HR

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Chapter 1

HR

Overview

A human-resources department (HR department) of an organization performs human resource management, overseeing various aspects of employment, such as compliance with labor law and employment standards, administration of employee benefits, and some aspects of recruitment.

Chapter 2

Module Documentation

2.1 Entities

2.1.0.1 ogit/Organization

An identity that represents an organization, company, or some other grouping of Person objects. Entities of this type should be created with a predefined ID. Those IDs should be named like a domain name, i.e. a concatention of some strings separated with a dot. if organization data is created from a LDAP then a mapping like "cn=John Doe,dc=example,dc=com" => "john_doe.example.com" should be employed. The ogit/function attribute should be used to tell what kind of grouping an entity of type Organization is: company, department, group, ...

- id: http://www.purl.org/ogit/Organization
- valid-from: Thu May 21 00:00:00 UTC 2015
- creator: Peter Larem
- scope: SGO
- parent: ogit/Node

attributes

- mandatory:
  - ogit/name
- optional:
  - ogit/businessCategory
  - ogit/city
  - ogit/country
  - ogit/description
  - ogit/email
  - ogit/function
  - ogit/phone
  - ogit/postalCode
  - ogit/sourceId
  - ogit/status
  - ogit/streetAddress
  - ogit/webPage

incoming edges

- ogit/HR/Recruiting/worksFor <= ogit/HR/Recruiting/Recruiter

2.1.0.2 ogit/Role

In contrast to ogit/Organization, which is mainly a collection of persons and/or other organziations, ogit/Role defines behavior of an actor along with necessary privileges.

- id: http://www.purl.org/ogit/Role
- valid-from: Thu May 21 00:00:00 UTC 2015
- creator: Peter Larem
- scope: SGO
- parent: ogit/Node

attributes

- mandatory:
  - ogit/name
- optional:
  - ogit/description
  - ogit/status

incoming edges

- ogit/HR/Recruiting/appliesFor <= ogit/HR/Recruiting/Applicant
- ogit/HR/Recruiting/recruitsFor <= ogit/HR/Recruiting/Recruiter
- ogit/belongs <= ogit/HR/Recruiting/Score

outgoing edges

- ogit/desires => ogit/HR/Recruiting/Education
- ogit/requires => ogit/HR/Recruiting/Education
- ogit/uses => ogit/HR/Recruiting/Relevance

2.1.0.3 ogit/HR/Recruiting/SkillGroup

A group of skills

- id: http://www.purl.org/ogit/HR/Recruiting/SkillGroup
- valid-from: Thu Mar 21 00:00:00 UTC 2019
- creator: Florian Fluegel
- scope: NTO
- parent: ogit/Node

incoming edges

- ogit/belongs <= ogit/HR/Recruiting/Skill

2.1.0.4 ogit/Auth/Account

An account is used for authentication and authorization.

- id: http://www.purl.org/ogit/Auth/Account
- valid-from: Mon Jan 01 00:00:00 UTC 2018
- creator: arago GmbH
- scope: NTO
- parent: ogit/Node

attributes

- mandatory:
  - ogit/Auth/Account/type
  - ogit/name
  - ogit/status
- optional:
  - ogit/Auth/Account/acceptedPrivacy
  - ogit/Auth/Account/acceptedProjectTerms
  - ogit/Auth/Account/acceptedTerms
  - ogit/Auth/Account/allowCookies
  - ogit/Auth/Account/statusReason
  - ogit/email

incoming edges

- ogit/has <= ogit/HR/Recruiting/Recruiter

2.1.0.5 ogit/HR/Recruiting/Education

qualification awarded to students upon successful completion of a course or study

- id: http://www.purl.org/ogit/HR/Recruiting/Education
- valid-from: Thu Mar 21 00:00:00 UTC 2019
- creator: Kaushik Gondaliya
- scope: NTO
- parent: ogit/Node

incoming edges

- ogit/contains <= ogit/HR/Recruiting/Resume
- ogit/desires <= ogit/Role
- ogit/requires <= ogit/Role

2.1.0.6 ogit/HR/Recruiting/Resume

A summary of education, employment experiences and qualifications

- id: http://www.purl.org/ogit/HR/Recruiting/Resume
- valid-from: Thu Mar 21 00:00:00 UTC 2019
- creator: Florian Fluegel
- scope: NTO
- parent: ogit/Node

incoming edges

- ogit/HR/Recruiting/submits <= ogit/HR/Recruiting/Applicant
- ogit/reviews <= ogit/HR/Recruiting/Recruiter

outgoing edges

- ogit/contains => ogit/HR/Recruiting/Skill
- ogit/contains => ogit/HR/Recruiting/Education
- ogit/has => ogit/HR/Recruiting/Score

