



# DOCU/MASTER Virtual Data Mining HRMS Integrated Resume Search Capability Sheet

***The DOCU/MASTER search engine enables the indexing and searching of each and every piece of data contained in a resume or employee profile, thereby enabling the matching of external applicants or internal candidates skills and experience with the specific requirements of a position or job. The DOCU/MASTER resume matching capability can be seamlessly incorporated into mainframe Human Resource management systems (HRMS) to further streamline an organizations hiring and succession planning processes.***

## Problem

Resumes and employee profiles hold key information necessary to determine the skill, experience and interest levels of external applicants or internal candidates during the hiring and promotion process. The ability to search and match the skill and experience data contained in these sources is critical to finding the most appropriate candidates for a job or position. In addition, there may be additional demographic information, whether captured separately or already existing in an organizations human resources system that is important in the job screening, and matching process. Being able to search across disparate data sources - whether on paper, in word processing documents, or in internal systems - is critical to accessing all available information during the hiring and promotion process.

## Solution

The DOCU/MASTER HRMS Integrated Resume Searching capability integrates unstructured resume and employee profile data with structured applicant and employee demographic data to enable the searching and matching of skills, experience and other information during the hiring and promotion process. DOCU/MASTER will take data from any source - machine-readable versions of paper copies, word processing documents, system extracts from human resource systems, and any other electronic input - and index and search across all these disparate sources to find external applicants or internal candidates that meet specific skill, experience or other desired criteria.

## Benefits

The DOCU/MASTER HRMS Integrated Resume Searching provides organizations with a single, comprehensive external applicant and internal candidate screening and identification solution to improve the entire hiring, promotion and succession planning process.