













The alternative Profile 1 ( $A_1$ ) is finally chosen since it is associated with a greater weight.

## 5. CONCLUSIONS

This work has applied the fuzzy logic for evaluating the criteria to adopt for selecting human resources in the field of science and technology.

In particular, fuzzy logic has been exploited to define a procedure that could eliminate subjectivity; thus, fuzzy logic has allowed us to consider several criteria such as education and job experiences of the candidates to be selected.

The results obtained in the paper can be improved in order to get the optimal solution in a few time and the system can be further developed.

In fact, as it appears from the case study, the values of the fuzzy set can be improved to increase, as an example, the number of variables of the decision system or modifying criteria and sub-criteria.

Obviously, for improving management of human resources for science and technology, a continuous and wider attention should be devoted to educational infrastructures, particularly to building up specialized educational curricula as well as to financial support to research and development.

It is highly desirable that the framework can be improved by selecting additional factors such as cultural and social skills of the candidates referred to contents of the research. In such a case, the proposed approach can represent an adequate and systematic framework able to provide a useful tool to managers and to experts in the management of human capital.

In particular, this could allow one to exploit more refined solutions in the search for candidates to be employed in the field of science and technology.

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