

TalentTracker

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1. Executive Summary:

TalentTrackr is a web-based application designed to empower recruiters, HR professionals, and business owners in making informed decisions when choosing hiring platforms. By aggregating real-time data, providing platform comparisons, and offering cost analysis, TalentTrackr aims to streamline the talent acquisition process, saving time and resources while enhancing recruitment outcomes.

Users can compare the performance of various platforms, track data metrics, and assess their cost-effectiveness, all within a user-friendly interface. It will be a cost effective solution which can be used by small to big organizations. This application will help users to invest cost on the best platform while advertising the job recruitments.

Confused about which platform to choose for your organization?

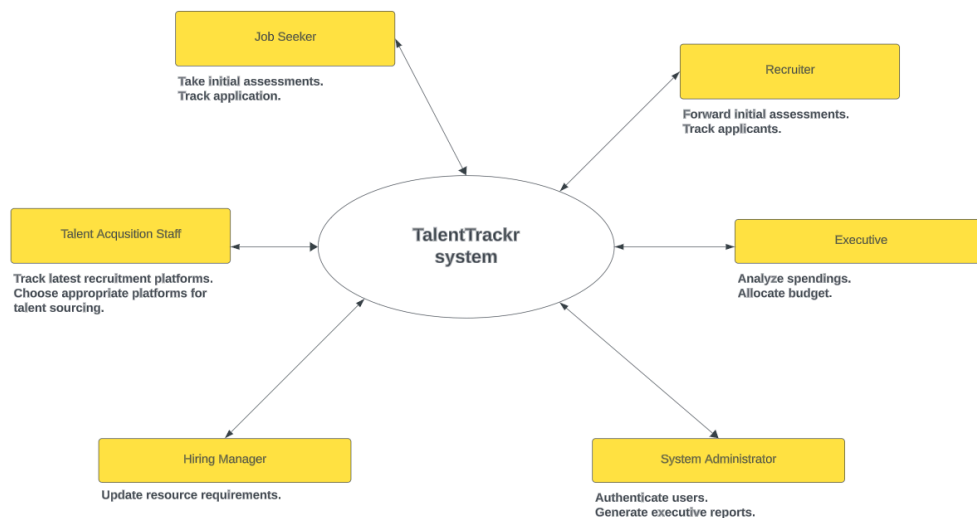
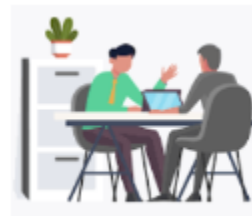


Don't worry!!

TalentTrackR has got you covered.!!!

Below are some features that we are proposing.

- User Authentication and authorization
- Dashboard
- Data Export
- Notifications and Alerts
- Search and filters
- Feedback forms
- Collaboration tools
- Data Imports
- Communication tools
- User Training Resources
- Data Backup
- Security and Compliance
- Customizations



2. Problem Statement:

Recruiters and HR professionals often face challenges in selecting the most suitable hiring platforms for their job listings. This decision-making process can be time-consuming, costly, and may not always lead to optimal results. Existing solutions lack comprehensive data-driven insights, leading to suboptimal platform choices.

