SMARTHIRE: AN INTELLIGENT TALENT ACQUISITION SYSTEM WITH PREDICTIVE ANALYTICS

Mr.G.Prabu[1], A.Sudhan[2], L.Johan[3], M.Pandian[4]

[1]*Assosiate Professor, Dept. of IT, Sri Manakula Vinayagar Engineering College, Madagadipet, Puducherry*
[2,3,4] *Student, Dept. of IT, Sri Manakula Vinayagar Engineering College, Madagadipet, Puducherry*

Abstract-*An Intelligent Talent Acquisition System with Predictive Analytics" is a cutting-edge project designed to revolutionize the recruitment process by leveraging the power of advanced machine learning and predictive analytics. This intelligent system aims to streamline and enhance talent acquisition for Human Resources (HR) professionals. SmartHire incorporates predictive analytics algorithms to evaluate resumes, predict candidate suitability, and optimize the recruitment workflow. By analyzing historical hiring data and identifying patterns, the system facilitates data-driven decision-making, enabling HR teams to identify the most promising candidates efficiently. The integration of predictive analytics not only accelerates the resume screening process but also ensures a more accurate and informed selection of candidates. SmartHire represents a significant advancement in talent acquisition technology, promising increased efficiency, objectivity, and overall excellence in the hiring process.*

Keywords—Talent acquisition, Human Resources, attrition, screening, streamline evaluation

1.INTRODUCTION

1.1 NATURAL LANGUAGE PROCESSING (NLP)

Natural Language Processing (NLP) is a branch of artificial intelligence (AI) that deals with the interaction between computers and humans through natural language. Its primary goal is to enable computers to understand, interpret, and generate human language in a way that is both meaningful and useful. Here's an elaborate overview of NLP, its scope, and applications:

1.2 SCOPE OF NLP:

Tokenization and Text Preprocessing: NLP involves breaking down text into smaller units such as words, phrases, or sentences, known as tokenization. It also includes text preprocessing tasks like removing punctuation, stop words, and normalizing text (e.g., converting all letters to lowercase).

Part-of-Speech Tagging: This task involves assigning grammatical categories (e.g., noun, verb, adjective) to each word in a sentence, which helps in understanding the syntactic structure of the text.

Named Entity Recognition (NER): NER aims to identify and categorize named entities (e.g., names of persons, organizations, locations) within a text. It plays a crucial role in information extraction and entity linking tasks.

Syntactic and Semantic Parsing: NLP involves analyzing the syntactic structure (grammar) and semantic meaning of sentences. This includes tasks like parsing sentences into syntactic trees and understanding relationships between words in a sentence.

Word Embeddings and Semantic Similarity: NLP utilizes techniques to represent words as dense vectors in a continuous vector space, known as word embeddings. These embeddings capture semantic similarities between words and enable algorithms to understand the context of words in a document.

Machine Translation: NLP enables the translation of text from one language to another using machine translation models. This involves understanding the meaning of the source language text and generating equivalent text in the target language.

Sentiment Analysis and Opinion Mining: NLP techniques are applied to analyze and understand the sentiment or opinion expressed in text data, which has applications in social media monitoring, customer feedback analysis, and market research.

Question Answering Systems: NLP facilitates the development of question answering systems that can understand and respond to questions posed in natural language. These systems often rely on techniques like information retrieval, text summarization, and reasoning.

Text Generation and Summarization: NLP techniques enable the generation of human-like text and summaries based on input data. This includes tasks like text summarization, dialogue generation, and story generation.

1.3 APPLICATIONS OF NLP:

Virtual Assistants: NLP powers virtual assistants like Siri, Alexa, and Google Assistant, enabling users to interact with devices and applications using natural language commands.

Search Engines: NLP techniques enhance the accuracy and relevance of search engine results by understanding the intent behind user queries and matching them with relevant content.

Text Analytics: NLP is used in text analytics applications to extract insights, trends, and patterns from large volumes of text data. This has applications in social media monitoring, customer feedback analysis, and market research.

Language Translation: NLP powers machine translation services like Google Translate, enabling the automatic translation of text between multiple languages.

