

Appendix A

Derek van der Ploeg



APPROVAL PROJECT BRIEF

To be filled in by the chair of the supervisory team.

chair _____ date ____ - ____ - ____ signature _____

CHECK STUDY PROGRESS

To be filled in by the SSC E&SA (Shared Service Center, Education & Student Affairs), after approval of the project brief by the Chair. The study progress will be checked for a 2nd time just before the green light meeting.

Master electives no. of EC accumulated in total: _____ EC

YES all 1st year master courses passed

Of which, taking the conditional requirements into account, can be part of the exam programme _____ EC

NO missing 1st year master courses are:

List of electives obtained before the third semester without approval of the BoE

name _____ date ____ - ____ - ____ signature _____

FORMAL APPROVAL GRADUATION PROJECT

To be filled in by the Board of Examiners of IDE TU Delft. Please check the supervisory team and study the parts of the brief marked **. Next, please assess, (dis)approve and sign this Project Brief, by using the criteria below.

- Does the project fit within the (MSc)-programme of the student (taking into account, if described, the activities done next to the obligatory MSc specific courses)?
- Is the level of the project challenging enough for a MSc IDE graduating student?
- Is the project expected to be doable within 100 working days/20 weeks ?
- Does the composition of the supervisory team comply with the regulations and fit the assignment ?

Content: APPROVED NOT APPROVED

Procedure: APPROVED NOT APPROVED

comments

name _____ date ____ - ____ - ____ signature _____

introduction (continued): space for images

image / figure 1: _____

image / figure 2: _____

PROBLEM DEFINITION **

Limit and define the scope and solution space of your project to one that is manageable within one Master Graduation Project of 30 EC (= 20 full time weeks or 100 working days) and clearly indicate what issue(s) should be addressed in this project.

ASSIGNMENT **

State in 2 or 3 sentences what you are going to research, design, create and / or generate, that will solve (part of) the issue(s) pointed out in "problem definition". Then illustrate this assignment by indicating what kind of solution you expect and / or aim to deliver, for instance: a product, a product-service combination, a strategy illustrated through product or product-service combination ideas, In case of a Specialisation and/or Annotation, make sure the assignment reflects this/these.

PLANNING AND APPROACH **

Include a Gantt Chart (replace the example below - more examples can be found in Manual 2) that shows the different phases of your project, deliverables you have in mind, meetings, and how you plan to spend your time. Please note that all activities should fit within the given net time of 30 EC = 20 full time weeks or 100 working days, and your planning should include a kick-off meeting, mid-term meeting, green light meeting and graduation ceremony. Illustrate your Gantt Chart by, for instance, explaining your approach, and please indicate periods of part-time activities and/or periods of not spending time on your graduation project, if any, for instance because of holidays or parallel activities.

start date _____ - _____ - _____ end date

MOTIVATION AND PERSONAL AMBITIONS

Explain why you set up this project, what competences you want to prove and learn. For example: acquired competences from your MSc programme, the elective semester, extra-curricular activities (etc.) and point out the competences you have yet developed. Optionally, describe which personal learning ambitions you explicitly want to address in this project, on top of the learning objectives of the Graduation Project, such as: in depth knowledge a on specific subject, broadening your competences or experimenting with a specific tool and/or methodology, Stick to no more than five ambitions.

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FINAL COMMENTS

In case your project brief needs final comments, please add any information you think is relevant.