2.1 Project Name: TalentTrackr Web Application

2.2 Project Sponsor:

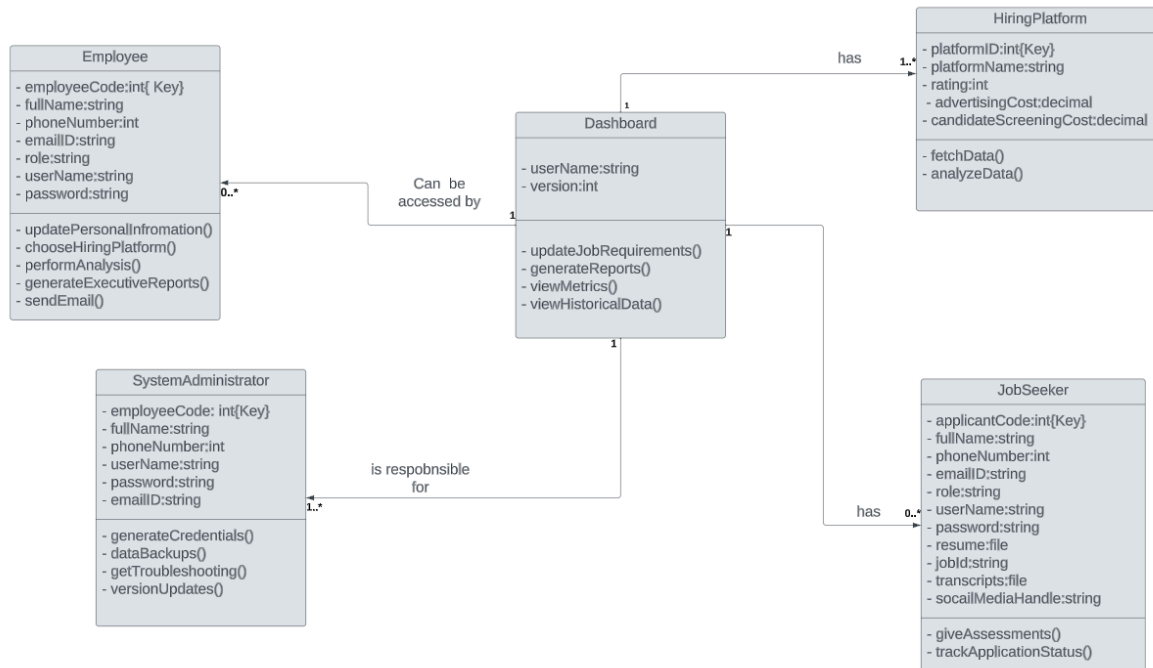
Chief Human Resource Officer (CHRO) at a Fortune 500 company.

2.3 Business need:

- Streamlined Talent Acquisition: In a competitive job market, businesses need an efficient and strategic approach to attract and hire top talent.
- Cost Reduction: Organizations seek to minimize hiring costs while maintaining high-quality recruitment.
- Informed Decision-Making: Access to data-driven insights is crucial for making informed choices in selecting the most effective hiring platforms.
- Competitive Advantage: TalentTrackr addresses these needs, providing a competitive edge by optimizing talent acquisition processes and enhancing cost-efficiency.

2.4 Objectives:

- Develop TalentTrackr, a web-based app that provides data-driven insights to recruiters and HR professionals.
- Assist users in selecting the most effective hiring platforms based on their unique needs and preferences.
- Streamline the recruitment process by offering platform comparisons, cost estimations, and market insights.
- More features expected.



2.5 Expected Value (Cost/Benefit):

The objective of this application is to bring down the overall costs for acquiring talent. We aim to do this by helping organizations gain good quality insights on their current hiring processes. The cost benefit analysis will evaluate the potential cost savings and benefits that organizations can achieve by using TalentTrackr.

Benefits:

- **Cost Savings:** TalentTrackr aims to help organizations reduce costs associated with recruitment by providing insights that lead to more efficient hiring platform choices.
- **Time Savings:** By streamlining the platform selection process, the app can save valuable time for HR professionals and recruiters.
- **Improved Hiring Quality:** Data-driven insights can lead to better hiring decisions, resulting in a higher quality of talent acquisition.
- **Enhanced Recruitment Strategies:** TalentTrackr empowers organizations to make informed strategic decisions, optimizing their recruitment processes for long-term success.

2.6 Scope:

- Development of a user-friendly web application.
- Integration with hiring platforms to access real-time data.
- Creation of algorithms for platform comparison, cost estimation, and personalized recommendations.
- User profile management for customization.
- User review and rating system.
- Integration with select ATS platforms.
- Mobile responsiveness for accessibility.
- Compliance with relevant data privacy regulations.

3.Assumptions:

- Users have access to the internet and modern web browsers.
- The app will rely on data scraping and/or API integrations with hiring platforms for real-time data updates.
- User data will be collected and stored in compliance with data privacy regulations.

