An Analysis on Candidate Selection in an Organization Using Weight Sum Method (WSM)

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Abstract: Any organization that wants to hire the most qualified people for different positions must follow a critical process called selection of candidates. An organization's ability to recruit, assess and choose the best candidates with the necessary abilities, expertise, and expertise to support its stated objectives and goals is crucial to its success. A methodical approach that starts with a clear comprehension of the company's requirements and wants for a specific role is necessary for effective candidate selection. In line with the strategic goals of the organization, this process entails developing descriptions of roles, identifying essential abilities, and establishing hiring requirements. Organizations can make knowledgeable and unbiased hiring choices with the aid of successful candidate selection procedures. The best procedures, techniques, and resources that organizations can use to fairly evaluate candidates can be found and highlighted by research in this field. This research may result in enhanced hiring procedures that attract high-performing workers who share the principles and objectives of the company. Organizations may incur costs as a result of education, introductions, and the potential turnover if they choose the incorrect candidates. Information into tactics that lessen the possibility of making bad hiring decisions, which ultimately results in cost savings, can be found in candidate selection research. Studies on hiring choices can help organizations foster a diverse and inclusive environment. It can look into how to get rid of prejudice and make sure that candidates from various backgrounds are evaluated fairly. Organizations can adapt to changing workforce trends with the help of candidate selection research. Studies on choosing applicants in organizations is important because it aids in the creation of fair and efficient hiring procedures, lowers the costs related to hiring errors, encourages diversity and inclusion, improves organizational performance, and aids in the adaptation of organizations to shifting workforce behavior in this research we will be using Weight Sum Method (WSM). Candidate 1 occupies the third rank, Candidate 2 is positioned first, Candidate 3 is placed second, and Candidate 4 is assigned the fourth rank. These rankings reflect the relative positions or order of the candidates based on their performance in the evaluation process. Candidate 2 secured the highest rank, indicating their superior performance compared to the other candidates.

Keywords: Work experience, proactively and general aptitude, Organizational and analytical skills, Education, Communication and problem-solving skills and Computer skills.

1. INTRODUCTION

Since political democracy started to take off, the significance of choosing candidates has been widely acknowledged. Ostrogorski (1902), who was born a century ago, noted that the methods used to choose candidates have a significant impact on the way power is distributed within the party. The importance of choosing candidates has been emphasised by a number of authors, including Michels (1915: 183–184), Schattschneider (1942), Kirchheimer (1966: 198), Jupp (1968: 58), and Ranney (1981: 103) in the years since. According to Katz (2001: 278), "one of the vital describing characteristics of a party of politics in a democracy"[1]. It is crucial in two ways to develop instruments for conducting research of candidate selection methods. First, with the right tools, we can map out a key component of the party's internal authority framework when studying party politics. Second, if the electoral system's characteristics influence political parties' conduct, then the selection process's characteristics must also influence the behaviour of specific politicians [2]. The democratisation of choosing candidates, however, is a novel strategy that parties are using to boost their popularity. This approach has not attracted much interest from scholars Parties can attempt to increase members' or voters' feelings of involvement by increasing the number of people who are given a say in the candidature and

