JOB-SEARCH INFORMATION SUPPLY SYSTEM

Background of the Invention

(1) Field of the Invention

The present invention relates to a job-search information supply system for supplying company information to an applicant for job and for supplying personal information to a company desiring to employ a worker.

(2) Description of the Prior Art

Company information is frequently supplied to an applicant for job in career guidance books and on home pages.

On the other hand, personal information is frequently supplied to companies desiring to employ workers through personnel agencies, direct mails and by directly visiting companies.

However, there is no sufficient effective matching system using two-way job-search information for matching the personal information from applicants for job and company information from the companies desiring to employ workers with each other, thereby supplying the company information to the applicants for job and supplying personal information to the companies desiring to employ workers.

When selecting company, there is an oversupply of information due to the Internet an other magazines, and although people have desired jobs and life styles, many people can not select desired information from an excess of information by themselves.

Especially, applicants for job who can not clearly determine job can not take a concrete action with respect to

companies in many cases.

Therefore, if it is possible to allow such applicants for job to obtain the job-search information using Internet, to allow the applicants for job to check the suitability of job to let them know their orientation or suitability, and to supply such information to the companies desiring to employ workers, even people who does not have clear wish concerning job can select more matching companies.

Disclosure of the Invention

Thereupon, it is an object of the present invention to provide a job-search information supply system capable of allowing companies desiring to employ workers to correctly judging suitability and orientation of a larger number of applicants for job, and capable of allowing applicants for job to understand their suitability and orientation and to take action with respect to companies desiring to employ workers.

It is another object of the invention to provide a job-search information supply system capable of informing an applicant for job of a company desiring to employ workers that matches with information sent by that applicant, and capable of selecting and obtaining company information conforming to various condition even if that company was not extracted as matching company.

It is another object of the invention to provide a job-search information supply system capable of informing a company desiring to employ workers of talent information matching with the need of that company, and capable of obtaining the talent information conforming to various condition even if that person was not extracted as being matching person.

It is another object of the invention to provide a job-search information supply system allowing a company desiring to employ workers to send a question or comment such as wishes to an applicant for job of interest before conducting interview, and allowing an applicant for job to know wishes or evaluation by the comment from the company desiring to employ workers.

It is another object of the invention to provide a job-search information supply system allowing an applicant for job to understand his or her suitability and orientation and to take action with respect to the company desiring to employ workers.

According to a first aspect of the present invention, there is provided a job-search information supply system for supplying company information to an applicant for job and for supplying personal information to a company desiring to employ a worker, wherein the applicant for job is allowed to input ability information concerning license or professional skill, attainment information concerning educational attainment or professional attainment, wish information concerning desired type of business, desirable kind of job, desired scale of company, of desired location of company, and reply information to suitability diagnosis carried out in a form of questions.

According to a second aspect of the present invention, there is provided a job-search information supply system for supplying company information to an applicant for job and for supplying personal information to a company desiring to employ a worker, wherein a registration screen for registering the personal information and a service screen having matching service and company information searching service are displayed to the applicant for job, the company information matching with the

personal information of a registrant of himself or herself is supplied in the matching service, and a search condition is input in the company information searching service, thereby providing the company information satisfying the search condition.

According to a third aspect of the present invention, there is provided a job-search information supply system for supplying company information to an applicant for job and for supplying personal information to a company desiring to employ a worker, wherein a registration screen for registering the company information and a service screen having matching service and personnel information searching service are displayed to the company desiring to employ workers, the personnel information matching with the company information of a registered company is supplied in the matching service, and a search condition is input in the personnel information searching service, thereby providing the personnel information satisfying the search condition.

According to a fourth aspect of the present invention, there is provided a job-search information supply system for supplying personnel information matching with company information or personnel information satisfying a search condition to a company desiring to employ workers, wherein the personnel information to be supplied to the company desiring to employ workers includes personal reference information such as ability information, attainment information or wish information; the personnel information is determined as anonymous information which does not have information specifying individual such as name, address or contact destination, the company desiring to employ workers is allowed to input comment information with

respect to the anonymous information, the comment information input by the company desiring to employ workers is stored, the comment information is sent to the person who requested anonymity corresponding to the comment information, or acknowledgment of the comment information is sent to that person.

According to a fifth aspect of the present invention, there is provided a job-search information supply system for supplying personnel information matching with company information or personnel information satisfying a search condition to a company desiring to employ workers, wherein the personnel information to be supplied to the company desiring to employ workers includes personal reference information such as ability information, attainment information or wish information; the personnel information is determined as anonymous information which does not have information specifying individual such as name, address or contact destination, the company desiring to employ workers is allowed to input comment information with respect to the anonymous information, the comment information input by the company desiring to employ workers is stored, the person who requested anonymity corresponding to the comment information is allowed to read the stored comment information.

According to a sixth aspect of the present invention, there is provided a job-search information supply system for supplying company information to an applicant for job and for supplying personal information to a company desiring to employ a worker, wherein the applicant for job is allowed to input reply information to suitability diagnosis in a form of questions, the input reply information is analyzed, the analyzed result is supplied to the company desiring to employ workers.

According to a seventh aspect of the present invention, there is provided a job-search information supply system for supplying company information to an applicant for job and for supplying personal information to a company desiring to employ a worker, wherein the applicant for job is allowed to input reply information to suitability diagnosis in a form of questions, the input reply information is analyzed, and the analyzed result is supplied to the applicant for job.

According to an eighth aspect of the present invention, in the job-search information supply system according to any one of the first, sixth and seventh aspects, the suitability diagnosis is job suitability diagnosis including suitability and orientation of type of business or kind of job.

According to a ninth aspect of the present invention, in the job-search information supply system according to any one of the first, sixth and seventh aspects, the suitability diagnosis is self-diagnosis including personality, ability or sense of value with respect to job.

