Optimizing the Format of A Resume Based on Recruiters' Gaze

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(a) Some teaser.

(b) Some teaser.

Figure 1: Examples of teaser fig (a) with visible teaser, (b) with invisible teaser.

ABSTRACT

Abstract . . .

KEYWORDS

eye tracking, visual attention, resume format

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1 INTRODUCTION

Research has shown that job recruiters spend an average of 7.4 seconds reviewing a resume before deciding whether or not that candidate will continue to the next stage of the hiring process [2]. This short decision can make or break a job seeker's application. Many studies have been conducted to understand how job seekers can maximize their resumes for this crucial moment. One study revealed that job recruiters spend 80% of their time looking for a select few key pieces of information, with education and job experience being some of the most important [4]. Based on this and other research, a set of criteria for resume evaluation was created, concerning itself with specific elements that recruiters actively seek out [7].

Research shows that a simple resume layout with defined sections, headings, and clear fonts significantly improves readability. This is important because job recruiters tend to spend the most time looking at job titles when considering a resume [2]. Additionally, resumes that took advantage of F-pattern or E-pattern reading tendencies were proven to be very effective in facilitating the job recruiter [2].

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Even though the skills and experience of the job candidate are the main factors in the hiring process, the location of key information may also play a critical role, especially given the limited time recruiters spend reviewing each resume. General guidelines for resume formatting are well established, but exploring and understanding the nuances of information layout can further enhance a candidate's chance of making a positive impression. Therefore, it is important to recognize how resume organization influences a job recruiter's scanning patterns, which in turn influences their decision making process.

2 BACKGROUND

The way people process and retain information is very important to the discussion of resumes. Working memory plays a crucial role in this process. When reviewing a resume, a job recruiter's working memory is actively engaged in obtaining information, comparing information with previous candidates, and making decisions based on overall fit with predetermined requirements [1]. Reviewing resumes requires quick decision making and efficient manipulation of information gathered from the resumes. The act of taking and processing this information in a very short amount of time correlates directly with speed reading techniques. The two speed reading techniques particularly concerned with resume reviews are skimming and scanning. Skimming is when readers visually search for indicators of the main idea of the text, or particular information wanting to be known. Scanning is the extraction of this information, facilitating the reader in a general understanding of the text [4]. These two techniques are designed to enhance speed by focusing on key information, which in the case of resumes is the resume review criteria mentioned before.

Speed reading, especially scanning, encourages readers to create a visual hierarchy of information. This visual hierarchy helps people retain crucial details from what they have skimmed past [4]. A well structured resume enables recruiters to extract important details and match candidates' experience and skills to job requirements more efficiently. While the relationship between speed reading and comprehension is complex it does not seem to affect the analysis of this study. Studies suggest that speed reading techniques improve reading speed without compromising comprehension when moderate levels of understanding are sufficient, such as in resume reviews. Yet, if higher comprehension is necessary, speed reading may not offer an advantage [6].

A resume's visual hierarchy plays a crucial role in how they are evaluated. Analyzing scan patterns and eye movements such as fixations, saccades, and scanpaths can provide valuable insights into how recruiters process resumes with different orders and layouts. Eye tracking metrics like saccade rate (the number of eye movements between fixations) and average saccade amplitude (the distance traveled between two fixation points), offer valuable information about how much effort is required to search for and comprehend information. For example, research has shown that poorly designed interfaces can lead to more saccades, causing an increase in cognitive effort [5]. The elongated skimming process to try and identify the prominent indicators causes this increased cognitive effort. In resume reviews, a poorly structured layout may cause job recruiters to increase the amount of searching and scanning they do, in turn reducing efficiency. If particular orders of resume information were to decrease scanning, it could help increase the amount of time recruiters spend actively retaining the information. Metrics like scanpath length (the total sequence of eye movements over a period of time) and fixation rate can also measure search efficiency. More fixations and shorter scanpaths indicate better organization and a faster ability to retrieve information due to the organization.

Given the influence of visual hierarchy on resumes and the information able to be studied using various eye tracking methods, examining the order of resume sections and layout of the overall resume could lead to improved recruiter efficiency. Therefore, studying how recruiters scan different resume layouts using techniques such as saccade rate, scanpath length, and fixation rate can possibly identify the most effective resume structures, potentially improving the overall hiring process.

3 EMPIRICAL VALIDATION

We conducted experiments to evaluate the effectiveness . . .

3.1 Experimental Design

3.2 Participants

3.3 Procedure

3.4 Apparatus

4 DISCUSSION

Discussion

5 LIMITATIONS & FUTURE WORK

6 CONCLUSION

Conclusion

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REFERENCES