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(54) **ENTERPRISE EMPLOYMENT WEBSERVICE AND PROCESS**

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(57) **ABSTRACT**

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A webservices platform which provides a rapid high-quality matching of technical and soft skills. The system receives input from employers and potential job seekers. Preferably the job seeker input is based on a series of questions that relate to a softskills psychometric profile and technical skills profile designed to fit the job seeker to a particular job. Preferably, the employer input is based on the job description and a similar softskills psychometric profile and technical skills profile designed to elicit a ranking of the best qualified candidates. The system then processes the information received from both job seekers and employer and based on this information ranks for the job seeker the job within the company for which he/she is most qualified. The system further ranks for the employer the qualified candidates.

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(51) **Int. Cl.<sup>7</sup> ..... G06F 17/21**

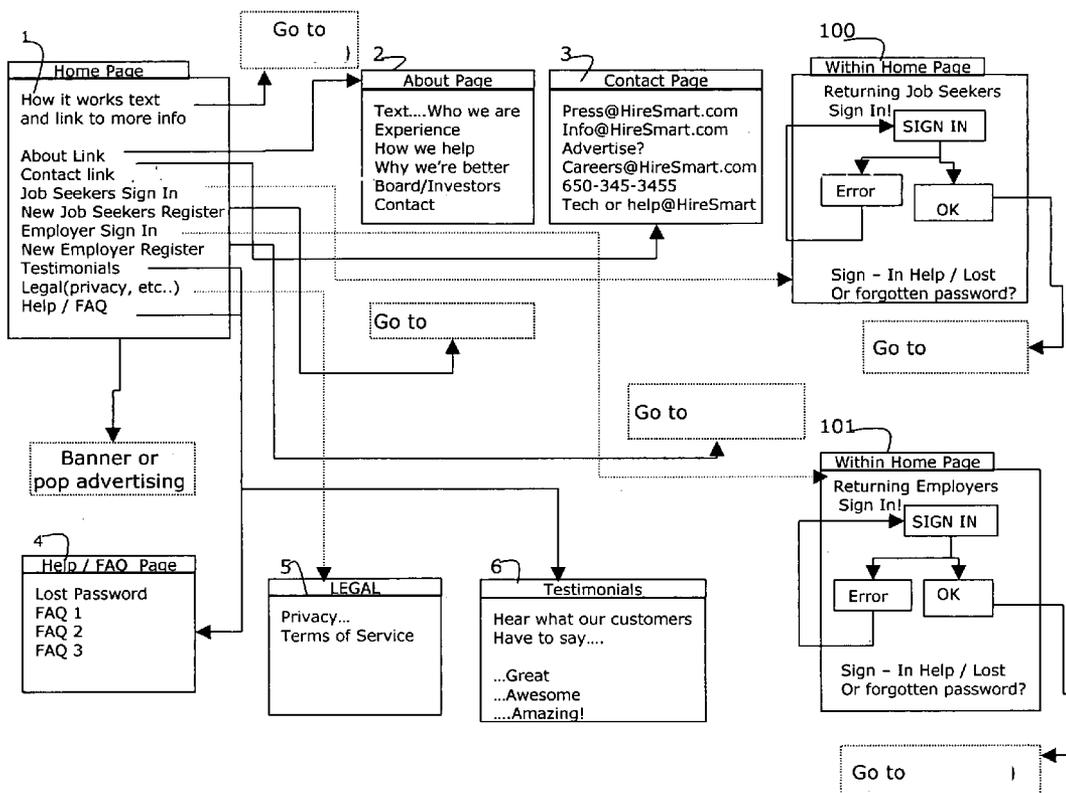




Figure 2

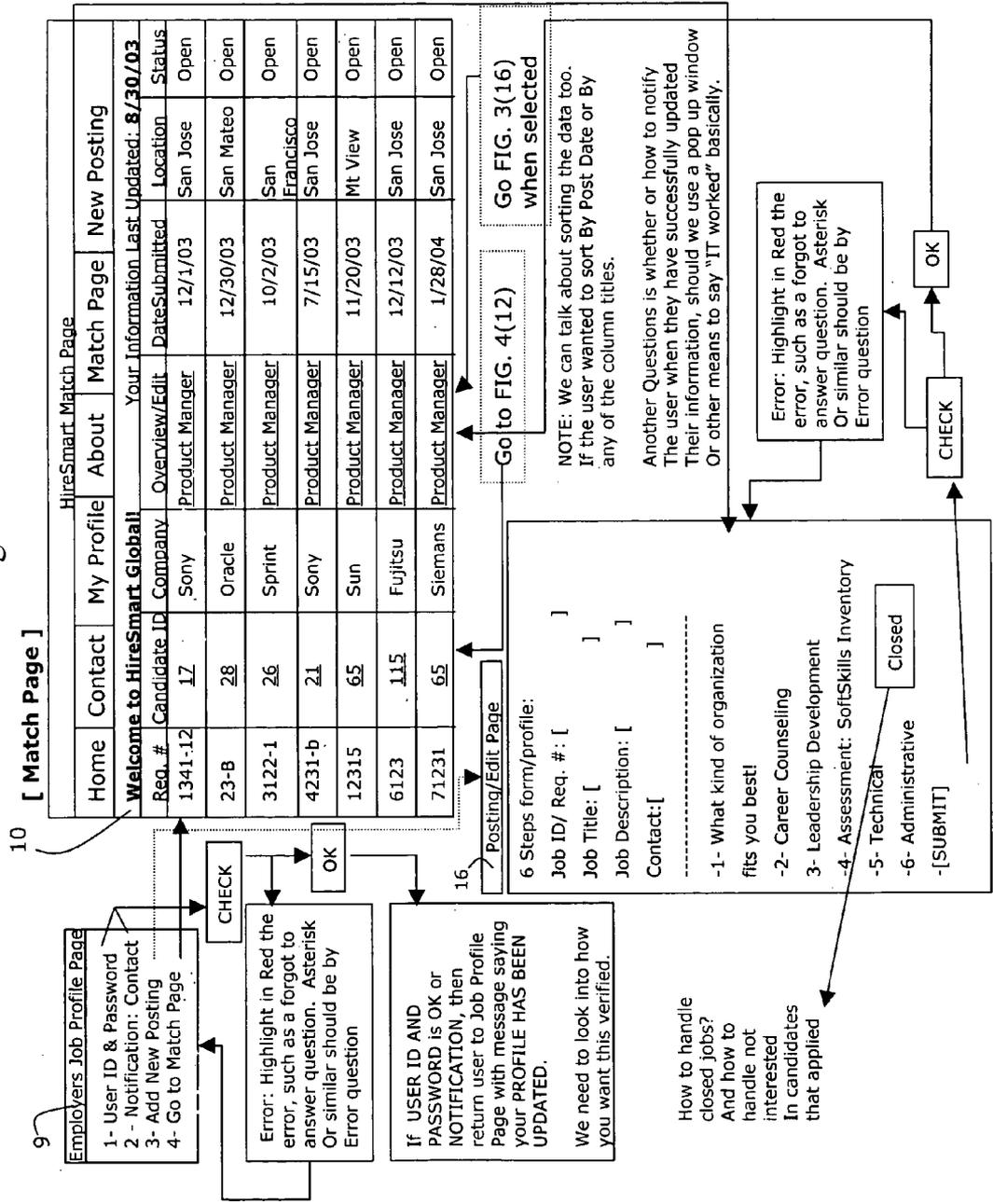


Figure 3

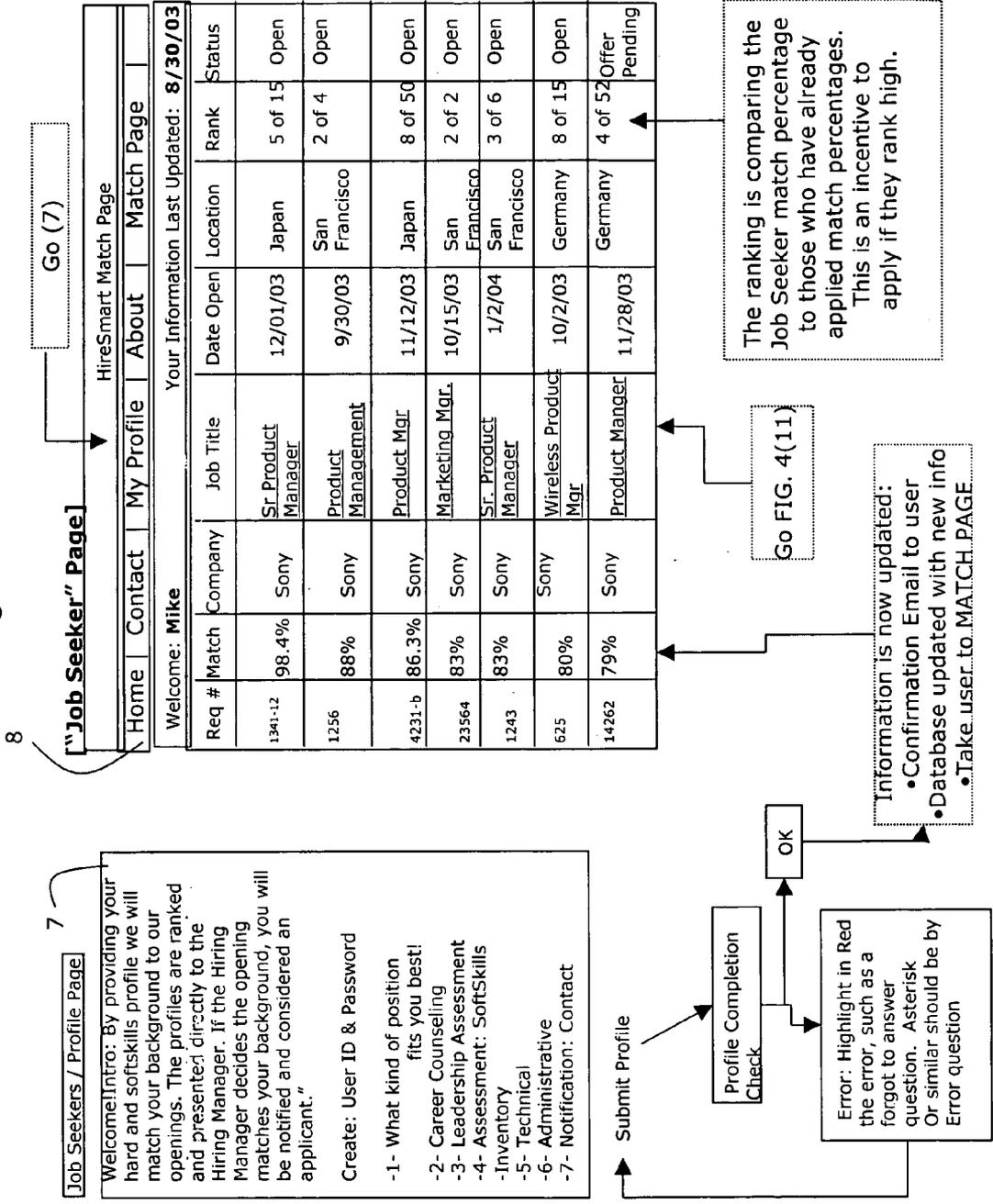


Figure 4

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**Job Profile Page**

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Job Title: Product Manger  
 Req#: 1341-12  
 Post Date: 12/1/04  
 Company: Sony  
 Location: San Jose

Job Description:  
 Bla bla bla, be very nice,  
 Bla bla bla bla bla make  
 Us lots of money, bla

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A confirmation email will  
 Be sent for every  
 applied job.

