

METHOD AND DEVICE FOR REFERENCE CHECK SERVICE OF RECRUITMENT CHARACTERIZED BY THE DETECTION OF CHEATING

BACKGROUND

1. Field

[0001] The present disclosure relates to a method and device for reference check service of recruitment capable of detecting a fraudulent behavior.

2. Description of the Related Art

[0002] Despite the increasing of recruitment difficulties, tough recruitment process, and standards thereof, satisfaction of a company with new employees after recruitment is still evaluated at a low level.

[0003] In response to this situation, many employers have developed internal smart recruitment procedures or a collection process of reputation information of candidates performed in advance before the recruitment or interview through collaboration with external human resource pools such as headhunters, and recruitment and job search platform companies.

[0004] In particular, as competition among external human resource pools intensifies, platforms that introduce cutting-edge technologies such as big data are being developed in relation to methods for providing candidate information and recommending a talent.

[0005] However, information on candidates collected by such a platform is generally based on information on determining oneself from candidates, and thus has limitations in ensuring objectivity and reliability.

[0006] Accordingly, recently, a system for collecting the candidate's reputation from a third party (referee) related to the candidate in business and providing it to the company has been devised.

[0007] However, in the past, the candidate's reputation information written by the referee was a one-time use. In other words, candidate's reputation information is used only in a specific recruitment process, and may not be reused in other recruitment processes of the relevant company or other companies.

[0008] Accordingly, if the recruitment situation is different, even if the same candidate and referee are involved, the overall reputation collection process, such as the step of seeking

consent and the step of writing the reputation of the referee, must be performed again, which is cumbersome and inefficient.

[0009] Also, from the candidate's point of view, since an external reputation must be written each time the candidate apply, applying to multiple companies may be a burden.

[0010] In particular, in a case of a part-time job, where the turnover rate of the recruitment is important and the tendency to apply to multiple companies is high, the problems described above may be maximized.

[0011] On the other hand, in the existing platform related to job search, only the person in charge of personnel affairs of the company that joined the platform might check the candidate's reputation information. In other words, the reality was that information on recruitment candidates was disclosed only to pre-registered companies, and there was no way to expose it to numerous other unregistered companies. Even from the perspective of job seekers, there is a limit to recognizing companies belonging to the field they want to apply for, so the scope of recruitment is inevitably limited.

[0012] In addition, existing platforms related to job search had human limitations in that only users subscribed to the platform could perform the role of the referee. That is, if the referee is not a member or the candidate does not understand that the referee is a member, it is impossible to write or recommend the candidate's reputation. In particular, although it is possible to provide advanced reputation information, such as the current or past direct supervisors of the candidates, it is useless if they do not recognize the platform.

[0013] On the other hand, in the field of reference check, a possibility of cheating between the candidates and the referees may not be ruled out at all, resulting in a problem in which it is difficult to guarantee a highly reliable reputation inquiry service.

[0014] Such irregularities include, for example, cases such as the candidate deceiving his/her family as a referee, entering the reputation directly by the candidate him/herself, copying another referee's answer as the referees collude or negligently, and the candidate distributing in advance a transcript of the reputation to the referees

[0015] In this way, despite the frequent occurrence of situations in which cheating is suspected, for example, the candidate's reputation is written falsely or consistently, the reality is that the existing platform may not provide a service that recognizes this or guides the person in charge of personnel affairs.

SUMMARY

[0016] The present disclosure is provided to solve the above-mentioned problems of the prior art, and an object of the present disclosure is provide a reference check service for collecting the candidate's reputation, and detects a fraudulent behavior in the reference check, and provides information thereof to the person in charge of personnel affairs of the relevant company.

[0017] However, technical problem to be solved by the present example is not limited to the technical problems described above, and other technical problems may exist.

[0018] According to an example of the present disclosure, a method for providing a reference check service for a person in charge of personnel recruitment, performed by a server, the method includes (a) a step of receiving a reputation inquiry request for a candidate from a person in charge terminal approved as a corporate member; (b) a step of receiving whether to agree to the reputation inquiry request and referee information from a candidate terminal of the candidate; (c) a step of requesting writing of a candidate's reputation recommendation letter to a referee terminal corresponding to the referee information when agreement is selected from the candidate terminal; and (d) a step of receiving the candidate's reputation recommendation letter written from the referee terminal and providing the candidate's reputation recommendation letter to the person in charge terminal.

[0019] According to an example of the present disclosure, step (a) includes a step of setting at least one of corporate member information input at the time of the corporate member registration request of the person in charge terminal or the Internet Protocol (IP) of the person in charge terminal, as company identification information, and the corporate member information includes business name, business contact number, person in charge name, person in charge contact number, and person in charge position/job.

[0020] According to an example of the present disclosure, step (a) includes a step of providing a user interface including a reputation inquiry request menu, a candidate's reputation recommendation letter inquiry menu, and a questionnaire management menu to the person in charge terminal, a step of listing and displaying a plurality of sample questions about a candidate reputation predetermined in a question type selected

according to a question type selection of the person in charge terminal through the questionnaire management menu, in the user interface, and a step of generating and storing a questionnaire including a plurality of questions according to performing a function of selecting, modifying, deleting, and arrangement changing of the sample questions of the person in charge terminal. wherein the questionnaire is provided to the referee terminal to write the candidate's reputation recommendation letter.

[0021] According to an example of the present disclosure, step (b) includes a step of providing a user interface displaying a candidate agreement selection area and a referee information input area to the candidate terminal in response to the reputation recommendation request of the candidate terminal, and the referee information input area provides an input function of a field value including a referee name, contact information, a relationship with the candidate, a name of the company worked together, and a period of service and a task to be performed of the candidate at the company worked together.

[0022] According to an example of the present disclosure, step (c) includes a step of providing a guide message for writing a candidate's reputation recommendation letter to the referee terminal, and a step of providing a user interface for selecting whether to agree with the referee and writing the candidate's reputation recommendation letter, to the referee terminal in response to a log-in request from the referee terminal according to the guide message.

[0023] According to an example of the present disclosure, step (d) includes (d-1) a step of providing a plurality of questions about the reputation of the candidate to a plurality of referee terminals and collecting answers to the plurality of questions from each referee terminal; (d-2) a step of calculating a matching rate of each answer collected from a second referee terminal for each answer collected from a first referee terminal and; and (d-3) a step of extracting an answer with a matching rate equal to or greater than a predetermined threshold calculated among answers collected from the first referee terminal, setting the answer as a plagiarism answer, and providing information on the plagiarism answer to the person in charge terminal, the first referee terminal refers to one referee terminal randomly selected from among the plurality of referee terminals in a predetermined order, and the second referee terminal refers to each referee terminal except for the first referee terminal, and the plagiarism answer refers to an answer with

low reliability, which is similar to at least one other referee's answer or candidate's self-assessment, and is suspected as a fraudulent behavior.

[0024] According to an example of the present disclosure, step (d-2), one of the plurality of referee terminals is selected as the first referee terminal in the predetermined order until all of the plurality of referee terminals are selected.

[0025] According to an example of the present disclosure, step (d-1) includes a step of receiving a self-assessment including an answer to a strength and an answer to a points of improvement of the candidate from the candidate terminal.

[0026] According to an example of the present disclosure, step (d-2) includes a step of calculating a matching rate between the answer to the strength and the answer to the point of improvement for each answer collected from the first referee terminal.

[0027] According to an example of the present disclosure, in step (d-2), only a matching rate between the answers collected from the first referee terminal and answers collected from the second referee terminal that are equal to or greater than a predetermined number of characters is calculated.

[0028] According to an example of the present disclosure, step (d-2) includes a step of comparing each answer collected from the second referee terminal for each answer collected from the first referee terminal, checking a frequency at which a common word appear, and calculating the matching rate based on the frequency.

[0029] According to an example of the present disclosure, whether the common word is determined by a syllable or morpheme unit.

[0030] According to an example of the present disclosure, step (d-2) is automatically performed after a predetermined time elapses when an answer is received from the last referee terminal among the plurality of referee terminals in the step (d-1).

[0031] According to an example of the present disclosure, in step (d-3), when the matching rate is calculated differently because the number of characters of the two answers to be compared is different, if at least one of the matching rates for the two answers is equal to or greater than the predetermined threshold, the two answers are set as plagiarism answers.

[0032] According to an example of the present disclosure, step (d-3) includes a step of grasping a candidate for which at least one plagiarism answer is set among candidates

included in a candidate list provided to the person in charge terminal; and a step of additionally displaying a predetermined key observation icon and reliability information indicating a recruitment notice in a display area of the grasped candidate in the candidate list.

[0033] According to an example of the present disclosure, step (d-3) includes a step of generating a reference report including information on the plagiarism answer in a reliability information providing area of a title portion and providing the reference report to the person in charge terminal, and in the reference report, a predetermined phrase indicating that the answer has a low reliability and information on an another answer having a high matching rate with the plagiarism answer are displayed in an area in which the plagiarism answer is disposed.

[0034] According to an example of the present disclosure, a reference check service providing server includes a memory storing a program for performing a method for providing a reference check service for a person in charge of personnel recruitment; and a processor for executing the program, wherein the processor receives a reputation inquiry request for a candidate from a person in charge terminal approved as a corporate member, receives whether to agree to the reputation inquiry request and referee information from a candidate terminal of the candidate, requests writing of a candidate's reputation recommendation letter to a referee terminal corresponding to the referee information when agreement is selected from the candidate terminal, and receives the candidate's reputation recommendation letter written from the referee terminal and provides the candidate's reputation recommendation letter to the person in charge terminal.

[0035] According to an example of the present disclosure, the candidate's reputation information collected from the referee may be matched with the candidate identification information and stored, and reused in various recruitment procedures. Accordingly, the utilization of the candidate's reputation information is maximized, and the effect of alleviating the limitations on the type of recruitment, the company, and the recruitment period in which the candidate's reputation information may be inquired is sought.

[0036] Accordingly, it is easy for the candidate to apply to a plurality of companies using specific candidate's reputation information. In addition, from the point of view of the

referee, an unnecessary phenomenon of having to rewrite the reputation for the same candidate in each recruitment process does not occur.

[0037] An example of the present disclosure provides a message for inducing and guiding actions for a candidate's reputation request and job application to a person in charge of personnel recruitment, and a function of inserting the same into a recruitment announcement. In this way, it is possible to obtain reputation information on a plurality of candidates at once, breaking away from the existing method for requesting inquiry of reputation information on each candidate.

[0038] According to an example of the present disclosure, reputation information is written only at the request of the candidate, and the reputation information is selectively provided to companies approved for disclosure by the candidate. Accordingly, viewing of reputation information against the intention of the candidate and leakage of personal information are prevented.

[0039] As such, one example of the present disclosure discloses a system for sharing reputation information without cumbersome procedures such as a specific company specifying the candidate and the referee and individually requesting reputation.

[0040] Furthermore, according to an example of the present disclosure, the recruitment process using the reputation information may proceed quickly and organically by delivering the guide message for inquiry, request, and writing of reputation to the person in charge, the candidate, and the referee, respectively.

[0041] According to an example of the present disclosure, the user interface provided to the individual member such as the candidate and the referee is configured to perform both roles of the candidate and the referee. Accordingly, the candidate may also input other people's reputation information, and the referee may also request or disclose his/her own reputation information when he/she is the referee or the recruitment target.

[0042] The reputation information of a specific candidate collected according to an example of the present disclosure is treated as confidential to the candidate him/herself, so that fairness in the recruitment and credibility of the referee may be guaranteed.

[0043] According to an example of the present disclosure, it is easy to search for candidate's reputation information even if a person in charge of personnel recruitment of an unregistered company. As a result, the utilization range of the candidate's reputation

information is increased, so that the recruitment options of companies and candidates are expanded.

[0044] According to an example of the present disclosure, reputation information may be collected from a third party requested by the candidate regardless of whether the third party has subscribed as a member. In particular, high-reliability and up-to-date information, such as data written by a candidate's current or past direct supervisor, may be used without being omitted, and thus, high-quality and excellent recruitment may be promoted.

[0045] According to an example of the present disclosure, it is possible to determine whether answers of different referees regarding the candidate's reputation are similar. In addition, it is possible to determine whether the candidate's own evaluation and the referee's evaluation are similar. That is, plagiarism of answers or evaluations may be automatically checked.

[0046] According to an example of the present disclosure, when similar answers or evaluations are identified, this is reputation information with low reliability, and information informing that it is a point to pay attention to when the recruitment is performed may be immediately provided to the person in charge of personnel recruitment of the company.

[0047] In this way, it is possible to minimize the risk of the fraudulent behavior between the candidate and the referee, such as impersonation, collusion, and preliminary scripts, during reference check, and to ensure fairness and transparency in the recruitment process by utilizing the reputation information of highly reliable candidates.