Healthcare: NLP is used in healthcare for tasks such as clinical documentation, medical coding, and analysis of electronic health records to extract valuable insights and improve patient care.

Finance: NLP techniques are applied in finance for sentiment analysis of news articles, automated trading based on news sentiment, and analysis of financial reports and documents.

Customer Service: NLP powers chatbots and virtual agents that provide customer support and assistance, handling inquiries and resolving issues through natural language interactions.

Information Extraction: NLP techniques enable the extraction of structured information from unstructured text sources such as documents, emails, and web pages, facilitating tasks like entity extraction, relationship extraction, and event extraction.

Name Entity Recognition (NER)

Named Entity Recognition (NER) is a subfield of natural language processing (NLP) that focuses on identifying and categorizing named entities within a text into predefined categories such as names of persons, organizations, locations, expressions of times, quantities, monetary values, percentages, etc.

Early Stages: Rule-based Approaches:

In the early stages, NER systems often relied on handcrafted rules and patterns to identify named entities. These rules were created by linguists and NLP experts based on grammatical structures, part-of-speech tags, and lexical patterns. However, these approaches lacked scalability and were not effective in handling variations in language usage.

Dictionary-based Approaches:

Another approach involved using dictionaries or lists of known named entities to match against the text. However, this method was limited by the coverage of the dictionaries and could not handle unseen or novel named entities effectively.

1.4 MACHINE LEARNING APPROACHES:

With the advent of machine learning techniques, NER shifted towards data-driven approaches. Early machine learning models, such as Hidden Markov Models (HMMs) and Conditional Random Fields (CRFs), were used to learn patterns and relationships in the data to automatically identify named entities.

Domain:

NER finds applications in various domains, including:

Information Extraction:

NER is crucial for extracting structured information from unstructured text, enabling tasks such as document summarization, question answering, and knowledge graph construction.

Entity Linking:

It helps in linking named entities mentioned in the text to their corresponding entries in knowledge bases or databases. This facilitates better understanding and retrieval of relevant information.

Sentiment Analysis:

Identifying named entities can provide context for sentiment analysis tasks, allowing systems to understand the sentiment expressed towards specific entities (e.g., companies, products, individuals).

Search and Recommendation Systems:

NER can improve the accuracy of search engines and recommendation systems by understanding the entities mentioned in queries or user interactions and providing more relevant results or recommendations.

Named Entity Disambiguation:

In cases where named entities may refer to multiple entities (e.g., "Apple" can refer to the company or the fruit), NER helps in disambiguating and determining the correct entity based on context.

2.LITERATURE SURVEY

Financial Advisor Recruitment: A Smart Crowdsourcing Assisted Approach

The paper "Financial Advisor Recruitment: A Smart Crowdsourcing-Assisted Approach" proposes a method that leverages crowdsourcing to streamline the recruitment process for financial advisors.[1] The mechanism involves soliciting recommendations and referrals from a diverse pool of sources, including existing employees, clients, and industry professionals, through online platforms. These recommendations are then subjected to evaluation using a combination of automated screening algorithms and manual assessment to identify suitable candidates. The algorithm employed in this approach integrates machine learning techniques, such as support vector machines (SVM) for initial screening, analyzing factors such as relevant experience, qualifications, and performance metrics. Subsequently, manual review by recruitment experts is conducted to ensure the accuracy and suitability of the selected candidates. The advantage of this approach lies in its ability to tap into a broad network of potential candidates, leveraging the collective wisdom of the crowd to identify qualified individuals efficiently. Additionally, it has the potential to reduce recruitment costs and improve the quality of hires. However, a potential disadvantage could be the risk of bias or inconsistency in the recommendations received from the crowd, necessitating careful validation and screening processes. From this paper, our smart hire talent acquisition project can glean insights into the importance of leveraging collective intelligence through crowdsourcing while implementing robust validation mechanisms to ensure fairness and quality in candidate evaluations.

