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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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