

Abstract

Job interview is type of job selection consisting of a subconversation between a job applicant and a representative of an agency or organization which is managing to decide whether the applicant should be hired or not. Due the large number of job applicant candidates, there may be a bias in recruitment of a significant amount time and cost assessment standards. Therefore, this study aims to automate Machine Learning to produce models that have optimal performance in classifying personality. The dataset is constructed for analyzing 56 respondents, who are applying the job interview at PT. Telkom Indonesia, and each of them will be given 9 personality interview questions. The analysis used is a Classification Text which is one part of Natural Language Processing with the Naïve Bayes because easier than other discriminatory models and SVM because can be used to avoid the difficulties of linear functions. This method will be classified into 2 major categories: SATISFACTORY and UNSATISFACTORY. Based on the validation result, the classification accuracy with Naïve Bayes is 72,01% and SVM 72,25%. This study states that Machine Learning can help challenges in identifying job applicants and the model used can accelerate labeling time and reduce costs for company administration.

Keywords: Classification Text, Job Interview, Machine Learning, Naïve Bayes, SVM.