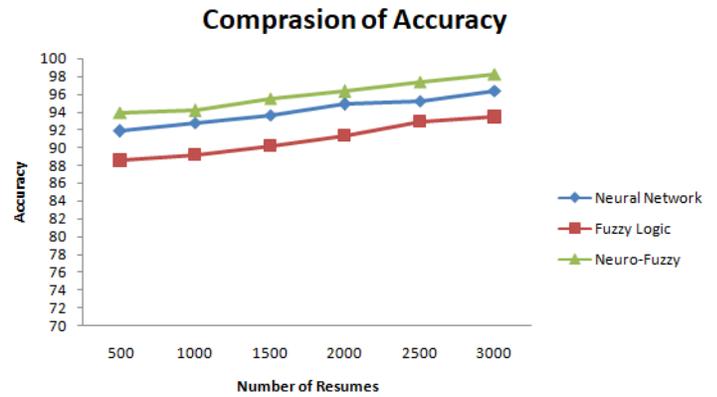


Fig. 7. Comparison of Accuracy VS Number of Resumes

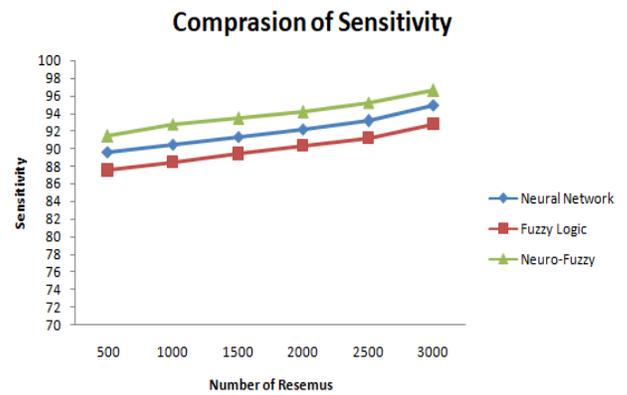


Fig. 8. Comparison of Sensitivity VS Number of Resumes

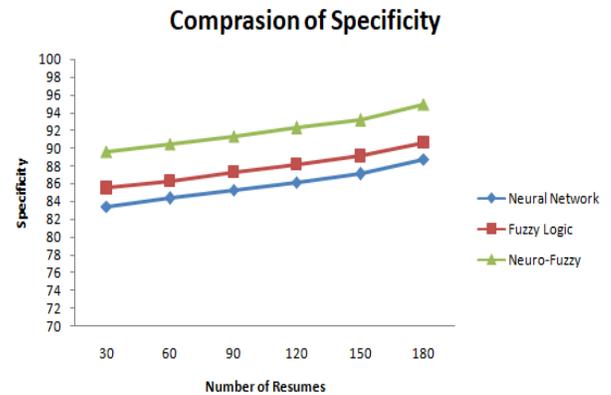


Fig. 9. Comparison of Specificity VS Number of Resumes

5 CONCLUSION

Ranking techniques and applicant choice for employment roles within Human Resources include very high levels of uncertainty. This's because of the necessity to permit the different tastes as well as views of the various occupation domain specialists in the decision making process. Hence, there's a need to create a unit which is going to enable Human Resource departments to ascertain the most crucial needs criteria for a certain work, based on the personal preferences of various professionals, while making certain the expert's choices are impartial and properly weighted based on their expertise and knowledge. This can allow a far more effective method to list that is brief submitted candidate resume from a

lot of candidates providing a fair and consistent resume ranking policy that is usually legally justified. This particular paper provides a Neuro Fuzzy style based method for identifying the primary key ability attributes determining each expert's preferences and ranking choices, while managing the concerns as well as inconsistencies in team choices of a panel of professionals. The presented item classifies the processes of needs specification as well as applicant's ranking. Tests are done to the taken service market industry in which the proposed model is proven to create ranking choices which were fairly extremely consistent with those of the man professionals.

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