Hiring a Team From Social Network: Incentive Mechanism Design for Two-Tiered Social Mobile Crowdsourcing

The paper "Hiring a Team From Social Network: Incentive Mechanism Design for Two-Tiered Social Mobile Crowdsourcing" proposes a novel approach for recruiting teams through social networks, utilizing a two-tiered social mobile crowdsourcing model.[2] The mechanism involves designing incentive structures to motivate individuals within social networks to form teams and collaborate on tasks. This mechanism uses Genetic Algorithms (GA) for optimizing the incentive mechanism design. These algorithms dynamically adjust incentives based on factors such as task complexity, team performance, and individual contributions. By leveraging social networks, this approach aims to facilitate the formation of effective teams with complementary skills and expertise. The advantage of this approach lies in its ability to harness the collective power of social networks to assemble high-performing teams quickly and efficiently. Furthermore, the dynamic incentive mechanism encourages ongoing participation and collaboration, leading to improved task outcomes. However, potential challenges may include the design and implementation of fair and effective incentive structures, as well as the management of diverse team dynamics within social networks. Overall, this paper provides valuable insights into leveraging social networks for team recruitment and incentive mechanism design, offering potential applications in various domains requiring collaborative problem-solving and task completion.

Dynamic Entity-Based Named Entity Recognition Under Unconstrained Tagging Schemes

The paper "Dynamic Entity-Based Named Entity Recognition Under Unconstrained Tagging Schemes" proposes an innovative approach for Named Entity Recognition (NER) that adapts to unconstrained tagging schemes.[3] The mechanism involves dynamically updating entity representations during the NER process, allowing for flexibility in recognizing named entities within varying tagging schemes. The mechanism uses Conditional Random Fields (CRF) algorithm to utilize contextual information and entity representations to infer named entities effectively, even under unconstrained tagging schemes where entities may span multiple tokens or have complex structures. The advantage of this approach lies in its ability to handle diverse tagging schemes and adapt to evolving entity definitions without manual intervention or predefined rules. Additionally, the dynamic entity-based approach improves NER performance by capturing contextual information and semantic relationships between words. However, challenges may include the computational complexity of dynamic entity representation updates and the need for large-scale training data to learn robust entity representations. Overall, this paper offers valuable insights into advancing NER techniques for handling unconstrained tagging schemes, with potential applications in various NLP tasks requiring flexible entity recognition capabilities.

Domain Specific Entity Recognition With Semantic-Based Deep Learning Approach

The paper "Domain Specific Entity Recognition With Semantic-Based Deep Learning Approach" introduces a specialized method for Named Entity Recognition (NER) tailored to domain-specific contexts[4]. The mechanism involves leveraging semantic-based deep learning techniques to enhance entity recognition accuracy within specific domains. This paper uses Transformer models, such as BERT (Bidirectional Encoder Representations from Transformers), for domain-specific NER. This algorithms utilize semantic embeddings and contextual information to capture domain-specific patterns and relationships between entities and their surrounding text. The advantage of this approach lies in its ability to achieve high precision and recall rates for entity recognition within specialized domains by leveraging domain-specific semantics and context. Additionally, the deep learning approach enables the system to automatically learn and adapt to domain-specific nuances without the need for extensive manual feature engineering. However, challenges may include the requirement for large amounts of domain-specific annotated data for model training and potential domain adaptation issues when deploying the model to new domains. Overall, this paper presents a promising avenue for improving entity recognition performance in domain-specific applications, offering potential benefits in various NLP tasks requiring accurate identification of specialized entities.

A Joint Model for Named Entity Recognition With Sentence-Level Entity Type Attentions

The paper "A Joint Model for Named Entity Recognition With Sentence-Level Entity Type Attentions" introduces a novel approach for Named Entity Recognition (NER) by incorporating sentence-level entity type attentions[5]. This mechanism aims to enhance NER performance by considering the relationships between named entities within a sentence. The paper suggests employing algorithms such as BiLSTM-CRF (Bidirectional Long Short-Term Memory - Conditional Random Fields) and Transformer-based models like BERT (Bidirectional Encoder Representations from Transformers) for joint modeling of named entities and sentence-level attentions. This algorithm utilizes attention mechanisms to focus on relevant parts of the sentence and capture entity type dependencies for improved NER accuracy. The advantage of this approach lies in its ability to capture the contextual relationships between named entities within a sentence, enabling the model to make more informed decisions about entity boundaries and types. Additionally, the joint modeling framework facilitates end-to-end training, allowing the model to learn optimal representations for both named entity recognition and sentence-level attentions simultaneously. However, challenges may include the complexity of model architecture and the need for large-scale annotated data to train robust joint models effectively. Overall, this paper presents a promising direction for advancing NER techniques by incorporating sentence-level attention, with potential applications in various domains requiring precise identification of named entities within textual data.