< Next Previous >

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HireSmart/Sony Candidate Match Page

Home | Contact | My Profile | About | Match Page |

Welcome: **Sony Hiring Manager** Your Information Last Updated: **1/28/04**

Job ID / Req.: # 1341-12  
 Job Title: Product Manger  
 (select to edit)  
 Post Date: 8/1/02  
 Company: Sony  
 Location: San Jose CA  
 Number of Candidates: 17

Job Description: bla bla bla bla  
 bla bla bla and we need you to work  
 hard, and make lots of money for  
 us, and we will be very happy.

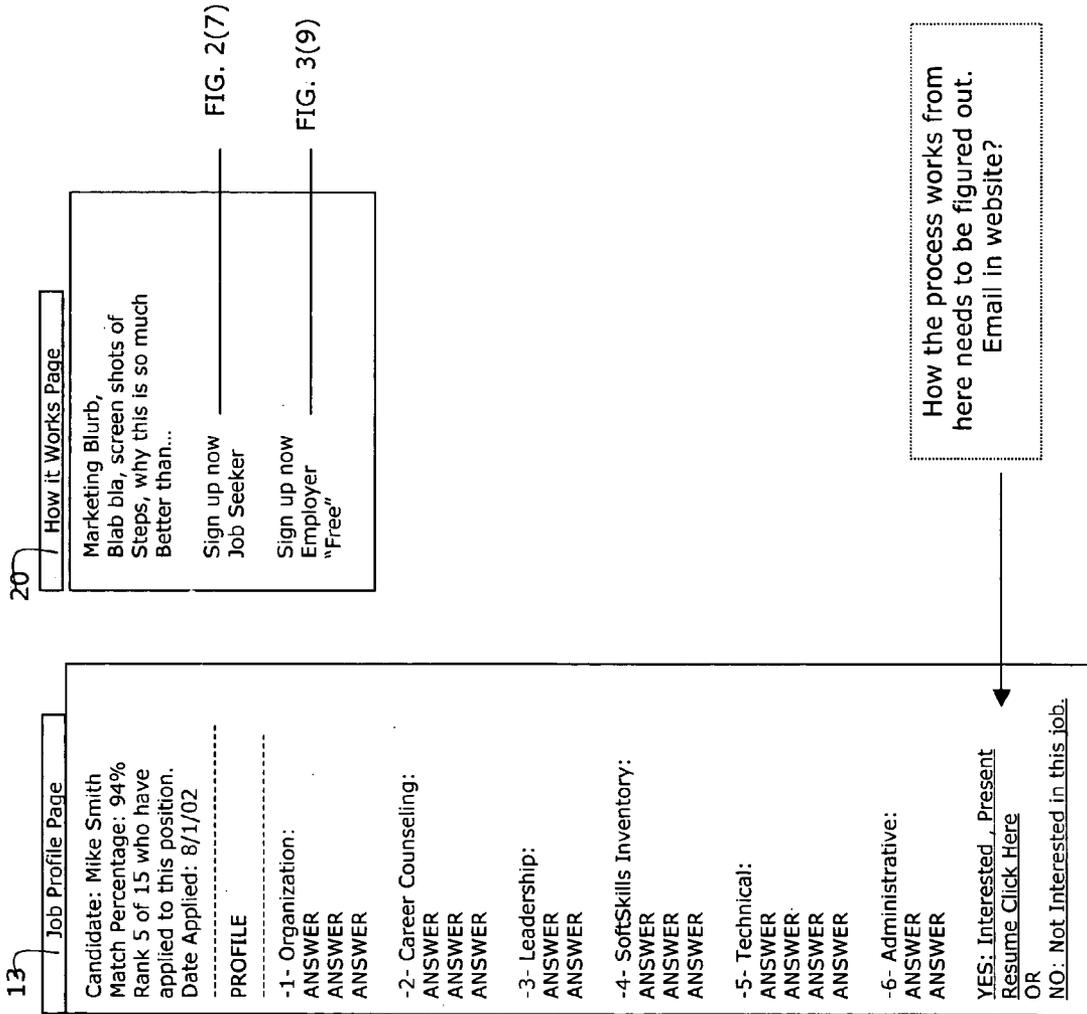
Overall Match	Technical Match	Soft Skills Match	Candidates	Date Applied	Profile/Resume / Contact
98.4%	98%	98.8%	Mike	8/1/03	<u>Resume</u>
96.3%	84.3%	92.3%	PT	1/20/04	<u>Resume</u>
94%	94%	94%	William	9/17/03	<u>Resume</u>
93%	90%	96%	Sue	11/12/03	<u>Resume</u>
91%	97%	86.5%	Steve	9/12/03	<u>Resume</u>
90.4%	90.1%	90.7%	Brian	1/5/04	<u>Resume</u>
90.1%	90.1%	90.1%	Jill	12/8/03	<u>Resume</u>

