

ABSTRACT

The development of a quality company requires efficient management of human resources that align with the organization's goals. However, challenges arise due to the lack of standard evaluation procedures in human resource management. To address this issue, a method was designed to assist the Human Resource Management in effectively placing prospective employees or current staff. This research analyzes and designs an application that uses the person-organization fit approach to measure employee competencies and their alignment with job requirements. The application development utilizes the YII2 framework with an iterative incremental approach, ensuring flexibility and regularity in the development cycle. The research findings indicate that this method has accurate and significant accuracy. 86% of employees acknowledge their fit with the organization, while 14% acknowledge a mismatch. Consequently, this method proves effective in facilitating the placement of prospective employees or current staff. In the future, the research can expand the application of this method to other organizations and integrate more sophisticated concepts, such as descriptive statistics or machine learning algorithms. The results and recommendations of this research can help organizations optimize human resources, enhance employee performance, and achieve success.

Keywords: *Human Resources, Person-organization Fit, Prospective Employees, Employees, Organization, Matching Method, Iterative Incremental.*