selection of candidates. Different levels of affiliation participation [3]. One of the key characteristics that define a party of government in a democracy is the process of choosing candidates. This is true additionally in the fact that selecting candidates to run in voting is one of the roles that sets parties apart from other groups that might try to have an impact on election results and decisions regarding government, but it is also accurate in the logical sense that the individuals who a party recommends play a significant role in describing what a party is. Specifically, within modern political parties as organisations and modern democracies as governing systems, candidates as individuals and candidatures as positions or positions of power serve at least four interconnected functions [4]. Second, openly accessible data on the real-life conduct of primaries, such as lists of applicants, online conversations about the procedure, and news coverage of these occurrences. The first is the legal framework of applicant selection procedures in organisation statutes as well as other party documents. Regarding this second data stream [5]. Candidate selection is viewed in the literature of comparison as a crucial step in the hiring of the political elites, making or breaking their careers in politics. Lower party levels are frequently where decisions are actually made, or the locus of selection. In fact, one of the most significant privileges enjoyed by both regional and local party units is the ability to choose candidates. The attempts of subnational political leadership to maintain control over the process also have an impact [6]. Provide the most thorough examination of candidate selection techniques to date, but when it comes to methodical analysis, they mainly rely on Israeli data. An exceptional chance to research the effects of primary elections is provided by Iceland. Even though there are other inclusive primary schools in parliamentary structures, none have the same longevity or experience throughout parties. Even in the Nordic governments, which also have a somewhat decentralised nomination process [8]. I categorise Israeli party selection methods in accordance with the extent to which they ought to motivate legislators to nurture their own vote, or analytical categorization of candidate selection methods, based on the effect of applicant selection processes on legislators' behaviour on a (appropriate) level of individuality. First, there are two types of electorates: inclusive and exclusive. In an inclusive electorate, every voter can choose candidates, while in an exclusive electorate; only one-party leader serves as the electorate and chooses the party's slate. There are a number of electorates in between these two poles that are categorised based on how inclusive or exclusive they are. [9]. Candidate choosing is a link to the constitutional delegation process. If voters elect legislators as their representatives, then managers choose candidates as their representatives. Third, the power dynamics within parties are revealed by the analysis of the choice of candidates. The extent to which people or organisations can influence the selection of candidates reveals a lot about the power players within the party. Parties may no longer be as strong as they once were in areas like lobbying and accumulation, political interaction, and identity, but practically all parties still control the means of elective office because there are rarely any independent legislators [10]. We concentrate on four aspects of customization of politics as well as choosing candidates because we find value in investigating candidate selection procedures in relation to larger organisational functions and the authority of the parties' leader(s): leader autonomy in choosing candidates, leader authority over the party organisation, general individualization of politics in national elections, and leader autonomy in describing the party's governance agenda. The connection with the leader(s) as well as party organisation and the connection within the leader(s) along with elections are the two overarching themes for analysis that each of these factors relate to. The relationship between the party organisation and the leader typically pertains to the leader's power within the party. This category includes topics such as top-down vs. bottom-up party origin, the formal power structure within a party, the methods used by parties to make decisions and set agendas, and other related topics. The relationship between leaders and choices has to do with party consolidated trajectories over time, candidate selection guidelines and processes (including leaders' autonomy), and the metaphorical or ideological justifications for these arrangements. These categories organise the sections that look at each of the two parties separately. [11]. this study suggests assessing how closely each component of the applicant selection process complies with democratic ideals using two broad conceptions of democracy. These two viewpoints represent two current, widely held beliefs about (liberal) democracy. The first is having a favourable opinion of democracy, which is defined as a system that enables all citizens to choose between rival candidates and organisations that contend for a better representation of their goals and values. Government representatives are expected to continue responding to the needs and complaints of their constituents after being elected [12]. The analysis relies on an international comparable dataset that includes details on 130 parties' methods for choosing applicants from 28 various country-sessions around the world. To gauge how satisfied citizens are with democracy, we use a variety of international public opinion polls (such as the CSES, WVS, EVS, Afrobarometer, Latino Barometer, and ESS). The organised model enables us to accurately evaluate party-level applicant hiring processes. (Shomer, 2014; Hazan & Rahat, 2010), while adjusting for traits at each person, party, and national levels. We find evidence to support the hypothesis that democratic election procedures—more specifically, broadening the electorate—have a positive impact on citizens' levels of democracy fulfilment [14]. To be able to understand handouts used in candidate selection and to understand that not secret participating nor high organisational requirements can be achieved, it is essential to evaluate political movements as organisations. In the words of Merete Bech Seeberg, Michael Wahman, and Svend-Erik

