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Decision-Aiding Tool for Human Recruitment Based on Cleaver Test and Fuzzy Expert System

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Abstract: It is a very common job done by human resources department to hire personnel. Every human resources department has a specialist best known as a recruiter, whom is responsible for the testing and interviewing of an applicant. They must decide whether or not the applicant suits the requested profile. At times the number of interviews is so high and excessive; it is necessary to make quick decisions in a matter of hours or even minutes. Using Cleaver test and a set of categories such as work experience, studies, etc., a decision-aiding tool is proposed to implement in the human resource department. It is considered that some cases and recommendations made by a fuzzy expert system are similar to those made by a recruiter.

Keywords: Industry Human Recruitment, Fuzzy Expert Systems, Knowledge Representation