INTEGRATING CASE-BASED REASONING IN JOB MATCHING SYSTEM FOR PRE-SELECTION PROCESS OF RECRUITMENT

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Universiti Utara Malaysia

by

Norhasimah Mustafa

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ABSTRACT

The progress of Internet and World Wide Web technology brings the movement of traditional recruitment process to web based recruitment. Applying job matching approach automatically will bring benefit to both job seekers and employers. For the employer, the costs of manually preselecting potential candidates have risen and employers are searching for means to automate the preselecting of candidates. A few techniques could be applied in order to implement job matching process such as using fuzzy matching, semantic, rule-base reasoning and case–based reasoning (CBR). This study aims to demonstrate that CBR could be integrated in job matching to recommend the best candidate suitable with the job requirement using similarity measurement. As a result, a prototype called Intelligent Agent Dot Com (IADC) using CBR engine for matching purposes has been developed, validated and evaluated in this study. The finding through validation and evaluation phase indicates that IADC is reliable to assist employer in the pre-selection process during recruitment. In fact, the pre-selection of candidates has become easier than the manual process.
**ABSTRAK**

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‘By the name of Allah, the Most Gracious and Most Merciful’

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<tr>
<td>ACF</td>
<td>Automated Collaborative Filtering</td>
</tr>
<tr>
<td>ASHSD</td>
<td>Advisory Support for Home Settlement in Divorce</td>
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<tr>
<td>CASPER</td>
<td>Case-Based Profiling for Electronic Recruitment</td>
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<tr>
<td>CBR</td>
<td>Case-based Reasoning</td>
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<tr>
<td>DTA</td>
<td>Dynamic Traffic Assignment</td>
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<tr>
<td>GA</td>
<td>Genetic Algorithm</td>
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<tr>
<td>IADC</td>
<td>Intelligent Agent Dot Com</td>
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<tr>
<td>IIS</td>
<td>Internet Information Server</td>
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<tr>
<td>RBR</td>
<td>Rule-based Reasoning</td>
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<tr>
<td>TAM</td>
<td>Technology Acceptance Model</td>
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CHAPTER 1

INTRODUCTION

1.1 Overview

Nowadays, the usage of internet and web technology had changed our way of life-style. These include the way people interact with each other, doing work and communicate amongst themselves. Currently most people prefer to do shopping online, rather than wasting time searching for the parking lot. Most bank customers prefer carrying out bank transaction through internet banking than wasting time and energy for queuing. Mochol, Wache and Nixon (2007) stated that many business transaction are done through internet. The existences of online systems through web makes human life becomes much easier. In the same way, web-based technology also has an impact on the jobs’ search and recruitment process.

Basically there are many approaches available for the job seeker to search for job and for the employer to advertise the vacancy. Previously, if someone seeks for any job available, the newspapers will be the first place that they will be looking for. Due to the advanced of internet technology, this task could be accomplished through web by
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REFERENCES