4.Deliverables:

- Fully functional TalentTrackr web application.
- Documentation on data sources and algorithms.
- User guides and tutorials.
- Regular data updates and maintenance.

5.Acceptance Criteria:

- The app provides accurate and up-to-date data on hiring platforms.
- Users can create profiles and receive tailored platform recommendations.
- The platform comparison and cost estimation features are reliable.
- The user review and rating system functions as intended.
- The app is accessible on various devices and browsers.
- Data privacy and security measures are in place and comply with regulations.

6.Stakeholders:

- Recruiters and HR Professionals
- Small and Medium-sized Business Owners
- Talent Acquisition Specialists
- Job Seekers (indirectly)
- Recruitment Agencies
- Development and IT Team

- Data Providers (Hiring Platforms)
- Legal and Compliance Team

7. Proposed System

Below are the proposed features of the Talentrackr

- Dashboard for data analysis of hiring platforms
- User authorizations and authentications
- Communication channel between internal teams
- Data Exports in reports.
- Notifications and alerts
- User training resources

Future Scope:

- Data Imports for historical data
- Feedback forms
- Data backups

8. Functional Specifications for the proposed system:

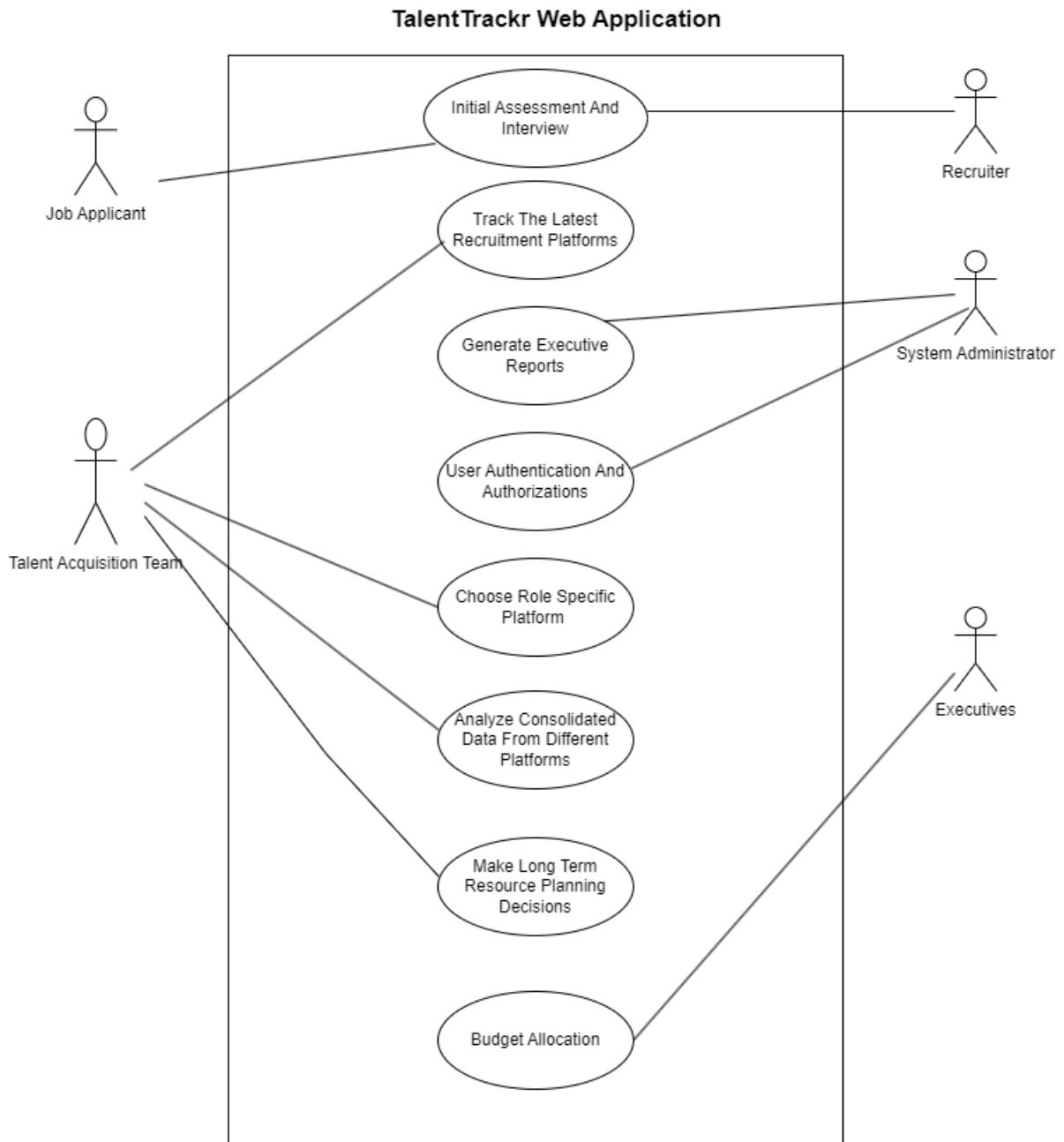
Current Scope

- User Authentication and authorization: This will secure role-based user accounts for access of data. This includes functionalities like Sign up, Sign in, Forgot password etc.
- Dashboard: A customizable dashboard that provides an overview of key recruitment metrics, competitive data analytics, platform recommendations and recent activity.
- Data Export: The ability to extract recruitment data and reports in various formats. (eg. CSV, PDF etc)
- Notifications and Alerts: Automated notifications and alerts for important recruitment vacancies, and platform performance changes.
- Search and filters: Search and filtering options to find and sort recruitment data, including job postings, and hiring platforms.
