Abstract

Employing the right person for the right job is very important in any organization. However, many organizations have Human Resources (HR) departments to manage this problem. Consideration of the applicant temperaments and the high rate of human subjectivity were considered in this research by developing personnel selection system using Fuzzy Simple Additive Weighted (FSAW) Method. This paper aimed at developing Fuzzy Logic Framework for Personnel selection process. A three level model are developed to handle: database, conditions required from applicants and ranking of applicants according to suitability for selection, and the consideration of individual temperament was paramount. A person with a combination of the right skills and natural tendencies or abilities is found to perform the job effectively. Finally, the research revealed that applicants with best chances can be hired thus leads to high organizational performance.

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Index Terms

Computer Science Fuzzy Systems

Keywords

FSAW, Fuzzy logic, Decision making, applicant selection.