Skaaning, the selection of candidates in Africa is mostly "left to the autonomy of poorly established parties, without the interference of democratically elected organisations and outside monitors." and violence frequently follows Understanding handouts in the selection of candidates and accepting that neither hidden voting nor excessive organisational requirements can be taken for granted require an analysis of political parties as organisations. In the words of Merete Bech Seeberg, Michael Wahman, and Svend-Erik Skaaning [15], applicants tend to be selected in Africa "at the discretion of weakly established parties, without the participation of democratic management entities and outside monitoring, and assault frequently outcome". There has been a generally positive move towards political organisations and the various types of regulations governing the process of choosing candidates. However, this viewpoint still has a significant flaw in that it only uses groups as the unit of evaluation, ignoring the situations in which various divisions within groups are in charge of the applicant's selection process. In a nutshell, parties have largely been noticed as complex organisations that nominate nominees in a comparatively unified manner using a variety of treatments (more or less centralised while remaining more or less democratic). But some political organisations have internal dynamics that are naturally organised around factions, and this organisational model has different effects on how parties behave in legislatures [16]. Third, candidates may take any of the avenues on the node for the few groups designated as indeterminate because they have little bearing on the kind of candidate that inevitably emerges. Since particular combinations of the factors fit collectively more easily than others, it follows that some paths are more probable and prevalent than others. Decentralised candidate selection, for instance, is more probable in federal frameworks than unitary systems [17]. Third, prospective employees may choose any of the paths on the few cats egotise which are designated as indeterminate, as they have little control over the type of applicant that ultimately emerges. Because some factor combinations fit jointly effortlessly than other people, it follows that some paths are more probable and prevalent than others. For instance, in federal systems as opposed to unitary systems, decentralised candidate selection is more likely [18].

2. MATERIALS AND METHODS

We examine relevant research on multiple factors decision-making processes and vendor selection requirements. The six-step supplier selection process is demonstrated with a numerical example [26]. There are many different techniques and methods that can be used to predict an applicant's success in the workplace. Interviews with structure, competency centres, personality and cognitive examinations, psychometric evaluations, and intelligence tests are a few of these techniques [27]. We employ "the Brunswik Lens Model (Brunswik, 1955, 1956), which offers a sophisticated analytical framework and a theory of decision-making". The The lens Model depends conceptually on the notion that individuals collect knowledge from their environment and synthesise it with current information to form a viewpoint or forecasting. In a selection context, this information could involve setting traits, subtle behavioural cues from prospective workers, or understanding of the addictions of upper management. Before bringing together the data in order to arrive at a prediction or judgement, and the human assess can assign each piece an alternate weight. The Lens Model allows comparison with various models as well as simulation for the assessing and combining different cues used by human assessors utilising any combination of methods (additive, configural, impact, interactive, conditionally). [28]. A variety of techniques have been used to select the best project investments. In particular, Cooper et al. (1997) put forward a model that utilised a decision tree to include achievements probability capabilities. A scoring system was also proposed by Henriksen and Traynor (1999), which determined an approximative value for each attempt based on its value and expense. Wang and Hwang in 2007[29] presented a methodology for selecting ambiguous investments of scientific and technological efforts centred upon an optimised appreciate and advantageous equilibrium. A portion of the literature discusses "the application of MCDM or MADM methods to the selection of personnel". The fuzzy staff choosing model (Petrovic-Lazarevic, 2001), the GRA-based fuzzy reasoning multi-criteria group the maker of decisions method (Zhang & Liu, 2011), the selection of an employee using the analytical system processes and fuzzy data-envelopment assessment methods (Lin, 2010), and the fuzzy AHP approach to the personnel selecting issue are some examples.To choose the features that are most appropriate for a classification task, a number of feature selection methodologies have been proposed. By retaining only, the characteristics that are present in the decision tree, decision networks are used to find relevant features. "Principle Component Analysis [20] is used to break down complicated data with many attributes into smaller dimensions" in order to find finer details in the data. [31]. AHP process has a number of advantages over additional multiple-criteria decision-making methods, according to numerous comparison evaluations. Comparisons between pairs are used in this process. The decision-maker begins by outlining the decision's overall hierarchy. This hierarchy makes the various decision-making alternatives and the relevant considerations clear. The calculation of factor the weights and factor assessments follow a series of comparisons involving pairs. [32]. "The effect of individual feelings and personal judgements on the evaluation procedure" is the primary issue with current assessments. Applying multi-criteria decision-making techniques is the best solution to this issue in order to produce an accurate and fair evaluation. The application of multiple-criteria making decisions methods to evaluate staff performance is presented in this paper. [33]. A potent class of algorithms

