



# International Journal of Innovative Research in Science Engineering and Technology (IJIRSET)

*(A Monthly, Peer Reviewed, Refereed, Scholarly Indexed, Open Access Journal)*



**Impact Factor: 8.699**

**Volume 14, Issue 11, November 2025**

# The Employment Management for College Students Based on Deep Learning: A Review

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**ABSTRACT:** The project focuses on addressing the growing employment pressure faced by college students through a Deep Learning based employment management and recommendation system. The system analyzes students' academic data, behavioral patterns, and enterprise requirements to recommend suitable employment opportunities. It improves employment satisfaction and placement accuracy by linking student profiles with enterprise attributes using a recommendation model. The project also emphasizes the role of ideological and political education in enhancing employability by promoting correct employment attitudes, confidence, and adaptability. The proposed model achieves high matching accuracy and learning efficiency, demonstrating superior performance in data sparsity environments. Overall, this system contributes to effective employment guidance and data-driven decision-making for universities.

**KEYWORDS:** Deep Learning, Big Data, Employment Management, Job Recommendation, College Students, Artificial Intelligence, Employability, Data Analysis

## I. INTRODUCTION

In the current academic and professional landscape, college graduates face increasingly intense competition in the job market due to the expanding number of higher education institutions and the rapid increase in graduates each year. Traditional employment guidance and management systems are often insufficient to meet these demands because they rely heavily on manual counseling and generalized advice rather than personalized, data-driven analysis. As a result, many graduates struggle to identify suitable career paths aligned with their competencies, interests, and the evolving needs of industries. This growing mismatch between graduate skills and market requirements highlights the need for innovative employment management solutions.

Recent advancements in Big Data and Deep Learning (DL) have opened new opportunities to address these challenges. By analyzing large volumes of academic, behavioral, and enterprise data, intelligent systems can uncover hidden patterns and provide personalized job recommendations. A Deep Learning-based employment recommendation system enables universities to assess student potential, measure employability, and match students to appropriate opportunities more accurately. Through this integration of artificial intelligence, the system can evaluate numerous data sources simultaneously—academic records, social activities, leadership roles, and achievements—offering a holistic understanding of each student.

Furthermore, this project not only focuses on employment matching but also emphasizes the role of ideological and political education in developing well-rounded, responsible graduates. Such education nurtures essential employability traits like self-confidence, adaptability, and teamwork, ensuring that students are psychologically and ethically prepared for employment. Thus, combining technological innovation with educational values, this project aims to create a comprehensive and intelligent employment management system that strengthens both job placement and personal development outcomes.

### Motivation

The primary motivation behind this project stems from the persistent gap between graduate competencies and industry expectations. Despite earning degrees, many students lack the necessary technical, communicative, and problem-solving skills required by employers. Traditional placement systems fail to analyze complex student data or provide personalized recommendations. The motivation is also influenced by the growing availability of digital data on student performance, behavior, and achievements, which, if properly analyzed, can revolutionize employment management. The combination of AI, Big Data, and education presents an opportunity to make career guidance more predictive,



adaptive, and student-centric. By building such a system, universities can not only enhance employment outcomes but also promote self-awareness, accountability, and long-term career satisfaction among graduates.

## **II. LITERATURE SURVEY**

**S. S. Choudhury [1] [2021]** , This paper presents a recommendation system for the multi-modal Indian language system. The dataset for Hindi movies includes user input in three distinct categories: i) dislike, ii) like, and iii) neutral. Here, we have made it multi-modal by using the Flickscore dataset and adding the audio-visual data from the movie trailers. In addition, we have evaluated the effectiveness of a classification-based model using two modules: the Task-Specific (TS) module and the Graph Convolutional Network (GCN) module. Different dataset modalities are used to test the performance of various combinations of these modules. We also examined how well it performed in cold-start scenarios. Here, many embedding techniques have been introduced, and experimental results have attempted to determined.

**M.A. Ganaie [2][2022]** , This paper reviews the state-of-art deep ensemble models and hence serves as an extensive summary for the researchers. The ensemble models are broadly categorised into bagging, boosting, stacking, negative correlation based deep ensemble models, explicit/implicit ensembles, homogeneous/heterogeneous ensemble, decision fusion strategies based deep ensemble models. Applications of deep ensemble models in di erent domains are also briefly discussed. Finally, we conclude this paper with some potential future research direc tions.

**Maria Aristeidou & Simon Cross [3] [2021]**, An online survey collected information on demographics, study-related infor mation, Covid-19 personal circumstances and changes in study habits from 555 undergraduate students at The Open University, UK. Of the study population, an average of 36% reported negative impacts on their study activities and 15% positive impacts. Logistic regression analysis (n = 269) demonstrated that negative impacts on study habits overall were associated with difficulties in mana ging workload and limited interaction with other students Other factors, such as socioeconomic background, study level, limited interaction with tutors, age, personal health, employment issues, and childcare and caring responsibilities, relate to particular study habits.

