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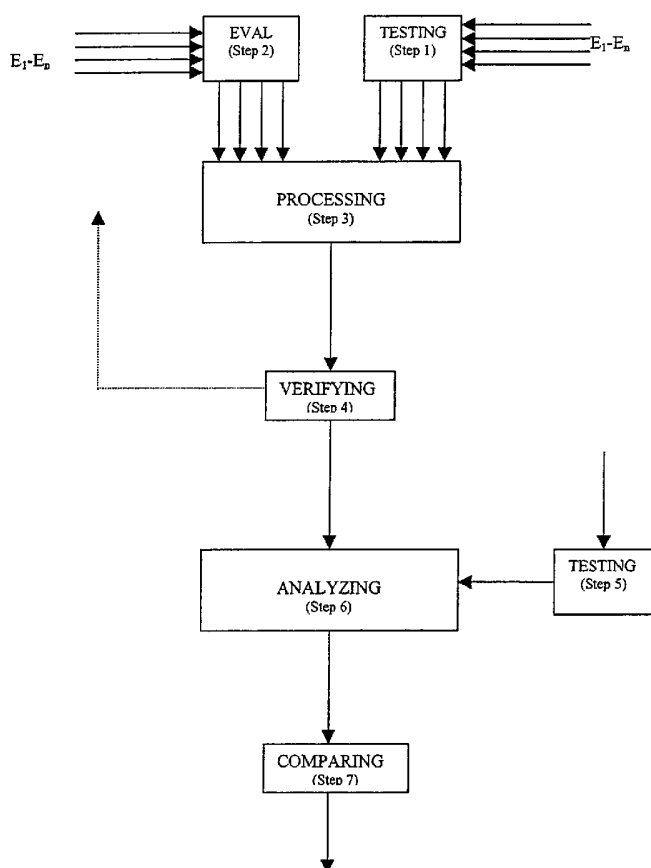
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[Continued on next page]

(54) Title: METHOD OF CANDIDATE SELECTION USING AN ORGANIZATION-SPECIFIC JOB PROFILE



(57) Abstract: A method and system for selecting a candidate for a work position using performance data from each worker in a pool of existing workers, the method including the steps of: (a) inputting into a computer-implemented processing stage, for each worker in the pool of existing workers: (i) a Personal Profile (step 1) relating to a set of Personal Parameters, and (ii) a Performance Profile (step 2), (b) processing the Personal Profile and the Performance Profile of each of the existing workers, so as to produce a Set of Candidate Rules (step 3), wherein at least one candidate rule of the Set of Candidate Rules is a non-linear rule; (c) obtaining, for at least one candidate, a Personal Profile (step 5), and (d) analyzing the Personal Profile from the candidate (step 6), along with the Set of Candidate Rules, to produce a Computed Performance Rating for the candidate (step 7).



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Electronic data base consulted during the international search (name of data base and, where practicable, search terms used)
EAST database

C. DOCUMENTS CONSIDERED TO BE RELEVANT

Category *	Citation of document, with indication, where appropriate, of the relevant passages	Relevant to claim No.
X	US 5,862,223 A (WALKER et al) 19 January 1999 (19.01.1999), Fig. 6 - 7, col. 14, lines 25 - 67, col. 20, lines 28 - 67, col. 25, lines 21 - 44.	1-20
A	US 6,289,340 B1 (PURAM et al) 11 September 2001 (11.09.2001), Fig. 1 - 11, col. 3, lines 50 - col.4, lines 53.	1-20



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