known as bagging methods combines numerous instances of "black box estimations in random parts of the initial set of data, then effectively aggregates their predictions to calculate and develop the ultimate prediction". To minimise differences between the fundamental estimators, the storage methods take great care about including the randomization into their design. [34]. In an ideal world, predictive power could be maximised by using mechanical approaches to the greatest extent possible because they outperform human judgement. However, there are factors that could restrict the application of algorithmic judgement in practise [35]. Professional knowledge encompasses technical abilities, such as technology, computation, production, etc., as well as knowledge of and aptitude for the use of techniques and procedures in particular fields, such as, for example, finances. Interpersonal relationships are a field that deals with how to work with people, how to motivate them to work, how to create a pleasant working environment, how to foster teamwork, and how to focus efforts in order to achieve goals. Conceptual abilities require knowledge of the entire business world [36]. It is also possible to formalise and record the processes for choosing the stakeholders and subject-matter experts. Options can be provided for standards definitions, function of values growth, final value accumulation techniques, normalisation techniques, and weighting techniques [37]. To improve hiring decisions, a variety of MCDM techniques are readily accessible; e"ach has advantages, drawbacks, strengths, and weaknesses". "In this study, TOPSIS, PROMETHEE, PAPRICA, DEX, and AHP, five qualitative MCDM methods" are compared to show their advantages and disadvantages and differences. This comparison enables investigators to choose the best method for creating a DSS for hiring staff or others MCDM problem [39]. For the purpose of determining the depend on abilities of the company's performance measures, we collected performance variable information over a number of time periods. Test-retest accuracy made up the reliability variations for the criteria actions. [41].

3. RESULTS AND DISCUSSION

TABLE 1. Candidates' selection in an organization

Candidates	work experience	Proactivity and general aptitude	Organizational and analytical skills	Education	Communication and problem-solving skills	Computer skills
C1	2	3	3	2	4	3
C2	5	4	5	4	5	4
C3	4	3	2	2	3	4
C4	1	3	2	2	2	3

Table 1 provides information on the selection criteria for candidates in an organization. Each candidate (C1, C2, C3, C4) is evaluated based on different factors such as "work experience, proactivity and general aptitude, organizational and analytical skills, education, communication and problem-solving skills, and computer skills". The numbers assigned to each criterion represent the evaluation or rating given to the candidates for that specific attribute. For example, C2 has a higher rating in "work experience, proactivity and general aptitude, organizational and analytical skills, education, communication and problem-solving skills, and computer skills compared to the other candidates". On the other hand, C4 has the lowest ratings overall. These evaluations can be used as a basis for comparing and selecting candidates for positions within the organization, with higher ratings indicating stronger qualifications in the respective areas.
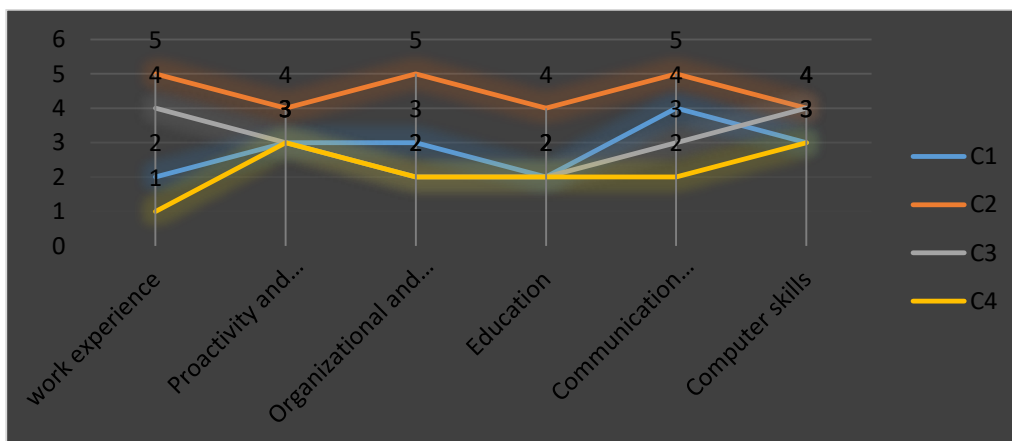

FIGURE 1. Candidates' selection in an organization

Figure 1 presents data on how candidates in an organization are assessed. The candidates (C1, C2, C3, C4) are evaluated across several criteria. The numerical values assigned to each criterion represent the specific ratings or evaluations given to the candidates. For instance, compared to the other candidates, C2 received higher ratings. On the other hand, C4 received the lowest overall ratings. These assessments can serve as a basis for comparing and selecting candidates for positions within the organization, with higher ratings indicating stronger qualifications in the respective areas.