BRIEF DESCRIPTION OF THE DRAWINGS

[0048] The above and other aspects, features, and advantages of certain embodiments of the disclosure will be more apparent from the following description taken in conjunction with the accompanying drawings, in which:

[0049] FIG. 1 is a schematic diagram of a configuration of a system for providing recruitment candidate's reputation inquiry service according to an example of the present disclosure;

[0050] FIG. 2 is a flowchart of a method for providing a recruitment candidate's reputation inquiry service according to an example of the present disclosure;

[0051] FIG. 3 is an exemplary diagram of a first user interface related to a reputation inquiry request according to an example of the present disclosure;

[0052] FIG. 4 is an exemplary diagram of a second user interface related to a reputation recommendation request according to an example of the present disclosure;

[0053] FIG. 5 is an exemplary diagram of a guide message for writing a candidate's reputation recommendation letter provided to a referee terminal according to an example of the present disclosure;

[0054] FIG. 6 is an exemplary diagram of a second user interface related to writing a candidate's reputation recommendation letter according to an example of the present disclosure;

[0055] FIG. 7 is an exemplary diagram for explaining a function of inputting reputation information when writing a candidate's reputation recommendation letter according to an example of the present disclosure;

[0056] FIG. 8 is an exemplary diagram of a second user interface related to a reputation disclosure request according to an example of the present disclosure;

[0057] FIG. 9 is an exemplary diagram of a first user interface corresponding to a candidate's reputation recommendation letter inquiry menu according to an example of the present disclosure;

[0058] FIG. 10 is a schematic diagram showing a configuration of a system for providing recruitment candidate's reputation inquiry service capable of human expansion according to an example of the present disclosure;

[0059] FIG. 11 is a flowchart of a method for providing a candidate's reputation recommendation letter to a first terminal according to an example of the present disclosure;

[0060] FIG. 12 is a flowchart of a method for requesting a new candidate's reputation recommendation letter to a second terminal according to an example of the present disclosure;

[0061] FIG. 13 is a flowchart of a method for detecting a fraudulent behavior of a reference check according to an example of the present disclosure;

[0062] FIG. 14 is an exemplary diagram for explaining a principle of calculating a matching rate in a method for detecting a fraudulent behavior according to an example of the present disclosure;

[0063] FIG. 15 is an exemplary diagram of a first user interface displaying information a plagiarism answer according to an example of the present disclosure; and

[0064] FIG. 16 is an exemplary diagram of a reference report according to an example of the present disclosure.

DETAILED DESCRIPTION

[0065] Hereinafter, examples of the present disclosure will be described in detail so that those skilled in the art may easily practice the present disclosure with reference to the accompanying drawings. However, the present disclosure may be embodied in many different forms and is not limited to the examples described herein. And in order to clearly explain the present disclosure in the drawings, parts irrelevant to the description are omitted, and similar reference numerals are attached to similar parts throughout the specification.

[0066] Throughout the specification, when a part is said to be "connected" to another part, this includes not only the case where it is "directly connected" but also the case where it is "electrically connected" with another element interposed therebetween. In addition, when a certain component is said to "include", this means that it may further include other components without excluding other components unless otherwise stated.

[0067] A "terminal" referred to below may be implemented as a computer or portable terminal capable of accessing a server or other terminals through a network. Here, the computer may include, for example, a notebook, desktop, laptop, VR HMD (for example, HTC VIVE, Oculus Rift, GearVR, DayDream, PSVR, etc.) equipped with a web browser, etc. Here, the VR HMD includes all of Stand Alone models (for example, Deepon, PICO, etc.), etc. independently implemented from that for PC (for example, HTC VIVE, Oculus Rift, FOVE, Deepon, etc.), for mobile (for example, GearVR, DayDream, Stormtrooper, Google Cardboard, etc.), and for console (PSVR). A portable terminal is, for example, a wireless communication device that ensures portability and mobility, and includes not only a smart phone, tablet PC, and wearable device, but also various devices equipped with

communication modules such as Bluetooth (BLE, Bluetooth Low Energy), NFC, RFID, ultrasonic waves (Ultrasonic), infrared, Wi-Fi, and LiFi. In addition, "network" refers to a connection structure capable of exchanging information between nodes such as terminals and servers, and includes a local area network (LAN), a wide area network (WAN), the Internet (WWW: World Wide Web), wired and wireless data communication networks, telephone networks, and wired and wireless television communications, etc. An example of wireless data communication networks includes 3G, 4G, 5G, 3rd Generation Partnership Project (3GPP), Long Term Evolution (LTE), World Interoperability for Microwave Access (WIMAX), Wi-Fi, Bluetooth communication, infrared communication, ultrasonic communication, visible light communication (VLC: Visible Light Communication), LiFi, or the like, but are not limited thereto.

[0068] Hereinafter, one example of the present disclosure will be described in detail using the accompanying drawings.

[0069] FIG. 1 is a schematic diagram of a configuration of a system for providing recruitment candidate's reputation inquiry service according to an example of the present disclosure.

[0070] Referring to FIG. 1, the system for providing a recruitment candidate's reputation inquiry service according to an example of the present disclosure may include a server 10, a person in charge terminal 20, a candidate terminal 30, and a referee terminal 40, and respective terminals may be configured in plurality. For example, when five candidates request reputation recommendation according to the reputation inquiry requested from the server 10 by the person in charge terminal 20 of a specific company, the five candidate terminals 30 may be included in the system. In addition, when three referees are designated for each candidate, a total of up to 15 referee terminals 40 may be included in the system.

[0071] Here, the 'person in charge' means a person in charge of human resources or recruitment of a company, and 'candidate' means a person who may be a recruiting target by the person in charge of a company, and includes all persons currently or former employed, or on leave of absence, and the 'referee' means a third party subject to reference check that may verify the career or history of a candidate. For example, the

'referee' may be someone who works with or has worked with the candidate in a current or previous job.

[0072] According to an example of the present disclosure, the 'person in charge' may be registered as a corporate member in the server 10, and the 'candidate' and 'referee' may be registered as individual members. According to an example, the candidate and the referee registered as the individual member may play respective roles. That is, through a user interface provided by the server 10, the individual member may request a function for the candidate when he or she is a target for recruitment, and may write a candidate's reputation recommendation letter as a referee for other individual members. In this way, through the user interface capable of self-proliferation, the convenience of individual members is promoted, and it is easy to conduct a plurality of job candidate's reputation inquiry services at the same time.

[0073] According to one example of the present disclosure, the server 10 includes a communication module (not shown), a memory (not shown), a processor (not shown), and a database (not shown).

[0074] The memory stores a program for performing a method for providing a recruitment candidate's reputation inquiry service according to an example of the present disclosure.

[0075] The processor executes a program stored in the memory and processes operations for the recruitment candidate's reputation inquiry service in association with the user interfaces operated on the person in charge terminal 20, the candidate terminal 30, and the referee terminal 40.

[0076] Illustratively, a reputation inquiry request from the person in charge terminal 20 may be received, and a candidate's reputation recommendation letter according to the request may be received from the referee terminal 40 to be stored. In addition, a reputation recommendation request may be received from the candidate terminal 30 according to the reputation inquiry request and transmitted to the referee terminal 40, and a reputation disclosure request may be received from the candidate terminal 30 and the candidate's reputation recommendation letter may be provided to the relevant person in charge terminal 20.

[0077] In addition, according to an example, the processor transmits induction and guide messages to the person in charge terminal 20, the candidate terminal 30, and the referee

terminal 40, respectively, for inquiry, confirmation, request, disclosure, and writing of reputation, respectively, at a predetermined time. Therefore, it promotes the smooth operation of the recruitment candidate's reputation inquiry service.

[0078] On the other hand, according to an example, a fraudulent behavior detection method for reference check for a person in charge of personnel recruitment according to an example of the present disclosure is stored in the memory.

[0079] According to an example, the processor executes a program stored in the memory and interworks with a user interface driven on the person in charge terminal 20, the candidate terminal 30, and the referee terminal 40 to process a series of fraudulent behaviors in the reference check.

[0080] Illustratively, the processor provides a plurality of questions to a plurality of referee terminals 40 and collects an answer to each question from each referee terminal 40. After that, the processor compares and analyzes the answers input through two different referee terminals 40. According to the analysis result, an answer determined to be similar to another answer of a comparison target is set as a plagiarism answer and provided to the person in charge terminal 20. A more detailed example thereof will be described later using FIGS. 13 to 16.

[0081] The communication module processes data communication with the person in charge terminal 20, the candidate terminal 30, and the referee terminal 40.

[0082] The database may store corporate member information input through the person in charge terminal 20 registered as a corporate member. The corporate member information may include, for example, business name, business contact number, ID, password, person in charge name, person in charge contact number, and person in charge position/job, but is not limited thereto. In addition, personal member information input through the candidate terminal 30 or the referee terminal 40 registered as an individual member may be stored. The personal member information may include, for example, member name, contact information, ID, password, job duty, related company/department name, recruitment field, etc., but is not limited thereto.

[0083] According to an example, the server 10 may set at least one or more of corporate member information as company identification information. For example, an ID, company, or person in charge contact information (e-mail or phone number) may be set as company

identification information. In addition, at least one or more of the personal member information may be set as personal identification information. For example, ID and contact information (e-mail or phone number) may be set as the personal identification information. Here, the personal identification information may be referred to as candidate identification information or referee identification information according to the role of the relevant member. Meanwhile, according to an example, the server 10 may set the internet protocol (IP) of the person in charge terminal 20 as the company identification information, and the IP of the candidate terminal 30 and the referee terminal 40 may also be set as the personal identification information.

[0084] According to an example, the candidate's reputation recommendation letter received from the referee terminal 40 may be matched with the candidate identification information of the relevant candidate and stored in the database. In addition, the candidate's reputation recommendation letter written by the referee terminal 40 may be matched with the referee identification information of the relevant referee and stored. In addition, the candidate self-evaluation information received from the candidate terminal 30 may be matched with the candidate identification information of the relevant candidate and stored.

[0085] According to an example, some of the personal member information or the identification information of candidates who have accepted reputation disclosure for a specific company may be matched with the company identification information of the relevant company and stored in the database. In addition, some of the individual member information or the identification information of candidates who have requested the writing of the reputation recommendation letter for a specific referee may be matched with the referee identification information of the relevant referee and stored. In addition, some of corporate member information or identification information of companies that have received the candidate's reputation recommendation letter for a specific candidate may be matched with the candidate identification information of the relevant candidate and stored.

[0086] According to an example, in the database, plagiarism answers which are set by being determined to be similar to other answers or candidates' self-evaluation may be matched with referee identification information or candidate identification information and

stored by the method for detecting the fraudulent behavior of the reference check according to an example of the present disclosure.

[0087] Hereinafter, with reference to FIGS. 2 to 9, a method for providing a recruitment candidate's reputation inquiry service according to an example of the present disclosure will be described in detail.

[0088] FIG. 2 is a flowchart of the method for providing the recruitment candidate's reputation inquiry service according to an example of the present disclosure.

[0089] In step S200, at least one person in charge terminal 20 inputs the corporate member information and requests the server 10 to subscribe as the corporate member in order to receive the recruitment candidate's reputation inquiry service. The server 10 may receive this and transmit a corporate membership subscription request message including at least one of the input corporate member information to a manager terminal (not shown). When corporate membership subscription registration for each person in charge terminal 20 is requested from the manager terminal, the server 10 may approve the request and provide a guide message for the reputation inquiry request to each person in charge terminal 20.

[0090] On the other hand, the 'message' referred to in the present specification may include e-mail, short message (SMS), long message (LMS), push notification, predetermined chatting or message program (application), etc., and the format of the message does not limit the present disclosure.

[0091] According to an example, the guide message for the reputation inquiry request refers to a message that guides the person in charge on a method for requesting the reputation inquiry to the server 10 through the first user interface or induces the request for the reputation inquiry. For example, the message may include the connection address that may be provided with the first user interface, the menu that must be input for requesting the reputation inquiry after connection, a method for inducing recruitment candidates to request support or reputation recommendation using the message provided accordingly, etc. In addition, a hyperlink box that allows the first user interface to be directly displayed on the person in charge terminal 20 upon input, a manager's contact information, etc. may be further included, and the configuration of the message is not

limited to this example. Thereafter, the person in charge may log in as the corporate member according to the guide information included in the message.

[0092] In step S210, the server 10 provides the first user interface to the person in charge terminal 20 in response to the login request of the person in charge terminal 20.

[0093] FIG. 3 is an exemplary diagram of the first user interface related to the reputation inquiry request according to an example of the present disclosure.

[0094] Referring to FIG. 3, a first user interface 300 according to an example of the present disclosure may include a reputation inquiry request menu 310 and a candidate's reputation recommendation letter inquiry menu 320.

