

## ABSTRACT

*The recruitment process presents a significant challenge for Human Resource (HR) staff, particularly in their ability to objectively assess candidate competencies and align them with job requirements. While qualitative comparisons between resumes and position requirements may yield candidates who appear suitable, this approach proves ineffective in terms of time and cost. Furthermore, many recruiters lack sufficient knowledge of the positions they are hiring for, making it difficult to justify their selection decisions. This research aims to address this challenge by developing an HR person-job matching application for the recruitment of prospective employees. The study focuses on analyzing and designing applications that can quantitatively measure the competencies of candidates and compare them with job requirements using a person-job matching method. The effectiveness of this approach was evaluated by testing it on a sample of employees from small and medium-sized enterprises (SMEs). The study found that out of the 16 employees across three job positions, the person-job matching application achieved an accuracy rate of 77%. This accuracy percentage was determined by comparing the fit value results with the actual conditions of the employees in their respective workplaces. The findings highlight the potential of the HR person-job matching application to enhance the efficiency and effectiveness of recruitment efforts.*

**Keywords:** *Person-job fit, Job Satisfaction, Human resource, Application development.*