- Data Imports: Capability to import historical recruitment data from a existing system to seamless transformation on new system
- User Training Resources: Provide tutorials, videos and online resources to help users to effectively use the system.

Future Scope

- Feedback forms: A feature for collecting feedback from hiring managers to improve the recruitment process.
- Data Backup: Timely data backups and recovery mechanisms to safeguard data loss
- Customizations: Customize the application as per organizational needs
- Collaboration tools: Features that enable team members to work together on recruitment activities, sharing of notes in real time. Integration of E-mail and messaging for communication between team members.

8. Use Case Diagram:



9. Use Case Description:

Use Case Description 1:

Use Case Name	Budget allocation recommendation	
Scenario	Allocate budget for recruitment based on the analysis of data from different hiring platforms.	
Triggering event	Long term resource planning. & Filling a vacancy in a given project.	
Brief Description	Talenttrackr gives recommendations on how to efficiently allocate budget on different platforms based on the company's needs.	
Actors	Executives	
Related Use Cases	Visuals and dashboards to generate resource management reports	
Stakeholders	Executives, Hiring managers, Talent Acquisition Professionals	
Preconditions	Online web portals must be active. Data must be loaded and analyzed before TalenTrackR provides recommendations.	
Postconditions	Stakeholders make decisions and allocate budgets based on their requirements.	
Flow of activities	Actor	System
	1. Login to the system	1. Request requirements
	2. Enter short term as well as long term resource requirements	2. Analyze data and the requirements
	3. Allocate budget based on the requirements	3. Give recommendations based on analyzed data.
Exception Conditions	If data import is unsuccessful, or business requirements are not provided then do not consider recommendations.	

Use Case Description 2:

