Recruitment Management System

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For the purpose of fulfilling the requirements for the Bachelor of Science in Software Engineering, this project report has been submitted.

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APPROVAL

This project, titled "Recruitment Management System," was submitted by Md. Habibur Rahman, ID: 172-35-246 to the Department of Software Engineering, Daffodil International University. It has been approved as meeting the requirements for the degree of Bachelor of Science in Software Engineering and for its style and contents.

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DECLARATION

I hereby certify that I worked on this project at Daffodil International University under the guidance of **Md. Rajib Mia, Lecturer in the Department of Software Engineering**. I further declare that this project is my original creation for the B.Sc. in Software Engineering degree and that neither the entire project nor any of its components have ever been submitted for another degree at this university or any other.

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ACKNOWLEDGEMENT

There is a race for survival in today's competitive world, and they must win by taking the initiative. The endeavor connects academic study with real-world application. I decided to participate in this unique project out of this desire. I would first like to express my gratitude to Allah Ta'ala, the Almighty, who has shown me the way to live a good life. This endeavor could not have been accomplished without His grace. A special thanks goes out to my parents, who have supported and loved me all the way to this point.

I feel compelled to discuss the chance to study at Daffodil International University. I want to express my sincere gratitude to **Prof. Dr. Imran Mahmud, Head of the Department of Software Engineering**. Filled with all the esteemed professors who enjoy imparting knowledge to me in a clear and engaging manner. They are a welcome addition to my journey, and I am thankful for them.

I have a special responsibility to Daffodil International University, and will do so under the constant supervision of **Md. Rajib Mia,** in order to provide them with the information they need, to respect their initiative, and to enlist their aid in finishing the project.

Finally, I would like to express my gratitude to my DIU classmate and fellow batch-mate for their kind assistance and consolation in enabling me to complete this task.

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ABSTRACT

Management faces a significant challenge in our society today when it comes to managing human resources in businesses, corporations, or organizations. That is why this project's goal is the Recruitment Management System (**RMS**).

As a result, the goal of this project was to create a recruitment management system that controls organizational hiring procedures with lowers hiring expenses.

A review of existing systems and processes was conducted during the project's development. Use case, activity, and sequence diagrams, as well as UML diagrams, were used to model the system. Bootstrap is used for frontend, a database management system is used to create the database and using **PHP** (Laravel) for the backend, and Visual Studio Code is used as the implementation's integrated development environment (IDE).

This project's outcome and conclusion are effective recruitment management and the provision of a platform through which people can apply for suitable jobs, and recruiters will find their perfect employees, whenever it's convenient for them.

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CHAPTER 1: INTRODUCTION

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1.1 Project overview

We take into account a business that currently uses a manual hiring process and whose hiring process we can automate. Manual hiring takes time, increases the chance of hiring the wrong candidates, costs the business money, or, to put it more broadly, is not a wise economic strategy.

The recruitment process entails selecting prospective applicants for open positions and hiring those who satisfy the organization's requirements. The main duty of recruitment management system is to identify potential employees that the company needs in order for the system to assist the company in finding the best applicant who could assist the company in finding the best applicant who could assist the company in achieving its goals. The methodical process of creating a pool of qualified applicants for an organization's job is known as recruitment. A company's selection and recruitment process is crucial. Employing competent personnel can promote stability and growth.

An online tool called **RMS** (Recruitment Management System) may be used to link organizations with job seekers. RMS aim to boost the effectiveness of both Job-Seekers and Recruiters.

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1.2 Project Purpose

A recruitment management system (**RMS**) is a comprehensive system for controlling the entire hiring process within an organization. It facilitates information sharing between HR departments in a company. Systems for recruitment management help to streamline hiring processes and effectively manage hiring, much like systems for performance management, payroll, and other systems. The following lists the primary features, functionalities, and benefits of the recruitment management system:

- The entire hiring procedure should be organized and carefully planned.
- It makes it simpler to quickly, accurately, and consistently process applications from different applications.
- Reduces the cost and time of hiring by a certain amount.
- It helps with incorporating and integrating the various links, such as the company's official website's application system, unsolicited applications, recruitment outsourcing, and handing off final decision-making to the primary recruitment process.
- It maintains a live, automated database of applicants, simplifying talent management and enhancing the efficiency of the hiring processes.
- It provides a flexible, automated, and interactive interface for job applicants, the company's hiring team, and the online application process.
- Site will be popular all over Bangladesh.
- Site will create a new platform for the Recruiters & Job Seekers.

A state-of-the-art information system tool called the Recruitment Management System (**RMS**) helps to speed up the hiring procedures while saving recruiters' time and money.

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1.3 Background

I want to develop a user-friendly system based on a recruitment management system where both the requester and the provider have the power to pick their services. I made an effort to develop a complete system that will be trustworthy, safe, most importantly and user-friendly.

1.4 Benefits and Beneficiaries

Online **RMS** offers the following advantages:

- The system's user interface will be welcoming, enhances the hiring process.
- Improves recruitment process.
- Improved efficiency and communication.
- The hiring procedure is automated.
- Improves quality of hires.
- Reduces the cost and time of hiring by a certain amount.
- Site will be popular all over Bangladesh.
- The website will provide a new platform for Recruiters and Job Seekers.

1.5 Stakeholders

A stakeholder is a person who has the potential to influence or be affected by a project, plan, or organization. They might be senior or junior level, internal or external, and at either level. The stakeholders in this system are the Jobseekers and the recruiters.

- Job-Seekers.
- Recruiters (HR, Hiring-manager, Employees).

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1.6 Proposed System Model

This model was developed by me to produce a user-friendly interface for this technology. I created this model in order to see and manage the system architecture.

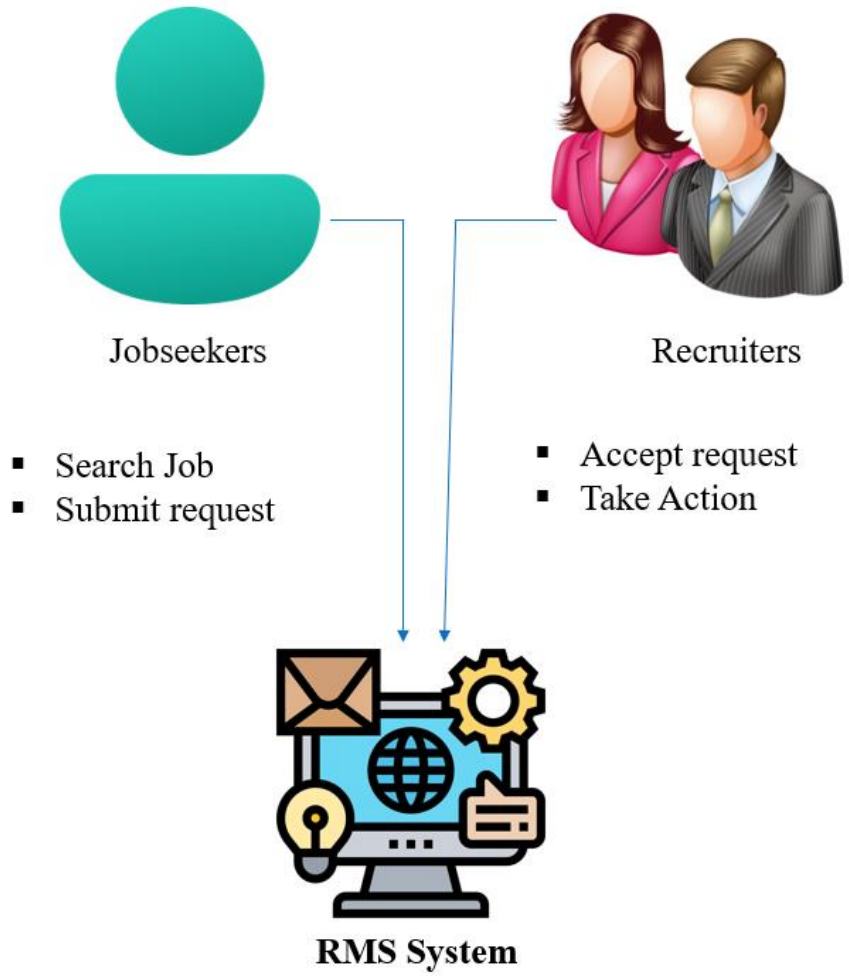

Figure 1.1: Proposed System Model

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1.7 Modules of Recruitment Management System

This system has four types of stakeholders. These are given below:

1.7.1 Module of Job Seekers

- Job Seekers will be searched for their suitable jobs as per qualification.
- They will be viewed job details.
- They will apply these job easily.

1.7.2 Module of HR

- User authentication is handled via the login module.
- HR will manage to update profile and change password.
- HR will manage job maintenance.
- HR will manage candidates maintenance.
- HR will manage employees maintenance.
- HR will manage interviews maintenance.
- HR will manage candidate's note maintenance.

1.7.3 Module of Hiring-Manager (HM)

- User authentication is handled via the login module.
- HM will manage to update profile and change password.
- HM will manage candidate interviews.
- HM will manage candidates reports.
- HM will manage job reports.

1.7.4 Module of Employees

- User authentication is handled via the login module.
- Employee will manage to update profile and change password.
- Employee will manage candidate interviews.
- Employee will manage candidates reports.

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1.8 Project Schedule

I must prepare a schedule quickly if I want to complete the assignment on time. It also means communicating about tasks that must be completed quickly.

1.8.1 Gantt Chart

activities	W1	W2	W3	W4	W5	W6	W7	W8	W9	W10	W11	W12
Market Research												
Specifications												
Planning												
Design												
Development												
Testing												
Assessment												
Documentation												

Table 1.1: Gantt Chart

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1.8.2 Release plan and Milestone

The release plan and milestones are given below:

Activities	Duration in week	Total week
Research	W1, W2	2
Specifications	W2, W3, W4	3
Planning	W3, W4	2
Design	W4, W5	2
Development	W4, W5, W6, W7	4
Testing	W7, W8	2
Assessment	W9, W10	2
Documentation	W10, W11, W12	3
Software release	W12	1

Table 1.2: Release Plan

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1.9 Objectives

This project's goal is to create a recruitment management system. The following goals will be used to fulfill this objective:

- To investigate the hiring process in detail and conduct an analysis.
- The recruitment management system should be designed or modeled.
- To create a database to store the information on the applicants and businesses.
- To put the recruitment management system into place.
- This system must be dependable and simple enough for users of average intelligence to use.
- The output must be accurate, timely, and comprehensive.
- The processes for hiring new employees will become more effective and affordable with the use of a system.

