ABSTRACT

Person-Job Fit is a concept that refers to how well an employee is suitable for his position. In general, employees who are suitable for their position will be happier and more productive. In the Person-Job Fit, the employers must select the right individuals through some techniques, including personality assessments. employers must choose the right individual through several techniques, including personality assessment. Personality tests or psychological tests are used to evaluate the personality, character, and competence of potential employees. Psychological theory that is often used, can be called the Big Five Personality.

In this study, social media is used as a place to get the data to be observed. Using Ontology method for measuring a person's personality by developing text classification model on social media data researched psychological theories of the Big Five Personality. The results of this study can be used to assist in the process of placing employees' job positions in accordance with their characteristics, through personality measurements by means of ontology-based web applications that have never been applied before in Indonesia.

Keyword: Human Resources, Person-Job Fit, Classification, Text mining, Ontology