Go FIG. 3 (16)

Show first names Only or User ID?

Go FIG. 5(13)

Figure 5



**ENTERPRISE EMPLOYMENT WEBSERVICE AND PROCESS**

**CROSS-REFERENCE TO RELATED APPLICATIONS**

[0001] Not Applicable

**STATEMENT REGARDING FEDERALLY SPONSORED RESEARCH OR DEVELOPMENT**

[0002] Not Applicable

**INCORPORATION-BY-REFERENCE OF MATERIAL SUBMITTED ON A COMPACT DISC**

[0003] Not Applicable

**NOTICE OF MATERIAL SUBJECT TO COPYRIGHT PROTECTION**

[0004] Not Applicable

**BACKGROUND OF THE INVENTION**

[0005] 1. Field of the Invention

[0006] The present invention is in the field of webservice for an enterprises employment portal for the recruitment and placement of job seekers with potential employers.

[0007] 2. Description of Related Art

[0008] A number of employers expend extensive time and resources in an effort to find, evaluate and hire job seekers. Conversely, job seekers expend extensive time looking for, filing applications with and interviewing with potential employers. Many times these potential employers do not offer the job which fits the job seeker's qualifications or character. The standard method for obtaining employment includes sending electronic mail cover letters, sending electronic mail resumes and interviewing. Employers are forced to look through numerous e-mails of resumes and cover letters before they find a pool of job seekers to interview. These old style techniques involve committing employer and job seeker time and expense and still do not result in placing the right job seeker with a potential employer.

[0009] The old system of placing job seekers as described above has been a barrier to finding job seekers which fit within the organizational or managerial style of the work environment and result in long term relationships between job seeker and employer and an increased work output. The old system is very time consuming and labor intensive. The current methods for obtaining job seekers have no means by which to rank job seekers for the employers by the highest percentage of overall fit according to how well they match the technical skills and softskills psychometric profile of the job.

[0010] The present invention recognizes the prior art drawbacks and provides a solution to one or more of the problems associated therewith.

**BRIEF SUMMARY OF THE INVENTION**

[0011] The present invention, Enterprise Employment Webservice and Process ("invention"), has recognized these prior art drawbacks and has provided the below-discussed

solutions to one or more of the prior art deficiencies. The present invention provides powerful, proprietary, matching algorithms, on a webservice platform, to provide a rapid high quality matching of technical skills between a potential employer and job seeker. The current invention relates to an enterprise employment process which contains a user interface design located on the employer website for easy access to all users. This invention is designed to be used by both employer or potential job seeker. This invention links a softskills psychometric profile and technical skills profile that have been submitted by the Employer and matches this profile against jobseekers that take a similar softskills psychometric profile and technical skills profile which must be submitted to the company along with the resume. From the softskills psychometric profile and technical skills profile the invention creates a vector for both the job seeker and position. The vectors for the job seeker and the position are matched, the closer the vectors are the higher the potential job seeker ranks for the position.

[0012] The invention will rank for the employers, the jobseekers by highest percentage of overall fit according to how well they matched the technical skills and softskills psychometric profiles. In addition, the employer will have the opportunity to see how the potential jobseeker matched in specific areas of the softskills psychometric profile to include but not exclusively 13 preference metrics that cluster to form four distinct groups of workplace preferences, 1) action seekers, 2) do the work, 3) leaders, and 4) team spirit, as well as the technical skills profile.