This web application should work in any environment. Design must take data security seriously. An administrator and user-specific username and password-accepting login feature could offer this. Administrative work is thus entirely and simply simplified.

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CHAPTER 2: REQUIREMENT ENGINEERING

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2.1 Functional Requirements

A system's or a component's functional requirements define them. What the system should perform is specified. Functional requirements are stated by the user. It is necessary to comply with these standards. The use case includes a capture of it.

The functional requirements of "Recruitment Management System" are:

2.1.1 Functional Requirements for Job Seekers & HR

- System will allow job seeker to search job and job details.
- System will allow job seeker to apply job
- System will not allow HR to login with invalid email or password.
- System will allow HR to change password.
- System will allow HR to update personal information.
- System will allow HR to add new job post & manage job post.
- System will allow HR to add new candidate & manage candidates.
- System will allow HR to add new employee & manage employees.
- System will allow HR to manage interviews.

2.1.2 Functional Requirements for Hiring-Manager

- System will not allow HM (Hiring-Manager) to login with invalid email or password.
- System will allow HM to change password.
- System will allow HM to update personal information.
- System will allow HM to manage interviews.
- System will allow HM to manage candidate reports.
- System will allow HM to view job reports.

2.1.3 Functional Requirements for Employee

- System will not allow Employee to login with invalid email or password.
- System will allow Employee to change password.
- System will allow Employee to update personal information.
- System will allow Employee to manage interviews.
- System will allow Employee to manage candidate reports.

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2.2 Non-functional Requirements

Non-functional requirements are those that have no direct connection to the tasks carried out by the system. They might be able to relate to shifting system characteristics like dependability, responsiveness, and storage capacity. The two, though, could be used to describe the limitations of the system, such as the limitations of the I/O device capabilities and the information representations used in the system interfaces. System features may occasionally be linked to non-functional requirements. These circumstances may either suggest or demand the dominant characteristics of the system. They could then evaluate the system's usability, security, accessibility, and other new features. Therefore, in terms of fundamentality, they frequently go beyond particular functional requirements. System users frequently discover workarounds for system features that don't typically solve their problems. Thus, if a non-functional requirement is not satisfied, the system may not be usable as a whole.

The non functional requirements of “Recruitment Management System” are:

- **Security:** This application is secure for all users due to the management of sessions. In the event that a user logs out of the system, no one will be able to access their profile without knowing their private password.
- **Speed:** The system should be able to provide users with quick results based on their selections.
- **Robustness:** The system should be able to effectively and quickly recover from errors.
- **Reliability:** The system should only produce a small percentage of errors, and downtime should be minimal.
- **Size:** The database won't use more memory because there are no redundant instances in it.
- **Ease of use:** The system should be easy to use and have a straightforward user interface.
- **Portability:** The System must function correctly on a variety of platforms.

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CHAPTER 3: SYSTEM ANALYSIS, DESIGN & SPECIFICATION

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3.1 Development Model

A model for iterative enhancement is being used to develop the "Recruitment Management System" project. This model addresses the weakness of the waterfall model.

When a project is divided up into a number of autonomous, stand-alone units that function separately from one another, these models perform admirably. The two models that are included in incremental process models are iterative enhancement and rapid application.

The iterative enhancement model allows for multiple design iterations, whereas the waterfall model does not. In the wake of each cycle, a product is released. The subsequent cycle is affected by the lessons learned.

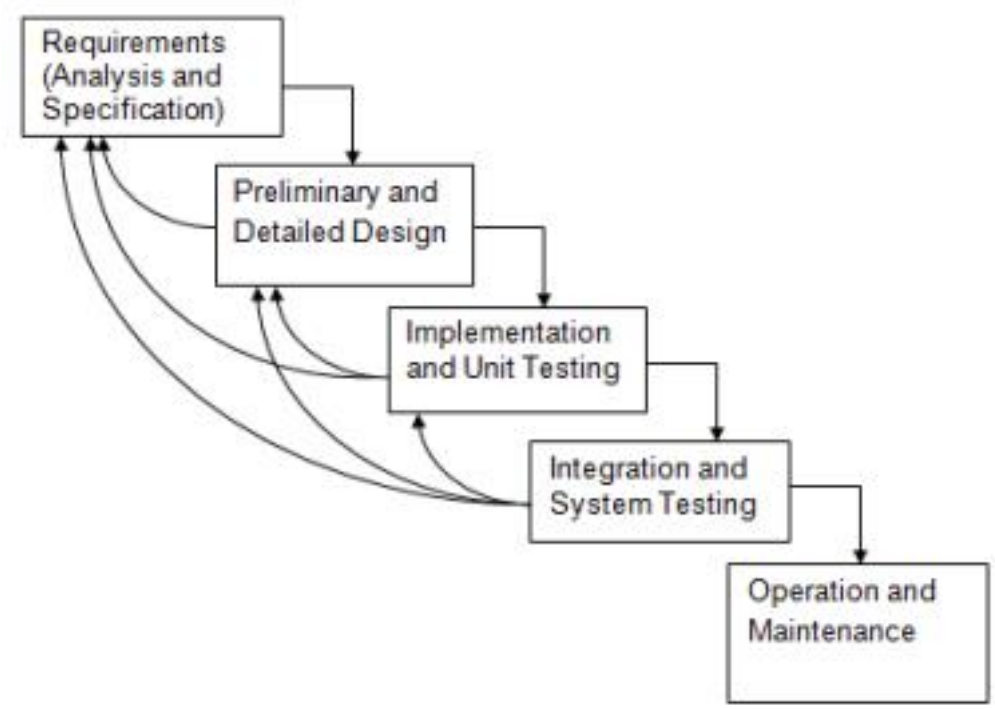

Figure 3.1: Iterative Enhancement Model

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3.2 Use Case Diagram

Use cases are a discrete unit of interaction between a user and a system, which can be either a human or a machine, and they describe this interaction in a way that users can understand. The intended functionality of a system is described by use case modeling. In terms of the actors, the use cases they are intended to support, and any restrictions on those use cases, a use case summary demonstrates the functionality of a system. Use cases are used to break down the system's scope. Visual cues for the use case name appear above or inside a horizontal eclipse. In order to accomplish the system objectives, a variety of tasks and user-system interactions are described in the use case.

Use cases are used to model the issue and the functionality of the system as part of the process of identifying and defining the requirements for a system.

Use cases are a good place to start when trying to identify the data and objects in the system. The system's behavior as it appears to the actors is what they refer to as the system's external behavior.

Actors

They are stakeholders that act in place of the system's external components or entities, or the people or things related to the modelled system. Use cases are started by actors, who then direct system tests toward achieving a goal. In this project, the users are the main set of actors.

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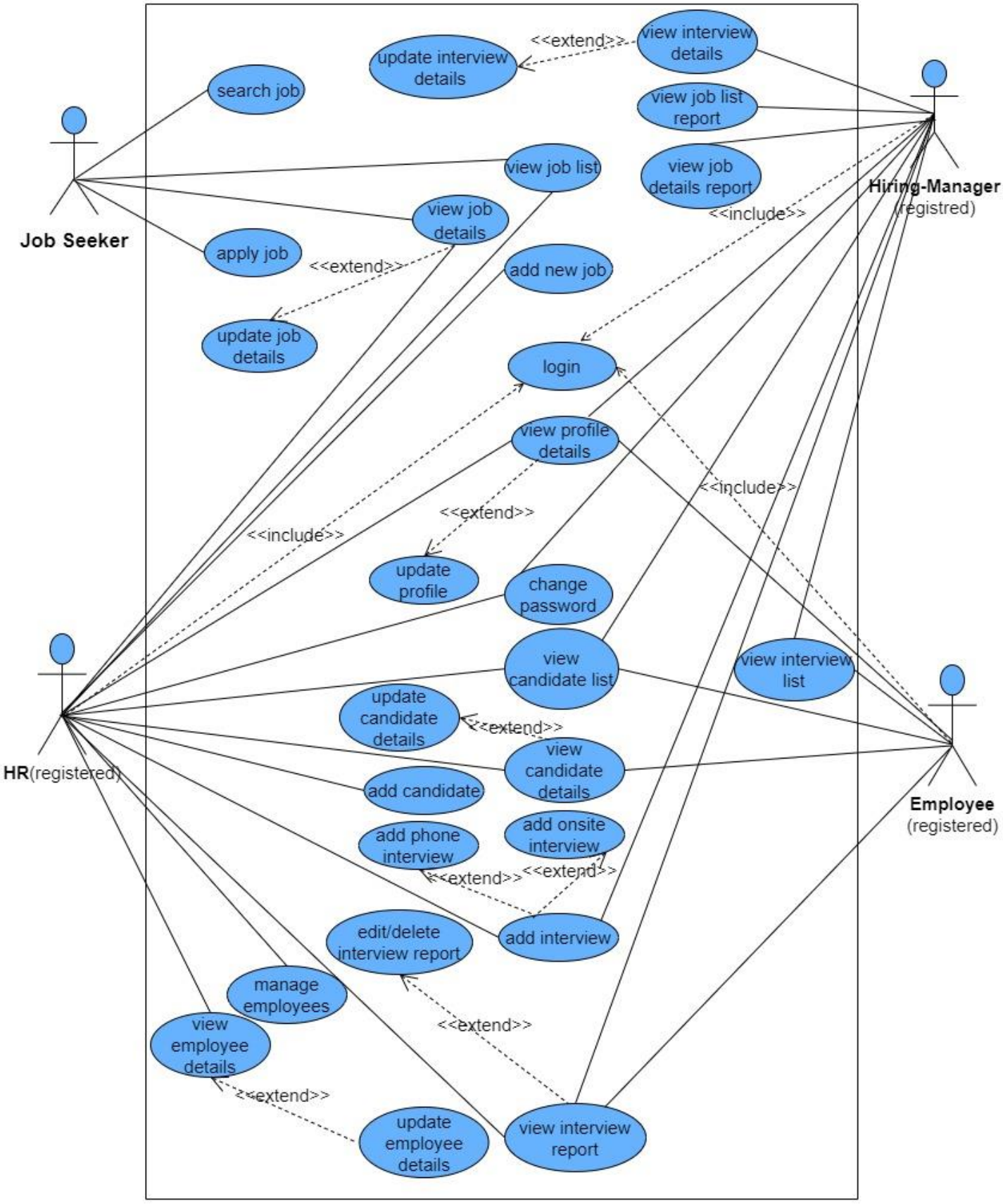
Recruitment Management System



3.2.1 Use Case description

Use Case 1	Authentication of Users
Brief Description	The user is given access to the system using just this one module.
Actor(s)	Users
Flow Of Events	**Basic Flow:** When a user accesses a webpage, the use case begins. 1. The URL for the page is entered by the user. 2. The user logs in using their credentials. 3. The system shows the home page. **Alternative Flow:** Users with false information are not allowed access to the recruitment platform.
Level	User use case
Parameters	**Input:** user login details **Output:** Based on user type the recruitment platform homepage
Pre-Conditions	All users must: · Have valid user account. · Have working Internet connection.
Post-Conditions (Success End)	If use case is successful, user is granted access to the System.

