

Annotation

of the project

Intelligence environment of labor market resources and educational services
management "PERSONAL RESERVE"

(title)

Nowadays thanks to rapid development of information technologies the methods of specialists selection have changed. Traditional search methods (old friends' information, making advertisement in Mass Media, and so on) are now becoming non-effective.

After Internet has entered business rapidly, a new approach to the personnel selection problem has appeared. Personnel search method with information technologies changes the process of staff recruitment greatly and becomes more and more popular among employers and young specialists, and also among those for whom the recruitment problem is urgent.

The advantages of information opportunities through Internet usage are:

- Availability
- Rapidity
- Effectiveness
- Convenience in operation

Besides taking into consideration the quantity of users, space and cost of usage, opportunities of Internet are enormous. As statistics illustrates, Internet allows solving staff problems much more effectively. At the average, companies using this method find their 50% members annually; as usual it is young well-qualified specialists and graduates.

"PERSONAL RESERVE", intelligence environment of labor-market and educational services resources management can solve this problem, that combines new information technology benefits and traditional methods of selection.

Computerized system «Personal Reserve» intends for:

- University units that deal with job placement;
- Recruitment agencies and organizations, that deal with specialists selection;
- Graduates, that are searching work place;
- Juridical persons and other people, who need information support.

The main goal of this work is the program, which could help a user on the base of Internet to select graduating students according to available vacancies.

Initially "Personnel reserve" system deals with:

- Automatic selection of specialists in accordance with required demands;
- Search information concerning vacancies, specialists, regional companies;

- Monitoring of the changes and renewed data concerning specialists;
- Monitoring a specialist's intelligence and its importance while recruiting;
- Estimation of a specialist according to rating system;
- Monitoring of special professional indexes (courses, attestation, participation in conferences, seminars);
- Monitoring of the professional growth dynamics;
- Application in different areas;
- Forming information concerning vacancies and regional enterprises;
- Loading information about vacancies from the basic Internet portals of the regional virtual recruiting systems;

In the coming future intelligence environment of labor market resources and educational services management "PERSONAL RESERVE" will be added with new fundamental functional capabilities:

- Installation of different recruiting methods;
- Usage of flexible system based on different methods of personnel selection;
- Exchange data with other recruitment agencies, standardization of data formats for further import and export through XML technology;
- Universalisation of data formats for other universities to use.

Let's consider the main advantages of using intelligence environment of labor market resources and educational services management "PERSONAL RESERVE":

1) Full information in resume about candidates;

Forms to be filled by candidates are made up dynamically, according to the planned direction of activity with the stress on the knowledge in particular sphere of interest;

2) Resume access cost and getting contact information about a specialist. Companies have access to the database free, which can stimulate to use this approach.

3) The main principles of putting a form in the system.

Information about students and graduates is put automatically. Every candidate can correct his /her information concerning personal data and extra abilities. Candidates' resumes are also put free of charge.

4) Data authenticity.

Contact information is necessary in order to put the application in the electronic database while registration.

5) Information relevance.

Resumes or vacancies are put in the system with the date of expiration. A candidate has also an opportunity to make his/her resume void in case of

finding a job. An employer can do the same in case of engaging a specialist.

So as a result the afore-cited system is a well-balanced conception model, that allows to take into consideration the most important cause and effect relationship in the areas of education and labor market. The system also allows to get the quantitative estimations and the forecasts of economic and social data.

Therefore intelligence environment of labor market resources and educational services management "PERSONAL RESERVE» has a lot of advantages among already existing personnel systems. It is notable for special direction of attention toward young specialists employment and estimation their activity during education period. Nowadays electronic recruiting is becoming more and more popular, and the system "Personnel reserve" is a striking example of it.

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