

ABSTRACT

Master's thesis: 114 p., 23 pic., 25 tab., 47 sources, 1 supplement.

Topicality. Recruitment is a business process that is one of the main functions of recruitment managers (HR-managers or recruiters). Recruitment is one of the central functions of management, because it is people who ensure the efficient use of any resources available in organizations, namely, people who are working within company ultimately depend on the economic performance of the company and its competitiveness.

Any organization always feels the need for the staff. The need to have staff involves developing a strategy of involvement, which would ensure the consistency of relevant measures with the overall strategy.

The task of selection is to identify the best and professionally trained candidate from among the candidates for the vacancy. To do this, there is a need to determine the most effective set of methods and ways to measure the ability to meet the requirements of the vacancy.

Relationship of work with scientific programs, plans, themes. The work was performed at the Department of Computer-Aided Management And Data Processing Systems of the National Technical University of Ukraine «Igor Sikorsky Kyiv Polytechnic Institute» within the topic «Intelligent methods of programming, modeling and forecasting using probabilistic and linguistic approaches» (state registration number 0117U000926)

The purpose of the study is increasing the relevance of recommendations to recruitment managers, reducing the number of potential interviews to be conducted by the manager.

To achieve this goal there is a need to perform the following tasks:

- analysis of the current state and features of recruitment for IT companies;
- development of a method for determining the areas of activity of candidates in recruitment for IT companies;
- development of a method for determining the personality model of candidates in recruitment for IT companies through the analysis of social network profiles;

- development of a recommendation system with the implementation of the developed methods;
- conducting a study of the relevance of recommendations and the number of interviews.

Object of research is recruitment process by recruiters for IT companies.

Subject of research is mathematical methods, models and algorithms of cluster analysis, classification methods.

The scientific novelty of the obtained results is to modify existing approaches to the development of recommendations for recruitment, which would increase the relevance of recommendations to recruitment managers, reduce the number of potential interviews to be conducted by the recruitment manager.

Publications. Materials of the work were published in the regional interuniversity collection of scientific works «System technologies» 3 (134) 2021 DOI 10.34185 / 1562-9945-3-134-2021-01, as well as in theses in III, IV, V and VI Ukrainian scientific-practical conferences of young scientists and students «Information systems and management technologies».

RECRUITER, PERSONNEL SELECTION, CANDIDATE, FIELD OF ACTIVITY RESUME, PERSONALITY MODEL, CLUSTERIZATION, CLASSIFICATION, OPTIMIZATION