DEVELOPING STEP BY STEP
AN ONTOLOGY TO SUPPORT HUMAN RESOURCE MANAGEMENT

Anamaria SZEKELY

MSc. Student Babes Bolyai University,
Faculty of Economic Sciences and Business Administration
b_ana_sz@yahoo.com

Abstract: Human Resources Management is aimed at ensuring all activities, development, motivation and retention of human resources within the organization to achieve its objectives with maximum efficiency and meet the needs of employees. Because the current economy is dominating by information and technology, the managers of an organization need concise and structured information to cope with problems arising in the activity they lead. The same is happening in the department of human resources, management requires structured and concise information about the employees, activities, processes, tasks, etc. in order to properly manage the entire human resources management. This paper argues for the development of an effective ontology to manage the human resources existing in an IT company.

Keywords: human resource management, ontology, ontology web language

Bibliography:
1. Cornescu, Viorel, Marinescu, Paul, Curteanu, Doru and Toma, Sorin. Managementul Resurselor Umane. Bucharest: University of Bucharest, 2004.
2. Frauenfelder, Mark. "A Smarter Web."MIT Technology Review (November, 2001).
3. Horridge, Matthew, Jupp, Simon, Moulton, Georgina, Rector, Alan, Stevens, Robert and Wroe, Chris. A Practical Guide To Building OWL Ontologies Using Protege 4 and CO-ODE Tools. The University Of Manchester, 2004
4. Gómez-Pérez, Asuncion, Ramírez James and Villazón-Terrazas Boris. An Ontology for Modelling Human Resources Management based on standards. Osaka Institute of Technology and Setsuan University, Vietri Sul Mare, 2007.
5. Klenzerini, Maurizio, Milano, Diego, and Poggi, Antonella . Ontology Representation and Reasoning. Roma:
 http://www.dsi.uniroma1.it/~estrinfo/1%20Ontology%20representation.pdf
6. McNamara, Carter. Employee Task and Job Analysis.
 http://managementhelp.org/staffing/specify/job_nlyz/job_nlyz.htm
7. Niculescu, Cristina and Trausan-Matu, Stefan. An Ontology-centered Approach for Designing an Interactive Competence Management System for IT Companies. Informatica Economică, vol. 13, no. 4/2009
8. Pollock, Jeffrey. T. Semantic Web for Dummies. Wiley Publishing, Indianapolis, 2009
9. Schmidt, Andreas and Kunzmann, Christine. Sustainable Competency-Oriented Human Resource Development with Ontology-Based Competency Catalogs Ontology-based Competence Management for Healthcare, 2007
10. Tessaris, Sergio, Franconi Enrico, and Eiter Thomas. Reasoning Web. Semantic Technologies for Information Systems, 5th International Su 2009, Brixen-Bressanone, Italy, August 30 - September 4, 2009, Tutorial Lectures. Germany: Springer, 2009