Named Entity Recognition for Addresses: An Empirical Study

The paper "Named Entity Recognition for Addresses: An Empirical Study" presents an empirical investigation into Named Entity Recognition (NER) specifically focused on addresses[6]. The study aims to develop and evaluate NER models tailored for extracting address information from text. The paper suggests employing algorithms such as Conditional Random Fields (CRFs), Bidirectional LSTMs (BiLSTMs), or Transformer-based models like BERT (Bidirectional Encoder Representations from Transformers) to address NER. These algorithms utilize context and sequential dependencies to accurately identify and extract address components such as street names, city names, zip codes, and house numbers. The advantage of this approach lies in its ability to improve address extraction accuracy by considering the structural and syntactic characteristics of addresses. Additionally, the study provides insights into the challenges and nuances specific to address NER, such as variations in address formats, abbreviations, and spelling inconsistencies. However, challenges may include the need for specialized training data and the handling of noisy or incomplete address information in real-world text data. Overall, this paper offers valuable insights and methodologies for developing effective address NER systems, with potential applications in geospatial analysis, location-based services, and address validation tasks.

Named Entity Recognition in Equipment Support Field Using Tri-Training Algorithm and Text Information Extraction Technology

The paper "Named Entity Recognition in Equipment Support Field Using Tri-Training Algorithm and Text Information Extraction Technology'' introduces a methodology for Named Entity Recognition (NER) in the equipment support domain, leveraging the Tri-Training algorithm and Text Information Extraction Technology. The study focuses on automating the identification of named entities such as equipment names, model numbers, and component names in support documents. The paper suggests employing the Tri-Training algorithm for this task. Tri-Training is a semi-supervised learning technique that iteratively trains three classifiers on subsets of unlabeled data, improving model performance through mutual agreement on predictions. In this approach, the NER model is trained using labeled data from the equipment support domain and unlabeled data supplemented with text information extraction techniques. The advantage of this approach lies in its ability to leverage both labeled and unlabeled data to enhance NER performance, particularly in domains with limited annotated data. Additionally, text information extraction techniques help preprocess and enrich the training data, improving the model's ability to recognize named entities accurately. However, challenges may include domain-specific variations in entity names and the need for domain expertise to curate high-quality training data. Overall, this paper provides valuable insights and methodologies for improving NER performance in the equipment support domain using semi-supervised learning and text information extraction technologies.

A Survey on Deep Learning for Named Entity Recognition

The paper "A Survey on Deep Learning for Named Entity Recognition" provides a comprehensive overview of the application of deep learning techniques to Named Entity Recognition (NER)[8]. The survey aims to summarize recent advancements, trends, and challenges in deep learning-based NER methods. The paper suggests employing various deep learning architectures such as Recurrent Neural Networks (RNNs), Convolutional Neural Networks (CNNs), Transformer-based models like BERT (Bidirectional Encoder Representations from Transformers), and their variants for NER tasks. These algorithms leverage the ability of deep learning models to capture complex patterns and dependencies in textual data, resulting in improved NER performance compared to traditional methods. The advantage of this approach lies in its capability to automatically learn and extract features from raw text, reducing the need for manual feature engineering. Additionally, deep learning models can effectively handle the challenges posed by noisy, unstructured text data and adapt to different domains and languages. However, challenges may include the requirement for large-scale annotated datasets, computational resources for training complex models, and the interpretability of deep learning-based NER systems. Overall, this survey provides valuable insights into the state-of-the-art deep learning techniques for NER, offering guidance for researchers and practitioners in selecting and developing effective NER solutions across various domains and applications.

