Abstract

Growing digitalisation in every aspect of business functioning has resulted in a need of automated systems to select the employee for the job. Rather than the traditional way of scanning the CVs personally and accessing them by the HR executives and subject matter experts (SME), a new computerized system which does the same but in less time is the need of the hour. Industries keep on hiring employees throughout the year to increase workforce and for that they require to shortlist the contenders from many applicants. This initial step requires segregation of the submitted resumes. Shortlisting resumes requires a panel of HR managers and field experts of the particular job field which check for the particular skills of individuals to select or score them by collective decision of group. This contains high uncertainty when it needs to be automated. The concepts of soft computation like Fuzzy Logic helps to deal with that kind of uncertainty and Neural network could be used to assign weights and then score the CVs to rank them. Using such hybrid system application would highly benefit the organisation to choose a quality employee based on his/her characteristics. It only requires requirements to be specified to the system which in turn would automate the ranking.
References

1. Faiyaz Doctor, Member, IEEE Hani Hagras, Senior Member, IEEE, Dewi Roberts and Victor Callaghan. Korea 2009; “Neuro-Fuzzy Based Agent for Group Decision Support in Applicant Ranking within Human Resources Systems.”


Index Terms

Computer Science

Fuzzy Systems

Keywords

Digitalisation, CV, SME, soft computing, Fuzzy logic, neural network