

RESEARCH ON THE PREREQUISITES FOR USING A BUSINESS INTELLIGENCE SYSTEM TO IMPROVE THE IT RECRUITING PROCESS

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In this study, we address the relevant practical task of analyzing and selecting candidate resumes in the field of IT recruiting in order to increase the efficiency of this process when working with vacancies.

It is well known that the most valuable asset of any company is its employees, so the success of the HR department has a direct impact on the achievement of business goals and the competitiveness of the organization as a whole. One of the components of human resource management is recruiting – the process of identifying, attracting, selecting, interviewing, hiring and adapting candidates [1], the main purpose of which is to recognize talented and qualified specialists by analyzing their past experience and knowledge [2].

Meanwhile, one of the first stages of recruiting includes screening. The screening process can be briefly described as follows [3]:

1. Analysis of job requirements. Evaluation of mandatory skills, as well as optional but desirable skills (e.g., knowledge of an additional language), consideration of experience criteria, and identification of other factors (e.g., candidate's location).

2. Reviewing CVs. Filtering out CVs that don't match the required skills.

3. Selecting the best candidates. It is necessary to read the resume in detail and compare it with the requirements of the vacancy. In addition, since the number of candidates available for interview is limited, the recruiter must make a relative judgment about them.

Manual screening can become very tedious and exhausting for recruiters [4], as they have to manually select the most suitable candidates from a large number of responses (about 75% candidates do not demonstrate the relevant skills indicated in the job description [5]), which entails the loss of potentially the best candidates for the job, which in turn can lead to a violation of project deadlines, material losses, etc.

This study proposes to conduct a detailed analysis of the process of working with a vacancy to improve the efficiency of analyzing and selecting candidate resumes by developing an appropriate software solution using business intelligence techniques.

References:

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