

## Accepted Manuscript

Portfolio model for analyzing human resources: An approach based on neuro-fuzzy modeling and the simulated annealing algorithm

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PII: S0957-4174(17)30572-9  
DOI: [10.1016/j.eswa.2017.08.034](https://doi.org/10.1016/j.eswa.2017.08.034)  
Reference: ESWA 11503



To appear in: *Expert Systems With Applications*

Received date: 26 April 2017  
Revised date: 16 August 2017  
Accepted date: 17 August 2017

Please cite this article as: Vesko Lukovac , Dragan Pamučar , Milena Popović , Boban Đorović , Portfolio model for analyzing human resources: An approach based on neuro-fuzzy modeling and the simulated annealing algorithm, *Expert Systems With Applications* (2017), doi: [10.1016/j.eswa.2017.08.034](https://doi.org/10.1016/j.eswa.2017.08.034)

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**Highlights**

- New portfolio model for developing human resources
- Model is based on the BCG portfolio matrix and neuro-fuzzy modeling
- Perspective and non-perspective staff has been identified by using model
- Portfolio model is tested in the realistic industrial environment

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