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Use Case 2	Job Seeker use case
Brief Description	The job seekers access the system easily.
Actor(s)	Job Seeker
Flow Of Events	**Basic Flow:** When a job seeker accesses a webpage, the use case begins. 1. The URL for the page is entered by the job seeker. 2. The system will allow to search job also view job details 3. Job seeker apply job easily with fill up a form. **Alternative Flow:** Job seeker with false information are not submitted application-form into the recruitment platform.
Level	Job Seeker use case
Parameters	**Input:** Job Seeker correct information.
Pre-Conditions	All job seeker must: · Type correct URL. · Have working Internet connection.
Post-Conditions (Success End)	If use case is successful, job seeker will get successful notification from the system.

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Use Case 3	HR use case
Brief Description	This HR (Authenticated) use case is used to job maintenance, candidate maintenance, employee maintenance, manage candidate's interviews and notes.
Actor(s)	HR
Flow Of Events	**Basic Flow:** When a HR accesses a webpage, the use case begins. 1. The URL for the page is entered by HR. 2. The system displays the view page and the jobs list with status. 3. The user selects a position from the list and clicks the view option. 4. The system shows information about each applicant. 5. The user selects the editing option. 6. The system displays the editable form. 7. The user selects the update option after making some changes to the applicant data. 8. A confirmation message is shown after the system updates the data. 9. The user create candidate's interview and notes. 10. The user views phone-interview and onsite-interview lists also can be editable and delete 11. The system will allow to update profile and changes password.
Level	HR use case
Parameters	HR has full permission to work all modules in this system.
Pre-Conditions	HR must: · Type correct URL. · Have working Internet connection.
Post-Conditions **(Success End)**	If use case is successful, HR will get successful notification from the system in every module.

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Use Case 4	Hiring-Manager (HM) use case
Brief Description	The hiring manager (Authenticated) views candidate's interview lists on recruitment. He / She will be take interview as Phone-Interview or Onsite-Interview and also be able to view job lists with details.
Actor(s)	Hiring-Manager
Flow Of Events	**Basic Flow:** When a HM accesses a webpage, the use case begins. 1. The URL for the page is entered by HM. 2. The system displays the view page and the jobs list. 3. The user views candidate's interview lists with status. 4. The system shows information about each applicant. 5. The system shows interview information about each applicant. 6. The user takes interview as Phone-interview or Onsite-interview. 7. The user selects the update option after making some changes to the applicant data. 8. A confirmation message is shown after the system updates the data. 9. The user views phone-interview and onsite-interview details report. 10. The system will allow to updates profile and changes password.
Level	Hiring-Manager use case
Parameters	HM has permission to work all module inside the HM-Portal into the system.
Pre-Conditions	HM must: · Type correct URL. · Have working Internet connection.
Post-Conditions **(Success End)**	If use case is successful, HM will get successful notification from the system in every module.

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Use Case 5	Employee use case
Brief Description	The employee (Authenticated) views candidate's interview lists on recruitment. He / She will be take interview as Phone-Interview or Onsite-Interview .
Actor(s)	Employee
Flow Of Events	**Basic Flow:** When a Employee accesses a webpage, the use case begins. 1. The URL for the page is entered by Employee. 2. The user views candidate's interview lists with status. 3. The system shows information about each applicant. 4. The system shows interview information about each applicant. 5. The user takes interview as Phone-interview or Onsite-interview. 6. The user views phone-interview and onsite-interview details report. 7. The system will allow to updates profile and changes password.
Level	Employee use case
Parameters	Employee has permission to work all module inside the Employee-Portal into the system.
Pre-Conditions	Employee must: · Type correct URL. · Have working Internet connection.
Post-Conditions **(Success End)**	If use case is successful, Employee will get successful notification from the system in every module.

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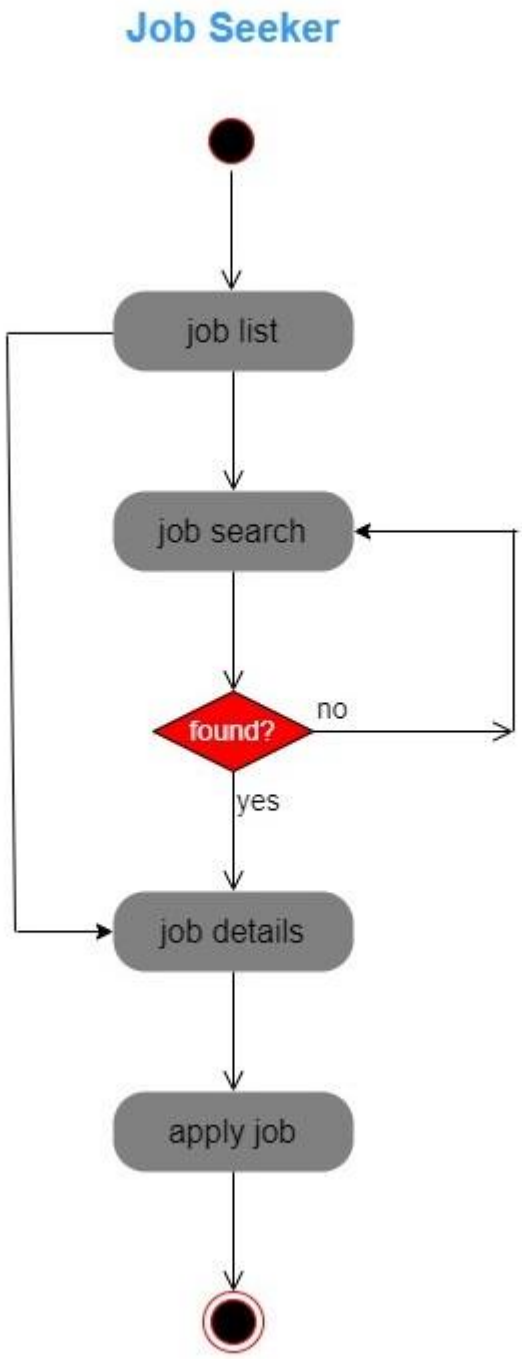
3.3 Activity Diagram

A flow chart used to depict the sequence of events is called an activity diagram. The event can be viewed as one of the system's operations, so the control flow is drawn from one operation to the next. This flow could be concurrent, parallel, sequential, branched, or all of the above. The

Each system user's activity diagram is shown below:

3.3.1 Activity Diagram for Job Seeker



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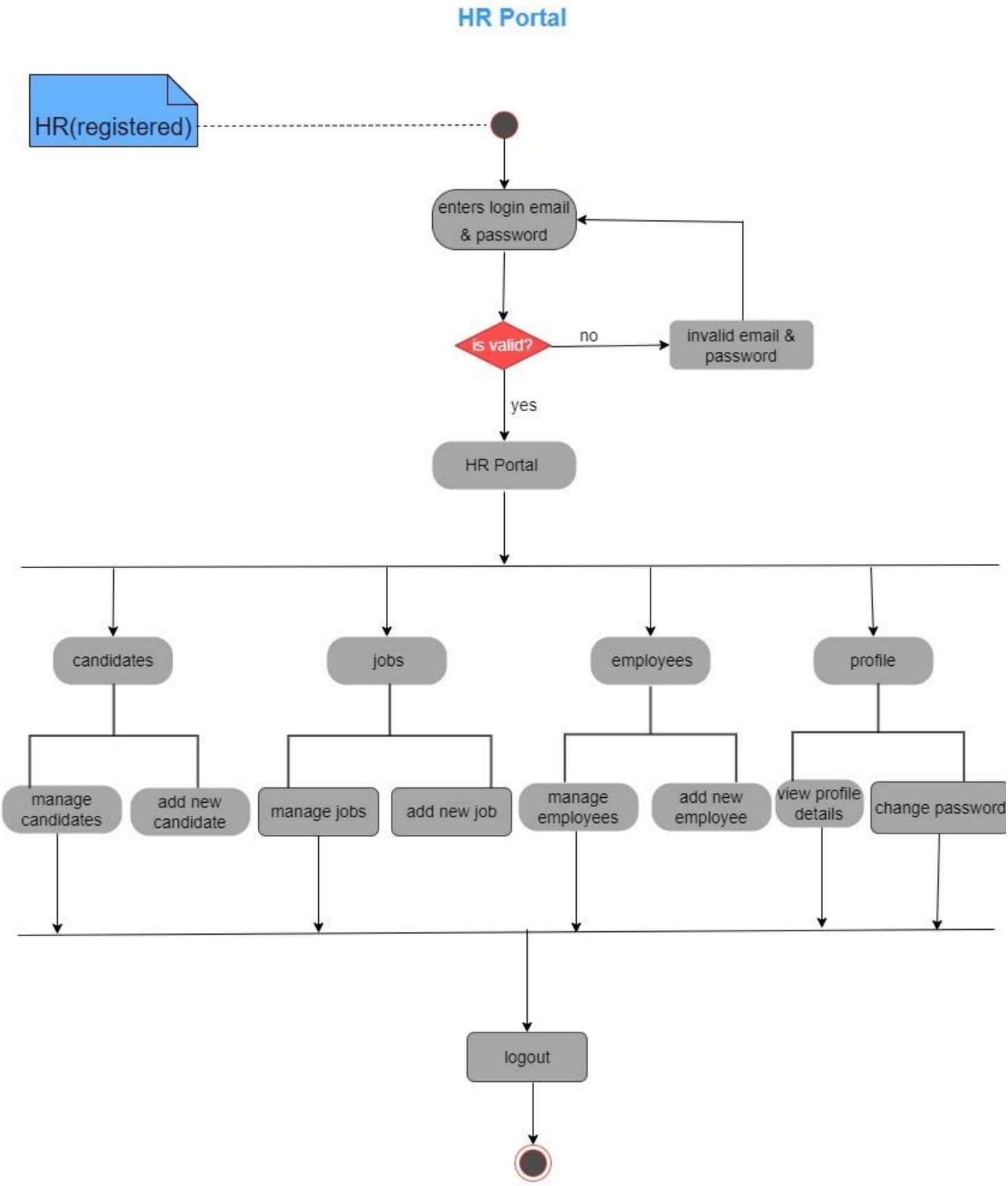
3.3.2 Activity Diagram for HR