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Appendix B

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Clustering HR professionals

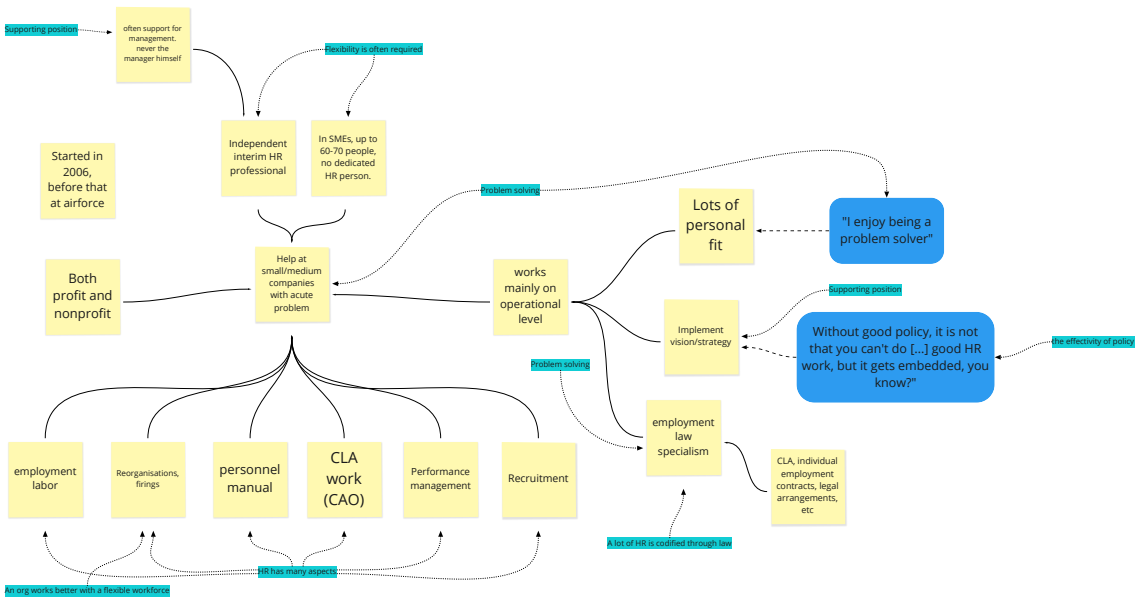


Clustering job seekers

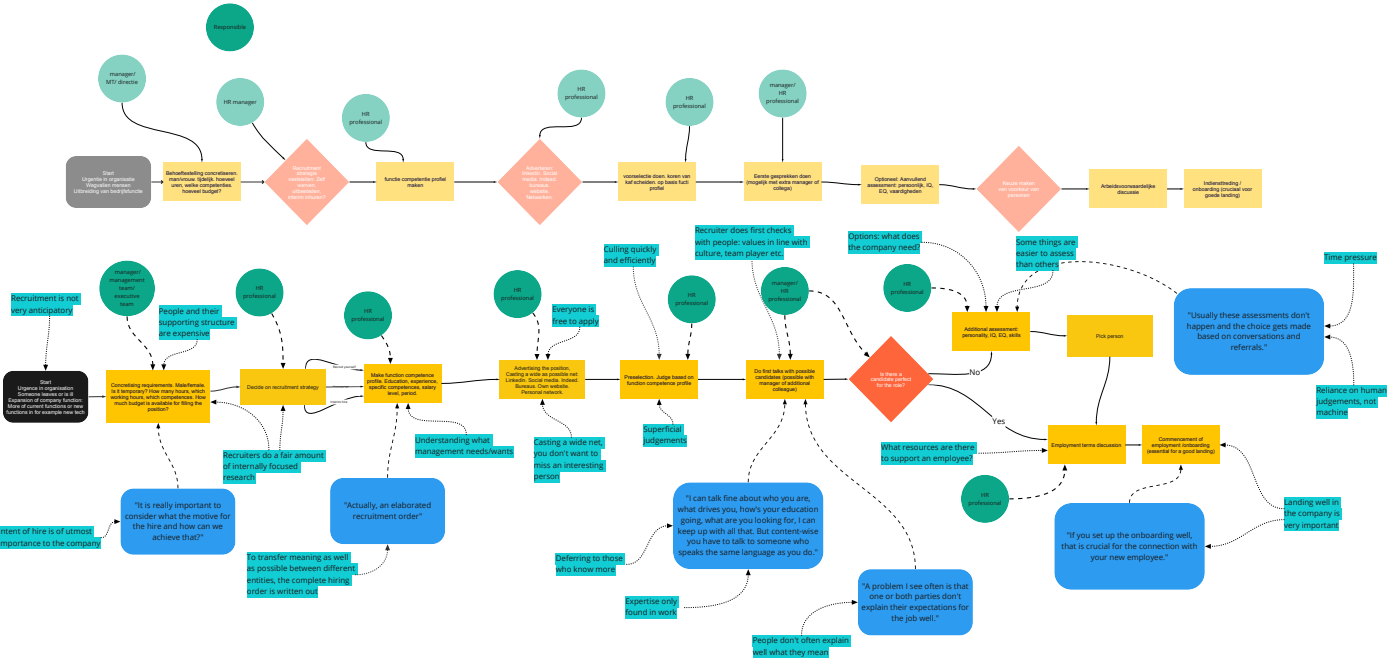


Interviewee 1

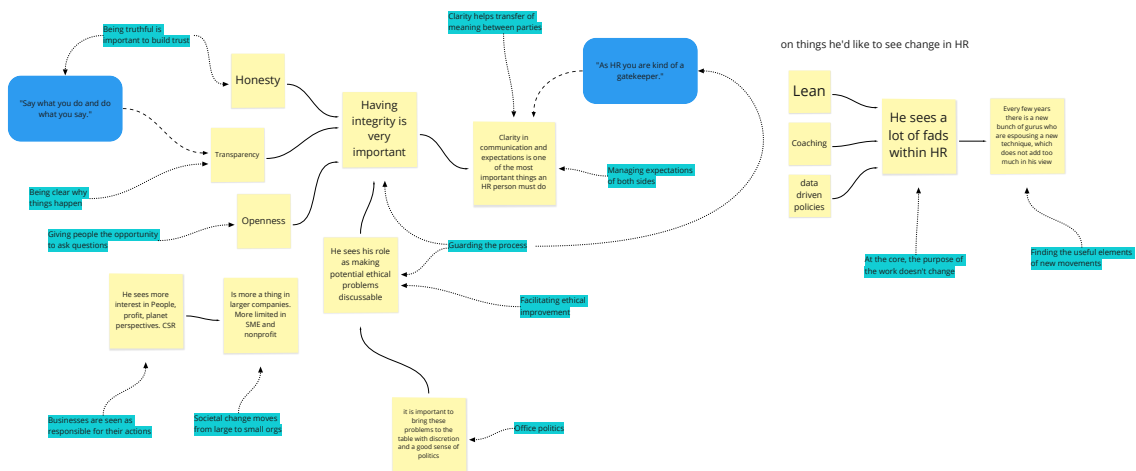
Section one: Understanding their work



Section two: Understanding the recruitment process

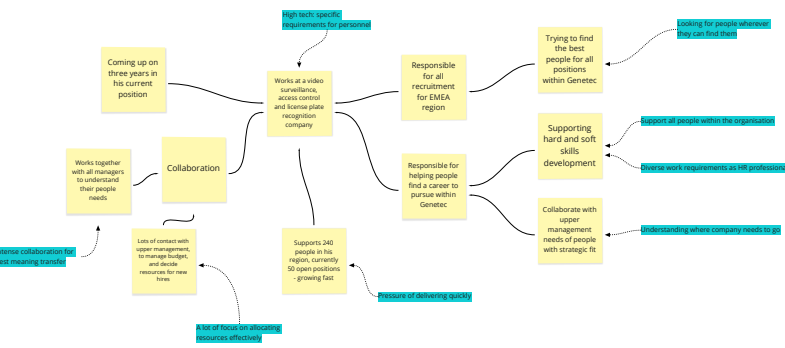


Section three: Ethics in HR

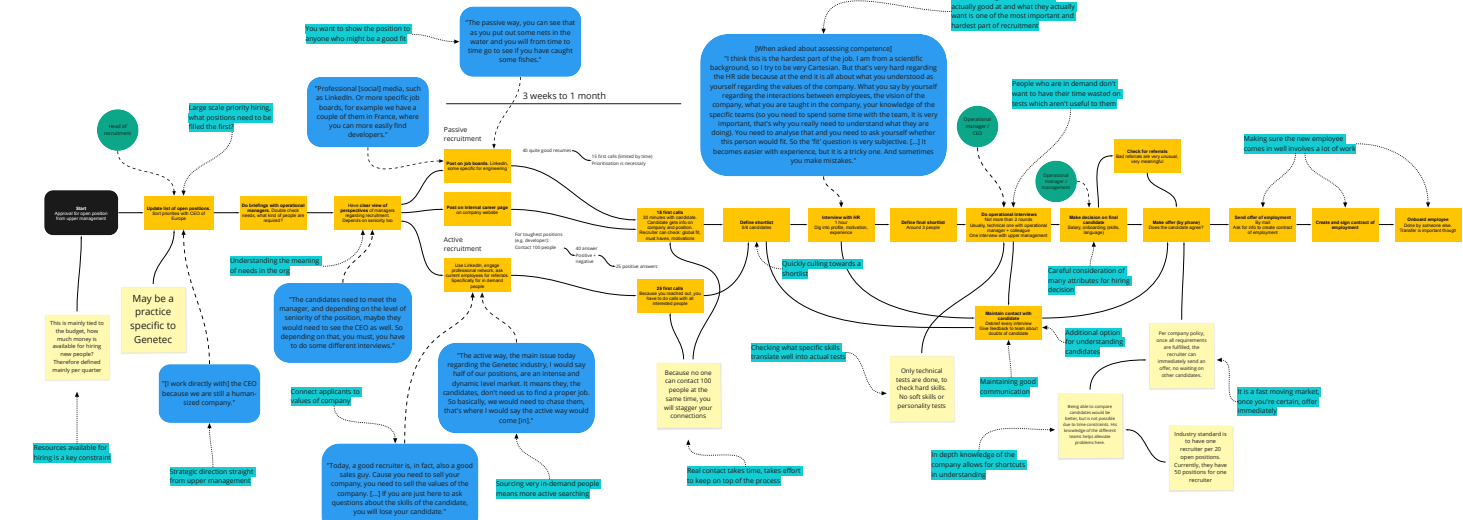


Interviewee 2

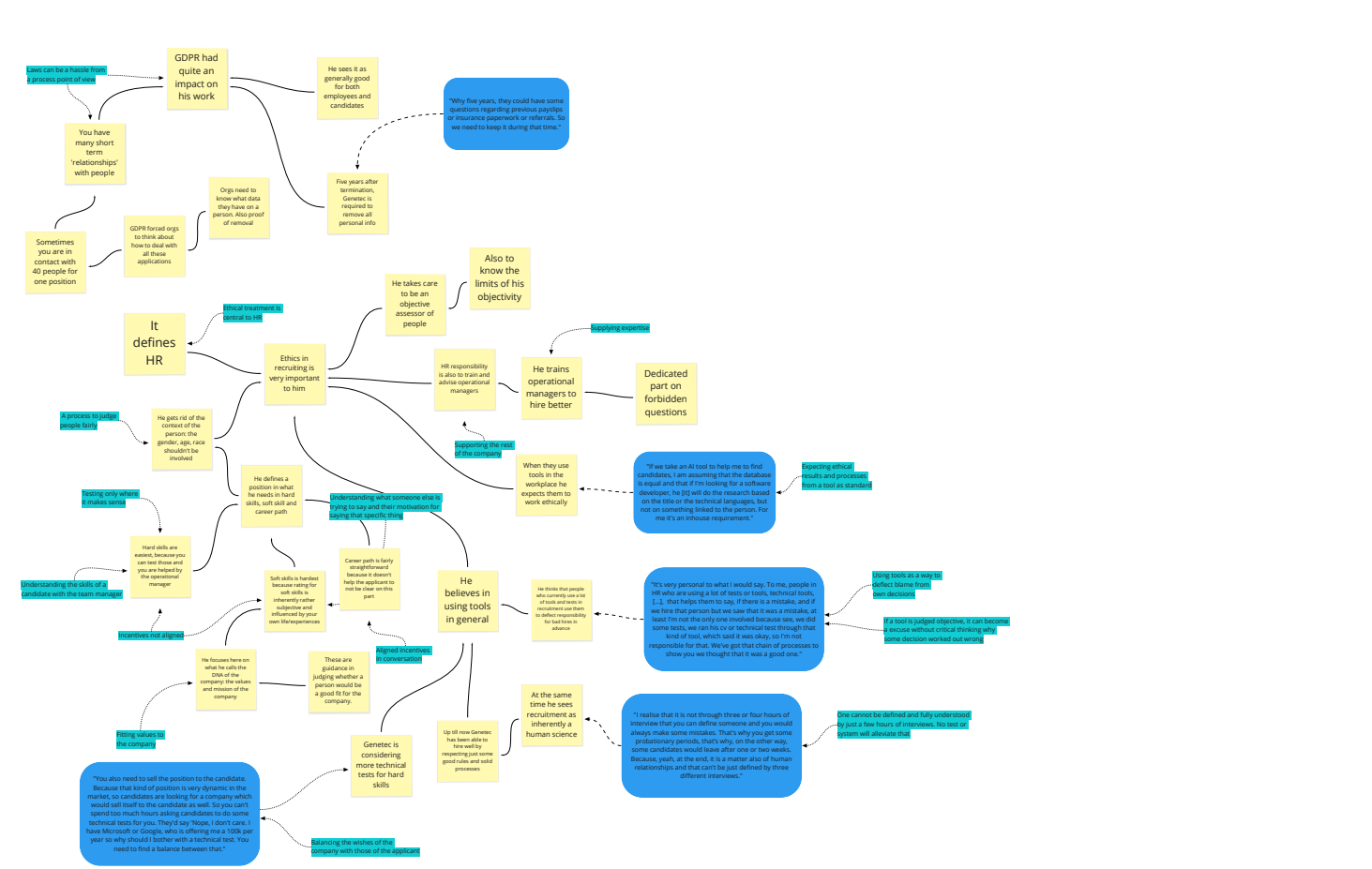
