Abstract

PT Telkom Indonesia has difficulty in selecting and analyzing a number of job applicants whose number could reach tens of thousands in one opening. Of course it is very difficult to analyze tens of thousands of essays with limited resources. The machine learning approach can be used as an assistive tool so that the selection process can be run automatically so as to reduce the bias in recruitment, saving time and money in the interview assessment process. By using classification methods on machine learning such as NaïveBayes and K-Nearest Neighbor, the quality of applicants can be predicted by analyzing the results of their writing. The performance of the two methods will be compared, so it can be seen which method is better in text classification. The results obtained show that the Naive Bayes method has better performance with an average accuracy rate of 85.22%, while the K-Nearest Neighbor method has a fairly low average accuracy rate of 74.88%.

Keyword: Selection of job applicant, machine learnig, classification, naive bayes, k-nearest neighbor.