[0095] In step S210, the server 10 may respond to the reputation inquiry request according to a selection input of the reputation inquiry request menu 310 of the person in charge terminal 20, generate a reputation recommendation letter submission code, and store the submission code matching with the relevant reputation inquiry or the person in charge terminal 20 which requests it. That is, the reputation recommendation letter submission code may be an identification code assigned to a specific reputation inquiry request, or an identification code assigned to the person in charge terminal 20 to be matched with the company identification information.

[0096] According to an example, one reputation recommendation letter submission code may be generated in response to a single or predetermined number of reputation inquiry requests. That is, the reputation recommendation letter submission code may be a unique identification code matched with one reputation inquiry request, or an identification code matched with reputation inquiry requests extracted by the server 10 based on a predetermined number and criteria. Accordingly, the candidate terminal 30 later inputs a reputation recommendation letter submission code to select a company to disclose the candidate's reputation recommendation letter. If the relevant reputation recommendation letter submission code is unique, only one company may be displayed, and if the codes are multiple, a plurality of companies requesting the reputation inquiries may be displayed.

[0097] According to an example, one reputation recommendation letter submission code may be generated corresponding to a single or predetermined number of person in charge terminals 20. That is, the reputation recommendation letter submission code may be a unique identification code matched with one company, or an identification code

matched with companies extracted by the server 10 based on a predetermined number and criteria. In this case, when a reputation disclosure is requested later, the configuration of the company displayed on the candidate terminal 30 according to the input of the reputation recommendation letter submission code of the candidate terminal 30 may be the same as that of the above-described example.

[0098] According to an example, the reputation recommendation letter submission code may be maintained for a predetermined period or a period which is input when the person in charge terminal 20 requests the reputation inquiry, and then volatilized. For example, the reputation recommendation letter submission code matched with a specific reputation inquiry request may be stored in the server 10 only during the disclosed period of the reputation recommendation letter set in the server 10. Alternatively, it may be stored in the server 10 only during the recruitment period input by the person in charge terminal 20.

[0099] According to an example, the reputation recommendation letter submission code may be generated when the person in charge terminal 20 requests an initial reputation inquiry and disappear when the person in charge terminal 20 withdraws from the corporate membership. For example, a reputation recommendation submission code matched with a specific person in charge terminal 20 may be maintained as a code for identifying the person in charge terminal 20 or company while the relevant person in charge terminal 20 receives the candidate's reputation inquiry service.

[00100] Referring to FIG. 3, in step S210, the server 10 may provide the reputation recommendation letter submission code and the guide message 311 for the reputation recommendation request to the person in charge terminal 20 of requesting the reputation inquiry. Here, the reputation recommendation letter submission code may be included in the guide message 311 for the reputation recommendation request.

[00101] According to an example, the guide message 311 be a message for guiding specific or unspecified candidates on a method for requesting their own reputation recommendation regarding the recruitment of personnel conducted by the company of the person in charge terminal 20, or inducing candidates' request for reputation recommendation and recruitment support. For example, the message 311 may include text indicating that the relevant company collects reputation information of candidates,

information on the person in charge of personnel recruitment of the relevant company, and information on a deadline for submitting the candidate's reputation recommendation letter. Further, it may include a connection address through which the candidate may receive the second user interface and information guiding the method for requesting the reputation recommendation through the provided second user interface. Further, it may include information of a method for requesting the reputation disclosure by using the reputation recommendation letter submission code by the candidate after writing the reputation recommendation letter, and the configuration of the message 311 is not limited to the above-mentioned examples.

[00102] According to an example, the guide message 311 for the reputation recommendation request may be provided to the person in charge terminal 20 in the form of e-mail, SMS, etc. as described above, but it may be directly displayed on the screen of the person in charge terminal 20 through the first user interface 300.

[00103] According to an example, the first user interface 300 may provide a function of copying the guide message 311 for the recommendation of reputation request. For example, a copy menu may be additionally displayed in one area of the first user interface 300 where the guide message 311 for the reputation recommendation request is displayed. The person in charge of personnel recruitment may input the copy menu to store the guide message 311 for the reputation recommendation request in the person in charge terminal 20 and directly insert it into a recruitment document file such as a job posting. Accordingly, it is possible to easily notify the fact that reputation information is requested for a number of specific or unspecified candidates without the need to request reputation information on each candidate.

[00104] According to one example of the present disclosure, in step S220, a candidate who has confirmed the information message 311 for the reputation recommendation request or has recognized the company's recruitment through another path may log in to the server 10 as the individual member. Of course, in the case of a non-member, registration as an individual member may be preceded and candidate identification information may be provided from the server 10.

[00105] The server 10 may provide the second user interface to the candidate terminal 30 of the relevant candidate in response to the individual member log-in of the candidate.

[00106] FIG. 4 is an exemplary diagram of the second user interface related to the reputation recommendation request according to an example of the present disclosure.

[00107] Referring to FIG. 4, the second user interface 400 according to an example of the present disclosure may include a reputation recommendation request menu 410, a reputation disclosure request menu 420, and a candidate's reputation recommendation letter writing menu 430. As shown in FIG. 4, the user interface 400 provided to the individual members may play all the roles of the candidate requesting reputation recommendation and disclosure, and the referee requesting the candidate's reputation recommendation letter through one user interface 400 by the individual members.

[00108] According to an example, in step S220, the server 10 may respond to the reputation recommendation request of the candidate terminal 30 to display the candidate agreement selection area and the referee information input area 411 in the second user interface 400. In the candidate agreement selection area, information on terms and conditions including details on the collection and use of personal information may be displayed, and a selection input button for consent or rejection of the candidate may be displayed.

[00109] According to an example, the referee information input area 411 may provide a predetermined field value input function for a specific referee. The field values may include, for example, the name of the referee, contact information, relationship with the candidate (him/herself), the name of the company where they worked together, the period of service of the candidate at the company where they worked together, and the tasks performed, but are not limited thereto.

[00110] According to an example, the candidate may input the field value for the task to be performed by the candidate as a text. Alternatively, the selection item classified into predetermined field, type of business, type of occupation, task, etc. may be provided and input in a form of selection.

[00111] According to an example, in step S220, when the candidate terminal 30 inputs the referee information and requests for the reputation recommendation, the server

10 may provide a guide message 500 for the candidate's reputation recommendation letter writing to the referee terminal 40 corresponding to the relevant referee information.

[00112] FIG. 5 is an exemplary diagram of the guide message for the candidate's reputation recommendation letter writing provided to the referee terminal according to an example of the present disclosure.

[00113] Referring to FIG. 5, a guide message 500 for writing a candidate's reputation recommendation letter according to an example may be a message guiding a path for writing the candidate's reputation recommendation letter from the candidate to the designated referee or inducing the writing thereof. For example, the message 500 may include information on text indicating the content designated by the relevant candidate as the referee, consent of agreement of the candidate, deadline for writing the candidate's reputation recommendation letter, and reference items. In addition, it may include an access address through which the candidate may receive the second user interface 400 and information guiding a menu for writing the candidate's reputation recommendation letter through the provided second user interface 400. In addition, it may include information on guiding input items and functions of writing the candidate's reputation recommendation letter, and the configuration of the message 500 is not limited to the above-mentioned examples.

[00114] Meanwhile, according to an example of the present disclosure, step S220 may be selectively performed. For example, when a list of recruitment candidates is specified from the person in charge terminal 20, the person in charge may request the server 10 to designate the referee of the candidate and directly receive the reputation recommendation letter without the candidate's reputation request. Alternatively, the candidate may directly ask an acquaintance to act as a referee through another route, such as a phone call or e-mail, without going through the first user interface 300.

[00115] Referring back to FIG. 2, in step S230, the server 10 may receive the candidate's reputation recommendation letter in response to the reputation inquiry request from at least one or more referee terminals 40. Alternatively, the candidate's reputation recommendation letter may be received from the referee terminal 40 designated by the candidate terminal 30 and connected to the server 10.

[00116] According to one example of the present disclosure, in step S230, the referee who has confirmed the guide message 500 for writing the candidate's reputation recommendation letter or has received a request for reference check through another route may log in to the server 10 as the individual member. Of course, in the case of non-members, individual member registration is preceded and referee identification information may be provided from the server 10.

[00117] The server 10 may provide the second user interface 400 to the referee terminal 40 of the referee in response to the personal member log-in of the referee.

[00118] FIG. 6 is an exemplary diagram of a second user interface related to writing of the candidate's reputation recommendation letter according to an example of the present disclosure.

[00119] Referring to FIG. 6, the server 10 may receive an input from the referee terminal 40 for the candidate's reputation recommendation letter writing menu 430, and display the candidate selection area 431, the referee agreement selection area, and the referee information confirmation area 432 in the second user interface 400.

[00120] According to an example, in the referee agreement selection area, information on the terms and conditions including the content about the collection and use of personal information non-disclosure content about the candidate in the candidate's reputation recommendation letter written by the referee may be displayed, and a selection input button about the referee's consent or rejection may be displayed.

[00121] According to an example, in the candidate selection area 431, a candidate list including at least one of candidate names, candidate identification information, and writing request dates for each candidate who has requested reputation recommendation from the relevant referee may be displayed. The referee may confirm this, and select and input the candidate to write the candidate's reputation recommendation letter.

[00122] According to an example, referee information of the relevant referee may be displayed in the referee information confirmation area 432. The displayed referee information may be input from the candidate terminal 30 in step S220 or from the person in charge terminal 20 in step S210, and may be information displayed by the server 10 based on individual member information. After confirming, the referee may make corrections if there are any corrections.

[00123] According to an example, the server 10 may receive an input from the referee terminal 40 about the candidate selection and referee information confirmation area, and display the candidate's reputation recommendation writing area 433 that provides a predetermined reputation information input function in the user interface 400.

[00124] FIG. 7 is an exemplary diagram for explaining a function of inputting the reputation information when writing the candidate's reputation recommendation letter according to an example of the present disclosure.

[00125] Referring to FIG. 7, the predetermined reputation information input function provided by the candidate's reputation recommendation writing area 433 may include at least one input function of a function of selecting and inputting scores for each of the predetermined job competency indexes, a function of text inputting on the strengths and points of improvement of the candidate, a check input function in the checklist about the predetermined professional ethics of the candidate, and a score selection input function about re-recruitment intention, and the configuration of such an input function and evaluation items does not limit the present disclosure.

[00126] According to an example, the predetermined job competency index may include at least one index of sincerity, responsibility, teamwork, customer friendliness, and morality. As shown in FIG. 7, for each index, an evaluation score input area having a predetermined shape such as a star may be configured, and the referee inputs an increase (+) or decrease (-) button to select the evaluation score for each index. According to an additional example, when receiving an input of a submission request from the referee terminal 40, the server 10 calculates a total score and an average value of the evaluation scores for each index, and the submitted candidate's reputation recommendation letter and identification information of the candidate may be matched with be saved.

[00127] According to an example, the maximum number of characters capable of being input may be previously set in the text input function of the strengths and points for improvement of the candidate. Accordingly, the readability of the person in charge may be secured, and a possibility of indiscriminate evaluation may be prevented.

[00128] As an additional example, when receiving an input of a submission request from the referee terminal 40, the server 10 may extract a specific job competency index

by inputting text about the input strengths and points of improvement into the classification model. The server 10 may collect a predetermined determined number of sample texts for the strengths and points of improvement, and based on this, it is possible to build a classification model by repeating supervised learning to extract job competency index according to a specific text. In this case, the server 10 may perform pre-processing including convolution operation, filtering, etc. on the text data about the strengths and points of improvement input to the supervised learning, and thereby extract feature words related to the job competency index, and by converting it into a feature vector, the speed and accuracy of supervised learning may be optimized. Here, the supervised learning may be preferably a Convolution Neural Network (CNN) that is effective in estimating specific output data by inputting a text or an image, but the configuration of the learning algorithm does not particularly limit the present disclosure. The server 10 may match the text for the strengths and points of improvement of the submitted candidate's reputation recommendation letter for each extracted job competency index to store them, and add and display the text in the surrounding area of each text in the candidate's reputation recommendation letter later provided to the person in charge terminal 20. Accordingly, even if the person in charge reads a number of candidate's reputation recommendation letters within a limited time, it is possible to quickly identify the strengths and points of improvement by confirming only the estimated job competency index.

[00129] According to an example, the checklist for predetermined professional ethics may include check items for checking whether there is a violation of professional ethics including ethical issues such as attendance, assault, and service mind of the candidate shown in the workplace where the candidate worked in the past. When receiving the input of the submission request from the referee terminal 40, the server 10 may match the checked items and their number with the submitted candidate's reputation recommendation letter and the identification information of the relevant candidate to store them.

