

# Creation of a Software Tool in Project Based Teaching for the Recruitment of Employees Into Security Companies

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**Abstract:** Security companies are a very important part of many economic sectors. Their quality strongly depends on the quality of the employees. Recruitment of employees into security companies requires sophisticated methodologies and helping tools for selection support. There are not many introduced methodologies in the Slovak Republic and there are not any support tools in this area either. The creation of a software tool within project based teaching for the competent selection of employees into private security companies is described here. The created software tool consists of several collaborating modules. Its central part is a database storing the statutory requirements for each standardized job title as well as the specific requirements for particular job titles. One module is the database system module managing the database and its codebooks. Another module is a web application providing the possibility to create a set of requirements for given standardized job titles. The web application is a freely available module allowing authenticated human resources departments to define a set of requirements for their specific standardized job titles with included statutory requirements. Additional add-on modules are planned to provide the selection of the most suitable candidates from a set of registered applications with an analyzed artificial intelligence tool.

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**I. Introduction**

Private security companies play a major role in protecting the life, health and property of people. Currently, lots of attention is given to these companies in the Slovak Republic where they employ more than 25 thousand people, especially as security guards [1]. Recruitment of employees on a competency basis influences the level of trust which the clients of security services experience and it is directly proportional to the quality of their providers. In order to stop and prevent unlawful conduct of mainly organized crime and criminal groups in the provision of security services, the Slovak Republic responded to existing legal vacuum in the previous periods and on December 3, 1997 the Republic passed Act No. 379/1997 Coll. on Operation of Private Security Services and Similar Activities, on the amendment of the Act No. 455/1991 Coll. on Trade Licensing as amended and on the amendment of the Act No. 6511965 Coll. on Labor Code as amended (Private Security Services Act) [2]. The Act created the basic legal prerequisites and conditions for acceptable and state-controlled private security companies providing private protection of people and/or assets. Mainly bodyguard (physical protection) and detective services were included. The state set up legal conditions excluding any misuse of these services for purposes other than those established by law. The security services industry has developed a lot since then and private protection of people and/or assets has a qualitatively higher level currently in comparison to the past [3]. In addition, individual security devices and systems have been combined into a new kind of security systems integrating all critical safety facilities (mechanical barriers, electronic signaling), physical protection, and organizational and management measures. These changes and progressive social requirements and needs have led to several amendments of the previously discussed Act. Significant social needs also required the adoption of a new act, the Act No. 473/2005 Coll. on the Provision of Services in the Field of Private Security, and on the amendment and supplementation of certain acts (Private Security Services Act) which came into effect on January 1,2006.

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**IEEE Keywords**

Security, Software tools, Companies, Database systems, Recruitment, Java

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