

MODELING AND SIMULATING FOR THE TREATMENT OF SUBJECTIVITY IN THE PROCESS OF CHOOSING PERSONNEL USING FUZZY LOGIC

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Abstract

Every day organizations pay more attention to Human Resources Management, because the human factor is preponderant in the results of it. One of the important policies is the Selection of Personnel, these are needed for their decision-making results, which in many organizations is done in a subjective manner and which brings consequences not very favorable to them. Taking this problem into account, it is decided to design and apply procedures and tools of fuzzy mathematics to reduce subjectivity and uncertainty in decision-making, creating work algorithms for this policy that includes multifactorial weights and analysis with measurement indicators that they allow tangible and reliable results. In this case of personnel selection, eight candidates were taken into account and by applying a diffuse evaluation system, the candidate with the highest rating of 98% was chosen. This indicates that subjectivity was reduced when choosing the best evaluated candidate.

Keywords

Personnel selection, Fuzzy mathematics, Diffuse evaluation system