2.1.0.7 ogit/HR/Recruiting/Recruiter

One who recruits

- id: http://www.purl.org/ogit/HR/Recruiting/Recruiter
- valid-from: Thu Mar 21 00:00:00 UTC 2019
- creator: Florian Fluegel
- scope: NTO
- parent: ogit/Node

outgoing edges

- ogit/HR/Recruiting/recruitsFor => ogit/Role
- ogit/HR/Recruiting/worksFor => ogit/Organization
- ogit/has => ogit/Auth/Account
- ogit/reviews => ogit/HR/Recruiting/Resume

2.1.0.8 ogit/HR/Recruiting/Applicant

One who applies for a role

- id: http://www.purl.org/ogit/HR/Recruiting/Applicant
- valid-from: Thu Mar 21 00:00:00 UTC 2019
- creator: Florian Fluegel
- scope: NTO
- parent: ogit/Node

outgoing edges

- ogit/HR/Recruiting/appliesFor => ogit/Role
- ogit/HR/Recruiting/submits => ogit/HR/Recruiting/Resume

2.1.0.9 ogit/HR/Recruiting/Score

Score for each job role and resume

- id: http://www.purl.org/ogit/HR/Recruiting/Score
- valid-from: Thu Mar 21 00:00:00 UTC 2019
- creator: Kaushik Gondaliya
- scope: NTO
- parent: ogit/Node

incoming edges

- ogit/has <= ogit/HR/Recruiting/Resume

outgoing edges

- ogit/belongs => ogit/Role

2.1.0.10 ogit/HR/Recruiting/Relevance

define importance for the skill, for ex, High, Meidum, Low, Required

- id: http://www.purl.org/ogit/HR/Recruiting/Relevance
- valid-from: Thu Mar 21 00:00:00 UTC 2019
- creator: Kaushik Gondaliya
- scope: NTO
- parent: ogit/Node

incoming edges

- ogit/uses <= ogit/Role

outgoing edges

- ogit/prioritizes => ogit/HR/Recruiting/Skill

2.1.0.11 ogit/HR/Recruiting/Skill

A skill is an ability to perform an activity in a competent manner.

- id: http://www.purl.org/ogit/HR/Recruiting/Skill
- valid-from: Thu Mar 21 00:00:00 UTC 2019
- creator: Kaushik Gondaliya
- scope: NTO
- parent: ogit/Node

attributes

- optional:
  - ogit/category

incoming edges

- ogit/contains <= ogit/HR/Recruiting/Resume
- ogit/prioritizes <= ogit/HR/Recruiting/Relevance

outgoing edges

- ogit/belongs => ogit/HR/Recruiting/SkillGroup

2.2 Verbs

2.2.0.1 ogit/HR/Recruiting/submits

Indicates if someone submits something

- id: http://www.purl.org/ogit/HR/Recruiting/submits
- valid-from: Thu Mar 21 00:00:00 UTC 2019
- creator: Florian Fluegel

Allowed Connection

- ogit/HR/Recruiting/Applicant => ogit/HR/Recruiting/Resume

2.2.0.2 ogit/contains

This relationship indicates that something is part of something else. see also "includes"

- id: http://www.purl.org/ogit/contains
- valid-from: Thu May 21 00:00:00 UTC 2015
- creator: Peter Larem

Allowed Connection

- ogit/HR/Recruiting/Resume => ogit/HR/Recruiting/Skill
- ogit/HR/Recruiting/Resume => ogit/HR/Recruiting/Education

2.2.0.3 ogit/desires

It is not required. But strong wish to have something or wish for something to happen.

- id: http://www.purl.org/ogit/desires
- valid-from: Thu Mar 28 00:00:00 UTC 2019
- creator: Kaushik Gondaliya

Allowed Connection

- ogit/Role => ogit/HR/Recruiting/Education

2.2.0.4 ogit/prioritizes

Indicates if an entity set priority for something else.

