Staff selection problem under uncertainty condition

Abstract

Hiring the right person for the right position is the core to the success of an organisation. Some organizations have suggested to create an ideal candidate that fulfilled all requirements which needed for a particular job. In this case, decision makers will make comparison between a set of candidates with the ideal candidate and identify either the candidates are on the par with the ideal candidate. Hamming distance is one of the methods that is widely being used in order to compare the set of candidates with the ideal candidate. In this study, researchers extended the use of Hamming Distance Method by using weight for competence values. The decision makers will assign the weight for each competence and will determine which weight that valued most. Final result shows that the weight of each competence plays important roles to determine the best or suitable candidate when there are similarities of the competence values between different candidates.

Keywords