Use Case Name	Initial interview/knockout round	
Scenario	Reviewing the candidates through initial assessments	
Triggering event	Screening of Applicants and selecting the deserving candidates through the assessment.	
Brief Description	Generate the applicants who passed or are qualified enough through the assessment round, which might consist of a few questions or Initial interview questions per the company's requirements through the assessment.	
Actors	Job seekers and Talent acquisition team	
Related Use Cases	Random verification measures to check the credibility and qualifications of the applicants	
Stakeholders	HR executives, Applicant	
Preconditions	The applicant must have a valid account on the talent acquisition website. The applicant must have completed the assessment round. The assessment round must have been configured by the talent acquisition team. The applicant must have met the minimum passing score for the assessment round.	
Postconditions	The system will generate a list of qualified applicants who passed the assessment round. The list of qualified applicants will be accessible to the talent acquisition team. The talent acquisition team will be able to review the list of qualified applicants and select the candidates for the next round of interviews.	
Flow of activities	Actor	System
	1. Applying for a role	The assessment round could consist of a variety of different activities, such as multiple-choice questions, coding challenges, or video interviews.
	2. Selection of candidates and allocation of Assessment	The system could generate the list of qualified applicants based on a variety of different criteria, such as the overall assessment score, individual question scores, or other factors such as the applicant's resume or cover letter.
	3. Assessment round	The talent acquisition team could use a variety of different methods to review the list of qualified applicants, such as manually reviewing each applicant's profile or using a scoring system to rank the candidates.

	4. Shortlisting or roll out offers	The interview invitations could be sent via email, text message, or phone call. The candidates could accept or decline the interview invitations via email, text message, or phone call.
Exception Conditions	If the applicants feel that their assessment or the screening method was unfair to them, they can write their grievances to the Hiring team for a review.	

Use Case Description 3:

Use Case Name	Tracking the latest recruitment platforms.
Scenario	Reviewing and Adding latest Recruitment platforms data to TalentTrackR
Triggering event	Selecting latest and top Recruitment platforms
Brief Description	Describes the procedure of assessing and integrating the most modern and efficient recruiting tools and platforms into a talent tracker used for handling job openings and hiring procedures. System will perform some data analysis on imported data and provide recommendations for the best platform.
Actors	System Adminitstrator, Recruiter
Related Use Cases	Data analysis to choose best hiring platform for investment
Stakeholders	Executives, Sales
Preconditions	<p>Keep up with the most recent developments and trends in the recruitment industry. This includes keeping track of new technologies and understanding how they might enhance the hiring process, such as AI-driven hiring tools, virtual job fairs, or specialized job boards.</p> <p>Start by evaluating the recruitment tools and platforms currently in use inside the company. This encompasses any technologies used for acquiring talent, including as job boards, application tracking systems (ATS), social media platforms, etc.</p>

Postconditions	<p>Collecting information on important recruitment parameters while continuously tracking the performance of the platforms. Utilize this information to make the most of these platforms and to decide what changes to make going forward.</p> <p>To ensure that HR staff, recruiters, and hiring teams are skilled in using the new recruitment platforms successfully, provide training and onboarding for them.</p>	
Flow of activities	Actor	System
	1. Sign In	1. System prompts for Username and Password
	2. User Login	2. Import different data of hiring platforms.
	3. Analyze hiring platform recommendations	3. Generate Data metrics based on requirements and propose the best hiring platform.
	4. Allocate budget based on the recommendations.	
Exception Conditions	If recruiter platform data is not imported and viewed, contact system administrator.	

Use Case Description 4:

Use Case Name:	Role specific platform recommendation
Scenario:	Choose a platform depending on the type of role a company wants to hire for.
Triggering event:	When a company initiates the process of hiring for a specific role and seeks recommendations on the most suitable sourcing platform based on their job requirements, they trigger the "Role specific platform recommendation" use case within TalenTrackr.

Brief Description:	<p>Companies would use TalenTrackr when they need to decide which platform to use for role-specific sourcing. For instance, when recruiting for entry-level roles or more experienced positions, TalenTrackr provides tailored platform recommendations.</p> <p>Additionally, based on the nature of the role, such as software engineering or UX design, distinct sourcing platform recommendations will be offered to optimize talent acquisition strategies.</p>	
Actors:	Talent Acquisition users	
Related Use Cases:	Tracking the latest recruitment platform	
Stakeholders:	Executives, Sales	
Preconditions:	<p>Online web portals must be active. Users should be validated for this activity based on user role.</p> <p>There should be data collected from different hiring platforms and should be loaded onto TalenTrackr to perform the analysis.</p>	
Postconditions:	<p>Users must be allowed to generate recommendation reports based on the organization's needs.</p> <p>Report is generated at specific time intervals that can help with the organization's Long Range Planning.</p>	
Flow of activities:	Actor	System
	1. Sign in	1. System prompts for username and password
	2. User enters login credentials	2. System validates credentials and allow user to login to the portal
	3. User fills in the job requirements. (this can be for an immediate hiring or long term hiring).	3. System generates recommendation reports for the user based on their requirements.
	4. User logout the system	3. System logs out the user and redirects to the login screen.
Exception Conditions:	<p>If recommendations are not generated, notify the system administrator.</p> <p>If user login fails, notify to the system administrator</p>	