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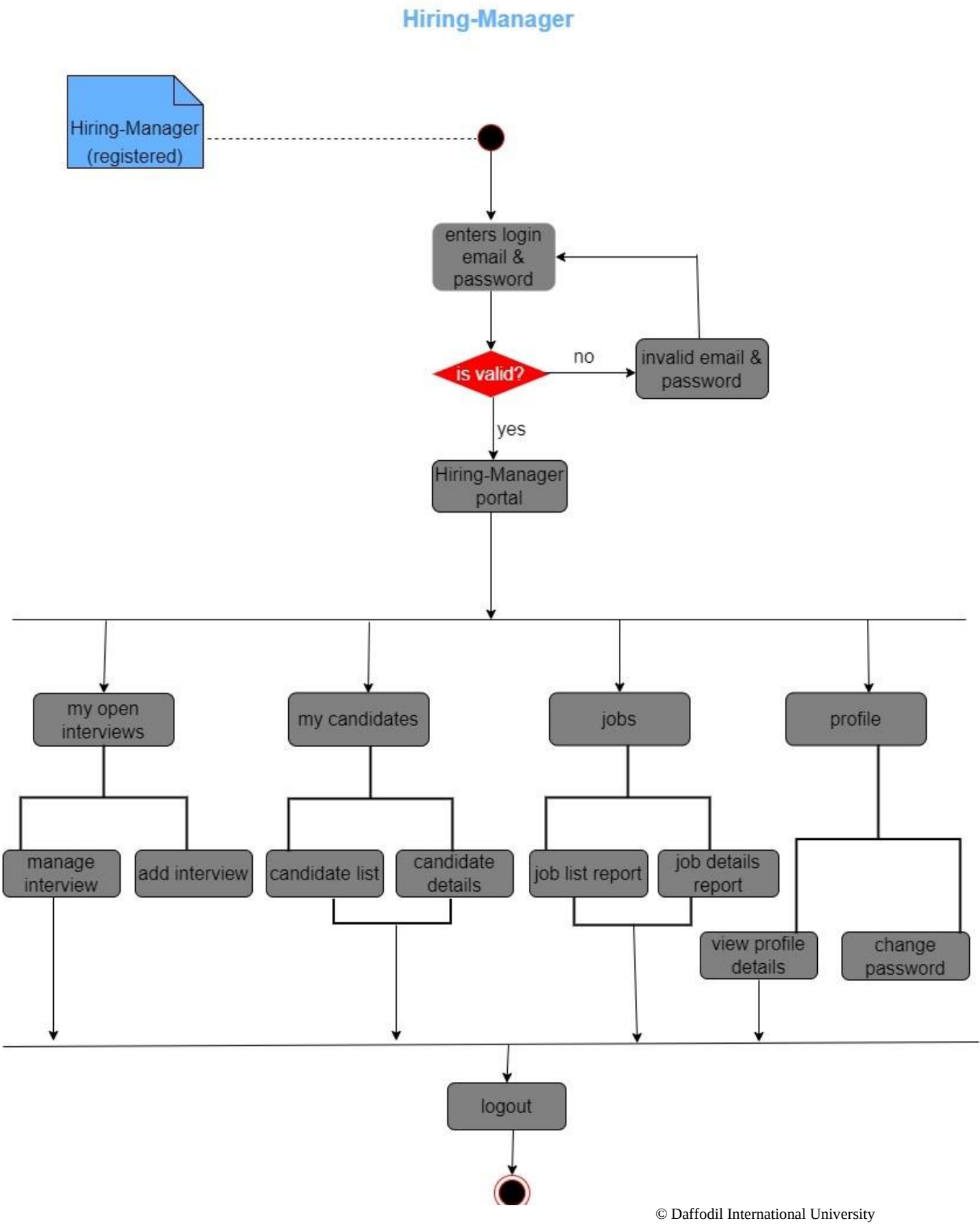
3.3.3 Activity Diagram for Hiring-Manager



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3.3.4 Activity Diagram for Employee

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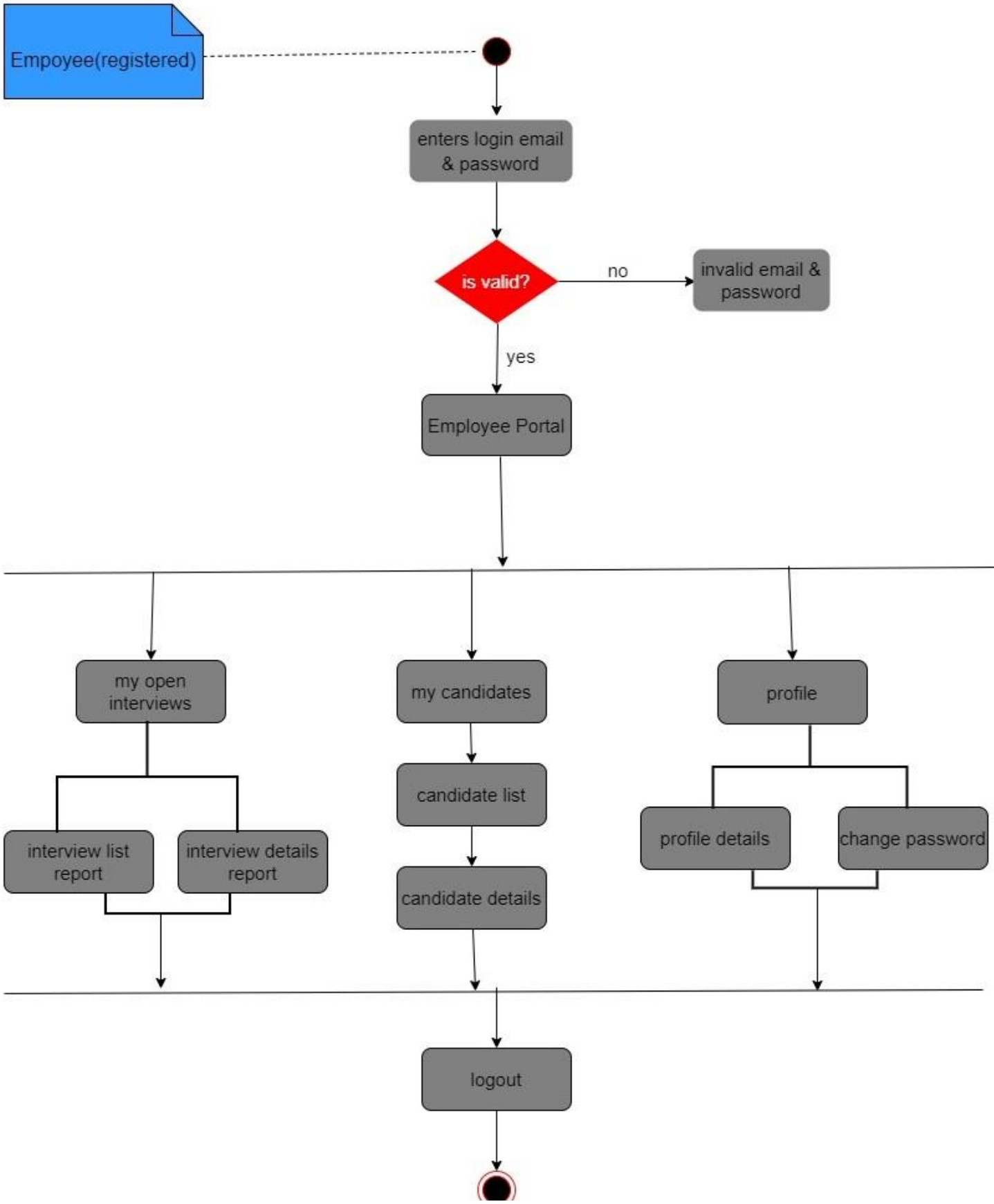
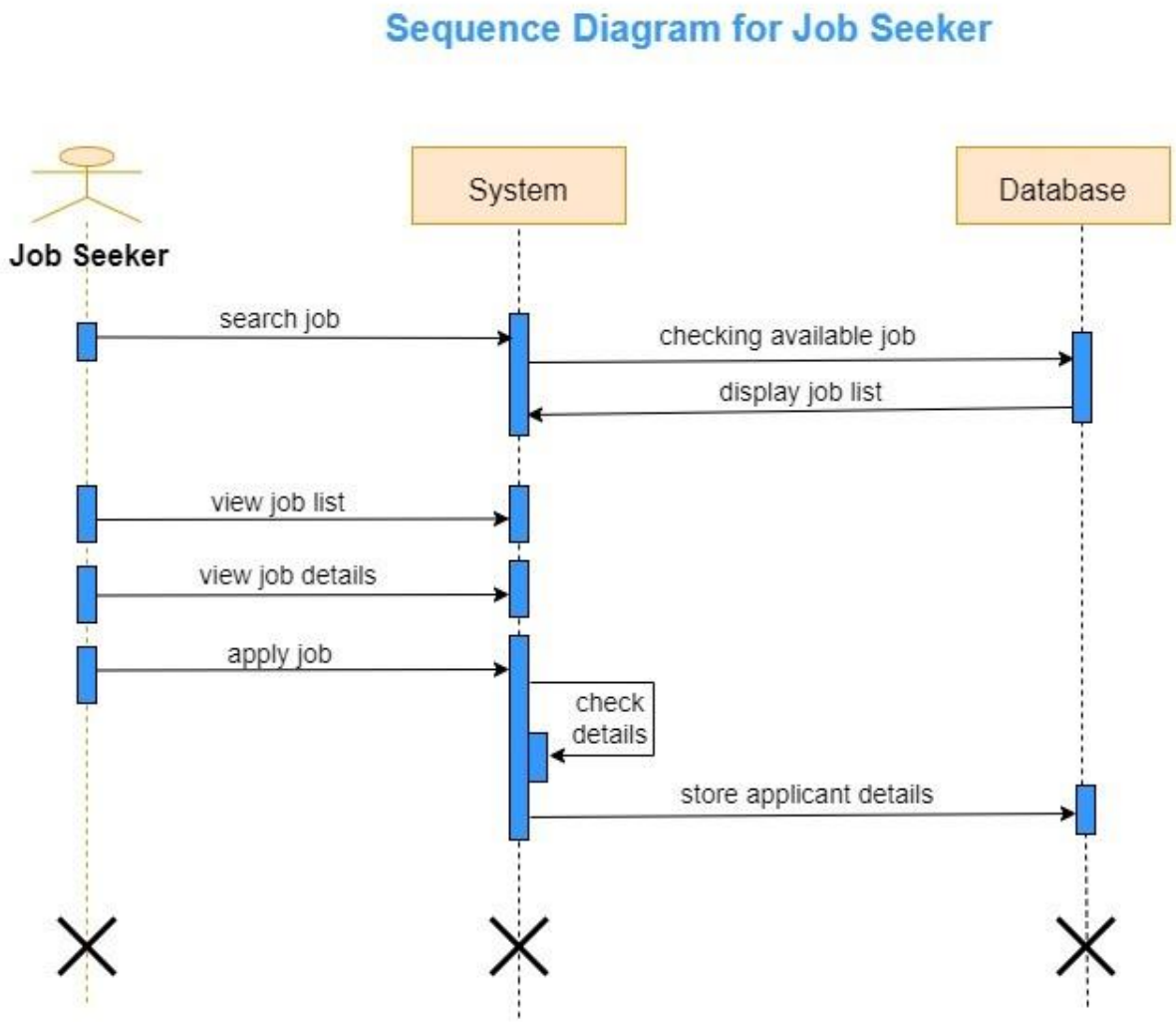
Employee Portal