Table 2. Normalized matrix

0.4	0.6	0.6	0.4	0.8	0.6
1	0.8	1	0.8	1	0.8
0.8	0.6	0.4	0.4	0.6	0.8
0.2	0.6	0.4	0.4	0.4	0.6

Table 2 shows the normalized data making using the Analysis method in WSM. Here Evaluation preference are "work experience, Proactively and general aptitude, Organizational and analytical skills, Education, Communication and problem-solving skills and Computer skills".

TABLE 3. Weight Array

0.16666667	0.16666667	0.1666666667	0.1666666677	0.1666666667	0.16666667
0.16666667	0.16666667	0.1666666667	0.16666666777	0.1666666667	0.16666667
0.16666667	0.16666667	0.1666666667	0.1666666677	0.1666666667	0.16666667
0.16666667	0.16666667	0.1666666667	0.1666666677	0.1666666667	0.16666667

The Weight Array table 1 assigns weight values to various criteria for each candidate (C1, C2, C3, C4). The criteria considered include "work experience, proactivity and general aptitude, organizational and analytical skills, education, communication and problem-solving skills, and computer skills". These weight values indicate the relative importance or contribution of each criterion in evaluating the candidates.It is noteworthy that all criteria have equal weights of 0.16666667, signifying that they hold the same level of significance during the evaluation process for all candidates. Furthermore, the sum of weights assigned to the evaluation parameters is one, indicating a balanced distribution of importance across the criteria.

**TABLE 3.** weighted normalized decision matrix.

0.066666667	0.1	0.1	0.066666667	0.133333333	0.1
0.166666667	0.133333333	0.166666667	0.133333333	0.166666667	0.133333333
0.133333333	0.1	0.066666667	0.066666667	0.1	0.133333333
0.033333333	0.1	0.066666667	0.066666667	0.066666667	0.1

The table represents the weighted normalized decision matrix for "each candidate (C1, C2, C3, C4) across different criteria".In this matrix, each value represents the weighted and normalized score for a specific criterion of each candidate. The weights assigned to the criteria from the previous table (Table 3) are multiplied by the normalised scoresfrom Table 2. These values reflect the relative importance of each criterion for each candidate and provide a basis for decision-making or ranking purposes.

TABLE 4. Preference Score

	Preference Score
Candidate 1	0.566666667
Candidate 2	0.9
Candidate 3	0.6
Candidate 4	0.433333333

Table 4 displays the Preference Scores for "each candidate (Candidate 1, Candidate 2, Candidate 3, Candidate 4)". These scores reflect the overall rankings achieved by each candidate, considering the evaluation criteria and their corresponding weights. To summarize this Candidate 1 achieved a preference score of 0.566666667. Candidate 2 obtained the highest preference score of 0.9. Candidate 3 attained a preference score of 0.6. Candidate 4 received a preference score of 0.433333333. The preference scores serve as a measure of the candidates' performance in the evaluation process. Higher scores indicate a better ranking or preference. In this case, Candidate 2 holds the highest score among all the candidates. These scores are valuable for decision-making and facilitate candidate comparison based on their evaluation results.
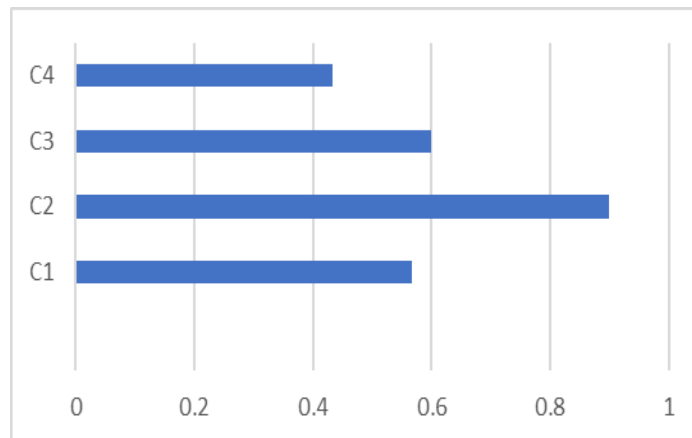