[00130] According to an example, the selection input function of the score for the re-recruitment intention may be performed through selection of scores classified according to a predetermined determined criterion. For example, as shown in FIG. 7, the score may be classified into 5 levels from re-recruitment conviction to re-recruitment refusal, and the

server 10 may match the score for the re-recruitment intention submitted by the referee with the candidate's reputation recommendation letter and the candidate's identification information to be store them.

[00131] Referring back to FIG. 2, in step S230, when receiving the written candidate's reputation recommendation letter from the referee terminal 40, the server 10 may provide the candidate terminal 30 with a guide message about the reputation disclosure request. Of course, if there are multiple referees who submitted candidate's reputation recommendation letters, each time each reputation recommendation letter is received, the candidate may receive the guide message about the reputation disclosure request.

[00132] According to an example, the guide message for the reputation disclosure request may be a message that guides a method for disclosing some or all of the candidate's reputation recommendation letters written for the candidate him/herself to a company that wants to submit, or induces the reputation disclosure request. For example, the message may include information on the referee who submitted the candidate's reputation recommendation letter, a text indicating the fact of submission, and a deadline during which the disclosure may be set. In addition, it may include the access address through which the candidate may be provided with the second user interface 400 and information that guides a method for performing the reputation disclosure request through the second user interface 400. Of course, the configuration of the message is not limited to the mentioned examples.

[00133] FIG. 8 is an exemplary diagram of a second user interface related to the reputation disclosure request according to an example of the present disclosure.

[00134] Referring to FIG. 8, in step S240, the candidate terminal 30 may input the reputation disclosure request menu 420 in the second user interface 400 after logging in, and the server 10 may respond to this to display an input window 421 of the reputation recommendation letter submission code and a search button 422 on the second user interface 400.

[00135] According to an example, the server 10 may receive an input of a specific reputation recommendation letter submission code from the candidate terminal 30 and extract all of the reputation inquiry requests or staff terminals 20 matched with the relevant

reputation recommendation letter submission code. Thereafter, a list of companies corresponding to the extracted reputation inquiry request or the person in charge terminals 20 may be provided to the candidate terminals 30. The server 10 may provide the candidate's reputation recommendation letter matched with the candidate identification information to the person in charge terminal 20 corresponding to the selected and input company according to the selection input for at least one company from the list of companies of the candidate terminal 30.

[00136] As an additional example, when receiving the reputation disclosure request from the candidate terminal 30 or receiving the selection input of the company to be disclosed in the list of companies, the server 10 may provide a list of candidate's reputation recommendation letters which is matched with the candidate identification information and stored to the candidate terminal 30. The candidate terminal 30 may select and input a candidate's reputation recommendation letter to be disclosed from the list of candidate's reputation recommendation letters. For example, when the candidate first selects the reputation recommendation letter to be disclosed from the list of candidate's reputation recommendation letters provided in response to the reputation disclosure request, and then selects the company to be disclosed, the candidate's reputation recommendation letter may be provided comprehensively to all of the person in charge terminals 20 corresponding to the selected company. Alternatively, when the company to be disclosed is first selected, and then the candidate's reputation recommendation letter to be disclosed is selected, the selected candidate's reputation recommendation letter may be individually provided only to the relevant company. In this way, according to this additional example, the candidate may freely select and distribute the company to provide it for each candidate's reputation recommendation letter which is to be wanted to disclose, and thereby it is possible to increase convenience, achieve protection of personal information, and prevent submission against the candidate's intention.

[00137] According to an example, the server 10 may provides the disclosure list 423 corresponding to the person in charge terminal 20 to which the candidate's reputation recommendation letter has been provided, to the candidate terminal 30 after the candidate terminal 30 requests to disclose the reputation disclosure. Here, the disclosure list 423 may include information on a company name, company identification information,

the reputation recommendation letter submission code, a disclosure time, and a searchable state, for each the person in charge terminal. As described above, the candidate terminal 30 may input a specific reputation recommendation letter submission code, and the server 10 may receive it and switch the searchable state of the person in charge terminal 20 matched with the relevant reputation recommendation letter submission code. For example, in the case of the person in charge terminal 20 set to the searchable state and displayed on the disclosure list 423, when the candidate inputs the reputation recommendation letter submission code matched with the relevant person in charge terminal 20, the status is immediately converted to a non-searchable state, and such information may be changed and displayed in the disclosure list 423. That is, even if the candidate's reputation recommendation letter is already provided, whether to provide the candidate's reputation recommendation letter may be determined according to the searchable state. Accordingly, the candidate may conveniently switch whether to disclose by confirming the companies and reputation recommendation letter submission codes in the disclosure list 423 and inputting the reputation recommendation letter submission code corresponding to a specific company.

[00138] Referring back to FIG. 2, in step S240, according to the reputation disclosure request of the candidate terminal 30 and the disclosure company selection, the server 10 may provide the guide message to the relevant the person in charge terminal 20 to inquire about the relevant candidate's reputation recommendation letter.

[00139] According to an example, the guide message for inquiry of the candidate's reputation recommendation letter may be a message that guides a method for confirming the candidate's reputation recommendation letter for the candidate for whom the person in charge of personnel recruitment has requested the relevant company to disclose the reputation, or induces the confirmation. For example, the message may include information on candidates or their number who requested the reputation disclosure to the relevant company. In addition, it may include information on guiding a method for requesting the access address through which the person in charge may receive the first user interface 300 and the candidate's reputation recommendation letter inquiry through the first user interface 300. In addition, it may include reference information indicating that reading is impossible depending on the non-disclosure setting of the candidate, even after

the candidate's reputation recommendation letter is provided. Of course, the configuration of the message is not limited to the mentioned example.

[00140] FIG. 9 is an exemplary diagram of the first user interface corresponding to the candidate's reputation recommendation letter inquiry menu according to an example of the present disclosure.

[00141] Referring to FIG. 9, in step S250, after logging in, the person in charge terminal 20 may input the candidate's reputation recommendation letter inquiry menu 320 in the first user interface 300, and as responding to this, the server 10 may display the candidate list 321 corresponding to the candidate's reputation recommendation letter provided to the person in charge terminal 20, on the first user interface 300.

[00142] According to an example, the candidate list 321 may be displayed by classifying the candidates for each date on which the candidate's reputation recommendation letter was provided. Here, the candidate list 321 may include candidate names, candidate identification information, and an average value of job competency indexes for each candidate but is not limited thereto.

[00143] Meanwhile, according to an example, the candidate may input the candidate self-evaluation information 323 after logging in as the individual member. The candidate self-evaluation information 323 may include, for example, a score for each of a predetermined job competency index, a text on the strengths and points of improvement of the candidate him/herself, and a checklist for a predetermined work ethic. It may be the same as the predetermined reputation information input function which is described above.

[00144] According to an example, the server 10 may extract candidates satisfying predetermined criteria based on the candidate's reputation recommendation letter 324 and the candidate self-evaluation information 323 provided to the person in charge terminal 20. Here, the candidate who satisfies the predetermined determined criteria may mean a candidate who is selected as a major inquiry target because he or she does not meet specific criteria according to the reputation input by the referee and the candidate's own self-evaluation.

[00145] According to an example, an algorithm (standard) for determining the main inquiry target may be variously set in the server 10. The algorithm may include, for

example, a case where at least one check item in the checklist for professional ethics included in the candidate self-evaluation information 323 is checked, a case where a score of the re-recruitment intention included in the candidate's reputation recommendation letter 324 and matched with the candidate identification information is less than or equal to a predetermined threshold score, a case where the average value of the scores for the job competency indexes included in the candidate's reputation recommendation letter 324 and matched with the candidate identification information is less than or equal to the predetermined threshold score or is determined as a predetermined lower percentage when being compared with the average value of each candidate stored in the server 10, and a case where at least one check item in the checklist for professional ethics included in the candidate's reputation recommendation letter 324 is checked. In addition, the algorithm having a similar technical idea should be construed as being included in the present disclosure.

[00146] Thereafter, the server 10 may additionally display the main inquiry target mark 322 having a predetermined determined shape in the display area of the candidate extracted as the main inquiry target from the candidate list 321. In this way, the present example enables the person in charge of personnel recruitment to easily recognize the main inquiry target and induce to inquire the relevant reputation information more carefully.

[00147] As an additional example, the server 10 may change the arrangement of the candidate list 321 by applying a predetermined classification criterion according to a request of the person in charge terminal 20. For example, the average value of job competency index scores matched with each candidate's identification information or the score for re-recruitment intention for each candidate who has disclosed the candidate's reputation recommendation letter may be compared and displayed in the candidate list 321 in the order of candidates with higher or lower scores.

[00148] In addition, the server 10 may filter candidates displayed in the candidate list 321 by applying a predetermined criterion according to a request of the person in charge terminal 20. For example, in the case of a company that places great importance on professional ethics, the server 10 may remove candidates from the candidate list 321 by filtering out candidates for which at least one check item in the professional ethics checklist is checked. Alternatively, the server 10 may remove the candidate from the

candidate list 321 if the average score of the job competency index matched with the candidate identification information or the score of the re-recruitment intention is equal to or less than a predetermined threshold score. In this way, through this additional example, a part of the recruitment process, such as document screening, may be easily replaced, thereby reducing the burden on the work of the person in charge of personnel recruitment.

[00149] In step S250, according to the selection and input of the person in charge terminal 20 for one candidate from the candidate list 321, the server 10 may display the candidate's reputation recommendation letter 324 and the candidate self-evaluation information 323 corresponding to the candidate on the first user interface 300. According to an example, in the text area for the candidate's strengths in the candidate's reputation recommendation letter 324, an index corresponding to a predetermined score or higher may be additionally displayed among the scores for the job competency index. Conversely, an index corresponding to a predetermined score or less may be additionally displayed in the text area for the points of improvement. Alternatively, as in an example which is described above, the job competency index extracted by applying the text on strengths and points of improvement to the classification model may be additionally displayed.

[00150] On the other hand, as described above, in order for the person in charge of the human resources department to request the reputation inquiry and inquire the candidate's reputation recommendation letter, subscription as the corporate member is a premise. Since the candidate also selects a company to be disclosed through the input of the reputation recommendation letter submission code, the disclosure target is limited to the person in charge of the company registered as the corporate member in the server 10. Therefore, even if many of the companies belonging to the field applied by the candidate are hiring employees, in a case where they are not registered in the server 10, the reputation inquiry service is not available, so there is a human limit in the range of recruitment for both candidates and companies.

[00151] In addition, as described above, writing of the candidate's reputation recommendation letter is limited to the referee who has received a request for reference check and has logged in to the server 10 as the individual member. In particular, if the reputation information of a third party closely related to the candidate, such as a direct

supervisor at the current or past workplace, is omitted for reasons such as a non-member, the reliability and objectivity of the reference check are highly likely to deteriorate.

[00152] In order to supplement the human limitations of such a reputation inquiry service, the present disclosure discloses an example of human expansion of writing and inquiry of the reputation recommendation letter, and will be described using FIGS. 10 to 12 below.

[00153] FIG. 10 is a schematic diagram showing a configuration of a system for providing the recruitment candidate's reputation inquiry service capable of human expansion according to an example of the present disclosure.

[00154] Referring to FIG. 10, the system further includes a first terminal 110 and a second terminal 120 in addition to the server 10, the person in charge terminal 20, the candidate terminal 30, and the referee terminal 40. Here, the contents of the server 10, the person in charge terminal 20, the candidate terminal 30, and the referee terminal 40, and an example of the method for providing the reputation inquiry service performed through them are redundant, and FIGS. 1 to 9 are used to replace the above description.

[00155] According to an example, the first terminal 110 may be defined as a terminal of an unregistered company in the server 10. For example, the first terminal 110 is a terminal in which the person in charge of personnel recruitment of a company that has not yet subscribed as the corporate member is the subject, and may refer to a person in charge terminal that is not registered in the server 10.

[00156] According to an example, the second terminal 120 may be defined as a terminal of a worker currently or in the past working with the candidate corresponding to the candidate terminal 30 at the same workplace. That is, the second terminal 120 may be defined as a terminal of a person closely related to the current or past work of the recruitment candidate, and may mean a user's terminal for which reliability and objectivity are guaranteed in proving the candidate's reputation.

[00157] For example, the second terminal 120 may be a terminal in which one of the current or past direct supervisors of the recruitment candidate is the subject. Alternatively, the terminal may be a terminal in which the person in charge of personnel recruitment in charge of overall performance evaluation in the workplace where the recruitment candidate has currently or in the past worked.

[00158] According to an example, it is irrelevant whether the second terminal 120 is registered in the server 10, but it may be already registered in the server 10 as a terminal of an individual member or a corporate member, or may be registered in the future according to the subject of use.

[00159] According to an example, at least one of the first terminal 110 and the second terminal 120 may be configured in the system. That is, a plurality thereof may be configured in the system, and the number thereof may be determined according to the number of identification information on the first terminal 110 or the second terminal 120 input by the candidate terminal 30.

