

ANALYSIS OF EXISTING PLATFORMS FOR EXPERTISE OF PROFESSIONAL SKILLS OF PERSONNEL

Pryimak Y. V., Melnyk K.V., Yershova S.I., Smolin P.O.

National Technical University «Kharkiv Polytechnic Institute», Kharkiv

Personnel competency assessment is a key element of the human resources (HR) management system, which involves establishing the compliance of knowledge, skills and behavioral manifestations of employees with the requirements of the position held. Such a process ensures the effectiveness of personnel selection and adaptation, supports their professional development, and contributes to the formation of transparent mechanisms for career growth and promotion.

The central tool in conducting an examination of the professional skills of personnel is the competency model, which represents a structured list of characteristics necessary to achieve high performance and innovation within a specific professional role. In response to the need to increase the efficiency of this process, specialized software products focused on automation and support of various stages of the employee life cycle are becoming increasingly widespread.

One example of such systems is Manatal, an applicant tracking system that allows recruiters to manually enter or automatically parse skills from candidates' resumes into the appropriate profile section. The collected information is used to filter the candidate database by relevant competencies. In addition, this information allow automatically generating recommendations on the suitability of candidates for open positions.

The Kahuna HR management system is focused on internal HR management and provides the ability to build a competency model for a specific position, implement a circular assessment and form recommendations for professional development, build career paths, and support decision-making regarding personnel rotation.

Similar functionality is provided by the web platform Skills Base. It supports the construction of hierarchical competency models and the creation of tools for conducting an expertise of professional skills of personnel. In addition, Skills Base contains a library of ready-made competency models, in particular in the IT industry, and functionality for analyzing the level of mastery of skills by team members.

Another innovative platform, Lightcast, provides users with access to a large database of competencies and positions relevant to the modern labor market, which were collected by analyzing vacancies and resumes in different regions and industries. The system Lightcast allows creating competency models, comparing job profiles, and performing analytical assessments of the labor market.

Thus, the use of software solutions when conducting an expertise of professional skills of personnel contributes to increasing the objectivity of assessment, reducing time and financial costs, as well as creating an effective system for managing employee development. In addition, such solutions provide accumulation and analysis of data on the dynamics of competencies in the long term, which allows predicting training needs and planning career trajectories.