[0013] This invention ranks the potential job seeker for the employer and job openings within a company for potential job seeker. This invention replaces the inefficient flow of resumes into a company. The use of this invention further can reduce the job seeker turnover by matching soft skills which results in better workgroup balance and a more proficient working environment. The invention further efficiently informs potential job seekers of new openings.

**BRIEF DESCRIPTION OF THE SEVERAL VIEWS OF THE DRAWING(S)**

[0014] The invention will be more fully understood by reference to the following drawings which are for illustrative purposes only:

[0015] FIG. 1 is a schematic block diagram of a system for use in enterprise employment procedure according to an embodiment of the present invention.

[0016] FIG. 2 is a schematic block diagram of the way the employer profile page works, displaying the method in which the system produces a match between job seekers and employer according to an embodiment of the present invention.

[0017] FIG. 3 is a schematic block diagram of the way the job seeker profile page works, displaying the method in which it produces percentile match and rank scores for the job seeker according to an embodiment of the present invention.

[0018] FIG. 4 is a schematic block diagram of the way the system uses the categories in the psychometric test to rank potential job seekers according to an embodiment of the present invention.

[0019] FIG. 5 is a schematic block diagram displaying a particular individual's profile page and the explanation page for the system according to an embodiment of the present invention.

#### DETAILED DESCRIPTION OF THE INVENTION

[0020] Referring more specifically to the drawings, for illustrative purposes the present invention functions as generally shown in FIG. 1 through FIG. 5. It will be appreciated that the system may vary as to configuration and as to details of the components, and that the method may vary as to the specific steps and sequence, without departing from the basic concepts as disclosed herein.

#### [0021] DESCRIPTION OF A PREFERRED EMBODIMENT OF THE PRESENT INVENTION

[0022] The present invention can be implemented and is designed to be used by both an employer and a potential job seeker through the computer by logging onto the employment portal of an enterprise website. This invention is on a webservice platform and as such can be accessed by individuals world wide. Accordingly, below is a detailed description of the preferred embodiment viewed both by employer and a job seeker.

[0023] This webservice involves a simple survey application and integrated information system run through an internet program. The previous application is written like a standard computer application in which all prompts, display and logic are predefined in the compiled computer program. The program ranks job seekers with positions listed by employers.

[0024] Within this context, embodiments of the present invention will now be described. The procedure will be described with respect to FIGS. 1 through 5. In the embodiment depicted in FIG. 1, a home page is displayed at the open screen (1). An individual entering the system home page may link to the various pages by clicking on the links displayed. Some of the current invention pages are as follows: how it works page FIG. 5 (20), a contact page FIG. 1 (3), testimonial page FIG. 1 (6), a legal page FIG. 1 (5), a help page FIG. 1 (4) and log on pages FIG. 1 (100), (7), (9), or (101). Either a employer or potential job seeker may log into the enterprises employment portal and list a job or search for a job.

#### [0025] Employer Listing

[0026] An employer entering this system is directed to the employer sign-in icon from the enterprise's employment portal FIG. 1. When clicked the employer sign-in icon links the user to a profile page FIG. 2 (9). The employer profile page requests a user ID and password. The employer is provided a user ID and password when they purchase the webservice. Once the employer is logged into the system they may list job openings. The invention prompts the employer to fill out the softskills psychometric profile and technical skills profile for the position they are listing FIG. 2(16). After the employer provides this as well as a brief job description it is then posted on the system FIG. 2 (16).

[0027] The computer houses this job profile and description in its data base. When a potential job seeker submits its softskills psychometric profile and technical skills profile to

the website the program compares this information submitted by both the job seeker and potential employer and then ranks the job seeker for each position it has applied for.

[0028] The invention allows the employer to check the status of applications for each particular job opening FIG. 4 (12). The employer can also link to the match page FIG. 2(10) to view all the positions that it has listed. The invention provides the employer with a percentile match based on various job seeker skills for each potential job seeker and further houses each job seeker's resume, profiles and contact information. The employer may link to the profile page for each qualified job seeker to view the job seeker's answers to the softskills psychometric profile and resume FIG. 5(13).

