INFORMATION TECHNOLOGY FOR IT PERSONNEL ASSESSMENT

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Personnel assessment occupies a special place in the personnel management system of an IT company. This assessment is used in hiring and certification, in planning the career of employees, and in motivation, as well as creating and developing teams [1-3]. Personnel assessment is a time-consuming process, so the use of information technology will allow project managers to implement it most effectively. Therefore, the development of software for evaluating the staff of an IT company is relevant.

State of personnel assessment problems and the existing software solutions was analysed in the course of the study [3-5]. As a result, the task was formulated to develop software for evaluating the personnel of an IT company.

Methods for personnel assessment were analyzed and a competency assessment method was chosen since it gives results comparable in complexity and reliability to the results of the Assessment Center method, but unlike it, it does not require considering a group of several simultaneously evaluated specialists. Next, a list of key competencies for each IT company position was compiled and a methodology was developed for evaluating candidates for each competency.

The database, use case diagram, component diagram, and deployment diagram were developed during the software design process.

A test case was developed for testing the software functionality. The test was based on the personnel data of an IT company involved in medical projects. Four categories of skills are distinguished: technical, administrative, strategic, interpersonal skills and leadership. A rating scale for criticality and ability has been compiled. A register of technical competencies and skills was compiled. An assessment of the competencies of 45 employees was carried out and the obtained results were analyzed.

The research materials can be used by project managers and IT company management for assessing personnel.

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