According to a tenth aspect of the present invention, in the job-search information supply system according to any one of the first, sixth and seventh aspects, the suitability diagnosis includes questions for grasping consistency or rationality of answer, falsity or feasance of answer, or ostentation, and analyzed result is supplied to the company desiring to employ workers or the applicant for job.

According to an eleventh aspect of the present invention, there is provided an information supply system for supplying service information to an individual, and for supplying personal information to a service provider, wherein the individual is

allowed to input reply information to suitability diagnosis in a form of questions, the input reply information is analyzed, and the analyzed result is supplied to the service provider.

According to a twelfth aspect of the present invention, there is provided an information supply system for supplying service information to an individual, and for supplying personal information to a service provider, wherein the individual is allowed to input reply information to suitability diagnosis in a form of questions, the input reply information is analyzed, and the analyzed result is supplied to the individual.

According to a thirteenth aspect of the present invention, in the information supply system according to the eleventh or twelfth aspect, the suitability diagnosis includes life planning diagnosis, license test suitability diagnosis and living planning diagnosis.

According to a fourteenth aspect of the present invention, in the information supply system according to the eleventh or twelfth aspect, the service information includes employee-leasing information, department, course, lectureship and other curriculum information such as education organization or group, introduction of sports club or culture school, system information concerning health and welfare, various license examination information, finance goods information such as stocks and funds.

According to a fifteenth aspect of the present invention, in the information supply system according to the eleventh or twelfth aspect, the suitability diagnosis is carried out periodically or at irregular intervals, and reply information to the suitability diagnosis is renewed.

According to a sixteenth aspect of the present invention, there is provided an information supply system wherein a user is allowed to input reply information to suitability diagnosis in a form of questions, the input reply information is analyzed, and the analyzed result is output.

According to a seventeenth aspect of the present invention, in the information supply system according to any one of the first to seventh aspects, personal information or company information accumulated for a plurality of years is analyzed every year, and the analyzed result is output.

According to a eighteenth aspect of the present invention, there is provided a suitability diagnosis method for displaying suitability diagnosis in a form of questions on a screen, a user is allowed to input reply information to the displayed questions, wherein the method comprises means for changing order of questions to be displayed, means for linking the display order of the questions to question numbers of the questions, and means for linking the reply information to the question numbers, and wherein the order of questions of the suitability diagnosis are changed and displayed on the screen.

In the job-search information supply system of the first aspect of the present invention, the applicant for job is allowed to input ability information concerning license or professional skill, attainment information concerning educational attainment or professional attainment, wish information concerning desired type of business, desirable kind of job, desired scale of company, of desired location of company, and reply information to suitability diagnosis carried out in a form of questions. Therefore, the applicant for job is allowed to input not only

the ability information, attainment information and wish information, but also the reply information to the suitability diagnosis and thus, the suitability result can be supplied to the company desiring to employ workers or the applicant for job. Therefore, it is possible to allow companies desiring to employ workers to correctly judging suitability of a larger number of applicants for job, and to allow the applicants for job to understand their suitability and orientation and to take action with respect to companies desiring to employ workers.

In the job-search information supply system of the second aspect of the present invention, a registration screen for registering the personal information and a service screen having matching service and company information searching service are displayed to the applicant for job, the company information matching with the personal information of a registrant of himself or herself is supplied in the matching service, and a search condition is input in the company information searching service, thereby providing the company information satisfying the search condition. Therefore, the applicant for job can know a company desiring to employ workers that matches with information sent by the applicant himself or herself without visiting the company, and it is possible to select and obtain company information conforming to various condition even if that company was not extracted as matching company.

In the job-search information supply system of the third aspect of the present invention, a registration screen for registering the company information and a service screen having matching service and personnel information searching service are displayed to the company desiring to employ workers, the

personnel information matching with the company information of a registered company is supplied in the matching service, and a search condition is input in the personnel information searching service, thereby providing the personnel information satisfying the search condition. Therefore, it is possible to inform a company desiring to employ workers of talent information matching with the need of that corporate without carrying out interview, and to obtain the talent information conforming to various condition even if that person was not extracted as being matching person.

In the job-search information supply system of the fourth aspect of the present invention, the personnel information to be supplied to the company desiring to employ workers includes personal reference information such as ability information, attainment information or wish information; the personnel information is determined as anonymous information which does not have information specifying individual such as name, address or contact destination, the company desiring to employ workers is allowed to input comment information with respect to the anonymous information, the comment information input by the company desiring to employ workers is stored, the comment information is sent to the person who requested anonymity corresponding to the comment information, or acknowledgment of the comment information is sent to that person. Therefore, it is possible to allow a company desiring to employ workers to send a question or comment such as wishes to an applicant for job of interest before conducting interview, and to allow an applicant for job to know wishes or evaluation by the comment from the company desiring to employ workers. The comment

information is sent to the applicant for job, or acknowledgment of the comment information is sent to the applicant for job and thus, the applicant for job can know the comment information timely.

In the job-search information supply system of the fifth aspect of the present invention, the personnel information to be supplied to the company desiring to employ workers includes personal reference information such as ability information, attainment information or wish information; the personnel information is determined as anonymous information which does not have information specifying individual such as name, address or contact destination, the company desiring to employ workers is allowed to input comment information with respect to the anonymous information, the comment information input by the company desiring to employ workers is stored, the person who requested anonymity corresponding to the comment information is allowed to read the stored comment information. Therefore, it is possible to allow a company desiring to employ workers to send a question or comment such as wishes to an applicant for job of interest before conducting interview, and to allow an applicant for job to know wishes or evaluation by the comment from the company desiring to employ workers. Since the applicant for job can read his or her own comment information at his or her convenience, the applicant for job can make full use of the comment information in view of job search activities.

In the job-search information supply system of the sixth aspect of the present invention, the applicant for job is allowed to input reply information to suitability diagnosis in a form of questions, the input reply information is analyzed, the

analyzed result is supplied to the company desiring to employ workers. Therefore, the companies desiring to employ workers can correctly judge suitability of a larger number of applicants for job.