Learning Document-Level Label Propagation and Instance Selection by Deep Q-Network for Interactive Named Entity Annotation

The paper "Learning Document-Level Label Propagation and Instance Selection by Deep Q-Network for Interactive Named Entity Annotation" proposes an innovative approach for named entity annotation by integrating deep reinforcement learning techniques.[9] The mechanism involves learning document-level label propagation and instance selection using a Deep Q-Network (DQN) framework. The paper suggests employing algorithms such as Deep Q-Networks (DQN) for learning an optimal policy for document-level label propagation and instance selection during the annotation process. These algorithms utilize reinforcement learning principles to iteratively select instances for annotation based on their potential to improve the overall performance of the named entity recognition system. The advantage of this approach lies in its ability to effectively leverage human annotator feedback to guide the annotation process and prioritize the annotation of informative instances. Additionally, the use of deep reinforcement learning enables the model to adapt and learn from previous annotation decisions, leading to more efficient and accurate named entity annotation. However, challenges may include the complexity of training deep reinforcement learning models and the need for careful design of reward functions and exploration strategies. Overall, this paper presents a promising approach for interactive named entity annotation, offering potential benefits in improving the quality and efficiency of named entity recognition systems through human-in-the-loop annotation processes.

Cross-Lingual Named Entity Recognition for Heterogeneous Languages

The paper "Cross-Lingual Named Entity Recognition for Heterogeneous Languages" addresses the challenge of Named Entity Recognition (NER) across multiple languages with different linguistic characteristics[10]. The study aims to develop a method that can accurately recognize named entities in texts written in diverse languages. The paper uses Multilingual BERT (mBERT) to leverage pre-trained language models and transfer learning techniques to adapt NER models trained on one language to perform well on other languages, even when labeled data for those languages is limited. The advantage of this approach lies in its ability to exploit similarities in linguistic structures across languages and transfer knowledge from resource-rich languages to resource-poor languages. Additionally, cross-lingual NER models facilitate the development of multilingual applications and information retrieval systems that can handle diverse language inputs effectively. However, challenges may include the availability and quality of cross-lingual labeled data, domain adaptation issues, and addressing language-specific nuances in entity recognition. Overall, this paper provides valuable insights and methodologies for addressing the cross-lingual NER task, offering potential applications in multilingual text processing, information extraction, and cross-cultural communication.

Self-Training With Double Selectors for Low-Resource Named Entity Recognition

The paper "Self-Training With Double Selectors for Low-Resource Named Entity Recognition'' presents a method to enhance Named Entity Recognition (NER) performance in low-resource settings by utilizing self-training with double selectors[11]. The approach aims to improve NER models' accuracy when labeled data is scarce by iteratively enhancing the training dataset using pseudo-labeled data generated from the model's predictions. This paper employs algorithms such as Conditional Random Fields (CRFs) and Bidirectional LSTMs (BiLSTMs) coupled with self-training mechanisms. These algorithms utilize self-training with double selectors, where two selectors are employed to filter pseudo-labeled data to ensure high-quality annotations are incorporated into the training set. The advantage of this approach lies in its ability to effectively leverage unlabeled data to enhance NER model performance, particularly in low-resource scenarios where acquiring labeled data is challenging. Additionally, self-training with double selectors helps mitigate the risk of noise introduced by pseudo-labeled data, improving the robustness and generalization capability of the NER model. However, challenges may include designing effective selection criteria for filtering pseudo-labeled data and balancing the trade-off between exploiting unlabeled data and avoiding model drift. Overall, this paper provides a promising approach for improving NER performance in low-resource settings through self-training with double selectors, offering potential applications in various domains requiring NER in resource-constrained environments.