Section one: Understanding their work



Section two: Understanding the recruitment process

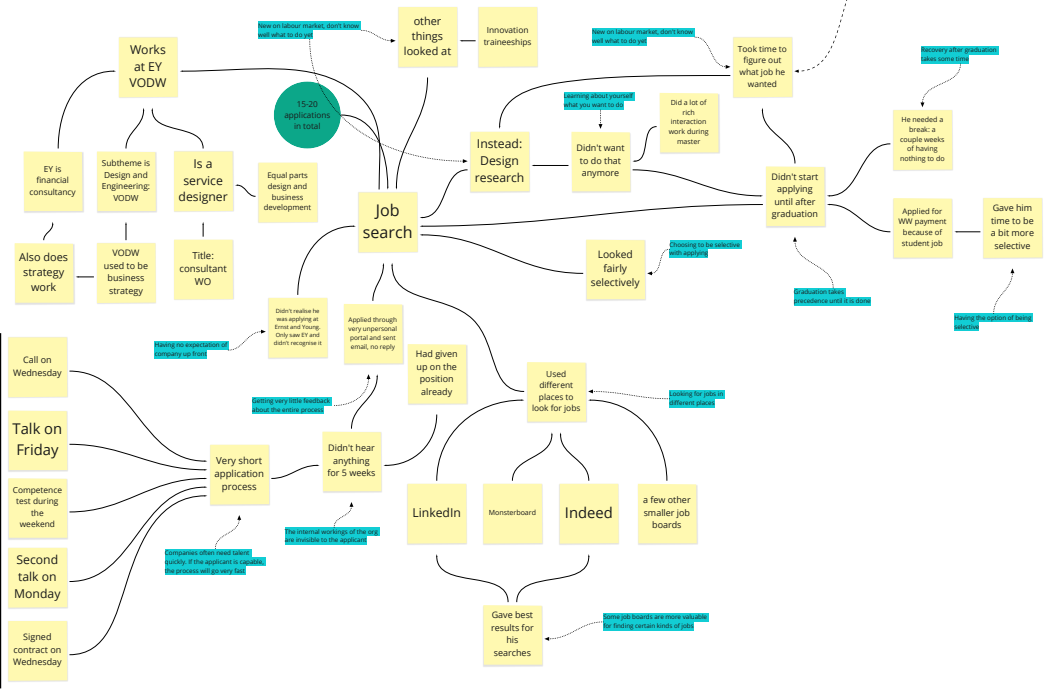


Section three: Ethics in HR

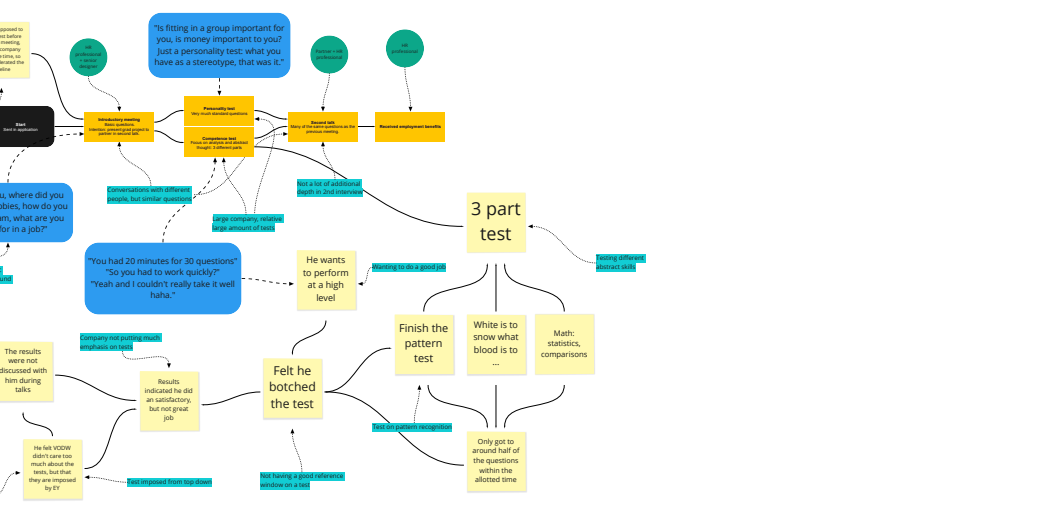


Interviewee 3

Section one: Current job and how they got it



Section two: The application procedure



Section three: Autonomy over self-representation



Appendix C

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Journey map

Recruiter

Marie Bakker - Dufort

Marie is 41, has 2 kids, met her Dutch husband while studying psychology at Leuven University. She