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A Study on Behavior Decision Support System in Job Hunting Activity

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The purpose of my master thesis is to develop a support system for behavior decision in job hunting activity, especially for JAIST students. In the recent years, it takes a quite long time for students in Japan to find jobs. This causes some negative effects on their academic and research life in university. In addition, the students have to take more suitable behaviors to make their job-hunting successfully than before. In consideration of such negative effects, when companies could start offering jobs has been postponed for the Federation of Economic Organizations on graduate recruitment activities in the fiscal year 2013. However, the students are now forced to conduct job-hunting activities for a long term as before because the most of companies do not have enough hiring interests after the global financial crisis in 2008. If the students look at some manuals and/or web sites for job-hunting, they can see what they should perform in detail. But, most of typical flows of job-hunting activities described in those media are not focused on individual university ' s situations and intended for large and well-known companies. In fact, however, all the students do not want to join the large companies. Because we are usually thinking that employment opportunities on such companies are still relatively good. It is consequently no doubtful for the commercial based media to focus on a large companies centric model. It is required to support individual student based on his/her desire with respect to features of each university he/she

belongs to.

In order to resolve the above issue, I propose a support system for behavior decision in job hunting activity, especially for JAIST students. First of all, I clarify the differences between the "image of general job-hunting" and the "image of job-hunting for JAIST students". For example, JAIST has many educational features such as sub theme and strict course education, which is quite different from other science and engineering graduate school. And then, I reveal typical troubles for JAIST students in job-hunting process by applying "persona approach" to each student. "Persona approach" is a method for creating virtual user images called "persona" by assuming real users so that system developers can make clear requirements of system users. Through creating "persona", I believe that it is important for the students to understand how to conduct the job-hunting activities. Next, I define a "job-hunting model" which represents definitions of and relations among the job-hunting activities. I first define a number of tasks for job-hunting such as "company research" and "self-analysis". And then, I divide such tasks into specific "activities" which mean how to act. In fact, some of them may be important and others may not be with respect to each student's conditions and/or preferences. Therefore, I conducted a case study for investigating importance of the activities to the JAIST students who had finished their job-hunting. As the results of the study, I divided them into three types called "Preparation prior", "Interview prior", and "Self-understanding prior". I determined the importance of each activity depended on relative time spent. Following the above findings, I have developed a support system for behavior decision with functions for "Presenting job-hunting status", and "Visualizing job-hunting times". The former enables the students to input self-confidence regarding each activity. Their performances are visualized by the length of status bars which vary depending on the importance of the activity. The later depicts a burn chart which represents the time needed until finishing the activities by inputting the remaining time to be conducted. Finally, I describe a short evaluation plan for confirming change in behavior by using the system and testing usability of the system. This is just a plan and I need to conduct it soon. Further, when users use the system, I am expecting users to understand necessity of job-hunting activity. Therefore, I think that

the ability of objective point of view which is one ability of job-hunting is improved by the system. In the near future, I will also investigate change in long-term behavior in job-hunting by applying the system for JAIST students who start their job-hunting activities from now on.