In the job-search information supply system of the seventh aspect of the present invention, the applicant for job is allowed to input reply information to suitability diagnosis in a form of questions, the input reply information is analyzed, and the analyzed result is supplied to the applicant for job. Therefore, the applicant for job can understand his or her suitability and orientation and take action with respect to the company desiring to employ workers.

In the job-search information supply system of the eighth aspect of the present invention, in the job-search information supply system according to any one of the first, sixth and seventh aspects, the suitability diagnosis is job suitability diagnosis including suitability and orientation of type of business or kind of job. Therefore, the companies desiring to employ workers can correctly judge suitability and orientation of type of business or kind of job of a larger number of applicants for job, and the applicants for job can understand their suitability and orientation of the type of business or kind of job and can take action with respect to companies desiring to employ workers.

In the job-search information supply system of the ninth aspect of the present invention, in the job-search information supply system according to any one of the first, sixth and seventh aspects, the suitability diagnosis is self-diagnosis including personality, ability or sense of value with respect to job. Therefore, the companies desiring to employ workers can correctly

judge the personality, ability or sense of value with respect to job of a larger number of applicants for job, and the applicants for job can understand their the personality, ability or sense of value with respect to job and can take action with respect to companies desiring to employ workers.

In the job-search information supply system of the tenth aspect of the present invention, in the job-search information supply system according to any one of the first, sixth and seventh aspects, the suitability diagnosis includes questions for grasping consistency or rationality of answer, falsity or feasance of answer, or ostentation, and analyzed result is supplied to the company desiring to employ workers or the applicant for job. As a result, it is possible to know whether the applicant answered with by halves, whether the applicant tried to read intention of question of a host and to output answer that is different from will or idea of the applicant, or whether consciousness or idea that the applicant tried to show himself or herself better than actual was reflected in the answer. Therefore, the company can correctly judge the applicant for job, it is possible to create awareness of answering more honestly and serious, and the precision of the diagnosis can be enhanced.

In the information supply system of the eleventh aspect of the present invention, the individual is allowed to input reply information to suitability diagnosis in a form of questions, the input reply information is analyzed, and the analyzed result is supplied to the service provider. Therefore, the service provider can correctly judge the suitability of a larger number of applicants for job, and can judge the suitability of each applicant and supply appropriate service.

In the information supply system of the twelfth aspect of the present invention, the individual is allowed to input reply information to suitability diagnosis in a form of questions, the input reply information is analyzed, and the analyzed result is supplied to the individual. Therefore, a person who received the suitability diagnosis can grasp his or her own suitability and orientation, and select service to be supplied.

In the information supply system of the thirteenth aspect in the information supply system according to the eleventh or twelfth aspect, the suitability diagnosis includes life planning diagnosis, license test suitability diagnosis and living planning diagnosis. Therefore, it is possible to supply or receive the service information in accordance with the diagnosis contents.

In the information supply system of the fourteenth aspect in the information supply system according to the eleventh or twelfth aspect, the service information includes employee-leasing information, department, course, lectureship and other curriculum information such as education organization or group, introduction of sports club or culture school, system information concerning health and welfare, various license examination information, finance goods information such as stocks and funds. Therefore, it is possible to supply or receive respective service information.

In the information supply system of the fifteenth aspect in the information supply system according to the eleventh or twelfth aspect, the suitability diagnosis is carried out periodically or at irregular intervals, and reply information to the suitability diagnosis is renewed. By renewing the reply information by the suitability diagnosis in this manner, for

example, it is possible to support the outplacement by utilizing the accumulated suitability diagnosis result at the time of mandatory retirement or restructuring (outplacement).

In the information supply system of the sixteenth aspect, an individual is allowed to input reply information to suitability diagnosis in a form of questions, the input reply information is analyzed, and the analyzed result is output. By receiving the suitability diagnosis, it is possible to supply the service information utilizing the reply information, and it is possible to support the outplacement for second life after mandatory retirement.

In the information supply system of the seventeenth aspect of the invention, in the information supply system according to any one of the first to seventh aspects, personal information or company information accumulated for a plurality of years is analyzed every year, and the analyzed result is output. By utilizing the information secularly, it is possible to obtain more beneficial information such as feature, variation, trend or the like of every year.

In the suitability diagnosis method of the eighteenth aspect of the invention, the method comprises means for changing order of questions to be displayed, means for linking the display order of the questions to question numbers of the questions, and means for linking the reply information to the question numbers, and wherein the order of questions of the suitability diagnosis are changed and displayed on the screen. Therefore, even if the same applicant receives the diagnosis many times, since the applicant can not easily learn the questions, the suitability diagnosis can be carried out accurately, and it is

possible to prevent intentional answer.

Brief Description of the Drawings

Fig.1 is a conceptual diagram for explaining a brief structure of a job-search information supply system according to an embodiment of the present embodiment;

Fig.2 is a flowchart showing a new membership registration procedure and a job-suitability diagnosis procedure carried out by an applicant for job, and a new company membership registration procedure carried out by a recruiter of a company desiring to employ workers according to the present embodiment;

Fig.3 shows an input screen of information concerning wish having higher precedence of the present embodiment;

Fig.4 shows a starting screen of a diagnostic program of the present embodiment;

Fig.5 shows an input screen of information concerning company culture, system and the like corresponding to matching information for the applicant for job of the present embodiment;

Fig.6 is a flowchart showing a personal membership service procedure carried out an applicant for job of the present embodiment;

Fig.7 is a flowchart showing a company membership service procedure carried out a recruiter of a company desiring to employ workers of the present embodiment;

Fig.8 shows a recommendable student screen of the present embodiment; and

Fig.9 shows a profile screen of the applicant for job of the present embodiment.

Description of the Preferred Embodiment

A job-search information supply system according to an embodiment of the present invention will be explained below.

Fig.1 is a conceptual diagram for explaining a brief structure of the job-search information supply system according to the present embodiment.