**Suzanne R. Hawley [4] [2021]**, The COVID-19 pandemic has altered the landscape of higher education, forcing institutes across the globe to lock down campuses and shift instructional methods. To determine the impact of these changes on students, 644 currently enrolled higher education students across seven countries (USA, the Netherlands, Ireland, South Korea, China, Malaysia, and Taiwan) were asked to report their pandemic-related concerns. Qualitative responses were translated and indexed by theme, with students reporting major concerns in the areas of education, safety, mental health, employment stability/finances, uncertainty about the future, and relationships.

**Zerui Huang [5] [2021]**, As vocational undergraduate students in China face increasing challenges in the job market, understanding the factors that shape their employment expectations is crucial. Psychological capital is considered a key factor influencing students' career outlooks. This study aims to examine the relationship between psychological capital (PC) and employment expectations (EE), while exploring the mediating roles of educational flow experience (EFE) and active coping style (ACS) in this relationship. Based on positive psychology and career development theories, a theoretical model was constructed to understand how psychological capital affects employment expectations through the chain mediation of educational flow experience and active coping style. A sample of 693 voca tional undergraduate students (316 males and 377 females) from a university in Guang dong Province participated in the study.

## **III. PROPOSED SYSTEM**

The proposed system introduces a Deep Learning-based Employment Recommendation Model that intelligently connects student data with enterprise information to enhance college employment management. By leveraging advanced neural network architectures, the system analyzes academic performance, social participation, behavioral patterns, and enterprise requirements to deliver personalized job recommendations. It employs a multi-head self-attention mechanism and feature crossover networks to accurately predict the matching degree between students and enterprises. This data-driven model not only improves employment accuracy and satisfaction but also complements ideological and political education, guiding students toward more informed career choices and reducing the employment gap among graduates.

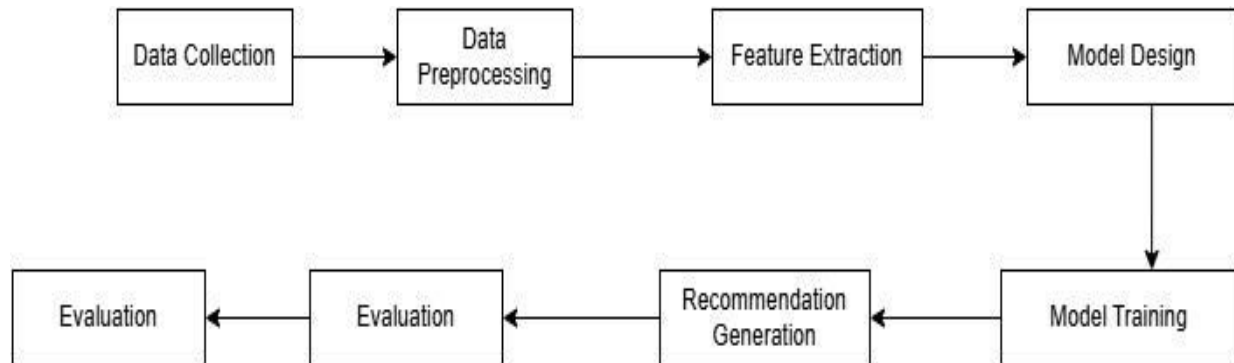


Fig 3.1: Proposed System Architecture

#### IV. CONCLUSION

The Deep Learning-based employment recommendation system offers an intelligent and efficient solution to the challenges faced by graduates in today's competitive job market. By analyzing academic performance, behavioral patterns, and extracurricular activities, the system provides personalized job recommendations that align with each student's skills and interests. This approach not only improves employability but also helps universities monitor and enhance student career readiness effectively.

In addition to career matching, the system emphasizes the development of essential personal and ethical traits, fostering well-rounded graduates. By combining technological innovation with educational values, the project bridges the gap between student competencies and industry requirements, ensuring informed decision-making, saving time in career counseling, and promoting overall student growth and success.

#### V. FUTURE SCOPE

In the future, the employment recommendation model can evolve into a comprehensive intelligent employment ecosystem integrating big data, cloud computing, and AI. Real-time labor market analytics and cross-institutional data sharing can further enhance recommendation accuracy. Additionally, the inclusion of behavioral psychology and sentiment analysis will make recommendations more context-aware and adaptive. Distributed and federated learning approaches can ensure data privacy while improving model robustness. Ultimately, the system will support lifelong career development, enabling dynamic skill matching in a rapidly changing job market.

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