works in Eindhoven at an international consultancy as a recruiter in a small team. She specialises in recruiting high tech people, having done so for 6 years now.

Needs

Strong communication with HR team
Good understanding of staffing needs of teams
Strategic direction from management on what positions are open
Efficient tools to work better

Challenges

Recruiting outside of her main sources: LinkedIn, nearby schools
Knowing the motivations of job applicants
Finding people for in demand jobs: developers, hardware specialists

Opportunities

Use structured interviews to learn about candidates and their preferences
Tap additional sources of potential employees
Pushing up strategic direction to management on how to make the company more interesting for in-demand job applicants



"What's going on with this human?" is the question I need always to have the answer for."

Job applicant

Mansur Ahmed Mahfoud

Mansur did a coding bootcamp in the evening while working in a warehouse. He is 26 and very motivated to find a better job than what he has been doing for the last 5 years. He heard that programmers are always in need so he used free online courses and personal projects to learn Python.

Needs

Knowledge on how to market himself
Practice in a team instead of on his own
A solid job that pays better than the warehouse
A community to keep developing himself

Challenges

No familiarity with the industry
Limited time to apply to jobs
Having no one who can give good advice

Opportunities

Find online groups to help him grow with his programming skills
Join an open source project to get experience with working in a team
Search to get a mentor who will help him find apply for jobs better



