

Abstract

Employee recruitment is an important process to recruit applicants who will gather the workforce for a company. Many companies have difficulty in selecting a large number of job applicants, so it requires a lot of substantial costs and a long time. One effective way to select job applicants is by selecting data from interviews of job applicants that have been given a score by experts. This research was conducted to build a scoring model that helps companies in analyzing and grouping interview data in the selection of job applicants automatically with short time, saving costs, subjectivity, and without bias. The model built is expected to produce predictions that can provide suggestions for companies that are acceptable or not for applicants. In this research, using feature extraction with word embeddings to represent words into vectors. The method used is the artificial neural network algorithm (ANN). The purpose of this test is to look at ANN's ability to train weights and biases in the interview text data. The results of this process show that ANN is an effective approach because ANN's accuracy is able to produce an average accuracy of 74.67%.

Keywords: text classification, artificial neural network, interview, word embeddings, feature selection