RECRUITEMENT MANAGEMENT SYSTEM
Software Design And Analysis (E &F)
Project Requirements
Fall 2020

Apply for Job

FR1. The system shall have options from which the applicant can apply for all the vacant positions, apply for one vacant position or apply for some job only.

FR2. The system shall provide the step-by-step wizard that ensures applicants provide all the information the company needs. [Name, Qualification, Experience]

FR3 The system shall include feature to check the applicant information or status. [pending, processing, complete]

FR4 The system shall allow applicants to enter the necessary information (first name, last name and address), upload curriculum vitae, and enter some evaluative criteria from which the system can calculate grading and made the first screening.

FR5 The system shall display all list of applicants awaited along with their position interest and application.

Selecting candidate

FR6 The system shall use a dynamic screening system that allows accurate real-time analysis of how much applicant should be selected, based on the needed number of applicant.

FR7 The system should rank candidates based on the criteria set. [qualification + experience]

FR8 The system should be flexible to set criteria's based on the company interest. Retrieve short-listed Candidates

FR9 The system should accept criteria to short list candidates. FR10 The system should make some mathematical logics to short listed candidates.[20% qualification, 80% experience]

FR11 The system shall display only short listed candidates. Update assessment process [70%]

FR12 The system should provide candidates information to update the assessment result.

FR13 The system shall provide a form to add applicants' interview and exam result after the manual assessment has been made.

FR14 The system should save the data filled by the recruitment unit. View final ranking

FR15 The system shall add results based on the recruitment unit interest [pass /fail] and rank applicants in ordered manner. []

FR16 The system should display ranked candidates in a list.

 FR17 The system should accept criteria as an input to make the final ranking.

FR18 The system should provide detail information when one needs to see detail about a single applicant. Prepare person specification

 FR19 The system should provide a form to be filled by the recruitment unit.

FR20 The system should save the data to the database.

FR21 The system should have a way to identify which person specification is for which job type.

 FR22 The system should have a way to check the validity of the data to be saved. Prepare person specification .[hiring manual validity----interview]

Prepare Job Description

FR23 The system should provide a form to be filled by the recruitment unit. The data to be filled is information about the requirement of the job. All necessary information must be catched in a database. FR24 The system should display detail job description when an applicant wants to see. Notify candidates FR25 The system shall notify all candidates by generating automatic e-mail.

FR26 The system should save e-mails of candidates.

FR27 The system should identify the candidates who need notification.

 Notify Hiring Manager

 FR28 The system shall distinguish hiring managers from other system users and send notification message.

 FR29 The system shall provide list of candidates' together with the respective full information.

 FR30 The system shall allow users to view any notes attached during notifying hiring managers.

View Report

FR31 The system shall offer user to enter job code to view the report for every jobs recorded.

 FR32 The system shall display report for all jobs posted if user prefers to see.

FR33 The system shall offer user various options like viewing jobs whose status is on progress, finalized, or in any recruitment stage.

FR34 The system shall provide report about the newly hired employees.

FR35 The system shall have a feature to print any form of reports.

Prepare Minute[Hiring Manager]

FR36 The system should offer the user a minute registration page whenever the user wants to add to it. FR37 The system shall offer the user to view registered minutes.

FR38 The system shall allow user to edit registered minutes any time the user wanted.

Apply for Job

FR40 The system shall display list of jobs.

FR41 The system shall provide all jobs requirement before the user applies for that specific job type. FR42The system shall provide a form to save applicants information.

FR43 The system shall also have the capacity to hold applicants document like curriculum vitae.