- id: http://www.purl.org/ogit/prioritizes
- valid-from: Wed Sep 02 00:00:00 UTC 2015
- creator: bmoore@arago.de

Allowed Connection

- ogit/HR/Recruiting/Relevance => ogit/HR/Recruiting/Skill

2.2.0.5 ogit/HR/Recruiting/recruitsFor

Indicates if someone recruits for something

- id: http://www.purl.org/ogit/HR/Recruiting/recruitsFor
- valid-from: Thu Mar 21 00:00:00 UTC 2019
- creator: Florian Fluegel

Allowed Connection

- ogit/HR/Recruiting/Recruiter => ogit/Role

2.2.0.6 ogit/HR/Recruiting/worksFor

Indicates if someone works for someone else

- id: http://www.purl.org/ogit/HR/Recruiting/worksFor
- valid-from: Thu Mar 21 00:00:00 UTC 2019
- creator: Florian Fluegel

Allowed Connection

- ogit/HR/Recruiting/Recruiter => ogit/Organization

2.2.0.7 ogit/requires

Indicates dependencies between entities in the sense of "necessary condition".

- id: http://www.purl.org/ogit/requires
- valid-from: Thu May 21 00:00:00 UTC 2015
- creator: Peter Larem

Allowed Connection

- ogit/Role => ogit/HR/Recruiting/Education

2.2.0.8 ogit/HR/Recruiting/appliesFor

Indicates if someone applied for something

- id: http://www.purl.org/ogit/HR/Recruiting/appliesFor
- valid-from: Thu Mar 21 00:00:00 UTC 2019
- creator: Florian Fluegel

Allowed Connection

- ogit/HR/Recruiting/Applicant => ogit/Role

2.2.0.9 ogit/reviews

One entity reviews another

- id: http://www.purl.org/ogit/reviews
- valid-from: Fri Jul 13 00:00:00 UTC 2018
- creator: Mikhail Osher

Allowed Connection

- ogit/HR/Recruiting/Recruiter => ogit/HR/Recruiting/Resume

2.2.0.10 ogit/belongs

Verb showing if one entity belongs to another.

- id: http://www.purl.org/ogit/belongs
- valid-from: Thu May 21 00:00:00 UTC 2015
- creator: Peter Larem

Allowed Connection

- ogit/HR/Recruiting/Score => ogit/Role
- ogit/HR/Recruiting/Skill => ogit/HR/Recruiting/SkillGroup

2.2.0.11 ogit/uses

This relationship indicates that some entity is used by some other.

- id: http://www.purl.org/ogit/uses
- valid-from: Thu May 21 00:00:00 UTC 2015
- creator: Peter Larem

Allowed Connection

- ogit/Role => ogit/HR/Recruiting/Relevance

2.2.0.12 ogit/has

Indicates if an entity has another entity.

- id: http://www.purl.org/ogit/has
- valid-from: Thu Mar 28 00:00:00 UTC 2019
- creator: Kaushik Gondaliya

Allowed Connection

- ogit/HR/Recruiting/Recruiter => ogit/Auth/Account
- ogit/HR/Recruiting/Resume => ogit/HR/Recruiting/Score

2.3 Attributes

2.3.0.1 ogit/category

Used to categorize things.

- id: http://www.purl.org/ogit/category
- valid-from: Thu May 21 00:00:00 UTC 2015
- creator: Peter Larem

used

- optional:
  - ogit/HR/Recruiting/Skill

2.3.0.2 ogit/postalCode

The postal code. For example, 60433.

- id: http://www.purl.org/ogit/postalCode
- valid-from: Thu May 21 00:00:00 UTC 2015
- creator: Peter Larem

used

- optional:
  - ogit/Organization

2.3.0.3 ogit/email

An email address.

- id: http://www.purl.org/ogit/email
- valid-from: Thu May 21 00:00:00 UTC 2015
- creator: Peter Larem

used

- optional:
  - ogit/Auth/Account
  - ogit/Organization

2.3.0.4 ogit/function

Attibute used to specify a function that some entity does/provides.This is more specific then 'description'. Should contain a short string. At this level of specification it is still a free from string. However, unlike 'description', it is expected to contain some list of fixed values.

- id: http://www.purl.org/ogit/function
- valid-from: Thu May 21 00:00:00 UTC 2015
- creator: Peter Larem

used

- optional:
  - ogit/Organization

2.3.0.5 ogit/country

Name of a country.

- id: http://www.purl.org/ogit/country
- valid-from: Mon Jul 27 00:00:00 UTC 2015
- creator: Philipp Pelchmann

used

- optional:
  - ogit/Organization

2.3.0.6 ogit/businessCategory

The category of a business.

