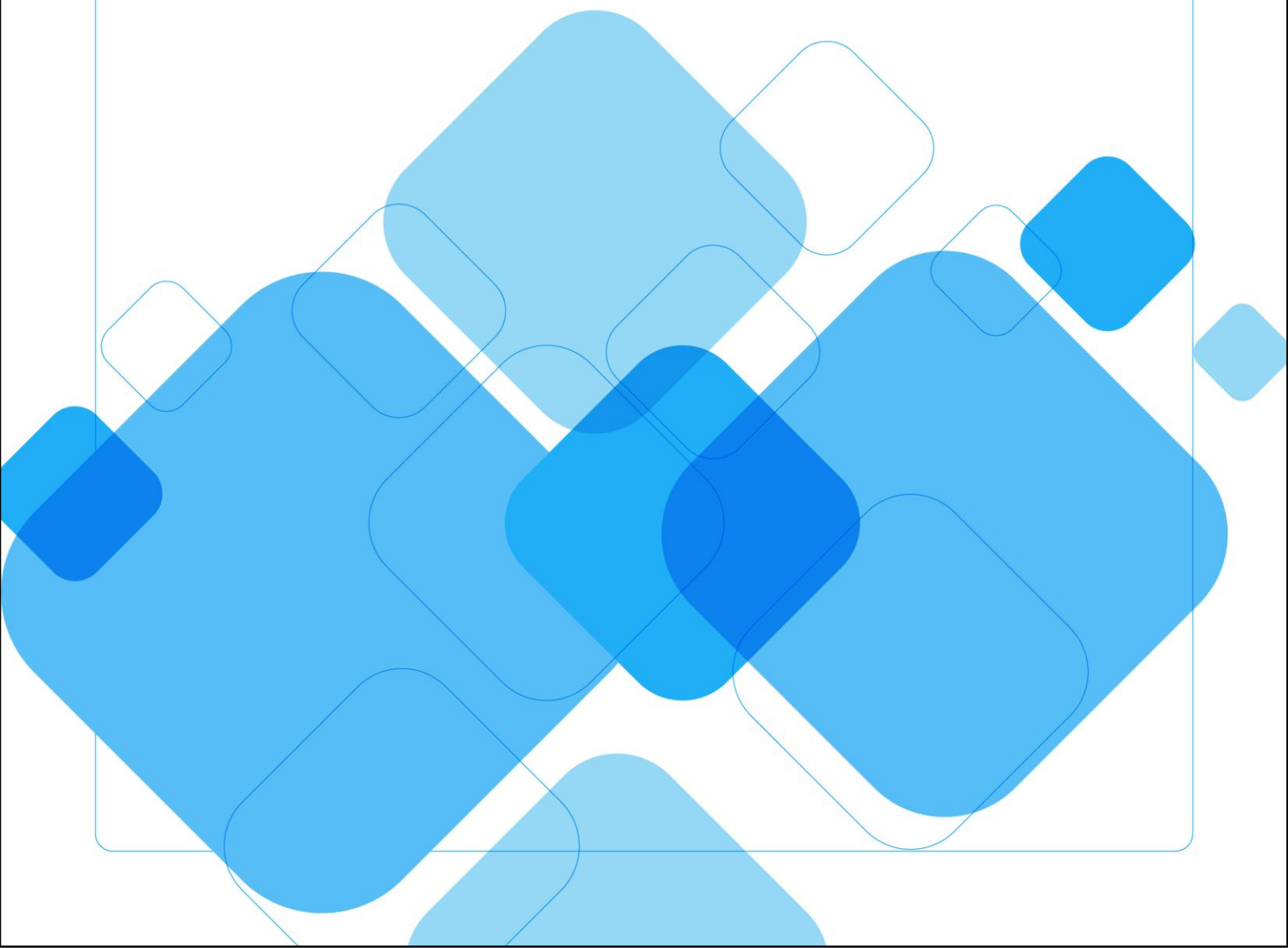




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Literature Review Summary

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Service Type	Annotated Bibliography

Background

Various data mining classification algorithms and data mining tools have been used to find the best solution in human resource management data.