#### [0029] Job Seeker Search

[0030] A job seeker entering the enterprises employment portal home page may log onto the system to search for a job FIG. 3 (7). A job seeker is first prompted to create a user ID and a password, once this has been created it can be used for subsequent log ons. The job seeker is then prompted to fill out a softskills psychometric profile and hard skills profile regarding employment they are seeking FIG. 3 (7). The job seekers responses are then categorized by the system and matched to job openings FIG. 2 (8). The system then ranks for potential job seeker all the positions within the company that are a fit based on their responses to the questions. The potential candidate is provided with the positions that are a match with a percentile score and related job information FIG. 2 (10). An job seeker may submit a resume to the system that is cached in the database along with the technical and softskills psychometric profiles for easy access FIG. 4(12). The potential job seekers are only considered an job seeker if there is an opening that matches their background. To determine the profile of the listed job openings the job seeker can click on the job and will be linked to the profile page FIG. 4(11). If a future opening matches a potential job seekers background, they are sent an email informing them of the new open position requesting a response from them as to whether they would like to be a candidate. If the jobseeker wishes to update their resume they must log back onto the website.

What is claimed is:

1. A enterprise employment portal webservice and process system, comprising:

An employer's client's machine in selective communication with the webservice server, the employer's client's machine submitting a softskills psychometric and technical skills profile for the job they want to fill, providing a search request to the webservice server and initiating a search of the job seeker information in the database search parameters defined by the profile which was submitted by the potential employer; and

A job seeker's client machine in selective communication with the webservice server, the server communicating to the job seeker's client's machine a softskills psychometric and technical skills profile form to be completed by the job seeker, the form having a plurality of fields relevant to the employment, the job seeker's client's machine selectively transmitting to the webservice server summary information defined by at least

complete fields of the form, the database receiving and ranking, with a proprietary matching algorithm software program.

2. An enterprise employment portal webservice and process system in accordance with claim 1, wherein the database is accessible to the job seeker's machine and the employer's machine via the internet.

3. An employment webservice and process system in accordance with claim 2, wherein the job seeker's machine and the employer's machine includes a world wide web browser, wherein the job seeker's machine and the employer's machine are connected to the server via the world wide web, and wherein the softskills psychometric profile, technical skills and resumes use XMAL (extensible markup language) which is text-based.

4. The employment webservice and process as in claim 1, wherein the softskills psychometric profile includes distinct character types of workplace preferences.

5. A profile as in claim 4, wherein the distinct character types are based on 13 workplace preference metrics and comprise:

- action seekers;
- leaders;
- do the work; and
- team spirit

6. A profile as in claim 4, wherein the there is a technical skills profile.

7. An enterprise employment portal webservice and process system in accordance with claim 1 having a softskills psychometric and technical skills profile having corresponding fields for the employer and job seeker, adapted to be filled in by an employer or job seeker, and wherein the

proprietary matching algorithm software program initiates a ranking process to compare the fit of the job seeker for the potential employer.

8. A method carried out by the website including a memory, and including a database comprised by the memory, the method comprising:

communicating a softskills psychometric and technical skills profile submitted by an employer, having a plurality of fields relevant to the employment,

receiving summary information for at least some of the fields of form from a corresponding job seeker submitted softskills psychometric test and technical skills profile,

stored in the database the data entry defined by the summary information from the softskills psychometric and technical skills profile fields, associating the summary information submitted by the employer and job seeker,

ranking the job seeker for each particular job they have applied for by using the softskills psychometric and technical skills profile which has been submitted by that particular employer.

9. A method as in claim 8, wherein an job seeker ranking page is generated which contains percentage of fit, company, job title, location, rank and job status.

10. A method as in claim 8, wherein a job profile is generated containing fields with the job seeker's ID, company name, job title, date of technical skills and psychometric softskills profile submitted, location of job and status.

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