Use Case Description 5:

Use Case Name:	Executive Report Generation	
Scenario:	Generate online data report	
Triggering event:	Reports for decision making while selecting platforms.	
Brief Description:	Generate various data reports based on different metrics defined in scope for data analysis of hiring platforms. These reports should be available as per specified time intervals for eg weekly, monthly etc.	
Actors:	Talent Acquisition users	
Related Use Cases:	Data analysis to choose best hiring platform for investment	
Stakeholders:	Executives, Sales	
Preconditions:	Online web portals must be active. Users should be validated for this activity based on user role.	
Postconditions:	Users must be allowed to download reports as per requirement. Report is generated at specific time intervals.	
Flow of activities:	Actor	System
	1. Sign in	1. System prompts for username and password
	2. User enters login credentials	2. System validates credentials and allow user to login to the portal
	3. User clicks on report download functionality	3. System generates data reports and downloads them on the user system.
	4. User logout the system	4. System logs out the user and redirect to login screen
Exception Conditions:	If report is not generated, notify to the system administrator If user login fails, notify to the system administrator	

Use Case Description 6:

Use Case Name:	Consolidated data from different platforms	
Scenario:	Generate consolidated data from different hiring platform	
Triggering event:	Single view about data to make decisions of hiring platform	
Brief Description:	Talenttrackr application will take data from different hiring platforms to make decisions about the best platform based on defined metrics. Application will analyze this data as per derived algorithms and then provide a single view of data to users to make decisions. This will give 360 views on candidates.	
Actors:	Talent Acquisition users, HR Professionals, System	
Related Use Cases:	Tracking the latest recruitment platform	
Stakeholders:	Talent Acquisition team	
Preconditions:	Online web portals must be active.	
Postconditions:	Consolidated data must be available as per defined metrics	
Flow of activities:	Actor	System
	1. Sign in	1. System prompts for username and password
	2. User enters login credentials	2. System validates credentials and allow user to login to the portal
	3. Import different platform data in the system.	3. Systems generate consolidated data from imported data. 4. System will show data metrics on dashboard for this data 5. System will allow users to download data in report format.
	4. Users will download reports if needed.	
Exception	If user login fails, notify to the system administrator	

Conditions:	If data import or download fails, notify to the system administrator
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10. Work Breakdown Structure (Sheetal)

Iteration 1 of Talentrackr application

Deliverables:

1. Project Planning

Sr. No	Tasks	No of Days
1.1	Requirement gathering from stakeholders	5
1.2	Defining project proposal and problem statement	3
1.3	Preparing functional and non-functional Specifications	1
1.4	Develop WBS and build schedule , develop timeline	1
1.5	Prepare estimations	1
1.6	Review project proposal and estimations with stakeholder	1
1.7	Approval from stakeholder	2

2. Analysis tasks

Sr. No	Tasks	No of Days
2.1	Meet with marketing team	1
2.2	Meet with sales team	1
2.3	Research of existing products in market	2
2.4	Define required information and data elements	2
2.5	Model user stories	3

3. Design tasks

Sr. No	Tasks	No of Days
3.1	Prepare UML Diagram	3
3.2	Prepare database Schema	2
3.3	Design screen layouts and cross links	5
3.4	Identify different modules, program classes and methods	2
3.5	Prepare mind maps	2