[00160] According to an example, the first terminal 110 and the second terminal 120 include a memory, a processor, and a communication module, and the communication module of each terminal performs data communication with the server 10 according to the control of the processor.

[00161] Illustratively, the first terminal 110 may receive a membership subscription inducement message from the server 10 and request the membership subscription to the server 10 along with the input of the membership subscription request information based on the received message. At this time, if a specific condition is satisfied, the first terminal 110 may immediately inquire the candidate's reputation recommendation letter of the recruitment candidate who has requested the membership subscription inducement message. Of course, according to the approval of the server 10, the first terminal 110 may be registered as the corporate member, and may consume the reputation inquiry service through the first user interface 300 after logging in.

[00162] Illustratively, when the second terminal 120 is pre-registered in the server 10, the second terminal 120 may immediately perform a writing process of the reputation recommendation letter for recruitment candidate who inputs the identification information of the second terminal 120 to the server 10. For example, when the second terminal 120 is registered as the individual member, the server 10 may provide the second user interface 400 related to writing of the candidate's reputation recommendation letter. On the other hand, when the second terminal 120 is not registered in the server 10, the second terminal 120 may receive a membership subscription inducement message from the server 10 and request membership subscription from the server 10. At this time, if a

specific condition is satisfied, the second terminal 120 may immediately write the candidate's reputation recommendation letter for the recruitment candidate who requested the membership subscription inducement message. Of course, upon approval of the server 10, the second terminal 120 may consume reputation information service through the first user interface 300 when registered as the corporate member and through the second user interface 400 when registered as the individual member.

[00163] Hereinafter, with reference to FIG. 11, an example of a human expansion method of the candidate's reputation information inquiry will be described.

[00164] FIG. 11 is a flowchart of a method for providing the candidate's reputation recommendation letter to an unregistered person in charge terminal according to an example of the present disclosure.

[00165] First, in the server 10, the candidate's reputation recommendation letter for a specific recruitment candidate received from the referee terminal 40 through step S230 is stored in advance.

[00166] In step S1110, the server 10 may receive and store identification information on the first terminal 110 from the candidate terminal 30 of the relevant recruitment candidate.

[00167] According to an example, the identification information on the first terminal 110 may include at least one of an e-mail address and a phone number of the person in charge of personnel recruitment corresponding to the first terminal 110. For example, the company that the recruitment candidate wants to additionally apply is not registered in the server 10, so the reputation recommendation letter submission code is not assigned, or even if it is registered, the candidate is aware of the company's recruitment posting, but the reputation recommendation letter submission code may not be acquired. Through this example, it is possible to prepare for such a situation, and the candidate may receive the same service as the reputation disclosure request by inputting the e-mail address and phone number of the person in charge.

[00168] According to an example, the person in charge who inquired the candidate's reputation recommendation letter through step S250 may induce step S1110 to be performed by providing a message of recommendation and guidance to the recruitment

candidate to disclose the candidate's reputation recommendation letter to another person in charge of personnel recruitment.

[00169] As an optional example related to this, in step S1100 before step S1110, the server 10 may receive a predetermined message from the person in charge terminal 20 that has received the candidate's reputation recommendation letter in advance and provide it to the candidate terminal 30. The predetermined message may include contents recommending the disclosure of the candidate's reputation recommendation letter to another person in charge of personnel recruitment. Here, the other person in charge of personnel recruitment may mean a person in charge belonging to the same company or a different company as the person in charge of the person in charge terminal 20.

[00170] According to an example, the server 10 may provide a writing guide interface including a predetermined function of writing a predetermined message to the person in charge terminal 20.

[00171] For example, the writing guide interface may include an input function of a predetermined text including content that encourages and motivates the reputation recommendation letter disclosure, such as "talent promotion team of XXX company will actively promote you" and "send your reputation recommendation letter to the place you wish to apply for."

[00172] For example, the writing guide interface may include an information input function of guiding a method for disclosing the candidate's reputation recommendation letter to the other person in charge of personnel recruitment. For example, the access address of the web or app page where the input window for the identification information of the first terminal 110 is displayed may be included in the message.

[00173] According to an example, the predetermined message may include identification information on the first terminal 110. For example, there may be a case where the person in charge of personnel recruitment for the field or department to which the recruitment candidate applied has changed, or the candidate misidentifies as another employee and discloses the candidate's reputation recommendation letter. Alternatively, even in the same company, the recruitment for similar position closely related to the field or department for which the candidate applied may be in progress. Alternatively, it may be an affiliate of the company to which the candidate applied, or a partner company may

be in the recruitment. Alternatively, corporate policy or the discretion of the person in charge of personnel recruitment may recommend the recruitment in other departments or other companies that are suitable for the candidate.

[00174] In this regard, the writing guide interface according to an example may include a function of inputting the e-mail address and phone number of the person in charge of personnel recruitment corresponding to the first terminal 110. In addition, the writing guide interface may further include a form for inputting a reason for inputting the identification information, and through this, the candidate may easily recognize the fact that it is necessary to expand or change the reputation recommendation letter inquiry.

[00175] According to an example, the candidate may know in advance that the fact that additional disclosure of the reputation recommendation letter is possible through the identification information and input of the identification information. For example, the recruitment candidate may independently obtain the contact information of the person in charge of personnel recruitment through the recruitment posting or a company homepage. In this case, even if the process of step S1100 does not proceed, the identification information of the first terminal 110 may be input to the server 10 by the candidate terminal 30.

[00176] As an additional example, the predetermined message of step S1100 may be generated by the server 10 itself and provided to the candidate terminal 30 that has requested the reputation disclosure. That is, even if it is not received from the person in charge terminal 20, a predetermined message including contents of invitation and guidance to disclose the candidate's reputation recommendation letter to another person in charge of personnel recruitment may be automatically generated and provided to the candidate terminal 30.

[00177] As an additional example, the server 10 may select at least one company suitable for the recruitment candidate from among companies registered in the server 10 and recommend it to the candidate terminal 30. For example, the server 10 may calculate the suitability index by analyzing registered corporate member information based on the address, job duties, related company/department name, recruitment field, etc. included in the individual member information of the recruitment candidate. Alternatively, the similarity index may be calculated by comparing the corporate member information of the

company selected by the recruitment candidate in the reputation disclosure request with corporate member information of other corporate members for each category. The server 10 may extract a company whose suitability index or similarity index calculated in this way is equal to or greater than a predetermined value, and include the company name and reputation recommendation letter submission code of the relevant company in the message generated by itself in step S1100 to provide it to the candidate terminal 30

[00178] As an additional example, the server 10 may perform Internet crawling to select at least one company suitable for the recruitment candidate among companies unregistered in the server 10 and provide the selected company to the candidate terminal 30. For example, when the candidate terminal 30 requests the reputation disclosure, the server 10 may collect currently issued recruitment postings by performing crawling on predetermined job search platform sites. Thereafter, first filtering is performed based on the individual member information of the candidate, and second filtering is performed to extract the recruitment postings for companies having a predetermined similarity with the corporate member information of the company selected in the reputation disclosure request. The recruitment posting information extracted in this way and the identification information of the first terminal 110 corresponding to the company may be included in the message generated by itself in step S1100 and provided to the candidate terminal 30.

[00179] In step S1120, the server 10 may transmit a message for inducing membership subscription to the first terminal 110 based on the identification information of the first terminal 110 input from the candidate terminal 30. The message may be automatically generated by the server 10 receiving the identification information according to a predetermined format.

[00180] Here, since the first terminal 110 is defined as a terminal of an unregistered company, there is no great practical benefit, but the server 10 may first determine whether the first terminal 110 is registered in terms of the flow of the process. If the terminal is determined to be a pre-registered terminal, the server 10 may immediately provide the first user interface 300 displaying the candidate's reputation recommendation letter to the first terminal 110.

[00181] According to an example, the server 10 may induce registration as the corporate member by primarily transmitting an email including a predetermined template

to the first terminal 110 through the email address included in the identification information. For example, the e-mail may include the access address through which the membership subscription interface may be provided and information on guiding a method for requesting membership subscription through the relevant interface.

[00182] As an additional example, the e-mail may include some of the individual member information of the candidate who inputs the identification information of the first terminal 110, and may also include information on the number of input candidates if there are several candidates. In addition, the email may include predetermined comment information on the recruitment guidance and recommendation such as, "Reputation recommendation letters of talents suitable for your company have arrived. Subscribe XXX as a member and check it out!". On the other hand, each piece of information is given a visual effect according to importance and displayed through a template, so that the visibility of the person in charge corresponding to the first terminal 110 may be secured.

[00183] According to an example, the server 10 secondarily transmits a short message service (SMS) including a predetermined text to the first terminal 110 through the phone number included in the identification information to induce the registration as the corporate member. Here, the SMS may be transmitted to the first terminal 110 simultaneously with the e-mail for inducing membership registration or with a predetermined time difference. The SMS may include all of the information included in the email, but it is preferable to include some information with high importance due to the nature of the message. However, since the SMS may quickly transmit its intention and content, it is meaningful in that it prepares for the person in charge's e-mail not being viewed.

[00184] In step S1130, the server 10 may receive the corporate membership subscription request and membership subscription request information from the first terminal 110 to register in the server 10 through the membership subscription inducement message.

[00185] According to an example, the membership subscription request information may include at least one of the email address and the phone number. That is, in order to register as a member in the server 10, it is required to input the email address or phone number of the first terminal 110 or the person in charge of operating the first terminal 110.

Of course, setting of the ID and password is self-evident. For example, the server 10 may set and store, as an ID, at least one of the email address and the phone number input by the first terminal 110.

[00186] Next, the server 10 receives the membership subscription request information, and confirms whether the received information matches with the identification information input in step S1110.

[00187] According to an example, if the server 10 matches with at least one of the e-mail address and the phone number included in the membership subscription request information, it may be determined that the membership subscription request information matches with the identification information. That is, if only one of the e-mail address and the phone number input by the first terminal 110 at the time of the membership subscription matches with the identification information input by the candidate, it is determined that the condition for inquiring the candidate's reputation recommendation letter of the candidate is satisfied.

[00188] As an additional example, even if the membership subscription request information and the identification information do not match, if the company's contact information among the corporate member information input from the first terminal 110 matches with the identification information, the server 10 may determine that membership subscription request information matches with the identification information. For example, the person in charge of personnel recruitment or the candidate may only input to the company's representative email or representative phone number, and this is to be taken into consideration for such a situation.

[00189] In step S1140, when it is determined that they match as a result of the confirmation in step S1130, the server 10 may provide a pre-stored candidate's reputation recommendation letter for the relevant recruitment candidate, to the first terminal 110. For example, the server 10 may immediately provide the first user interface 300 displaying the candidate's reputation recommendation letter inquiry menu 320 to the first terminal 110 when it is determined that they match.

[00190] According to an example, after the first user interface 300 displaying the candidate's reputation recommendation letter inquiry menu 320 is provided to the first terminal 110, all of the above-described examples of step S250 may be equally applied.

[00191] As an additional example, in step S1110, if the number of candidate terminals 30 inputting the identification information of the first terminal 110 is plural and all or some of them match with the membership subscription request information, the server 10 may display the candidate list 321 on the first user interface 300 provided to the first terminal 110. For example, in the candidate list 321, candidates may be arranged and displayed in the order of time at which the identification information of the first terminal 110 is received from each candidate terminal 30. Here, the candidate list 321 may include the candidate name, candidate identification information, and an average value of job competency indexes for each candidate, but is not limited thereto.

[00192] Meanwhile, in step S1140, the server 10 may provide a predetermined message notifying the registration of the first terminal 110 to the candidate terminal 30 while providing the candidate's reputation recommendation letter to the first terminal 110. That is, the recruitment candidate may read a message including the contents that the person in charge of personnel recruitment corresponding to the first terminal 110 has subscribed as a member to inquire the candidate's reputation recommendation letter, and accordingly, it is easy to recognize that the reputation information of him/herself is exposed to the relevant company

[00193] As an additional example, in step S1110, the server 10 may receive the identification information on the plurality of first terminals 110 from the candidate terminals 30. In this case, each message notifying the registration may be provided to the candidate terminals 30 in the order of the first terminals 110 in which the matching of S1130 is confirmed. However, since there is a time difference between message transmissions, the candidate may have difficulty in recognizing which company has subscribed as a member and which person in charge has read the candidate's reputation recommendation letter. In preparation for this, the server 10 may generate a resulting message for the membership subscription and the reputation recommendation letter inquiry, and provide it to the candidate terminal 30 when the identification information received in step S1110 exceeds the predetermined number. For example, the resulting message may include a first terminal table in which companies are arranged in the input order of identification information. The first terminal table may include O/X field values for whether each company has subscribed as a corporate member, whether the membership

subscription request information matches with the identification information, and whether the candidate's reputation recommendation letter has been inquired. Through this, the candidate may recognize companies that are interested in him or her to some extent, and may use this to establish an efficient recruitment plan.