As shown in Fig.1, the job-search information supply system 10 comprises a public WWW server 11, a mail server 12, an analysis server 13, a matching server 14, a personal DB server 15, a company DB server 16. The job-search information supply system 10 is connected to a communication line such as the Internet.

The public WWW server 11 includes a home page which is necessary for applicant for job or company desiring to employ workers to be newly registered and receive membership services. The mail server 12 sends or receives a mail to and from the personal members or company members. The analysis server 13 performs an analysis of reply data of job-suitability diagnosis. The matching server 14 matches data between wishes with respect to companies registered by the personal members, results of the job-suitability diagnosis, company culture, system or recruitment requirements registered by the company member. The personal DB server 15 accumulates the personal information of the applicants for job. The company DB server 16 accumulates the company information of the companies desiring to employ workers.

Personal computers 21, 22 and 23 are computers operated by the applicants for job, and personal computers 31 and 32 are computers operated by recruiters of the companies desiring to employ workers. Each of the personal computers 21, 22, 23, 31

and 32 includes a monitor which is display means, and input means such as a keyboard and mouse, and are connected to the communication line such as the Internet. Each personal computer includes a printer as output means or display means if necessary.

The applicants for job can access the public WWW server 11 from the personal computers 21, 22 and 23, and can request for newly applying for personal membership, for job-suitability diagnosis, and for personal membership service. The applicant for job can transfer a reply file of the job-suitability diagnosis to the mail server 12 through the personal computer 21, 22 or 23, and receive a result of the diagnosis from the mail server 12 through the personal computer 21, 22 or 23. The applicant for job can search the company information accumulated in the company DB server 16 through the public WWW server 11, and obtain the company information which was data-matched by the matching server 14 through the public WWW server 11.

The companies desiring to employ workers can access the public WWW server 11 from the personal computer 31 or 32, and request for newly applying for company membership and for company membership service. The company desiring to employ workers can send a mail directed to a student from the personal computers 31 or 32 to the mail server 12. The company desiring to employ workers can search a portion of the personal information (excluding private information identifying an individual) accumulated in the personal DB server 15 from the personal computers 31 or 32, and obtain the personal information (excluding private information identifying an individual) which was data-matched by the matching server 14.

Next, a method for utilizing the job-search information

supply system of the present embodiment will be explained using Figs.2 to 9.

First, a procedure for newly registering a personal membership and a job-suitability diagnosis procedure conducted by an applicant for job, as well as a procedure for newly registering a company membership conducted by a recruiter of the company desiring to employ workers will be explained using Fig.2.

In the procedure for newly registering a personal membership, an applicant for job accesses the public WWW server 11 from the personal computers 21, 22 or 23 and requests for registration of new personal membership (S101). With this request, a new personal membership registration screen is transferred from the public WWW server 11. The applicant for job inputs necessary registration information using this new personal membership registration screen (S102)

The registration information includes basic information and matching information.

The basic information includes name, sex, date of one's birth, address, contact destination, E-mail address, telephone number, name of school graduated, license or professional skill. It is preferable that the basic information also includes PR.

The matching information includes desired type of business, desirable kind of job, desired scale of company, desired location of company, wish having high precedence.

Fig.3 shows an input screen of information concerning the wishes having high precedence. The information concerning the wishes having high precedence are matters that an applicant for job specifies by selecting a predetermined number (five or less

in this embodiment) of items from those set in each of columns of feature of company, company culture, posture of company concerning education and internship system, personnel matter, salary, health, welfare and desirable kind of job. In this way, the applicant for job picks up higher precedence matters, thereby specifying the wishes having high precedence. Fig.3 shows one example of each column.

When the applicant for job inputs the registration information and then requests the registration, the registration information is sent to the mail server 12 (S103). When the new personal membership is registered, an ID and a password are sent to the applicant from the mail server 12.

In order to receive the job-suitability diagnosis, the applicant for job accesses the public WWW server 11 from the personal computers 21, 22 or 23, and requests the job-suitability diagnosis (S201). In reply to the request, a job-suitability diagnosis utilization screen is sent from the public WWW server 11. The applicant for job can select whether this procedure should be carried out on-line or off-line using this job-suitability diagnosis utilization screen (S202). If the on-line procedure is requested, the job-suitability diagnosis question screen is sent to the applicant for job from the public WWW server 11. The applicant inputs answers to the questions (S203), and requests registration (S204). If the off-line registration is requested, diagnosis program is sent from the public WWW server 11. The diagnostic program is sent to the applicant from the public WWW server 11. The applicant unarchives and runs the diagnostic program (S205) and answers to the questions (S206) and then, sends the reply to the mail server 12 (S207).

This reply file is analyzed by the analysis server 13, and a result of the diagnosis is sent from the mail server 12.

The job-suitability diagnosis will be explained.

Fig.4 shows a starting screen of the diagnostic program in step S205.

The job-suitability diagnosis of this embodiment comprises questions concerning job-suitability diagnosis including suitability and orientation concerning kind of job or job, questions concerning self-diagnosis including one's personality, ability or sense of value concerning jobs, and questions concerning lie scale. The suitability concerning the kind of job or job means a degree of matching between a personality required for performing the job and a personality of his or her own. Therefore, the suitability of the kind of job or the job is higher, and he or she can work while capitalizing the personality more efficiently. The orientation concerning the kind of job or the job indicates a degree of interest in the kind of job or the job.

The lie scale is a question for finding contradiction, lie, vanity included in the answer.

The lie scale for grasping consistency or rationality is a question capable of grasping whether there is consistency between the answers, or whether the applicant answered with by halves. For example, a question "do you think effort makes everything possible ?" and a question "do you think there exists a problem that can not solved by effort ?" are given to the applicant at a given interval, and consistency between the answers is grasped.

A lie scale for grasping falsity or feasance is a question

for grasping whether the applicant tried to read intention of question of a host and to output answer that is different from will or idea of the applicant, i.e., whether the applicant is lying, or whether the answer is factitive. For example, lie is detected by questions "you have never told a lie" or "there exists no one whom you dislike".