- id: http://www.purl.org/ogit/businessCategory
- valid-from: Mon Jul 27 00:00:00 UTC 2015
- creator: Philipp Pelchmann

used

- optional:
  - ogit/Organization

2.3.0.7 ogit/sourceId

The Id of the source system.

- id: http://www.purl.org/ogit/sourceId
- valid-from: Thu Jun 11 00:00:00 UTC 2015
- creator: Peter Larem

used

- optional:
  - ogit/Organization

2.3.0.8 ogit/city

Name of a city.

- id: http://www.purl.org/ogit/city
- valid-from: Mon Jul 27 00:00:00 UTC 2015
- creator: Philipp Pelchmann

used

- optional:
  - ogit/Organization

2.3.0.9 ogit/status

A status for an entity. At this level of specification no list of values is specified. However, applications using this attribute are expected to allow only a fixed list of values that seems usefual in the application's semantic context.

- id: http://www.purl.org/ogit/status
- valid-from: Thu May 21 00:00:00 UTC 2015
- creator: Peter Larem

used

- mandatory:
  - ogit/Auth/Account
- optional:
  - ogit/Organization
  - ogit/Role

2.3.0.10 ogit/streetAddress

The street address. For example, Eschersheimer Landstr. 526-532

- id: http://www.purl.org/ogit/streetAddress
- valid-from: Thu May 21 00:00:00 UTC 2015
- creator: Peter Larem

used

- optional:
  - ogit/Organization

2.3.0.11 ogit/Auth/Account/statusReason

Status Reason of an ogit/Auth/Account

- id: http://www.purl.org/ogit/Auth/Account/statusReason
- valid-from: Mon Jan 01 00:00:00 UTC 2018
- creator: arago GmbH

used

- optional:
  - ogit/Auth/Account

2.3.0.12 ogit/Auth/Account/type

Type of an account. Values: person, application

- id: http://www.purl.org/ogit/Auth/Account/type
- valid-from: Mon Jan 01 00:00:00 UTC 2018
- creator: arago GmbH

used

- mandatory:
  - ogit/Auth/Account

2.3.0.13 ogit/name

Contains a name.

- id: http://www.purl.org/ogit/name
- valid-from: Thu May 21 00:00:00 UTC 2015
- creator: Peter Larem

used

- mandatory:
  - ogit/Auth/Account
  - ogit/Organization
  - ogit/Role

2.3.0.14 ogit/description

Contains a description.

- id: http://www.purl.org/ogit/description
- valid-from: Thu May 21 00:00:00 UTC 2015
- creator: Peter Larem

used

- optional:
  - ogit/Organization
  - ogit/Role

2.3.0.15 ogit/Auth/Account/acceptedProjectTerms

Flag about whether HIRO Project terms were accepted

- id: http://www.purl.org/ogit/Auth/Account/acceptedProjectTerms
- valid-from: Mon Jan 01 00:00:00 UTC 2018
- creator: arago GmbH

used

- optional:
  - ogit/Auth/Account

2.3.0.16 ogit/Auth/Account/acceptedTerms

Flag about whether usage terms were accepted

- id: http://www.purl.org/ogit/Auth/Account/acceptedTerms
- valid-from: Mon Jan 01 00:00:00 UTC 2018
- creator: arago GmbH

used

- optional:
  - ogit/Auth/Account

2.3.0.17 ogit/phone

a phone number

- id: http://www.purl.org/ogit/phone
- valid-from: Thu May 21 00:00:00 UTC 2015
- creator: Peter Larem

used

- optional:
  - ogit/Organization

2.3.0.18 ogit/Auth/Account/allowCookies

Flag about whether cookies are allowed

- id: http://www.purl.org/ogit/Auth/Account/allowCookies
- valid-from: Mon Jan 01 00:00:00 UTC 2018
- creator: arago GmbH

used

- optional:
  - ogit/Auth/Account

2.3.0.19 ogit/webPage

A web page.

- id: http://www.purl.org/ogit/webPage
- valid-from: Mon Jul 27 00:00:00 UTC 2015
- creator: Philipp Pelchmann

used

- optional:
  - ogit/Organization

2.3.0.20 ogit/Auth/Account/acceptedPrivacy

Flag about whether privacy terms were accepted

- id: http://www.purl.org/ogit/Auth/Account/acceptedPrivacy
- valid-from: Mon Jan 01 00:00:00 UTC 2018
- creator: arago GmbH

used

- optional:
  - ogit/Auth/Account