Software Development for Employee Recruitment and Selection System Using Face Features Recognition Technology

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ABSTRACT

PT. X, a company which managing consumer goods distribution tends to have a high employee turn over. Therefore, the company needs a computerized employee recruitment and selection system that can increase efficiency and effectiveness of the employee candidate recruitment and selection process. Web-based recruitment medium (e-recruitment) can be far more effective and efficient compared to conventional recruitment medium, such as advertisement in the newspaper. Company also needs to take notes on employees that have made serious problem/mistake in the company, referring to Employment Law section 158 clauses (1). There is an important process in the selection process, which is background checking of the applicant. Company will not desire an employee with bad history is recruited at any other branch; hence the company needs a list of those people profiles. Common data saved in human resources database that cannot be counterfeited is photograph (face).

Problem that will be solved through this thesis is how to make web-based software for recruitment medium, and desktop-based supporting software to maintain the recruitment data and selection process, which include background checking of applicant in the company using face recognition feature. This software must make the data and keep the troubled employee’s data in the list.

This thesis research will make web-based front-end application as interaction medium with the job hunter, and back-end application to maintain recruitment data and selection process, up to the acceptance of an applicant. Face recognition feature for selection process in the stage of background checking use a practical approach with component-based development (CBSE) using Software Development Kit (SDK).

Keywords : Human Resources Management, Recruitment, E-Recruitment, Employee Selection, Face Recognition, Software Development Kit, Blacklist, Component Based Software Engineering