[00194] Hereinafter, with reference to FIG. 12, an example of a human expansion method for writing the candidate's reputation information will be described.

[00195] FIG. 12 is a flowchart of a method for requesting a new candidate's reputation recommendation letter to the second terminal according to an example of the present disclosure.

[00196] In step S1210, the server 10 may receive and store the identification information on the second terminal 120 from the candidate terminal 30 of a specific recruitment candidate.

[00197] According to an example, the identification information on the second terminal 120 may include at least one of the email address and the phone number of a worker corresponding to the second terminal 120. For example, the identification information may include the e-mail address and the phone number of a direct supervisor in the department where the recruitment candidate currently works or worked in the past, or a personnel department employee.

[00198] However, in the following description, the second terminal 120 is defined as a "direct supervisor terminal" as a general term for those who may provide reliable information on proving the recent candidate's attendance.

[00199] On the other hand, as described above, the "referee" refers to a third party as a general term that is the reference check target capable of verifying the candidate's career or history, and the candidate may designate a current or past direct supervisor as the referee through step S220, and thereby the writing of the candidate's reputation recommendation letter may also be requested.

[00200] However, the input of the identification information in step S1210 is not a general reputation recommendation letter, but a request for a "highly reliable reputation recommendation letter" like from the current direct supervisor, and the server 10 processes it separately from step S220.

[00201] In this regard, hereinafter, the candidate's reputation recommendation letter written that is written by the designated referee in step S220 is define as the term of a "general reputation recommendation letter", and the candidate's reputation recommendation letter written through the input of the identification information of the second terminal 120 in step S1210 is defined as the term of an "advanced reputation recommendation letter".

[00202] According to an example, the server 10 sets and stores the candidate's reputation recommendation letter registered as the "individual member" and written through the second user interface 400, as the "general reputation recommendation letter". On the other hand, the server 10 sets and stores the candidate's reputation recommendation letter registered as the "corporate member" and written through the first user interface 300, as the "advanced reputation recommendation letter". That is, the server 10 may distinguish and store both of them, display them to be distinguished from each other, and provide them to the person in charge terminal 20 or the first terminal 110.

[00203] In step S1220, the server 10 may determine whether the direct supervisor terminal 120 is registered based on the received identification information. That is, it is confirmed whether the direct supervisor has previously subscribed as a member.

[00204] According to an example, when it is determined that the direct supervisor terminal 120 is a registered terminal through the membership subscription in advance as a result of the confirmation, step S1221 proceeds. In step S1221, the server 10 may skip the membership subscription process and request the direct supervisor terminal 120 to write a new candidate's reputation recommendation letter for the relevant recruitment candidate.

[00205] According to an example, when the direct supervisor terminal 120 is pre-registered, the server 10 may confirm whether the direct supervisor terminal 120 is registered as the individual member or the corporate member. For example, if the operator of the direct supervisor terminal 120 is the person in charge of personnel recruitment in charge of overall performance evaluation, he or she may be registered as the corporate member. As a result of the confirmation, if the member is the individual member, the server 10 may provide the guide message 500 for writing the general reputation recommendation letter to the direct supervisor terminal 120. On the other hand,

in the case of the corporate member, the server 10 may provide the guide message for writing the advanced reputation recommendation letter to the direct supervisor terminal 120 or provide the first user interface 300 including a function of writing the advanced reputation recommendation letter.

[00206] According to an example, when it is determined that the direct supervisor terminal 120 is an unregistered terminal as a result of the confirmation, step S1222 proceeds. In step S1222, the server 10 may transmit a message inducing the membership subscription to the direct supervisor terminal 120. The message may be automatically generated by the server 10 receiving the identification information according to a predetermined format.

[00207] According to an example, the message may include contents inducing membership subscription as the corporate member in order to write the advanced reputation recommendation letter.

[00208] According to an example, the server 10 may induce the registration as the corporate member by primarily transmitting an email including a predetermined template to the direct supervisor terminal 120 through the email address included in the identification information. For example, the e-mail may include an access address through which a member subscription interface may be provided and information on guiding a method for proceeding the corporate membership subscription through the relevant interface.

[00209] As an additional example, the e-mail may include some of the individual member information of the candidate who inputs the identification information of the direct supervisor terminal 120, and may also include information on the number of input candidates if there are multiple candidates. In addition, the email may include predetermined comment information on guidance and recommendation for writing a recommendation letter such as "The OOO employee has requested to write the reputation. Subscribe XXX and write a reputation recommendation letter for OOO!". In addition, it may include information on the deadline and references for writing the advanced reputation recommendation letter, information on guiding input items and functions of writing of the advanced reputation recommendation letter, and the like. On the other hand,

each piece of information is displayed through a template with a visual effect according to the importance, so that the visibility of the direct supervisor may be secured.

[00210] According to an example, the server 10 may secondarily transmit the SMS including a predetermined text to the direct supervisor terminal 120 through the phone number included in the identification information to induce the registration as the corporate member. Here, the SMS may be transmitted to the direct supervisor terminal 120 simultaneously with the e-mail for inducing the membership registration or with a predetermined time difference. The SMS may include all of the information included in the email, but it is preferable to include some information with high importance due to the nature of the message. However, since the SMS may quickly transmit its intention and content, it is meaningful in that it prepares for non-reading of the e-mail by the direct supervisor.

[00211] In step S1232, the server 10 may receive the corporate membership subscription request and membership subscription request information from the direct supervisor terminal 120 to be registered in the server 10 through the membership subscription inducement message.

[00212] According to an example, the membership subscription request information may include at least one of the email address and the phone number. That is, in order to be registered as a member in the server 10, the input of the e-mail address or the phone number of the direct supervisor terminal 120 or the employee who operates the direct supervisor terminal 120 is required. Of course, setting the ID and password is self-evident. For example, the server 10 may set and store, as the ID, at least one of the email address and the phone number input by the direct supervisor terminal 120.

[00213] Next, the server 10 receives the membership subscription request information, and confirms whether the received information matches with the identification information input in step S1210.

[00214] According to an example, if at least one of the e-mail address and the phone number included in the membership subscription request information matches with at least one of the e-mail address and the phone number of the identification information, the server 10 may determine that the member subscription request information matches with the identification information. That is, if only one of the e-mail address and the phone

number input by the direct supervisor terminal 120 at the time of the membership registration matches with the identification information input by the candidate, it is determined that the condition for writing the advanced reputation recommendation letter for the candidate is satisfied.

[00215] As an additional example, even if the membership subscription request information and the identification information do not match, if the company's contact information among the corporate member information input from the direct supervisor terminal 120 matches with the identification information, the server 10 may determine that the membership subscription request information and the identification information match. For example, the direct supervisor or the candidate may only input the company's representative mail or representative phone number, and this is to be taken into consideration for such a situation.

[00216] In step S1242, if it is determined that they match as a result of the confirmation in step S1232, the server 10 may request the direct supervisor terminal 120 to write the advanced reputation recommendation letter for the relevant recruitment candidate. For example, the server 10 may directly provide the first user interface 300 to the direct supervisor terminal 120 when it is determined that the two match.

[00217] According to an example, the first user interface 300 provided to the direct supervisor terminal 120 may include an advanced reputation recommendation letter writing menu (not shown). The server 10 may receive an input from the direct supervisor terminal 120 for the advanced reputation recommendation letter writing menu, and provide a function of writing the advanced reputation recommendation letter through the first user interface.

[00218] According to an example, after the advanced reputation recommendation writing function is provided, all of the above-described examples in step S230 may be equally applied. For example, the direct supervisor may choose to agree or decline the terms and conditions, including the collection and use of referee personal information and non-disclosure contents of the candidate. In addition, if there are several candidates who have input the identification information, one candidate may be selected to write the advanced reputation recommendation letter, and in this process, all of the above-described examples using FIG. 7 may be equally applied.

[00219] As an additional example, the server 10 may match and store predetermined major reputation marks with the advanced reputation recommendation letter received from the direct supervisor terminal 120. In addition, the server 10 may additionally display a major reputation mark matched with the advanced reputation recommendation letter in the area of the candidate including the advanced reputation recommendation letter among the candidate list 321 provided to the person in charge terminal 20 or the first terminal 110. In addition, when there are several candidate's reputation recommendation letters for the relevant recruitment candidate, the server 10 may additionally display a major reputation mark in an area where advanced reputation recommendation letters are displayed so as to be distinguished from general reputation recommendation letters. Through this, the persons in charge of personnel recruitment may easily grasp the fact that the reputation recommendation letter marked with the major reputation mark is "reliable reputation information with high reliability," and the efficiency of the recruitment process may be improved.

[00220] As an additional example, if it is determined that they match as a result of the confirmation in step S1232, the server 10 provides a guide message for writing the advanced reputation recommendation letter to the direct supervisor terminal 120 before providing the first user interface 300. The guide message may include, for example, text indicating that the recruitment candidate has requested provision of reliable reputation information and the consent of agreement of the candidate. In addition, it may include information on the deadline and references for writing the advanced reputation recommendation letter, information on guiding input items and functions of writing the advanced reputation recommendation letter, and the like. On the other hand, each piece of information is displayed through the template with a visual effect according to the importance, so that the visibility of the direct supervisor may be secured.

[00221] Meanwhile, in step S1242, the server 10 may provide a predetermined message notifying the registration of the direct supervisor terminal 120 to the candidate terminal 30 while requesting the writing of the candidate's reputation recommendation letter to the direct supervisor terminal 120. In other words, the recruitment candidate may read a message including the contents that the direct supervisor has subscribed as a member for writing a new candidate's reputation recommendation letter, and accordingly,

reliable reputation information may be expected to be written by a person closely related to the job of him/herself.

[00222] As an additional example, in step S1210, the server 10 may receive the identification information on a plurality of direct supervisor terminals 120 from the candidate terminal 30. For example, the candidate may request several direct supervisors according to the work structure to write the reputation recommendation letters. In this case, each message notifying the registration may be provided to the candidate terminals 30 in the order of the direct supervisor terminals 120 where S1232 matches or not. However, since there is a time difference in message transmission, the candidate may have difficulty in recognizing which direct supervisor has subscribed as the member and written the candidate's reputation recommendation letter. In preparation for this, the server 10 may generate a resulting message for the membership subscription and writing of the reputation recommendation letter and provide it to the candidate terminal 30 when the identification information received in step S1210 exceeds the predetermined number. The resulting message may be automatically generated in a predetermined format after a predetermined period from the time of receiving the last identification information. For example, the resulting message may include a second terminal table in which direct supervisors are arranged in the order of input of the identification information. The second terminal table may include O/X field values for whether each direct supervisor has subscribed as the corporate member, whether the membership subscription request information matches with the identification information, and whether the candidate's reputation recommendation letter has been written. Through this, the candidate may easily determine by whom and to what extent reliable reputation information with high reliability was generated.

[00223] According to an example, after step S1242, the direct supervisor who wrote the candidate's reputation recommendation letter may transmit a message of recommendation and guidance to the recruitment candidate to request the candidate to write the candidate's reputation recommendation letter to other workers currently or in the past working together at the same workplace. Here, the "other workers currently or in the past working together at the same workplace" refers to co-workers associated with the recruitment candidate, excluding the direct supervisor who wrote the reputation

recommendation letter in step S1242, and the rank is irrelevant and is defined as "other workers".

[00224] As an optional example related to this, the server 10 may receive a predetermined message from the direct supervisor terminal 120 that has written the advanced reputation recommendation letter and provide it to the candidate terminal 30. The predetermined message may include contents of recommendation to request other workers to write the candidate's reputation recommendation letter.

[00225] According to an example, in step S230, the referee who has written the general reputation recommendation letter may transmit the message of recommendation and guidance to the recruitment candidate to request the current or past direct supervisor to write the advanced reputation recommendation letter. That is, the server 10 may receive a predetermined message that includes the contents of recommendation to request the current or past direct supervisor to write the advanced reputation recommendation letter from the referee terminal 40, and provide the received message to the candidate terminal 30.

[00226] According to an example, the server 10 may provide a writing guide interface including a predetermined function for writing a predetermined message to the referee terminal 40.

[00227] For example, the writing guide interface may include a function of inputting a predetermined text including contents of recommendation of request for writing the advanced reputation recommendation letter, such as "Request the candidate's direct supervisor to write a credible reputation recommendation letter".

[00228] For example, the writing guide interface may include an information input function of guiding a method for requesting writing of the advanced reputation recommendation letter. For example, the access address of the web or app page where the input window for the identification information of the second terminal 120 is displayed may be included in the message.