A lie scale for grasping ostentation is a question for grasping whether consciousness or idea that the applicant tried to show himself or herself better than actual is reflected in the answer. For example, the ostentation is grasped by including "non-existing term" in a question to let the applicant to check computer terms that the applicant knows.

By including lie scale questions into the questions, it is possible to enhance the authenticity of the personal information of a stranger, and effective information supply system can be provided.

As shown in Fig.4, in the diagnostic program which runs in off-line state, the applicant inputs his or her mail address, name, organization code, zip code and address, and answers each question. The applicant inputs the answers using the mouse or keyboard (numeric keypad from 1 to 5). Questions are shown in a question column one-by-one, and if the applicant inputs an answer, a new question is shown. If the applicant answers the final question, a job-reply file is created and stored. If the reply file is created, a transmission command is displayed on the screen, and if the applicant clicks the transmission command, the reply file is transferred to the mail server 12.

The order of questions displayed in the question column inn Fig.4 is always changed and displayed. That is, when the

diagnostic program is unarchived, the order of the questions is changed in a random fashion by the program. By changing the order of the question every time in a random fashion, it is possible to prevent intentional answer. The on-line job-suitability diagnosis question screen is also set such that the order of the questions is changed in a random fashion when the screen is sent.

Realizing means for displaying question in a random fashion will be explained.

In order to change the order of the questions of the suitability diagnosis and display the same, the realizing means includes means for changing the order of questions, means for linking the displaying order of the questions to the question numbers, and means for linking the answer information with respect to the respective questions to the question numbers.

First, the question numbers are allocated to the questions respectively. For example, random numbers are generated by a random number generator program. At that time, when a random number "5" is allocated to a question of question No.1, the question No.1 is input to a fifth column of the display table. When a random number "8" is allocated to a question of question No.2, the question No.2 is input to an eighth column of the display table. In this manner, the question numbers are stored in a random fashion in the table which determines the display order. If the applicant input an answer to the displayed question, the answer information is stored in correspondence with the question number arranged in the display order. When the answer information is analyzed or output, the questions are again arranged in the question order. That is, the answer information respectively

corresponding to the question numbers can be obtained in the order of question numbers. By changing the order of questions of the suitability diagnosis and displaying the questions on the screen, even if the same applicant receives the diagnosis many times, since the applicant can not easily learn the questions, the suitability diagnosis can be carried out accurately, and it is possible to prevent intentional answer.

As shown in Fig.2, in order to register new company membership, a recruiter of a company desiring to employ workers accesses the public WWW server 11 from the personal computers 31 or 32 and requests the new company membership registration (S301). With this request, a new company membership registration screen is sent from the public WWW server 11. The company desiring to employ workers inputs necessary registration information using this new company membership registration screen (S302).

The registration information includes basic information and information concerning company culture and system which corresponds to the matching information for the applicant for job.

The basic information includes name of company, location of the company, contact destination, E-mail address, telephone number, year of foundation, capital, sale, the number of workers, average age, and name of representative. In addition, the basic information includes starting salary, benefits, raise in salary, bonus, vacation, health, welfare, adoption information such as working hours, working place, possibility of being transferred to another place, requirement for applicant, kind of job, substance of job, the number of workers to be employed, department or course required for applicant, name of school from which many

workers have been employed and selection manner. It is preferable that the basic information includes message information with respect to applicants.

Fig.5 shows an input screen of the information concerning company culture, system and the like corresponding to the matching information for the applicant for job. As shown in Fig.5, a company picks up matters that the company desire to emphasize from matters and posture with which the company is grappling with higher precedence by selecting a predetermined number of items from those set in each of columns of feature of company, company culture, posture of company concerning education and internship system, personnel matter, salary, health, welfare and desirable kind of job. The description of each of items is the same as those of the matching information selected by the applicant for job as illustrated. If a particular PR point and other PR points are divided, and the recruiter is allowed to check a predetermined item, it is possible to match the posture of the company particular posture with wish of the applicant for job.

When the recruiter inputs the registration information and then requests the registration, the registration information is sent to the mail server 12 (S303). When the new company membership is registered, an ID and a password are sent to the recruiter from the mail server 12.

Next, a personal membership service procedure by an applicant for job will be explained using Fig.6.

To receive the personal membership service, an applicant for job accesses the public WWW server 11 from the personal computers 21, 22 or 23, and requests the membership service using

the ID and the password obtained when the new personal membership was registered (S401). In reply to the request, a membership service screen is sent from the public WWW server 11. The membership service includes a matching service, a global searching service, and registration information changing service.

The matching service provides information concerning recommendable companies suitable for interest or orientation of a member. A matching degree is judged based on the information concerning recommendable companies includes desired type of business, desirable kind of job, desired scale of company, desired location of company, wish having high precedence registered by an applicant as personal information, starting salary, benefits, raise in salary, bonus, vacation, health, welfare, adoption information such as working hours, working place, possibility of being transferred to another place, requirement for applicant, kind of job, substance of job, the number of workers to be employed, department or course required for applicant, name of school from which many workers have been employed and selection manner registered by a recruiter as company information, and company culture and system corresponding to the matching information of the applicant for job. All or a portion of the above information is taken into consideration, and a predetermined number of companies from the top are displayed as a matching result, or desired type of business, desirable kind of job, desired scale of company, desired location of company, wish having high precedence are used as judging materials having high precedence, and only when the number of selected companies is large, companies may be selected while taking the wish having high precedence

into consideration. By indicating the matching degree, it is possible to provide an applicant for job with information with higher precision. Concerning the matching degree, the matching degree is indicated for each of main items, so that the applicant for job can again check which item should have higher precedence.

