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Patent Search

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Abstract:

Researchers are delving into the intricate relationship between data mining and Human Resource Management (HRM) to improve HR management. Data mining involves identifying patterns within extensive unstructured data to extract valuable insights. Its applications span various fields, including customer management, production management, and financial management, each with established subdomains. Recently, HRM has emerged as a significant subdomain. Academic interest in applying data to HRM has surged, leading to numerous research contributions. These contributions enhance various HRM activities and processes, such as predicting employee turnover staffing, evaluating competencies, and facilitating career development. Additionally, data mining is used to assess the acceptance of severance pay within the compensatic function, forecast employee performance for performance management, and strategize HR costs. This growing body of research demonstrates the potential of data minin revolutionize HRM by providing data-driven insights that enhance decision-making and optimize human resource practices.

Complete Specification

Description:FIELD OF INVENTION
The field of invention focuses on implementing data mining techniques for human resource management-based economic analysis. This involves analyzing employee da to uncover patterns and insights that drive economic efficiency, optimize workforce management, enhance decision-making, and improve organizational performance, thereby contributing to strategic human resource planning and economic growth.
BACKGROUND OF INVENTION
Data mining techniques uncover patterns within extensive datasets using various methodologies. As an analytical tool for exploring knowledge discovery databases, it pl a crucial role in the decision-making process. Large organizations leverage data mining to find innovative ways to increase profits and reduce costs. By analyzing data, it reveals hidden factors and generates valuable patterns and information that aid in making informed decisions about products. Retaining well-trained and skilled employ is often challenging and sometimes beyond the control of the human resources (HR) department. However, data mining can predict which employees may be inclined to quit or leave an organization, enabling the HR department to implement intervention strategies or explore alternatives.
The patent application number 202021057092 discloses a DS-system: doctors guide system for brain tumor diagnosis using data mining and brain tumor detection, classification and evaluation.
The patent application number 202041056820 discloses a system and quer based mining method on public open data repository for knowledge extraction.
The patent application number 202041055371 discloses a system and method for opinion mining utilizing SLPCF.
The patent application number 202013050565 discloses a method and system for determining optimal communication path arrangement to interconnect groups of data

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