

## THE NEWFANGLED PARADIGMS IN E- RECRUITMENT

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**Abstract:** This paper is dealing with the problems of e-recruitment by considering a new approach based on competency based model which is intelligent computational Techniques for the Analysis of job seekers resume. The basic change in this approach allows a job seeker to identify and formally represent the competencies underlying its resume or Curriculum Vitae (respectively for the job situation) which are being validated with the help of new competency based proposed model.

### 1. INTRODUCTION

In the present era the academic sector and the industry haven't had a strong relationship, due to the fact that educational programs don't answer to the economic and social dynamics of the industry. In order to adjust the quality level and relevancy of the formation programs the Competency-Based Learning approach has been created. The competency model that we advocate is based on the following definition for model "a competency is the effect of combining and implementing *Resources* in a specific *Context* (including physical, social, organizational, cultural and/or economical aspects) for reaching an *Objective* (or fulfilling a mission)".[1]

This new approach is used by industries to support their human talent administration programs. It consists in defining and monitoring the achievements of the employees' competencies to facilitate processes such as: selection, training, promotion, and planning of human resources in the right context. This proposed model, which allows us to judge the knowledge, skills, abilities, traits and motives, acquired by a person (respectively for the job situation) help to judge the right recruit for the position irrespective of the educational qualification of the job seeker. This model will allow to specify competencies that take advantage of the minimalist character and the possibility to acquire new knowledge about the seeker characteristics using novel approach and the semantic web techniques added by the Ontology approach.

The competency can be defined in many ways but we would like have at least a description, associated performance criteria, ranges of application and the necessary definition of evidences to evaluate the competency.

### 2. THE PROPOSED MODEL

The Proposed model intends to define a semantic approach with a close language to the working world. In this approach, it is more important the definition of the desirable qualities (demonstrated by employees on concrete situations at work) than certain characteristics of the individual such as knowledge or

skills that the person should put on play in those situations

This ontology gives a better definition of the types of relations and hierarchies among competencies. It extends the measure scales of the instruments to evaluate the acquisition of the competencies.

### 3. DISCUSSION ON THE PROPOSED MODEL

The proposed model collects current competency inventory in a common language across the Agency and identifies future competency needs tied to organizational strategies, Assists in gap analysis and workforce planning And provides search capabilities to find employees, positions, or projects that use competencies. This can be simplified as the process that we propose is based on semantic techniques, in particular the building and sharing of ontologies (rigorous and exhaustive organization of knowledge domain the qualities that is hierarchical and contains all the relevant entities and their relations with job) and the annotation of documents. In our proposed model, ontologies are used as reference systems for identifying the competencies respectively required for a job and acquired by a person. They provide all the concepts (and their relationships) that are necessary for representing the resources, the context and the objective of a competency. These concepts can be related to the tasks linked to the performance of a job position, know and know-how underlying a diploma or a task, organizational cultural or economical aspects of a firm.

The proposed model (Fig 1) works in the very simple manner. The job situation for which the candidate is required is first identified, the specific job description is being analyzed and the competencies are identified using various ontologies. When the seeker applies for the job, the seeker is being evaluated on the competencies identified and the relevant standards known are evaluated on the candidate. This process helps to choose the right person for the job as we are following a rigorous analysis of the qualities that are required for the candidate for the given job.

#### 4. CONCLUSION AND FUTURE WORK

The proposed system will help the organizations to recruit the right person for the job, which would help in cost cutting and increasing proficiency.

In future we would like to implement the proposed model in an E-learning platform which is suitable for Indian education system, so that we can verify the results in the campus placements and moreover check capabilities of students who are not in top 20 percent of the institute.

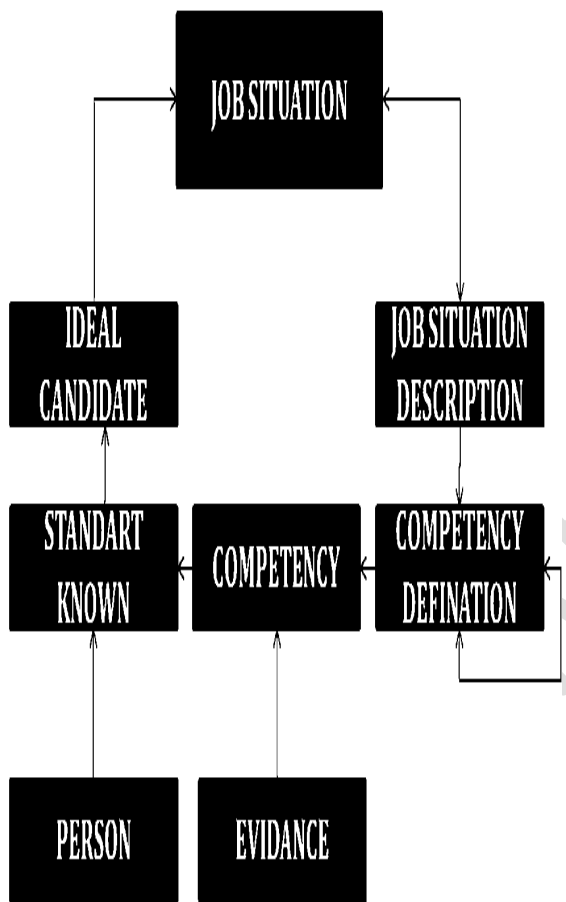


Fig. 1. Basic Flow of working in the proposed model.

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