4. Implementation tasks

Sr. No	Tasks	No of Days
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4.1	Set up development, testing environment	1
4.2	Build database	1/2
4.3	Development of modules, write program code	10
4.4	Deploy system on testing environment	1/2
4.5	Generate test case documents and perform quality tests.	3
4.6	Test acceptance criteria with customer (Beta testing)	2
4.7	Release accepted version	1/2
4.8	Perform team introspection	1/2

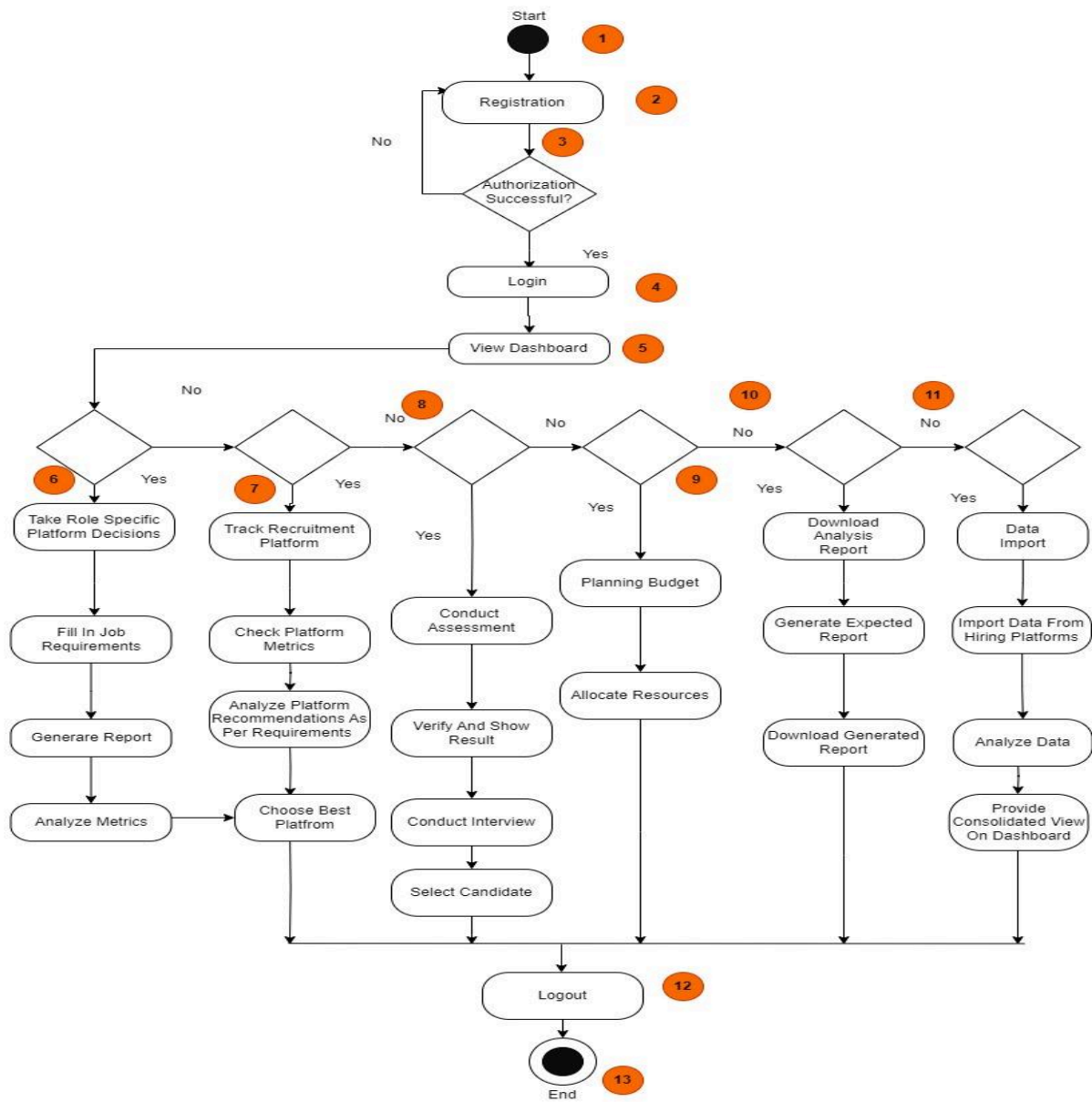
5. Deployment tasks

Sr. No	Tasks	No of Days
5.1	Set up production environment	1
5.2	Prepare installation plan	1
5.3	Prepare roll-back activities plan	1/2
5.4	Install the software on production environment	1/2
5.5	Higher level testing of work flows	1/2
5.6	Monitor the production environment	3
5.7	Closing of the project	1/2