3.4 Sequence Diagram

3.4.1 Sequence Diagram for Job Seeker



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3.4.2 Sequence Diagram for HR

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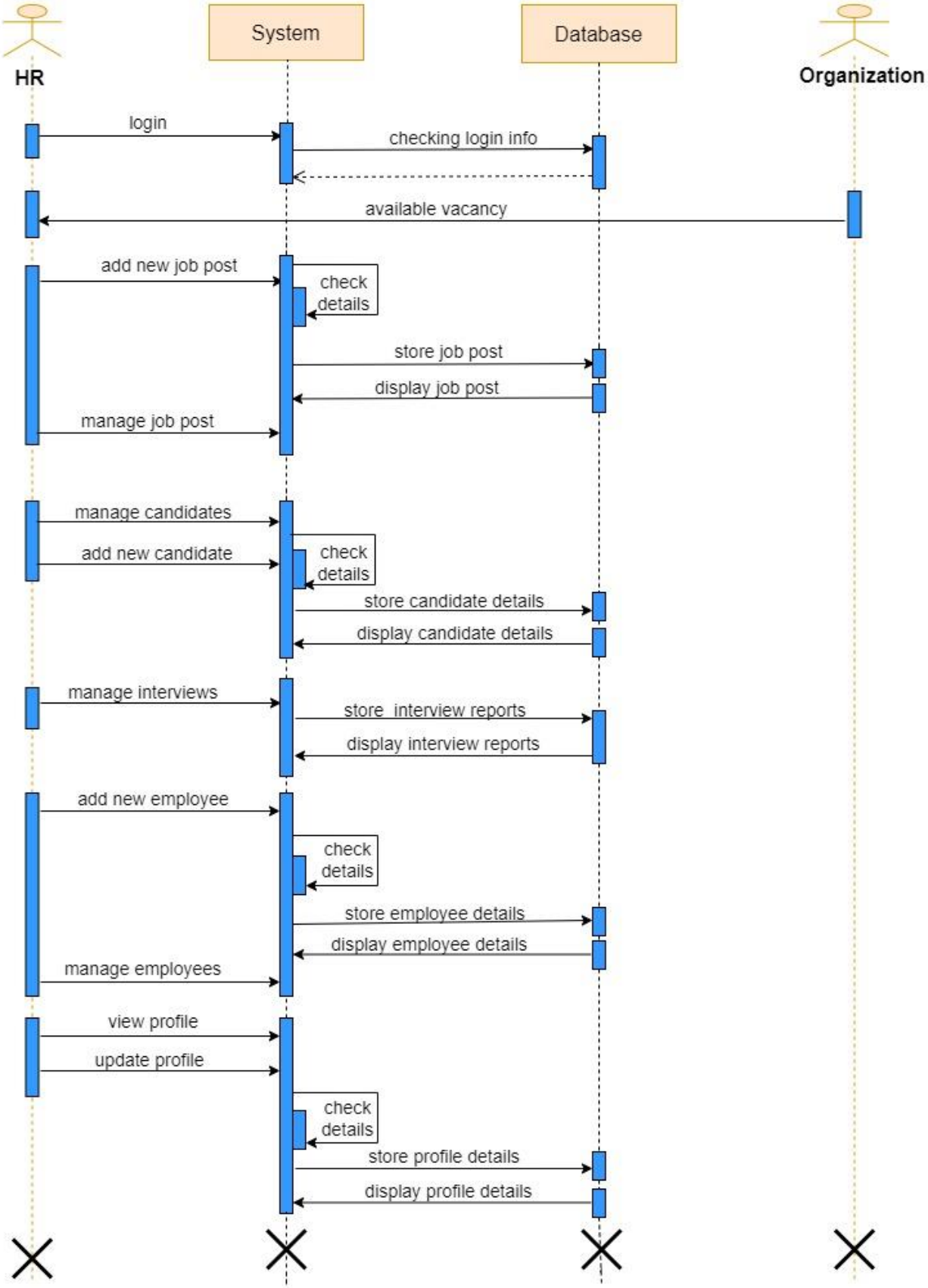
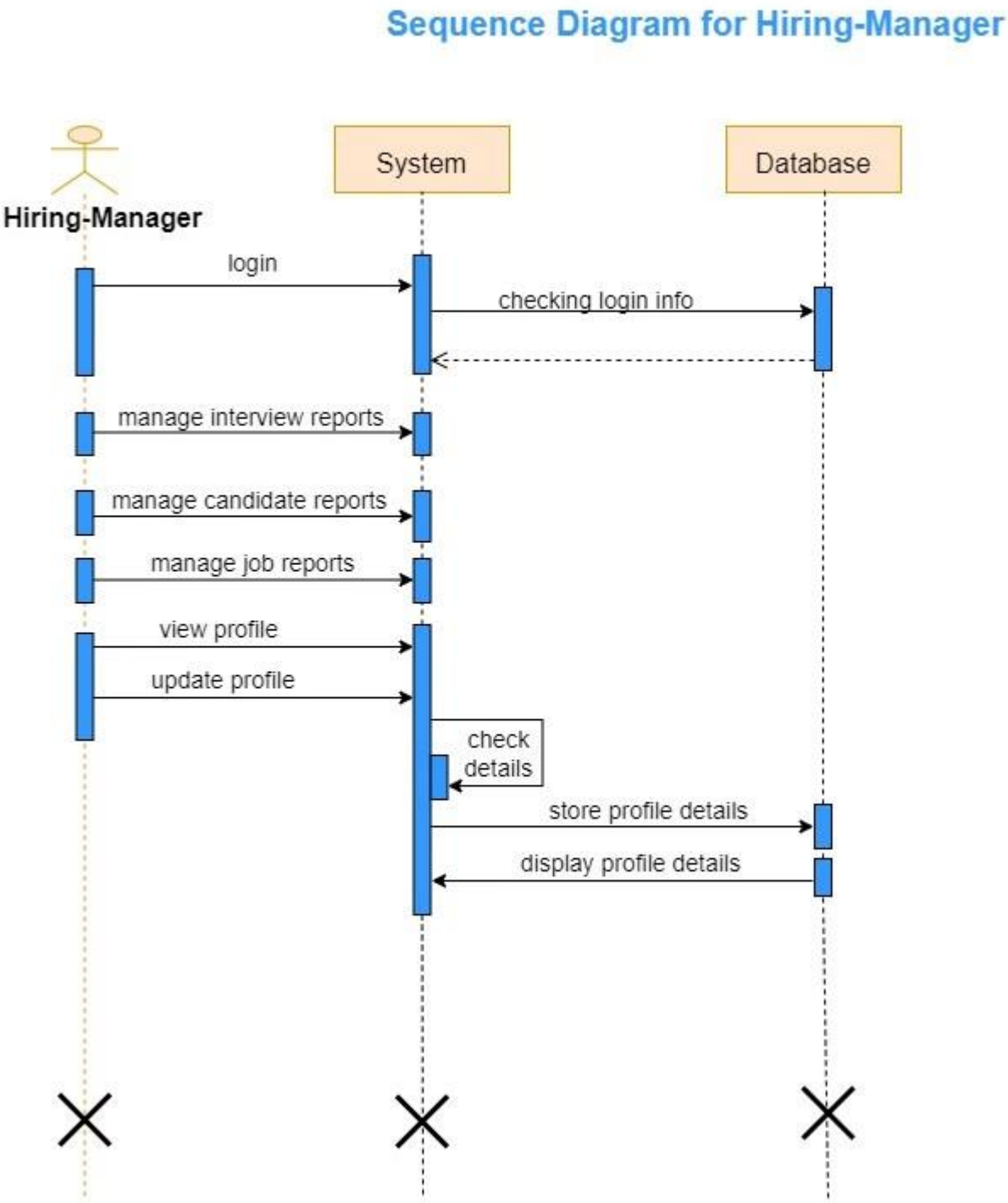
Sequence Diagram for HR