If an applicant for job selects the matching service from the membership service screen (S402), the company information in which information from the personal DB server 15 and information from the company DB server 16 are matched in the matching server 14 is sent from the public WWW server 11 as a recommendable company screen. In the recommendable company screen, name of matched company, type of business and the kind of job are indicated in a form of list. If an applicant for job requires the more detail company data concerning the listed company, if the applicant for job clicks the indicated name of the company for example in step 403, detailed company data concerning the designated company is sent. The applicant for job judges whether there is the necessity of a literature claim to the company in reference to the company data screen that was sent (S404). By requesting the literature, it is sent to the mail server 12 (S405). The program is formed such that it can be judged whether or not it accesses to the home page of the company (S406). If home page of the corresponding company is necessary, home page of the company can be read by indicating to that effect.

On the other hand, when the applicant for job selects the collective search service from the membership service screen (S407), the company searching screen is sent from the public WWW server 11. Here, the searchable collective search service in the company searching screen is the search from the initial

of the company name, search from types of industry, search from working place, search from type of job, and search from company culture, system and the like. In this collective search service, secondary search and tertiary search can be carried out with respect to the search result. Here, the search from the company culture, system and the like is search using items of the contents explained in Fig.3 and Fig.5. When the applicant for job checks the search item in the company searching screen and provides instructions to search (S408), the corresponding company information is extracted from the information of the company DB server 16, and this information is sent as the company search result screen from public WWW server 11. When the applicant for job requires more detailed company data concerning the company displayed on the company search result screen, in step 409, the detailed company data regarding the designated company is sent by clicking the name of the displayed company name. The applicant for job judges whether or not there is the necessity of a literature claim to the company in reference to the company data screen that was sent (S410). By requesting the literature, it is sent to the mail server 12 (S411). The program is formed such that the applicant for job can judge whether or not he or she should access home page of a company (S412). If the applicant for job desires to access the home page of the corresponding company, the applicant for job can read the linked home page of the corresponding company by indicating to that effect.

Also, the registration information change screen is sent from (S413), public WWW server 11 when the applicant for job selects the registration information changing service from the membership service screen. The applicant for job inputs the

contents that should be changed (S414), and if the applicant for job requests to register the change, the registered contents can be changed (S415).

Next, the company membership service procedure by the recruiter of the company desiring to employ workers will be explained using Fig.7.

In the company membership service procedure, the recruiter of the company desiring to employ workers accesses the public WWW server 11 from personal computer 31 or 32 and requests the membership service by using the ID and password that have been obtained at the time of new company membership registration (S501). In reply to this request, the membership service screen is sent from the public WWW server 11. The membership service includes matching service, collective search service and registration information changing service.

The matching service is the service for allowing a company to obtain the information concerning the recommendable student (the applicant for job) meeting demand and condition of the company. A matching degree of the information concerning the recommendable student is judged based on the information concerning recommendable companies includes desired type of business, desirable kind of job, desired scale of company, desired location of company, wish having high precedence registered by an applicant as personal information, starting salary, benefits, raise in salary, bonus, vacation, health, welfare, adoption information such as working hours, working place, possibility of being transferred to another place, requirement for applicant, kind of job, substance of job, the number of workers to be employed, department or course required for applicant, name of school from

which many workers have been employed and selection manner registered by a recruiter as company information, and company culture and system corresponding to the matching information of the applicant for job. All or a portion of the above information is taken into consideration, and a predetermined number of anonymity information from the top are displayed as a matching result, or desired type of business, desirable kind of job, desired scale of company, desired location of company, wish having high precedence are used as judging materials having high precedence, and only when the number of anonymity information is large, the information may be selected while taking the wish having high precedence into consideration. By indicating the matching degree, it is possible to provide an applicant for job with information with higher precision. Concerning the matching degree, the matching degree is indicated for each of main items, so that the recruiter can again check which item should have higher precedence.

If a recruiter selects the matching service from the membership service screen (S502), the personal information in which information from the personal DB server 15 and information from the company DB server 16 are matched in the matching server 14 is sent from the public WWW server 11 as a recommendable student screen.

This recommendable student screen is shown in Fig.8.

As shown in Fig.8, the student number (identification number allocated to each person in this system), sex, native place, school name, department or course, self PR contents are indicated in this recommendable student screen in a form of list. If the company desiring to employ workers requires more detailed

personal data about the listed applicant for job, the detailed personal data (the student profile) concerning the applicant for job is sent by checking the illustrated selection column in step 503.

The profile screen of the applicant for job sent in this manner is shown in Fig.9.

As shown in Fig.9, reference information such as student number, sex, native place, school name, department or course, self PR contents ability information, attainment information or wish information, license, desired type of business, desirable kind of job, ability information such as self-PR, attainment information or wish information concerning applicants for job are supplied. Information that can specify individual such as name, address, contact destination is not included.

The company desiring to employ workers refers to the sent personal profile screen and judges whether or not it is necessary to send a mail to a particular person (S504). If the company desiring to employ workers desires to send the mail, the company desiring to employ workers inputs mail contents in the corresponding column (S505), sends the mail, and the mail is sent to the mail server 12 (S506).

If the company desiring to employ workers selects collective search service from the membership screen (S507), the student (the applicant for job) searching screen is sent from the public WWW server 11. Here, the searchable collective searching service is a search from native place, type of school (graduate school, national university, private university, junior college, tertiary college, college, overseas university) license, desired type of business, desirable kind of job, company

cultures and system and the like. In this collective search service, the secondary search or tertiary search can be carried out for the search result after the first search. Here, the search from the company culture, system and the like is a search using the item of the contents explained in Fig.3 and Fig.5.
When the company desiring to employ workers checks the search item in the student searching screen and instructs to search (S508), the corresponding personal information is extracted from the personal DB server 15, and the information is sent from the public WWW server 11 as the student search result screen. The student search result screen is displayed in the same manner as that shown in Fig.8. If a company desiring to employ workers requires to obtain detailed data concerning a particular person displayed in the student search result screen, the company desiring to employ workers checks the selection column in step 509 so that the detailed student profile concerning the designated person is sent. The profile screen of the applicant for job sent in this manner is similar as the contents shown in Fig.9. The company desiring to employ workers judges whether or not it is necessary to send a mail to the individual in reference to the private profile screen that was sent (S510). If the company desires to send a mail, the company inputs sentences in the corresponding column (S511) and sends the mail, and the mail is sent to the mail server 12 (S512).