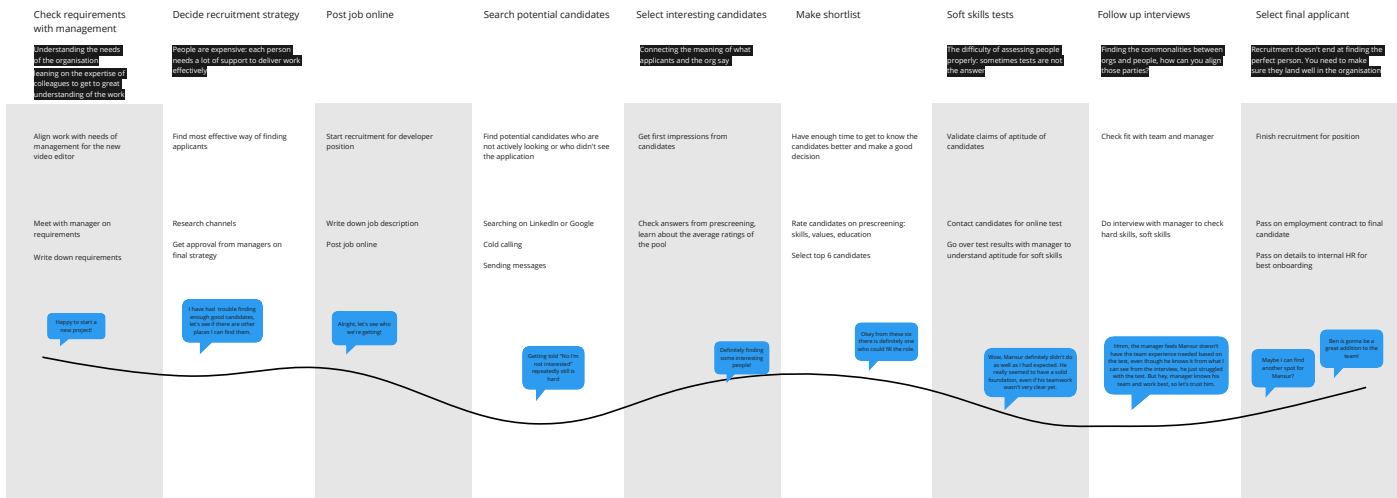
"I don't necessarily know what I want to do, I just know it is not going to be this warehouse."