3.4.3 Sequence Diagram for Hiring-Manager



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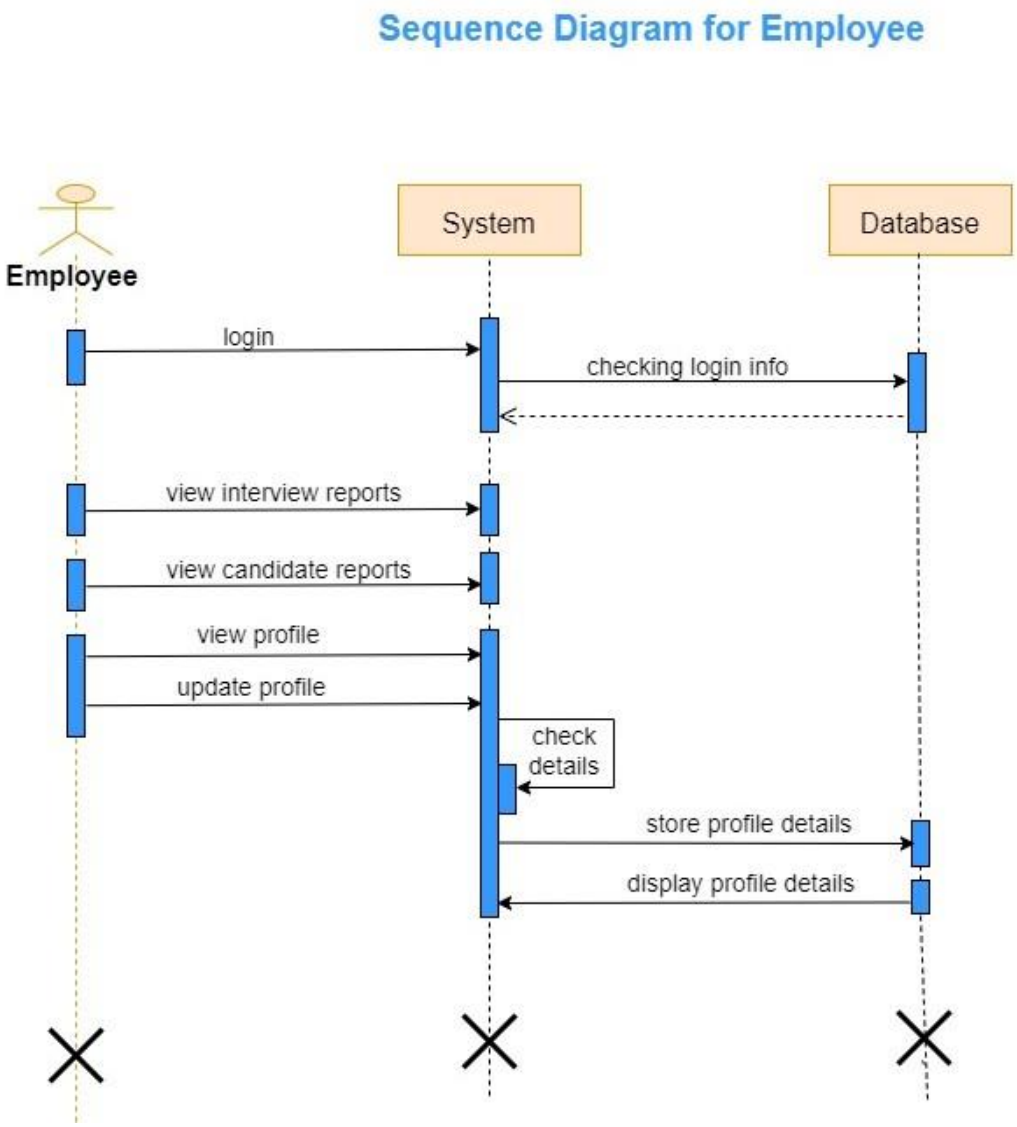
3.4.4 Sequence Diagram for Employee



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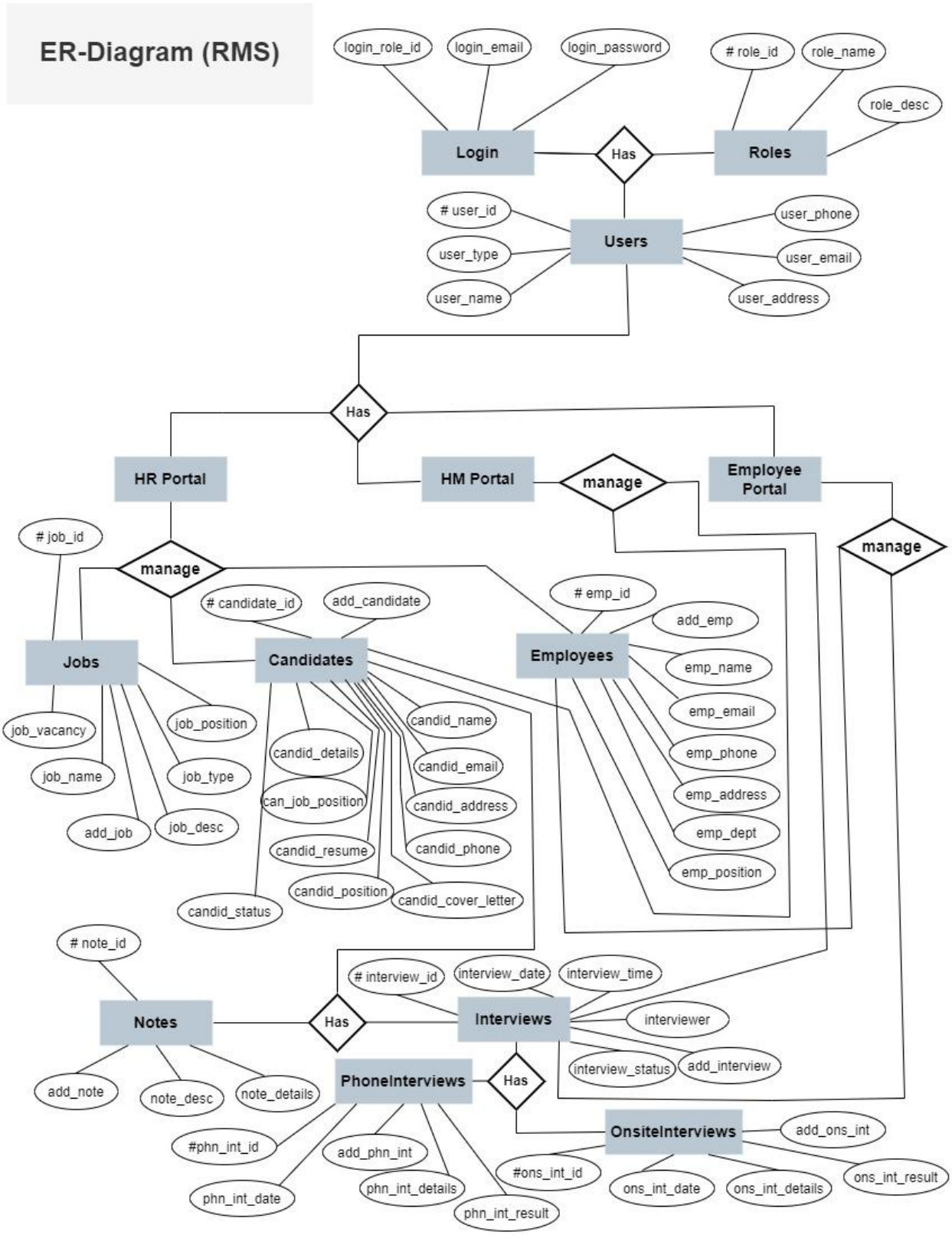
3.5 Entity Relationship Diagram



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3.6 Class Diagram

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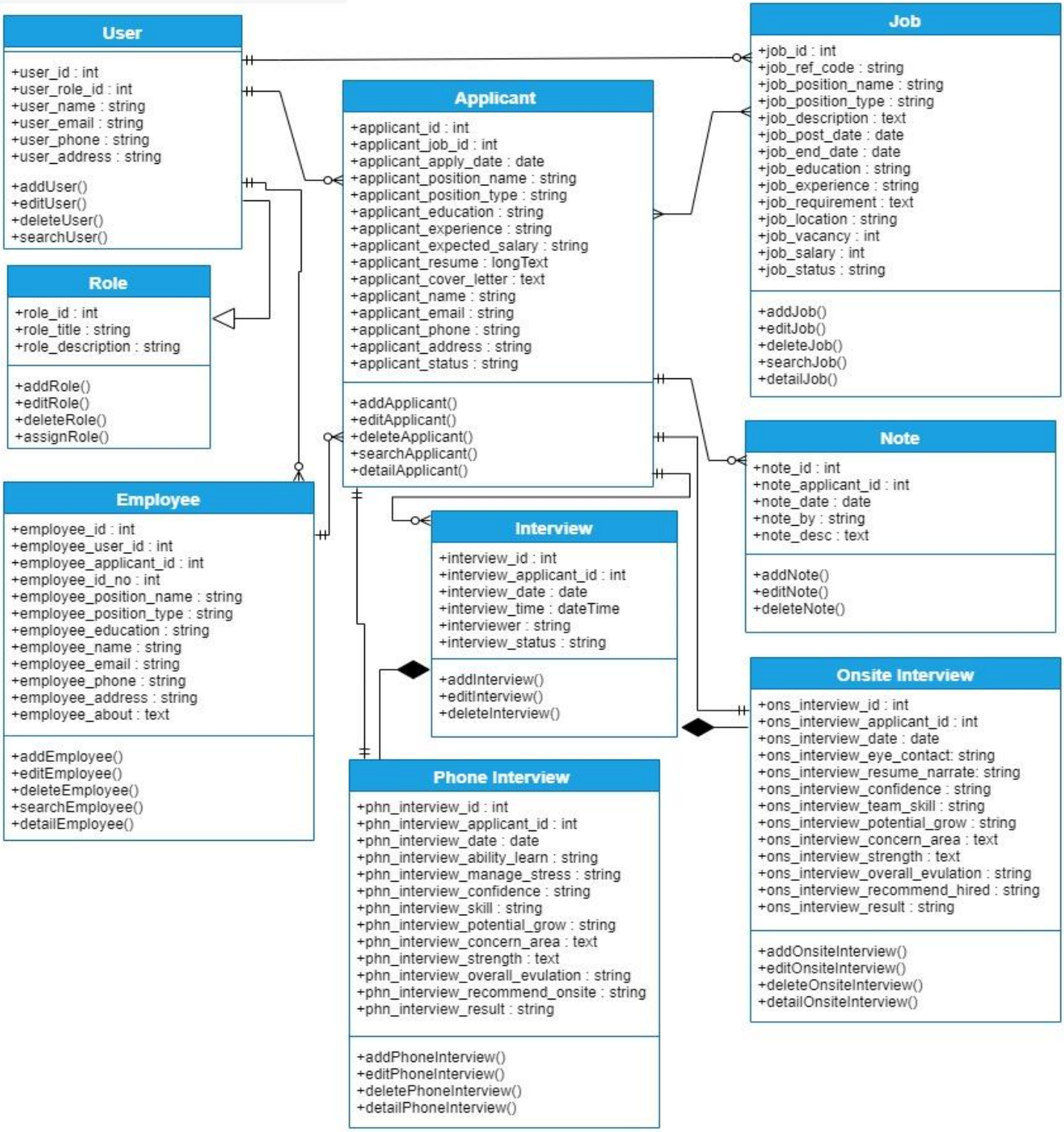
Class- Diagram(RMS)



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CHAPTER 4: SYSTEM TESTING

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4.1 Feature Testing

Testing new features is seen as an improvement and modification to the existing feature system. With the most recent system, new system functionality will be presented here. The web application's efficacy, dependability, efficiency, and security are all things that these are intended to enhance.