[00229] As an additional example, a predetermined message may be generated by the server 10 itself and provided to the candidate terminal 30 that has requested reputation recommendation. That is, when receiving a request for the reputation recommendation from the candidate terminal 30 in step S220, the server 10 may

automatically generate the predetermined message including the recommendation to the direct supervisor to write the advanced reputation recommendation letter and the method therefor to provide it to the candidate terminal 30.

[00230] On the other hand, due to the nature of the reference check, there is a concern that the candidate's reputation recommendation letter manipulated by the fraudulent behavior between the candidate and the referee may be written. The present disclosure discloses an example of a fraudulent behavior detection method in which reputation information showing consistent content is extracted and notified to the person in charge as information with low reliability. Through this, reliable reputation information is collected and transparent and fair recruitment procedures may be performed.

[00231] FIG. 13 is a flowchart of the fraudulent behavior detection method for reference check according to an example of the present disclosure.

[00232] In step S1310, the server 10 may provide a plurality of questions about the reputation of a specific candidate to a plurality of referee terminals 40 and collect respective answers thereof from the respective referee terminals 40.

[00233] According to an example, predetermined sample questions are stored in the server 10, and among them, sample questions selected and input from the person in charge terminal 20 may be set as a configuration of questions provided to each referee terminal 40.

[00234] According to an example, the first user interface 300 may include a questionnaire management menu, and the person in charge may select questions that may be referred to as the candidate's reputation by utilizing the questionnaire management menu.

[00235] According to an example, the server 10 may display a questionnaire management area on the first user interface 300 in response to a request for a questionnaire management menu from the person in charge terminal 20. The person in charge terminal 20 may perform a function of selecting a question type through the questionnaire management area, and the question type may include, for example, a descriptive type, a short answer type, and a multiple choice type.

[00236] According to an example, a predetermined required number of characters may be set for each question type. For example, in the case of a descriptive type question,

an input condition corresponding to “at least 100 characters or more” may be given. Later, the server 10 may store the input answer only when the answer input from the referee terminal 40 satisfies the required number of characters set for the question. In addition, the server 10 may set only a question type to which an input condition equal to or greater than a predetermined number of characters, such as a descriptive type, is set as the target question and answer of the fraudulent behavior detection method.

[00237] According to an example, when the question type is input, the server 10 may list and display a plurality of predetermined sample questions according to the question type in the questionnaire management area. The person in charge may perform functions of selecting, modifying, deleting, and changing the arrangement of sample questions through the person in charge terminal 20 in order to configure a desired questionnaire. In addition, if there is a separate question to be added, the person in charge may directly input the content to generate additional questions to be configured in the questionnaire other than the sample questions. In this way, when the selection and input of the question type and the question of the person in charge terminal 20 are completed, the server 10 may generate and store the questionnaire including a plurality of questions according to the selection and input in response thereto. Of course, for each of a plurality of questions, the question No. may be assigned and stored in the order in which they are arranged on the questionnaire.

[00238] According to an example, the second user interface 400 may include a questionnaire writing area (not shown). For example, the reputation information input function provided by the candidate's reputation recommendation writing area 433 may include a questionnaire writing function in addition to the functions which are described above, and when the relevant function is requested from the referee terminal 40, the server 10 may display the questionnaire writing area in which a plurality of questions are arranged in the order of the question No. on the second user interface 400. The questionnaire writing area may include a text input window for each question, and when an answer for each question is input from the referee terminal 40, the server 10 may match and store the referee identification information, the candidate identification information, and the answer for each question.

[00239] According to an example, in step S1310, the server 10 may receive a self-evaluation including an answer on strengths and points of improvement of the candidate from the candidate terminal 30 of the relevant candidate. For example, the self-evaluation may be implemented in the form of the aforementioned candidate self-evaluation information 323.

[00240] According to an example, answers to strengths and answers to the points of improvement may also have predetermined character count requirements. For example, an input condition corresponding to “at least 100 characters or more” may be given.

[00241] In step S1320, the server 10 calculates a matching rate with each answer collected from the second referee terminal for each answer collected from the first referee terminal. Here, the first referee terminal and the second referee terminal are terminals in which two different referees among a plurality of referees designated for a specific candidate are the main subjects. That is, when it is assumed that the first referee terminal is one referee terminal randomly selected from among a plurality of referee terminals, the second referee terminal refers to each referee terminal except for the first referee terminal. Accordingly, the answer of the first referee becomes the criterion, and the matching rate with each of the answers of the second referee is determined in a predetermined order.

[00242] According to an example, the server 10 may repeat the process of selecting one of all referee terminals as the first referee terminal in a predetermined order until all of the plurality of referee terminals to which the answer has been input are selected in step S1310. For example, if there are three referees who input the candidate's reputation answer in the order of Seong Chunhyang, Lee Mongryong, and Lim KkeokJung, set the Seong Chunhyang's terminal as the first referee terminal and the remaining Lee Mongryong and Lim Kkeokjung's terminals as the second referee terminal. do. Thereafter, if the matching rate of the answers of Lee Mongryong and Lim Kkeokjung is calculated based on the answer of Seong Chunhyang, the server 10 sets the Lee Mongryong terminal as the first referee terminal and the others as the second referee terminal, and calculates the matching rate between the answers. Finally, the server 10 sets the Lim Kkeokjeong terminal as the first referee terminal and the others as the second referee terminal, and calculates the matching rate between the answers.

[00243] Therefore, the process of calculating the matching rate for each answer between the referees may be performed the following number of times. For example, when 5 questions were provided for each of the three referees of Seong Chunhyang, Lee Mongryong, and Lim Kkeokjung, Seong Chunhyang's answer No. 1 was compared with Lee Mongryong's answers Nos. 1 to 5 and Lim Kkeokjung's answers Nos. 1 to 5, respectively, and thereby total of 10 matching rates are calculated. By repeating this process based on all answers of all referees, the process of calculating final 150 matching rates may be performed. That is, when N users (= N numbers of referee terminals) participated as referees of the candidate, and M questions provided to each referee terminal from No. 1 to No. M, $(N * M) * ((N - 1) * M)$ times of coincidence rate calculation may be performed.

[00244] According to an example, in step S1320, the server 10 calculates the matching rate between the answers for strengths and the answers for the points of improvement received from the candidate terminal 30 for each answer collected from the first referee terminal. That is, the server 10 compares the answers for the strengths and the answers for the points of improvement during self-evaluation for each of the answers collected in step S1320.

[00245] Therefore, the process of calculating the matching rate for each answer between the referee and the candidate may be performed the following number of times. For example, when five questions were provided for each of the three referees of Seong Chunhyang, Lee Mongryong, and Lim Kkeokjung, Seong Chunhyang's answer No. 1 was compared with the answer for the strengths and the answer for the points of improvement, respectively, which are input by the candidate, and thereby total two matching rates are calculated. By repeating this process based on all the answers of all referees, the process of calculating the final 30 matching rates may be performed. That is, when N users (= N referee terminals) participated as the referees of the candidate, and the number of questions provided to each referee terminal was M from No. 1 to No. M, the process of calculating the matching rate with the self-evaluation is performed $(N * M) * 2$ times.

[00246] According to an example, in step S1320, the server 10 may calculate only the matching rate between answers having a predetermined number of characters or more among the answers of the referees collected in step S1310. For example, as

described above, only a case where determining similarity between the answers is effective for detecting the fraudulent behavior, such as the case where the question type is the descriptive type, may be set as the comparison target. Conversely, in a case where the question type is the short-answer type or the multiple choice type, since it is meaningless to determine similarity between the answers, a faster processing speed may be secured by excluding the answers from the comparison target. On the other hand, as described above, it goes without saying that the present example may be applied in a case where the registration is possible only when the answer for the strengths and the answer for the points of improvement of the candidate are equal to or greater than a predetermined number of characters.

[00247] According to an example, in step S1320, the server 10 may compare each answer collected from the second referee terminal for each answer collected from the first referee terminal, check the frequency of occurrence of a common word, and calculate the matching rate based on the checked frequency. That is, the server 10 may grasp an overlapping part in the two answers that are comparison targets and determine the percentage of the overlapping part in all answers, and an example of this principle is shown in FIG. 14.

[00248] FIG. 14 is an exemplary diagram for explaining the principle of calculating the matching rate in the fraudulent behavior detection method according to an example of the present disclosure.

[00249] According to an example, the comparison and analysis results between the answers collected in step S1310 may be processed in a form of a table and stored in the server 10 as shown in FIG. 14.

[00250] For example, the server 10 classifies the collected answers by candidate. The server 10 classifies the answers classified by candidate, by first referee. The server 10 classifies the answers classified by the first referee, by the second referee. The server 10 arranges the answers classified by the second referee in the order of the question No. of the answers input by the second referee.

[00251] In this way, as shown in FIG. 14, a comparative analysis table, in which comparative analysis data is inserted based on the item of “candidate/first referee (referee No.)/question provided to the first referee (question No.)/second referee (comparison

referee)/question provided to the second referee (comparison question No.)/first referee's answer to the relevant question (answer)/common words between the first referee's answer and the second referee's answer to the relevant question (common response)/matching rate", may be built in the server 10. Here, the "matching rate" means the ratio of common words in the entire one answer of the first referee, and the configuration of the items is not limited to the examples.

[00252] According to an example, as shown in the "common response" item of FIG. 4, the server 10 may determine whether there is a common word based on a syllable or a morpheme. For example, when determined on the syllable a word segment basis, the actual meaning of "sincere", "faithful", "sincere", etc., which have actually same meaning, are recognized as different words, so an inaccurate matching rate may be calculated, but such errors may be suppressed when determined in syllable unit. In addition, in the case of a noun, a more accurate matching rate between answers may be calculated by being determined by subdividing "ordinary maintenance work" into morpheme unit of "ordinary", "maintenance", and "work".

[00253] According to an example, the process of calculating the matching rate may be automatically performed at a predetermined time without a manager's special action. For example, when the answer is received from the last referee terminal among the plurality of referee terminals in step S1310, the server 10, after a predetermined time has elapsed, may calculate the matching rate with each answer collected from the second referee terminal for each answer collected from the first referee terminal.

[00254] In addition, the process of calculating the matching rate may be performed when there is a predetermined input for calculating the matching rate from a terminal (not shown) of an administrator who manages the server 10. That is, it may be manually implemented by the administrator.

[00255] Meanwhile, the process of calculating the matching rate between the answer for the strengths and the answer for the points of improvement input by the candidate terminal 30 for each answer collected from the first referee terminal may also be applied to the above-described principle of calculating the matching rate.

[00256] In step S1330, the server 10 may extract an answer having a calculated matching rate equal to or higher than a predetermined threshold among the answers

collected from the first referee terminal and set it as a plagiarism answer. Here, the plagiarism answer is similar to at least one of other referee's answers or the candidate's self-evaluation, so the fraudulent behavior is suspected, and means an answer set by the server 10 as an answer with low reliability.

[00257] Referring to FIG. 14, for example, when the threshold set in the server 10 is 60%, the answer calculated with the matching rate of 60% or more, "answer to the question No. 1 of the referee No. 1", is set as a plagiarism answer and thereby it is considered the answer with low reliability.

[00258] According to an example, even if the answer is to the same question, if the capacity (number of characters) of the answer written by each referee is different, the matching rate of each answer may be calculated differently.

[00259] Referring to FIG. 14, as a result of comparing the answer of referee No. 1 to question No. 1 with the answer of referee No. 2 to the question No. 1, the percentage of common words among the answer of referee No. 1 to question No. 1 was calculated as 73.33%. Meanwhile, as a result of comparing the answer of referee No. 2 to question No. 1 with the answer of referee No. 1 to question No. 1, the percentage of common words among the answer of referee No. 2 to question No. 1 was calculated as 59.98%. If the threshold is set to 60%, even the answers to the same question No. 1, the answer of the referee No. 1 is set as the plagiarism answer, but the answer of the referee No. 2 is not set as the plagiarism answer.

[00260] In this regard, according to an example, in step S1330, in a case where the matching rates are calculated differently from each other because the number of characters of the two answers to be compared is different, if at least one of the matching rates for the two answers is equal to or greater than the threshold value, the server 10 may set the all the two answers as plagiarism answers. In other words, by comparing the two answers to be compared in both directions, even if only one of the two answers meets the plagiarism criteria, all of them may be set as plagiarism answers, thereby preventing errors in detecting the fraudulent behavior caused by differences in the number of characters.

[00261] In step S1340, the server 10 provides information on the plagiarism answer set in step S1330 to the person in charge terminal 20.

[00262] According to an example, the server 10 may notify a person in charge of an answer suspected as the fraudulent behavior by displaying information on the plagiarism answer in one area of the first user interface 300.

