

Y. Petriv, Master student
O. Grabar, PhD in Engr., As. Prof., research advisor
L. Mohelnytska, PhD in Phil., As. Prof., language advisor
Zhytomyr State Technological University

RECOMMENDATION SYSTEM FOR POTENTIAL CANDIDATES AND CO-AUTHORS SEARCH: OPEN SOURCE DATA ANALYSIS

With the advent of the global network, the amount of information around the world has grown rapidly, which has led to the need of creation services whose main purpose is to simplify the lives of Internet users. Since it is extremely difficult to navigate such a large amount of information, there are advisory systems as a mechanism for replacing the static recommendation list when searching on websites.

Shortlisting candidates and screening resumes are long time-consuming tasks for the company, especially when 80-90 % of the resumes received for a position are unqualified. That is why today a variety of companies engaged in recruiting activities have begun to widely use advisory systems in their activities.

Nowadays the market is becoming overwhelmed by suppliers that offer identical functionality. The most important differentiators are the convenience of using, customizing, analyzing and managing data. Modern services for finding potential candidates provide a convenient interface and ease of management, but do not solve all the problems of users. The most important aspects are efficiency, expediency and quality. Search for a successful applicant that meets all the requirements takes a lot of time. The best decision in such circumstances is to select a candidate and get acquainted with his skills and knowledge. To implement such a hiring system, there is a need for direct collaboration with web services for hosting IT projects to obtain the necessary information.

The main goal of the project is the development of an online service as a website focused on helping, guide and recruit potential employees and co-authors.

To implement a fault-tolerant, high-available, reliable and operative system it is necessary to analyze a number of technologies and choose the ones that are most suited to the specifics of the operation system. The Java Script programming language was selected to write client and server code.

During the research of the recruitment mechanism, a new approach is proposed for the optimal choice of a potential candidate or co-author. It is based on recommendations from open source data obtained from the web service for hosting IT projects GitHub. Thus, HR will be able to get as much information as possible about a potential employee: get acquainted with his projects, find out what technology he knows, in which country he is located, how many subscribers he has, etc. And based on these data, a person can choose the right employee or co-author. Such a recruitment algorithm eliminates the need for a resume and additional test tasks to assess candidates' abilities. And this, in turn, greatly accelerates hiring process.