HR meets eLearning: An Ontology based, adaptive selection and recruitment process support

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• Who we are?
• Ontology Based educational content development
• Personnel selection theories
• Proposed training system architecture
• Case scenario
• Invitation
- eLearning and mLearning research
  EU Projects: socrates mLearning, Contsens, Impact
- Knowledge management
  Educational Ontology Development, Content Management System Development, Adaptive Systems, IS Integration
- HRM
  Selection and Recruitment, Workplace Training

www.corvinno.hu
www.abs.uva.nl/hrmob
• Educational Ontology
  Describing complex systems in a structured way
• Adaptive Testing
• Customized content
• Competency based
• Integrated into Learning Environment

Vas, 2007
Binning and Barrett's (1989) elaborated model for personnel decision research
Personnel selection

- The traditional approach
  - Predicting job performance on the basis of individual differences variables (such as the Five Factor Model or General Mental Ability GMA)
  - Empirical success in showing that predictors relate to job performance, but WHY?
- Little is known as to why personality and GMA predict job performance
- Black Box theories
- Knowledge has been suggested as a mediator in the relationship between GMA and Job performance
- Little research

*Figure 3. A modified framework detailing the inferences for criterion development.*
Personnel selection – Case Scenario

- Trial for a single Job Role
  - Job for which lots of documentation is already available
  - Call center employees / police / military / sales agents
- Constructing the JR Ontology
- Customizing the test engine
- Integration with a VLE
Interdisciplinarity

Onto-HR Management

Knowledge Management Domain

HRM Domain

eLearning Domain

Corporate Sector
More information