4.1.1 Features to be tested

Features	Priority	Description
Log in	1	The identity of the user must be confirmed by the administrator.
Log out	3	The session must be terminated after logging out.
Job Maintenance	2	User must be managed jobs module correctly.
Apply request	1	Job seekers must be submit their request to the system
Candidate Maintenance	2	User must be managed candidates module correctly.
Employee Maintenance	2	Data pertaining to a employee must be saved correctly.
Change Password	2	When necessary, users can change their passwords.

Manage Interview	1	User must be managed interview module correctly.
Onsite Interview	2	User takes candidate's onsite interview and interview details must be submitted correctly.
Update Profile	2	Profile for users can be changed as necessary.

Figure 4.1: Features priority table

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4.2 Test Strategies

4.2.1 Test approach

To make sure that my system is of the highest quality, I used two different types of testing. I mainly concentrated on structural and functional testing.

- Black box testing, also known as functional testing, is testing that ignores a system's or component's internal workings and instead focuses solely on the outputs produced in response to chosen inputs and execution circumstances.

- White-box testing, also referred to as structural testing and "glass box testing," is testing that takes into account a system's or component's internal workings.

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4.2.2 Testing Schedule

Test Phase	Time
Testing plan create	1 Week
Unit testing	The period of development
Component test	The period of development
Testing user interfaces	2 Weeks
Performance testing	1 Week
Accessibility testing	1 Week

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CHAPTER 5: USER MANUAL

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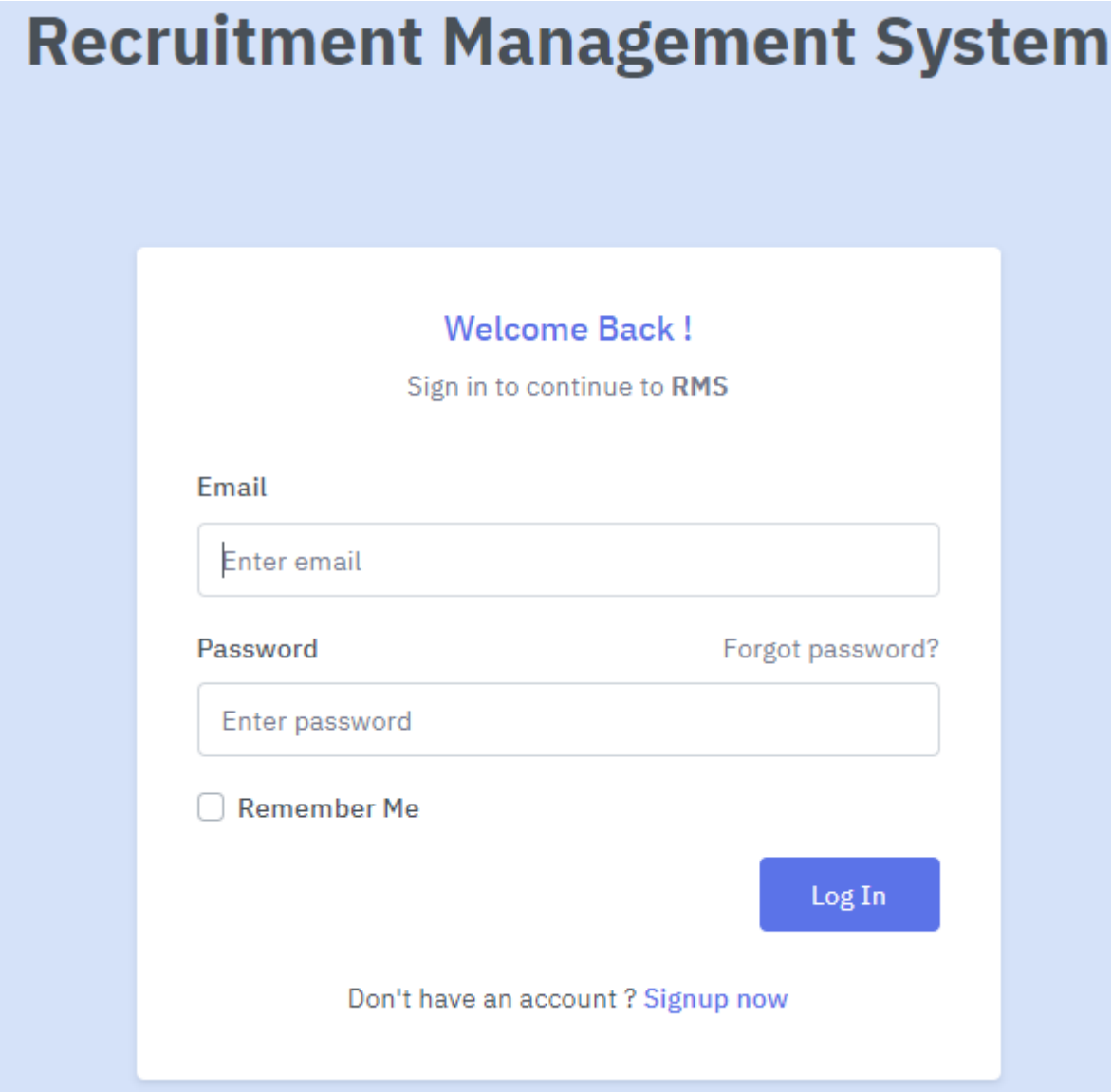
5.1 Login



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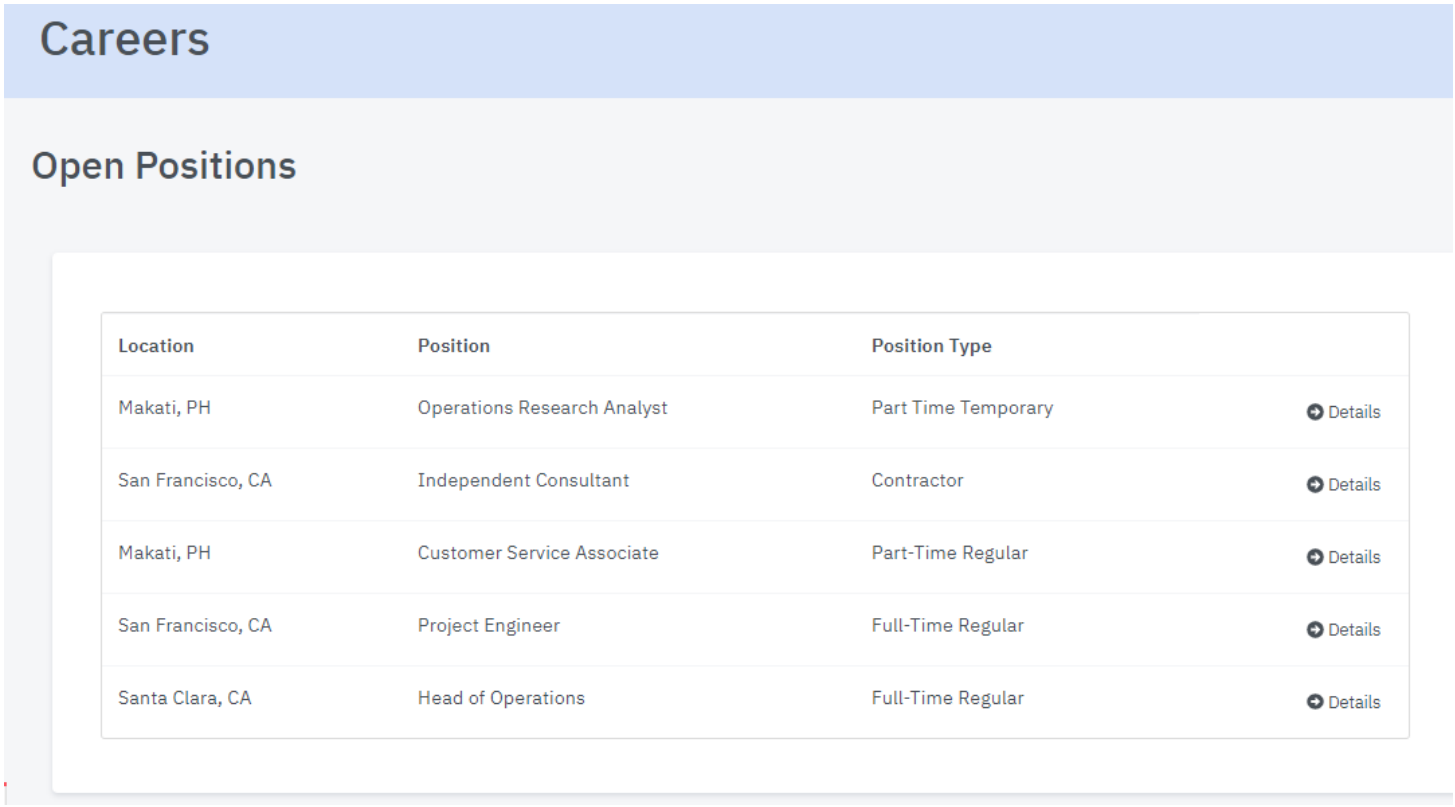
5.2 Career Page