If the company desiring to employ workers selects the registration information changing service from the membership service screen (S513), the registration information change screen is sent from the public WWW server 11. The company desiring to employ workers inputs the contents that should be changed (S514),

and instructs to request to register the change, and the registered content can be changed (S515).

The structure of the job-search information supply system is shown in Fig.1 and the like, the public WWW server 11, the mail server 12, the analysis server 13, the matching server 14, the personal DB server 15 and the company DB server 16 are described as being separated elements for explaining respective functions. However, these functions may be achieved by one server, or the server does not always need to have all the functions.

Concerning the mail sent from an applicant for job (S405, S411 in Fig.6), after the mail is sent to the mail server 12, information that the personal DB server 15 or company DB server 16 was requested to send literature is accumulated if necessary, a mail is transferred to the corresponding company or the company is allowed to read the mail. In this case, name of the provider may be opened or the mail may be anonymous.

Concerning a mail sent from a company desiring to employ workers (S506, S512 in Fig.7), after the mail is sent to the mail server 12, the mail information sent to the personal DB server 15 or company DB server 16 is accumulated if necessary, a mail is transferred to the corresponding applicant for job or the applicant is allowed to read the mail. In this case, name of the provider may be opened or the mail may be anonymous.

It is preferable that analysis result of answers to the questions included in the suitability diagnosis for grasping the grasping consistency or rationality of the answer, falsity or feasance of the answer, or ostentation are supplied to the applicant for job. By disclosing the information to the applicant for job, it is possible to create awareness of answering more

honestly and serious, and the precision of the diagnosis can be enhanced.

Further, analysis result of answers to the questions included in the suitability diagnosis for grasping the grasping consistency or rationality of the answer, falsity or feasance of the answer, or ostentation can be displayed on the student (applicant for job) screen, the student (applicant for job) profile screen, or the student (applicant for job) search result screen. By disclosing the information to the companies desiring to employ workers, it is possible to precisely judge the applicants for job.

The personal information registered in the personal DB can be utilized for personnel data when a person is employed or after a person was employed.

For example, the basic information can be utilized only changing the changed portion without registering again when the person is employed.

The information and the job-suitability diagnosis result registered as the matching information can be utilized as matching information when job is allocated to a worker after the worker was employed, the information registered as the matching information and the job-suitability diagnosis result can be utilized as they are. In this case, the matching information including the working place and the desirable kind of job can be utilized as the wish information of the recruiter as it is. The job-suitability diagnosis result including the orientation of the kind of job and job, personality of the recruiter, ability and the sense of values and the like can be utilized as important data for realizing the right place and the right time.

In this manner, the information and the job-suitability diagnosis result registered as the matching information can be used not only for allocating job and turnover thereafter, but also for skill up after the worker joined the company.

The present embodiment was explained for the matching system between the applicants for job and the companies desiring to employ workers at the time of employment, but the embodiment can also be utilized as entrance examination. That is, the present embodiment is a system for supplying information to each other, but it is possible to primary reduce the number of workers to be employed such that the number becomes the same ratio as that of the personnel distribution in each of the employment plan job kinds in the company from the matching information and the job-suitability diagnosis result. It is also possible to reduce the number of the workers to be employed to the number of workers in each of the employment plan job kinds in the company, but it is preferable that this matching system is utilized as primary selection, and finally workers to be employed are determined from the remaining persons by employment test such as interview.

Further, the invention can be utilized for a matching system for employee-leasing. In this case, when a person is registered as employee to be leased, the person is subjected to the suitability diagnosis, and when employee-leasing is required, requirement of a company requiring the employee is registered as in the same manner as that of the company desiring to employ workers in this embodiment, matching is carried out between the requirement and the personal information that has been already registered as employee-leasing, and an appropriate person can be selected and

leased.

Further, the present embodiment was explained as the job-search information supply system, but by utilizing especially the suitability diagnosis, it is possible to effectively carry out the matching service between department, course, lectureship or curriculum such as education organization or group such as high school, university, specialized school, and determination of educational direction of a student, department, course, lectureship or curriculum.

Further, instead of the job-suitability diagnosis in this embodiment, it is possible to provide various information supply systems or various matching systems by carrying out life planning diagnosis, license test suitability diagnosis, living planning diagnosis or the like.

Here, the life planning diagnosis diagnoses the achievement degree or gap degree of the fine degree of body and spirit, and can be utilized for matching the life planning diagnosis with the labor union and personnel system or the like as part of the health and welfare, or for matching the life planning diagnosis with sports club or culture school.

The license examination suitability diagnosis diagnoses the high license examination of the high adaptation degree from the purpose, motivation, or consciousness (the desire degree, necessity degree, preparation degree) and the kind of job having high suitability, and it can be utilized for matching of curriculum and of college or correspondence course and the like for obtaining various kinds of licenses.

The living planning diagnosis diagnoses the suitability etc. concerning the investment operation of an individual

investor from the past knowledge and experience of the investor and a potential characteristic (the orientation, interest, sense of values etc.) and can be utilized for matching of the finance goods such as the stock and funds.

As described above, the present invention can be utilized for supplying information between service information provider and receiver. The information includes employee-leasing information, department, course, lectureship or curriculum information such as education organization or group, introduction of sports club or culture school, system information concerning health and welfare, various license examination information, the finance goods information etc. such as stocks and funds.

Further, it is possible to know the change of a person to be diagnosed by periodically carrying out the suitability diagnosis, e.g., every one or five years. The improvement degree can be recognized even by renewing the reply information to a plurality of suitability diagnoses instead of carrying out the diagnosis periodically. By renewing the reply information by the suitability diagnosis in this manner, for example, it is possible to support the outplacement by utilizing the accumulated suitability diagnosis result at the time of mandatory retirement or restructuring (outplacement).