Qu (2015) analyzed the turnover flow of the production line staff from C-R Group Retail, China. The author in this study used 5277 store staff personal information such as name, age, nationality, marital status, political status, address, location, nationality, education, staff salary and shift timings and other pieces of information etc. Pre-processing was done using correlation analysis while C4.5 decision tree with the core algorithm ID3 was used for classification. The findings were compared with the validation database.

Papoutsoglou et al. (2017) extracted skills and competencies (hard and soft skills) from job advertisements, and people profile using Stack Overflow and multivariate statistical data analysis. The author in this study collected data using R and JavaScript from Stack overflow while pre-processing was carried to handle missing values and language detection. After identifying the skills, the author had used EFA, and PCA to determine the number of factors while KMO was used to measure sample adequacy. The Anderson-Rubin method was further analyzed using the Spearman correlation. The author finally derived hard and soft skills from a popular IT social network as a real use scenario.

Inline, Zhang (2017) analyzed factors that influenced resigned staff based on China Construction Bank Hanzhou. Zhang applied both correlation and regression analyses and found that the expected annual salary of resigned staff is higher than the average annual salary in the company. However, the study had chosen one-year data.

Ramdhani et al., (2017) proposed three data mining algorithms to identify patterns to fill in structural positions in Bogar Local government. The author in this study used a case study approach with the following sequential phases. Case selection, process business, data collection, data processing, classification and preparation of the report. The author had used 62 classification algorithms from the WEKA data mining tool using C5.0 (R data mining), CRUISE data mining with 7 data sets (56,366 records) based on 7 data class of Echelon positions. CRUISE algorithm had the best accuracy with 97.5%, followed by Naïve Bayes with 89.57%.

Hernández-Chacín, (2018) used WEKA data mining toolkit classifier model to predict employee performance based on attributes such as age, gender, qualification, professional training, experience, salary, date of joining and the number of years of experience. The author in this study used three different data mining algorithms ID3, C4.5 and K-nearest neighbor to identify the best and most suitable and their experiment yielded C4.5 classifier algorithm as the potential classifier with better accuracy of 92.69%. These results indicated the potential classification algorithm for human talent data.

De Mauro et al., (2018) applied text mining and classification algorithm to recognize Big data skills required for each job type and to which extent. The author had designed a 4-step method where first, downloaded number of online job posts through web-scraping techniques followed by analyses of words in the titles through expert judgment. Thirdly, applied topic modeling algorithm on the content of the job posts to review the current job offer and to identify the skillset within the job adopted mixed membership model Latent Dirichlet Algorithm (LDA) and finally assess the relative importance of skill set. However, this study was based on US-based positions, not accounted for the organization as a whole, and there is no precise indication of big data skills.

Chertchom, (2018) applied decision Tree, Naïve Bayer's, Generalized Linear modeling and deep learning neural network with simulator tool in Rapid Miner to assess the result of staff. The test contains 4 dimensions with 80 items (planning, organizing, leading and monitoring with a final score of 217 employees. GLM had shown higher accuracy of 95%, followed by Naïve Bayer's (93%), deep learning (91%), and decision tree (75%). However, the study had only output measure without knowledge and skill assessment. Any change in the skill and knowledge has an impact on assessment provide real-time decision making to the firm.

Weeramanthrie et al., (2018) developed ARROW system based on data collected through inter-view, a survey using NLP technique and observations. Past behavior was predicted using data mining techniques such as clustering K-means while employee performance was used predictive mining.

Palshikar et al., (2018) analyzed performance appraisals of 159,904 data across 869 roles using a novel system called HI SPEED. Data set has many variables including assigned goals, self-evaluation comments, ratings of each assigned goals, supervisors' ratings etc. to match manually created goals to template goals, the author had used co-training framework for semi-supervised learning to create manual goals while two different classifiers (maximum entropy with real-valued features) were trained. In addition, clustering and a kernel-based sentence classification method for comments clustering and sentence classification were applied, respectively. The author compared the proposed with Naïve Bayes, Decision tree, SVM, Rule-based classifier, LibShortText and found that ADWSK had higher accuracy with 81.9%.

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