**Personal data**

Name of Presenter: Zsolt Fülöp, Péter Kollár, László Pitlik

Title/Rank: MA student of SZIU, assistant lecturer, associate professor

Institutional Affiliation: Szent István University

**Mailing Address**

City: Gödöllő, Páter K. 1.

Zip code: 2100

Country: Hungary

Email: rpr1337@gmail.com; kollar.peter@gtk.szie.hu; pitlik@miau.gau.hu

**Presentation form: paper**

Attached paper proposal:

Title of Paper: Robot-coach or new approach of competency-based human development

Special Interest Group:

Names of Presenters: Zsolt Fülöp, Péter Kollár, László Pitlik

A brief biography:

**Zsolt Fülöp** has been earned professional qualification of BA in communication and media science. He has been earning MA degree on field of marketing. His main fields of interest are communication, media, broadcasting and marketing.

**Péter Kollár** is working for SZIU as assistant lecturer. He has been earning PhD degree on topic of transformational leadership. He is lecturing human resource management, personnel administration and leadership subjects.

**László Pitlik** has earned PhD degree on topic of decision supporting use artificial intelligence in 1993 in Germany. Since then he has been working as lecturer, researcher and innovator. He is associate professor of SZIU, head of department of R&D&I and MY-X team

Brief description of the presentation:

This presentation introduces the second results of the series of experiments conducted by the R&D&I group of the SZIE FESS ISST and the Department of Management which began in 2015. The goal of our research is to create a competency measurement method, and a methodology intended to calculate a competency-index based on log data and artificial intelligence methods, and evaluating its feasibility. The project's other goal is to advise on, and contribute to creation of framework of data driven human development.

30-word description of the paper:

Competency based human development as a representative concept addressing the educational and employee development challenges encompasses multiple theoretical and pragmatic approaches with various scopes of analyses. In this paper the authors try to introduce the reader in a data-driven- or big-data-based approach. Goals of this research are to investigate how can be identified and measured behavior pattern related competencies on the strength of log-data and develop an expert system that is able to forecast training needs.

Keywords: Competency, measurement, robot-coach, similarity analysis, anti-discriminative modelling, big data