Codes from interviews

Goals

Actions

Feelings about the recruitment



AI interview system

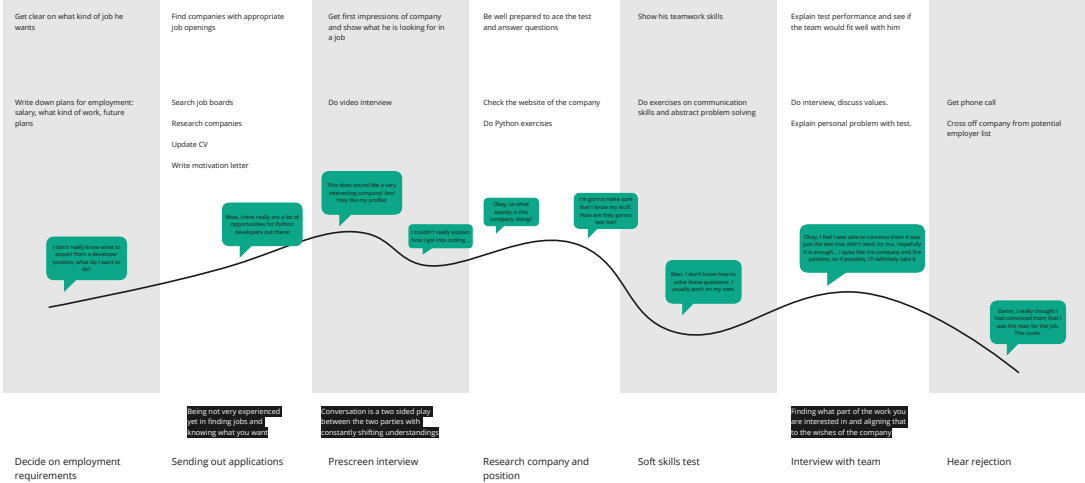
Job applicant

Goals

Actions

Feelings about the application

Codes from interviews



Appendix D

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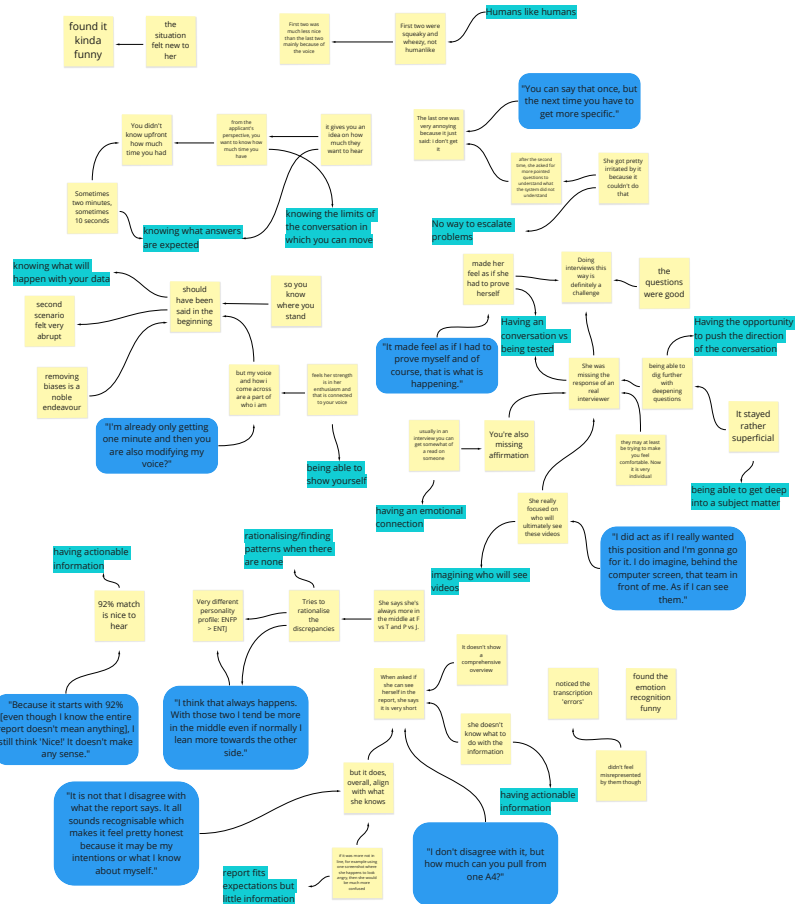


Prototype clustering

Iteration 1 & 2



Participant 1



Participant 2



Participant 3



Participant 4

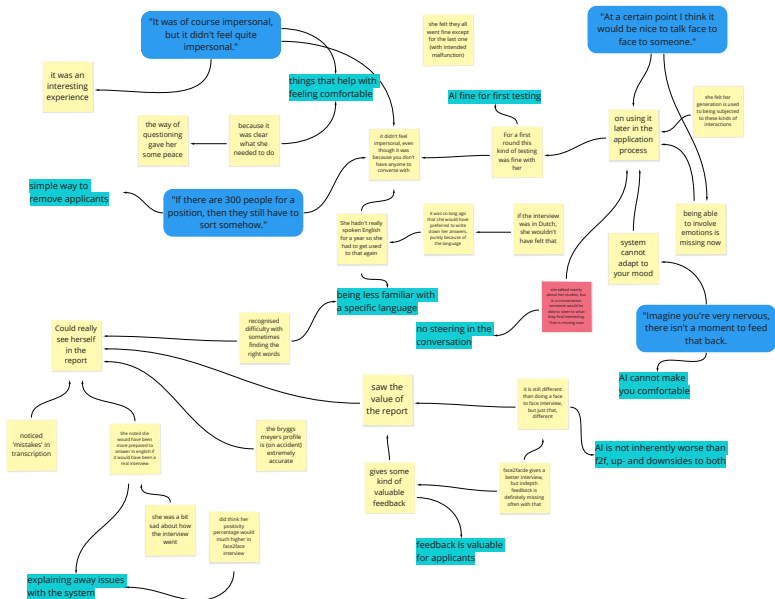


Participant 5



Participant 6







Appendix E

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Prototype clustering

Iteration 3



Participant 1



Participant 2



Participant 3