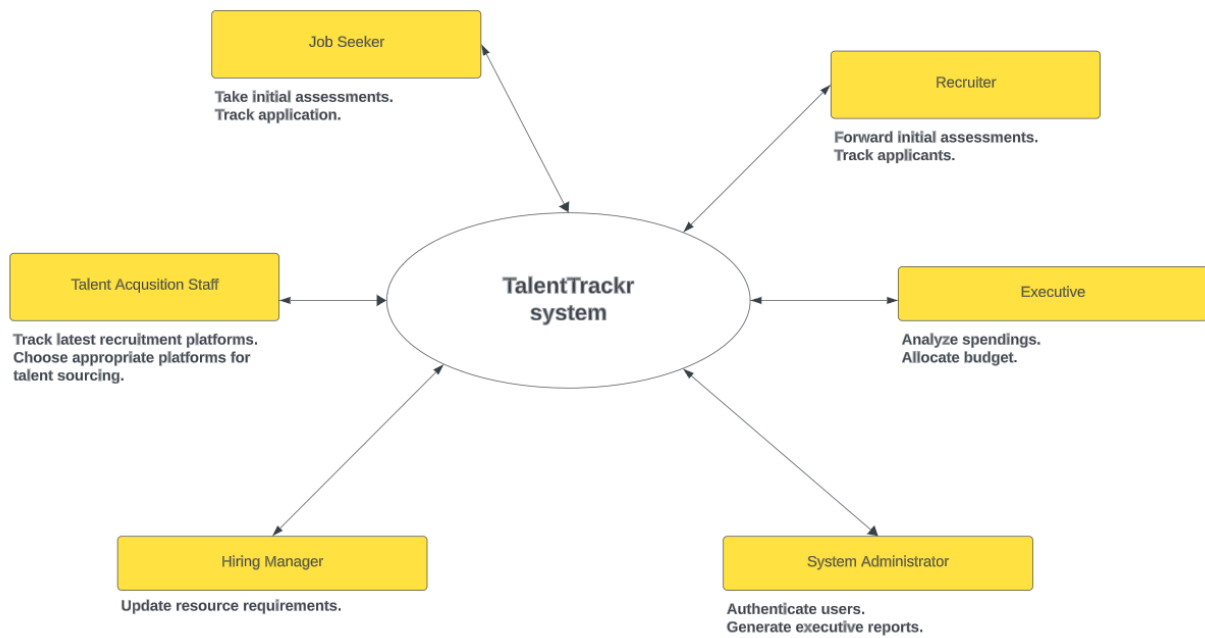
Notes:

- The use case in this iteration requires data from the different hiring platforms to be imported in the system.
- The organizational users will be defined and have different roles in the system.

11. Activity Diagram



12. Context Diagram (kshitij)



13. Data Dictionary Notations: (Rakhith)

Employee = employeeCode + fullName + [phoneNumber] + emailID + role

SystemAdminister = fullName + employeeCode + [phoneNumber] + emailID

Dashboard = userName + {version}

Jobseeker = applicationCode+ fullName + [phoneNumber] + emailID + [role] + resume + jobId
+ transcripts + socialMediaHandle

Hiring Platform = platformID + platformName + [rating] + {advertisingCost} +
candidateScreeningCost

Date Element Name: Advertising Cost

Alias: Ads Cost

Type: Decimals

Length: 10

Picture: 99999999.99

Source: Statement of Expenditures

Update: As and when the organization comes up with a new marketing strategy

14. Class Diagram