Further, by analyze the personal information or company information accumulated during a plurality of years and outputting the analysis result, it is possible to obtain more beneficial information such as feature, variation, trend or the like of every year.

The suitable diagnosis using questions may not necessarily be carried out at the same time as the basic information such

as ability information, background information, wish information. Even if the suitability diagnosis results are not accumulated, if the suitability diagnosis is carried out when necessary, it is possible to support the outplacement for second life after mandatory retirement.

Further, the suitability diagnosis can be carried out singularly, but if a plurality of diagnoses are combined, it is possible to realize matching with more beneficial self diagnosis, information supply and service information.

As apparent from the above-explained embodiment, according to the present invention, it is possible to provided a job-search information supply system capable of allowing companies desiring to employ workers to correctly judging suitability of a larger number of applicants for job, and capable of allowing applicants for job to understand their suitability and orientation and to take action with respect to companies desiring to employ workers.

Further, according to the invention, it is possible to inform an applicant for job of a company desiring to employ workers that matches with information sent by that applicant, and it is possible to select and obtain company information conforming to various condition even if that company was not extracted as matching company.

Furthermore, according to the invention, it is possible to inform a company desiring to employ workers of talent information matching with the need of that company, and it is possible to obtain the talent information conforming to various condition even if that person was not extracted as being matching person.

Patent Claims

1. A job-search information supply system which is connected to a communication line such as the Internet for supplying company information to an applicant for job and for supplying personal information to a company desiring to employ a worker, the job-search information supply system comprising:

a public WWW server which newly registers the applicant for job or the company desiring to employ worker and includes a homepage necessary for receiving membership service;

a mail server for receiving and sending a mail from and to a personal member or a company member;

an analysis server for analyzing response data with respect to job suitability diagnosis;

a matching server which matches a result of desire or job suitability diagnosis with respect to a company to which a personal member registered, and environment or rule of the company to which a company member registered or invitation contents;

a personal DB server for accumulating personal information of applicant for job; and

a company DB server for accumulating company information of company desiring to employ worker;

means for registering, into said personal DB server, basic information including ability info concerning license or special ability and including career information concerning educational attainment or business career, which is sent from said applicant for job through said communication line,

means for registering, into said personal DB server, matching information including desire information concerning desirable kind of industry, desirable kind of job, desired scale

of company or desired working location, and including information concerning precedence desired items concerning characteristics of company, environment in company, attitude concerning education and learning system in the company, personnel, salaries or health, welfare and pension, which is sent from said applicant for job through said communication line,

means for analyzing, by means of said analysis server, response information with respect to the suitability diagnosis in a form of questions which is sent from said applicant for job through said communication line,

means for sending a diagnosis result analyzed by said analysis server to said applicant for job from said mail server,

means for registering, into said company DB server, basic information including name of company, place of the company, capital, the number of employees, kinds of industry and kinds of job requiring employee which is sent from said company desiring to employ worker through said communication line,

means for registering, into said company DB server, matching information concerning characteristics of company, environment in company, attitude concerning education and learning system in the company, personnel, salaries or health, welfare and pension, which is sent from said company desiring to employ worker through said communication line,

means for carrying out data matching in said matching server from said matching information registered in said personal DB server and said matching information registered in said company DB server,

means for sending company information extracted in said matching server to said applicant for job, and

means for sending human resource information extracted in said matching server to said company desiring to employ worker.

2. A job-search information supply system for supplying company information to an applicant for job and for supplying personal information to a company desiring to employ a worker, wherein a registration screen for registering said personal information and a service screen having matching service and company information searching service are displayed to said applicant for job, the company information matching with the personal information of a registrant of himself or herself is supplied in said matching service, and a search condition is input in said company information searching service, thereby providing the company information satisfying said search condition.

3. A job-search information supply system for supplying company information to an applicant for job and for supplying personal information to a company desiring to employ a worker, wherein a registration screen for registering said company information and a service screen having matching service and personnel information searching service are displayed to said company desiring to employ workers, the personnel information matching with the company information of a registered company is supplied in said matching service, and a search condition is input in said personnel information searching service, thereby providing the personnel information satisfying said search condition.

4. The job-search information supply system according to claim 1, wherein said human resource information supplied to said company desiring to employ worker is defined as anonymous information which includes personal reference information such as ability information, career information and desire information but does not include information which specifies a private such as name, address and cover address, and said job-search information supply system further comprises

means for allowing said company desiring to employ worker to input comment information with respect to said anonymous information, and

means which stores the comment information input by said company desiring to employ worker, and which sends said comment information to anonym corresponding to said comment information or sends notification that the comment information was received.

5. The job-search information supply system according to claim 1, wherein said human resource information supplied to said company desiring to employ worker is defined as anonymous information which includes personal reference information such as ability information, career information and desire information but does not include information which specifies a private such as name, address and cover address, and said job-search information supply system further comprises

means for allowing said company desiring to employ worker to input comment information with respect to said anonymous

information, and

means which stores the comment information input by said company desiring to employ worker, and which provides anonym corresponding to said comment information with the stored comment information such that the anonym can see the comment information.

6. The job-search information supply system according to claim 1, further comprising means for providing said company desiring to employ worker with a result of the analysis of said response information analyzed by said analysis server.

7. The job-search information supply system according to claim 1, further comprising means for providing said applicant for job with a result of the analysis of said response information analyzed by said analysis server.

8. The job-search information supply system according to claim 1, wherein said suitability diagnosis is a job suitability diagnosis including suitability degree or orientation degree with respect to kind of job or job.

9. The job-search information supply system according to claim 1, wherein said suitability diagnosis is a self diagnosis including personality qualification, ability qualification or sense of values.

10. The job-search information supply system according to claim 1, wherein said suitability diagnosis includes questions for grasping consistency or rationality of response, faslsity,

factitiousness or ostentation of response.