

Abstract

Indonesia is one of the countries with the largest population in the world and has increased every year, therefore the number of workers also continues to increase every year from various types of education levels. Recruitment of employees is an important process of screening qualified applicants and meeting organizational / company standards. The recruitment process of job applicants with a large number makes one of the factors for companies requiring more time and money in the selection process. One way to facilitate the selection process, by giving a label / score on the interview results of the applicant by the expert / expert. To solve this problem the term frequency-inverse document frequency (TF-IDF) method is used as a feature extraction and the K-Nearest Neighbor (KNN) method K-Nearest Neighbor (KNN) method with cosine similarity to calculate the distance to the nearest neighbor, as a classification of the text of the interview applicants. The results of this process show that KNN is a quite effective approach because the accuracy of KNN is able to produce an average accuracy of 65.2%.

Keywords: recruitment of job applicants, text classification, K Nearest-Neighbor, Cosine similarity