Neural Network Algorithm for Detection of New Word Meanings Denoting Named Entities

The paper "Neural Network Algorithm for Detection of New Word Meanings Denoting Named Entities" introduces a neural network-based approach for detecting new word meanings that denote named entities. The study focuses on identifying and adapting to emerging named entities in text data.[12] The paper employs the Transformer-based model, specifically BERT (Bidirectional Encoder Representations from Transformers), for this task. BERT utilizes self-attention mechanisms to capture contextual information effectively and is well-suited for capturing semantic nuances in text data. The advantage of this approach lies in its ability to detect and adapt to new word meanings by leveraging pre-trained language representations and fine-tuning them on domain-specific or evolving datasets. Additionally, the neural network architecture enables the model to learn complex patterns and relationships in text data, facilitating accurate detection of new word meanings that denote named entities. However, challenges may include the need for sufficient annotated data to train the model effectively and the ability to handle semantic shifts and ambiguities in word meanings over time. Overall, this paper provides valuable insights and methodologies for detecting new word meanings denoting named entities, offering potential applications in dynamic and evolving text corpora.

Domain Generalization for Named Entity Boundary Detection via Metalearning

The paper "Domain Generalization for Named Entity Boundary Detection via Metalearning" introduces a novel approach for named entity boundary detection that generalizes across different domains using meta learning techniques[13]. The study aims to develop a model capable of accurately detecting named entity boundaries in texts from unseen domains by leveraging meta learning principles. The paper suggests employing the Meta-LSTM algorithm for this task. Meta-LSTM utilizes Long Short-Term Memory (LSTM) networks with metalearning components to adapt quickly to new domains by learning from a diverse set of domain-specific tasks during meta-training. The advantage of this approach lies in its ability to generalize across domains and adapt to new domain-specific characteristics effectively. Additionally, the meta learning framework enables the model to learn from limited labeled data in each domain and generalize its knowledge to unseen domains efficiently. However, challenges may include the need for carefully designed meta learning objectives and the computational complexity of training meta learning models. Overall, this paper provides valuable insights and methodologies for improving named entity boundary detection performance across diverse domains, offering potential applications in various natural language processing tasks requiring robust domain adaptation capabilities.

Neural Named Entity Boundary Detection

The paper "Neural Named Entity Boundary Detection" introduces a novel neural network-based approach for named entity boundary detection in text data. The study focuses on accurately identifying the start and end positions of named entities within sentences.[14] The paper suggests employing the BiLSTM-CRF (Bidirectional Long Short-Term Memory - Conditional Random Fields) algorithm for this task. BiLSTM-CRF combines bidirectional LSTM networks for capturing contextual information with CRF for modeling sequence labeling dependencies, enabling the model to effectively identify named entity boundaries in a sequence of words. The advantage of this approach lies in its ability to leverage both local and global contextual information to make accurate predictions, while also incorporating label dependencies to ensure coherent entity boundaries. Additionally, the neural network architecture allows for end-to-end training, facilitating seamless integration of feature extraction and sequence labeling components. However, challenges may include the need for labeled data for training and fine-tuning hyperparameters to optimize model performance. Overall, this paper provides valuable insights and methodologies for enhancing named entity boundary detection using neural network techniques, offering potential applications in various natural language processing tasks requiring precise entity recognition.

Unified Transformer Multi-Task Learning for Intent Classification With Entity Recognition

The paper "Unified Transformer Multi-Task Learning for Intent Classification With Entity Recognition" presents a unified approach for intent classification and entity recognition tasks in natural language understanding.[15] The study focuses on jointly learning both tasks using a Transformer-based architecture. The paper suggests employing the Multi-Task Learning (MTL) algorithm for this task. MTL leverages shared representations across multiple tasks to improve performance by learning from complementary signals. In this approach, the Transformer model is fine-tuned using MTL to simultaneously perform intent classification and entity recognition tasks. The advantage of this approach lies in its ability to capture complex dependencies between intents and entities within a single unified model, leading to more accurate and robust understanding of user queries. Additionally, the Transformer architecture enables efficient processing of input sequences and effective modeling of long-range dependencies in text data. However, challenges may include designing appropriate task-specific loss functions and balancing the contributions of each task during training. Overall, this paper provides valuable insights and methodologies for enhancing intent classification with entity recognition using a unified Transformer-based multi-task learning approach, offering potential applications in conversational AI systems and chatbots.

3. Conclusion

These papers give us a brief idea about Name Entity Recognition model and its associated algorithm in working with documents to attain domain specific labels on skillset for having a streamline profile matching process for the talent acquisition system.

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