FIGURE 2. Preference Score

Figure 2 depicts the Preference Scores for "each candidate (Candidate 1, Candidate 2, Candidate 3, Candidate 4)", representing their overall rankings resulting from the evaluation criteria and corresponding weights. To summarize, Candidate 1 achieved a preference score of 0.566666667, Candidate 2 obtained the highest score of 0.9, Candidate 3 attained a score of 0.6, and Candidate 4 received a score of 0.433333333.These preference scores serve as an assessment of the candidates' performance in the evaluation process, where higher scores indicate better rankings or preferences. In this case, Candidate 2 holds the highest score among all the candidates. These scores are valuable for decision-making purposes and enable a comparison of candidates based on their evaluation results.

TABLE 5. Rank

	Rank
Candidate 1	3
Candidate 2	1
Candidate 3	2
Candidate 4	4

Table 5 displays the rankings of "each candidate (Candidate 1, Candidate 2, Candidate 3, Candidate 4)". To summarize, Candidate 1 holds the third rank, Candidate 2 is ranked first, Candidate 3 is ranked second, and Candidate 4 is ranked fourth. These ranks represent the relative positions or order of the candidates based on their performance in the evaluation process.In this particular case, Candidate 2 secured the highest rank, indicating their superior performance compared to the other candidates. The rankings presented in Table 5 serve as a useful tool for decision-making and allow for prioritization of candidates during the selection process.
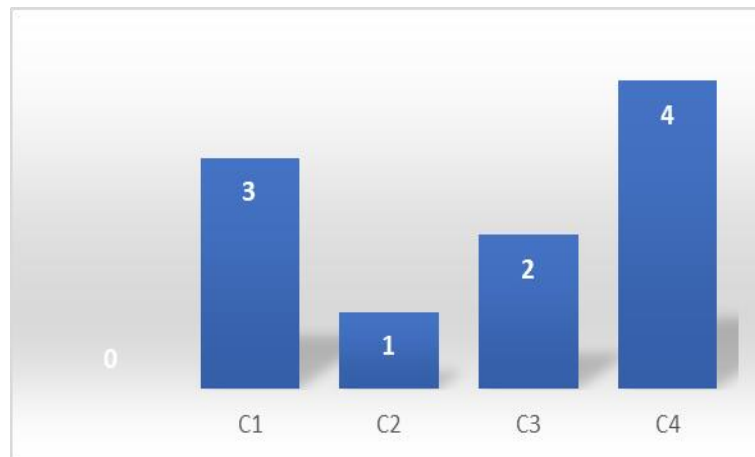
FIGURE 3. Rank

Figure 3 illustrates the rankings of "each candidate (Candidate 1, Candidate 2, Candidate 3, Candidate 4)". To summarize, Candidate 1 occupies the third rank, Candidate 2 is positioned first, Candidate 3 is placed second, and Candidate 4 is assigned the fourth rank. These rankings reflect the relative positions or order of the candidates based on their performance in the evaluation process.In this specific instance, Candidate 2 emerges with the highest rank, signifying their superior performance in comparison to the other candidates. The rankings presented in Figure 3 serve as "a valuable tool for decision-making and enable the prioritization of candidates during the selection process".

4. CONCLUSION

In conclusion, choosing a political candidate is an important part of the electoral process that has a big impact on representation of the people and governance. The significance of researching and enhancing candidate selection procedures in political contexts has been emphasised in this research paper. Politicians who choose candidates well represent the wants of the people by selecting people with the right traits, abilities, and values. Political organisations and organisations can improve the credibility of their candidates and raise public confidence in the electoral process using open and inclusive selection processes. Political choice of candidate's investigation can aid in the creation of more reliable and democratic procedures. It can pinpoint methods and tactics that encourage impartial competition, lessen corruption, and raise the standard of political candidates. This research can also provide insight into how political organisations, electoral processes, and financing of campaigns affect the choice of candidates, empowering decision-makers to take well-informed actions that support democratic institutions. Additionally, political picking of candidate's research can help those who are underrepresented and encourage diversity in the political establishment. Researchers can gain insight into the processes that promote greater diversity and representation by researching the prejudices and barriers that restrict the participation of specific groups, which include women, minorities, and neighbourhoods that are marginalised.

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