# AUTOMATION OF IT SPECIALISTS EVALUATION PROCEDURES BASED ON THE ASSESSMENT CENTER METHOD

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The prospects of development and success of any IT company largely depend on the efficiency of its personnel management. Evaluation of IT specialists is one of the most important and obligatory tasks in the personnel management system, as it is necessary for hiring, organizing effective adaptation of hired candidates, training and planning their career and motivation. Evaluation of personnel in the company is a time-consuming process, so its automation will allow managers to use resources most efficiently both for conducting assessments and analyzing the obtained results.

During the process of the research, a comparative analysis of qualitative and quantitative approaches to personnel evaluation was performed, and a justification was made for the choice of the Assessment Center method, which is currently one of the most accurate integrated evaluation methods. A software development task was formulated based on a comparison of existing automated personnel assessment systems.

The main task of the developed system is to automate the evaluation procedures of IT company personnel, as well as comparing the estimates obtained for each criterion, a full description of the demonstrations of all evaluated criteria and formation of the final portrait and distribution of social roles of the evaluated employee.

A database, a use case diagram, a component diagram and a deployment diagram were developed during the design process.

The test case was formed based on IT teams participating in IT projects of development of logistics networks for the distribution of consumer goods.

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