[00263] FIG. 15 is an exemplary diagram of a first user interface displaying information on the plagiarism answer according to an example of the present disclosure.

[00264] According to an example, the server 10 may materialize the candidate list 321 displayed on the first user interface 300 according to the request of the person in charge terminal 20 and provide it to the person in charge terminal 20. For example, as shown in FIG. 15, in the materialized candidate list, information notifying the candidate's self-evaluation and the state in which replies from referees have been received may be displayed for each candidate.

[00265] According to an example, the server 10 may grasp a candidate for which at least one plagiarism answer is set among candidates included in the candidate list. Thereafter, the server 10 may additionally display information on the plagiarism answer in the display area of the candidate grasped as having the plagiarism answer in the candidate list.

[00266] For example, as shown in FIG. 15, the candidate list may include an item of recruitment notice, and a predetermined key observation icon 1501 indicating the recruitment notice may be included in the item of the recruitment notice of the candidate grasped to have the plagiarism answer. In addition, the server 10 may additionally display reliability information informing that the candidate's recommendation is low because the plagiarism answer having a high matching rate exists in the display area of the relevant candidate.

[00267] According to an example, when receiving a selection input for a specific candidate from the person in charge terminal 20, the server 10 may display a referee list for the relevant candidate on the first user interface 300 in response thereto. In this case, the referee list may include reliability information on each referee, and information indicating low reliability because of high matching rate between answers may be included in the reliability information of the referee whose the plagiarism answer was collected.

[00268] According to an example, the server 10 may generate a reference report on the reputation of a specific candidate and provide it to the person in charge terminal 20.

In addition, the server 10 may notify the person in charge of an answer suspected as the fraudulent behavior by displaying information on the plagiarism answer in one area of the reference report.

[00269] First, in step S1340, the server 10 may generate the reference report that comprehensively analyzes the reputation of the relevant candidate based on the candidate's reputation recommendation letter collected in step S230 and the questions and answers collected in step S1310, and provide it to the person in charge terminal 20.

[00270] FIG. 16 is an exemplary diagram of a reference report according to an example of the present disclosure.

[00271] Referring to FIG. 16, a reference report 1600 according to an example may include a title portion 1610 and a referee report 1620.

[00272] According to an example, the title portion 1610 may include an infographics information provision area in which the candidate's reputation recommendation letter and the referee's answers to a plurality of questions are analyzed and schematized. For example, as shown in FIG. 16, infographic information may be generated based on scores for each of the predetermined job competency indexes. Through this, the person in charge may easily grasp the candidate's capabilities at a glance, thereby reducing recruitment-related work time.

[00273] According to an example, the title portion 1610 may include a reliability information providing area. When at least one plagiarism answer is set in step S1330, the server 10 may display information 1611 thereon in the reliability information provision area.

[00274] According to an example, the referee report 1620 may include a referee information display area including referee identification information and a questionnaire area. At this time, the referee report 1620 may be generated separately for each referee who provided the answer in step S1310 and may be arranged in a predetermined order (referee No.).

[00275] According to an example, in the questionnaire area, a plurality of questions and the referee's answers to the questions provided to the referee terminal 40 in step S1310 may be arranged in order of question numbers. At this time, in the area where the answer set as the plagiarism answer in step S1330 is placed, a predetermined phrase

indicating that the answer has low reliability and information 1621 on other answers having a high matching rate with the relevant answer may be displayed.

[00276] For example, as shown in FIG. 16, the phrase “response reliability is low due to high matching rate between answers” may be displayed at the bottom of the plagiarism answer. In addition, referee No. and question No. corresponding to answers with a high matching rate with plagiarism answers, such as “Referee No. 2 Q1,” may be displayed. Of course, if there are multiple answers with a high matching rate, multiple referee Nos. and question Nos. may be displayed, such as “Referee No. 2 Q1/Referee No. 3 Q1”. In addition, if the matching rate is high with the answer to the strengths or the answer to the points of improvement of the candidate, the candidate's self-evaluation No. may be displayed in combination, such as “Referee No. 2 Q1/Candidate Q1 (strengths)”.

[00277] According to an example, in the case of the short-answer type or the multiple choice type question to which an answer is less than a predetermined number of characters, a predetermined phrase indicating that the answer is excluded from the matching rate analysis may be additionally displayed in the display area of the relevant answer.

[00278] As an additional example, in step S1330, the server 10 may perform additional analysis in which the scores for each predetermined job competency index input from each referee terminal 40 are compared with each other, for answers showing the calculated matching rate is in the predetermined error range with the threshold. As described above, the score for each job competency index is given based on the reputation determined by the referee through the candidate's reputation recommendation writing area 433, and the job competency index may include least one index of sincerity, responsibility, teamwork, customer kindness, and morality.

[00279] For example, assuming that the threshold is set to 60 percent and the error range is set to 0.5 percent, as a result of comparing the answer No. 1 of the first referee with the answer No. 1 of the second referee, a matching rate of 59.85 or 60.15 percent is obtained, so that there may be a case where it is suspected as the fraudulent behavior, but it is ambiguous to set it as the plagiarism answer. In this case, the server 10 compares the scores for each job competency index input from the first referee terminal with the scores for each job competency index input from the second referee terminal, and in a

case where the number of job competency indexes that are the same score is equal to or greater than the predetermined number, it may be determined as the plagiarism answer. In other words, in a situation where it is difficult to determine the fraudulent behavior only with the matching rate between answers, it is possible to provide more accurate reliability information to the person in charge by making the determination in consideration of the job competency index.

[00280] As an additional example, if the candidate has a history of plagiarism answers in the past, the server 10 may provide information thereon to the person in charge terminal 20 to remind the recruitment notice. For example, as shown in FIG. 16, an ethical issue item may be included in the title portion 1610 of the reference report 1600. Information on ethical issues is generally included in the candidate self-evaluation information 323 in nature, but when the server 10 matches the plagiarism answer to the relevant candidate identification information and stores them, answers with low reliability in the past are generated. A predetermined phrase that an answer with low reliability occurred in the past may be automatically generated and displayed in the ethical issue item.

[00281] Although the methods and systems of the present disclosure have been described with reference to specific examples, some or all of their components or operations may be implemented using a computer system having a general-purpose hardware architecture.

[00282] The above description of the present disclosure is for illustrative purposes, and those skilled in the art may understand that it may be easily modified into other specific forms without changing the technical spirit or essential features of the present disclosure. Therefore, the examples described above should be understood as illustrative in all respects and not limiting. For example, each component described as a single type may be implemented in a distributed manner, and similarly, components described as distributed type may be implemented in a combined form.

[00283] The scope of the present disclosure is indicated by the following claims rather than the detailed description above, and all changes or modifications derived from the meaning and scope of the claims and equivalent concepts should be construed as being included in the scope of the present disclosure.

WHAT IS CLAIMED IS:

1. A method for providing a reference check service for a person in charge of personnel recruitment, performed by a server, the method comprising:

5 (a) receiving a reputation inquiry request for a candidate from a person in charge terminal approved as a corporate member;

(b) receiving whether to agree to the reputation inquiry request and referee information from a candidate terminal of the candidate;

10 (c) requesting writing of a candidate's reputation recommendation letter to a referee terminal corresponding to the referee information when agreement is selected from the candidate terminal; and

(d) receiving the candidate's reputation recommendation letter written from the referee terminal and providing the candidate's reputation recommendation letter to the person in charge terminal.

15 2. The method for providing a reference check service of claim 1, wherein the step (a) includes

setting at least one of corporate member information input at the time of the corporate member registration request of the person in charge terminal or the Internet Protocol (IP) of the person in charge terminal, as company identification information, and

20 wherein the corporate member information includes business name, business contact number, person in charge name, person in charge contact number, and person in charge position/job.

25 3. The method for providing a reference check service of claim 1, wherein the step (a) includes

providing a user interface including a reputation inquiry request menu, a candidate's reputation recommendation letter inquiry menu, and a questionnaire management menu to the person in charge terminal,

30 listing and displaying a plurality of sample questions about a candidate reputation predetermined in a question type selected according to a question type

selection of the person in charge terminal through the questionnaire management menu, in the user interface, and

generating and storing a questionnaire including a plurality of questions according to performing a function of selecting, modifying, deleting, and arrangement
5 changing of the sample questions of the person in charge terminal,

wherein the questionnaire is provided to the referee terminal to write the candidate's reputation recommendation letter.

4. The method for providing a reference check service of claim 1, wherein
10 the step (b) includes

providing a user interface displaying a candidate agreement selection area and a referee information input area to the candidate terminal in response to the reputation recommendation request of the candidate terminal, and

wherein the referee information input area provides an input function of a
15 field value including a referee name, contact information, a relationship with the candidate, a name of the company worked together, and a period of service and a task to be performed of the candidate at the company worked together.

5. The method for providing a reference check service of claim 1, wherein
20 the step (c) includes

providing a guide message for writing a candidate's reputation recommendation letter to the referee terminal, and

providing a user interface for selecting whether to agree with the referee and writing the candidate's reputation recommendation letter, to the referee terminal in
25 response to a log-in request from the referee terminal according to the guide message.

6. The method for providing a reference check service of claim 1, wherein the step (d) includes

(d-1) providing a plurality of questions about the reputation of the candidate
30 to a plurality of referee terminals and collecting answers to the plurality of questions from each referee terminal;

(d-2) calculating a matching rate of each answer collected from a second referee terminal for each answer collected from a first referee terminal and; and

(d-3) extracting an answer with a matching rate equal to or greater than a predetermined threshold calculated among answers collected from the first referee terminal, setting the answer as a plagiarism answer, and providing information on the plagiarism answer to the person in charge terminal,

wherein the first referee terminal referees to one referee terminal randomly selected from among the plurality of referee terminals in a predetermined order, and the second referee terminal refers to each referee terminal except for the first referee terminal, and

wherein the plagiarism answer referees to an answer with low reliability, which is similar to at least one other referee's answer or candidate's self-assessment, and is suspected as a fraudulent behavior.

7. The method for providing a reference check service of claim 6, wherein the step (d-2), one of the plurality of referee terminals is selected as the first referee terminal in the predetermined order until all of the plurality of referee terminals are selected.

8. The method for providing a reference check service of claim 6, wherein the step (d-1) includes receiving a self-assessment including an answer to a strength and an answer to a points of improvement of the candidate from the candidate terminal.

9. The method for providing a reference check service of claim 8, wherein the step (d-2) includes calculating a matching rate between the answer to the strength and the answer to the point of improvement for each answer collected from the first referee terminal.

10. The method for providing a reference check service of claim 6, wherein in the step (d-2), only a matching rate between the answers collected from the first referee terminal and answers collected from the second referee terminal that are equal to or greater than a predetermined number of characters is calculated.

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11. The method for providing a reference check service of claim 6, wherein the step (d-2) includes

comparing each answer collected from the second referee terminal for each answer collected from the first referee terminal, checking a frequency at which a common word appear, and calculating the matching rate based on the frequency.

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12. The method for providing a reference check service of claim 11, wherein whether the common word is determined by a syllable or morpheme unit.

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13. The method for providing a reference check service of claim 6, wherein the step (d-2) is automatically performed after a predetermined time elapses when an answer is received from the last referee terminal among the plurality of referee terminals in the step (d-1).

20

14. The method for providing a reference check service of claim 6, wherein the step (d-3), when the matching rate is calculated differently because the number of characters of the two answers to be compared is different, if at least one of the matching rates for the two answers is equal to or greater than the predetermined threshold, the two answers are set as plagiarism answers.

25

15. The method for providing a reference check service of claim 6, wherein the step (d-3) includes

grasping a candidate for which at least one plagiarism answer is set among candidates included in a candidate list provided to the person in charge terminal; and

additionally displaying a predetermined key observation icon and reliability information indicating a recruitment notice in a display area of the grasped candidate in the candidate list.

5 16. The method for providing a reference check service of claim 6, wherein the step (d-3) includes

generating a reference report including information on the plagiarism answer in a reliability information providing area of a title portion and providing the reference report to the person in charge terminal, and

10 wherein the reference report, a predetermined phrase indicating that the answer has a low reliability and information on an another answer having a high matching rate with the plagiarism answer are displayed in an area in which the plagiarism answer is disposed.

15 17. A reference check service providing server comprising:

a memory storing a program for performing a method for providing a reference check service for a person in charge of personnel recruitment; and

a processor for executing the program,

wherein the processor

20 receives a reputation inquiry request for a candidate from a person in charge terminal approved as a corporate member,

receives whether to agree to the reputation inquiry request and referee information from a candidate terminal of the candidate,

25 requests writing of a candidate's reputation recommendation letter to a referee terminal corresponding to the referee information when agreement is selected from the candidate terminal, and

receives the candidate's reputation recommendation letter written from the referee terminal and provides the candidate's reputation recommendation letter to the person in charge terminal.