A Study of Enterprise Personnel Selection using Fuzzy Association Rule

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ABSTRACT

Recently, the enterprise gradually realizes that the good human resource, is the key factor to gain the competitive advantage. Therefore, the human resource management has become the most important work for enterprise to maintain the strength of market competition. Under this situation, how to find or select the good employee is the first challenge for enterprise. In general, personnel selection is usually to review his applicant and judge his ability to match the job. In fact, if the enterprise can not choose the suitable talented person that it will create the waste of manpower and increase the management cost. It is difficult to find the suitable person form review the applicants. In the personnel selection process, the subject judgement of managers are usually fuzziness. Therefore, the aim of this study is to combine the fuzzy sets theory with association rule, to look for suitable person with the higher steady degree. In order to prove that the proposed method is feasible, a case study is implemented in this study. According to the result of case study, the average accuracy rate is up to 71% for predicting the steady degree of employees.

Keywords : Personnel selection, Fuzzy sets theory, Data mining, Association rule

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