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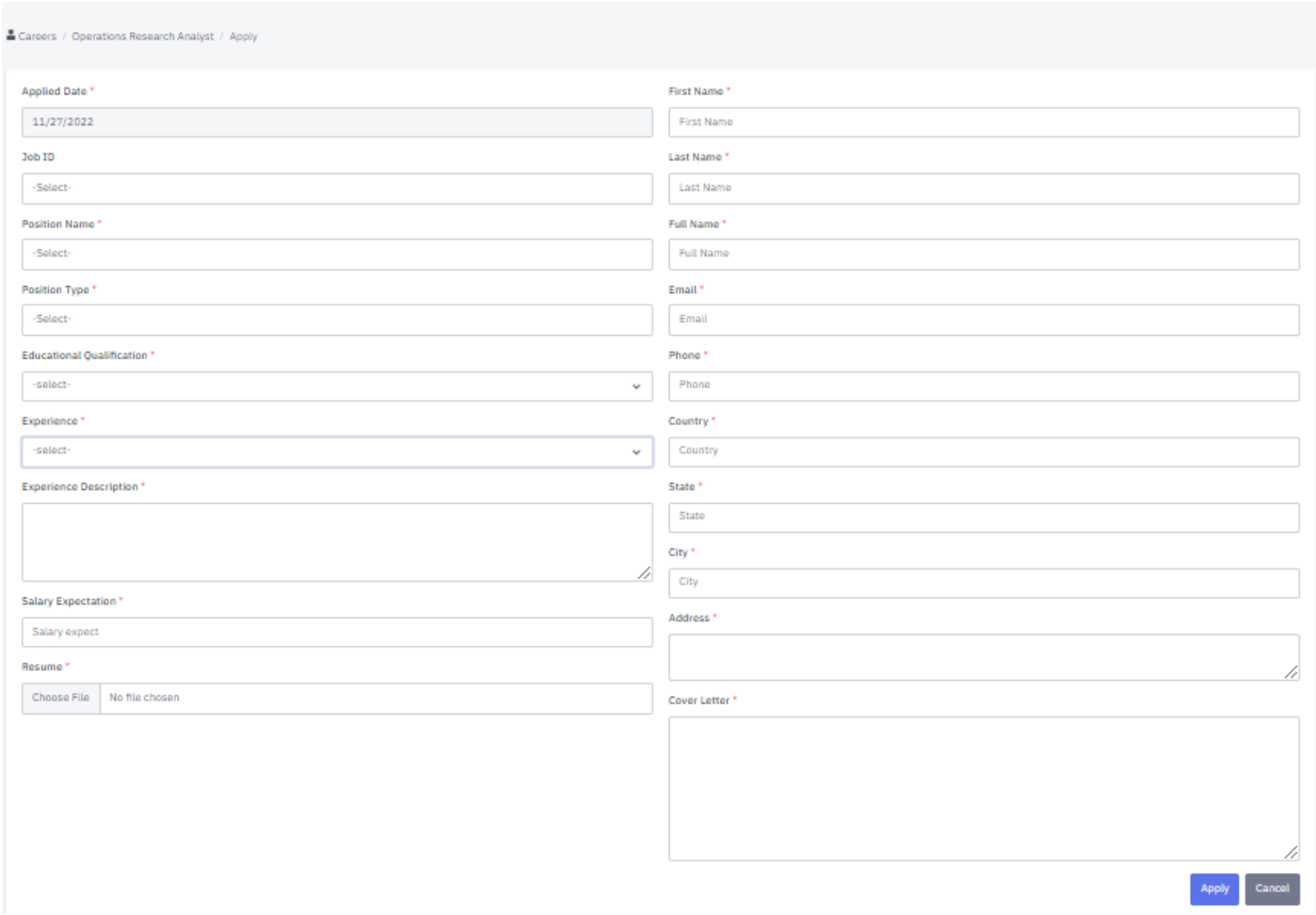
5.3 Apply Job Page



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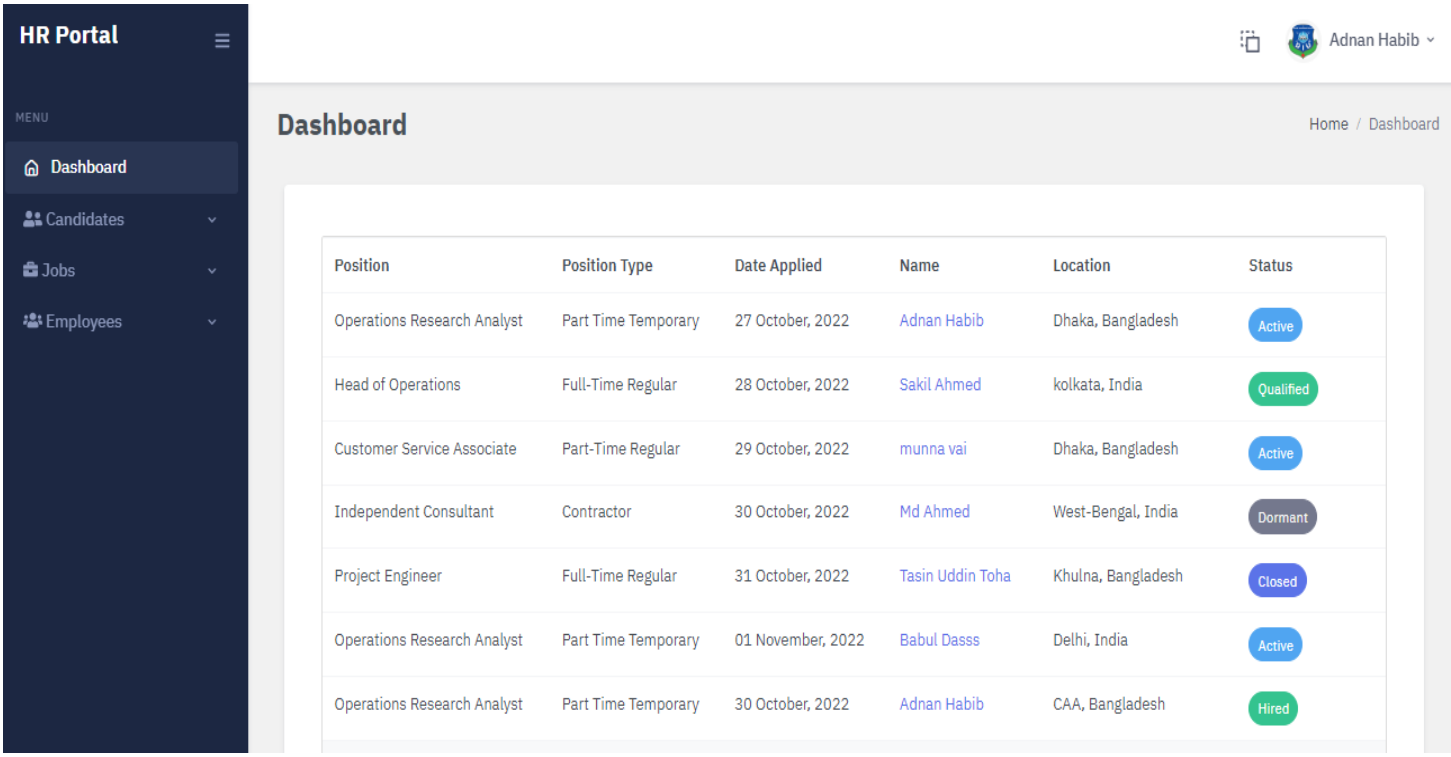
5.4 HR Portal



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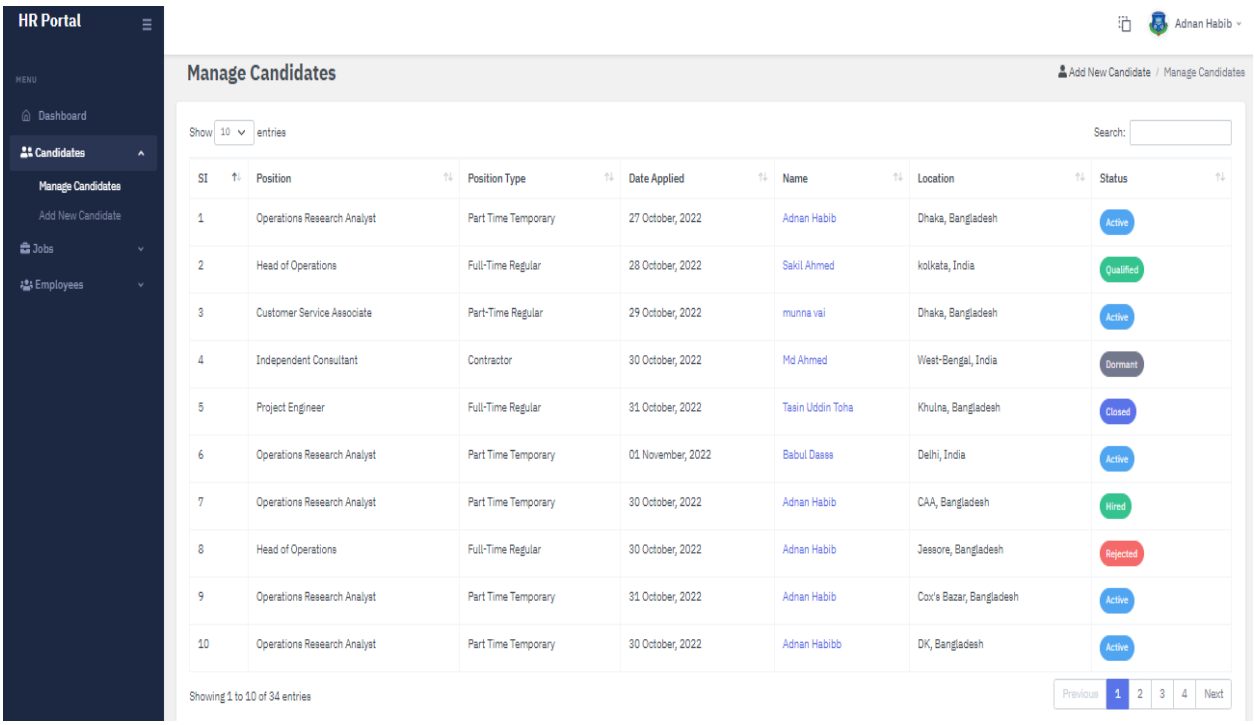
5.5 Manage Candidates



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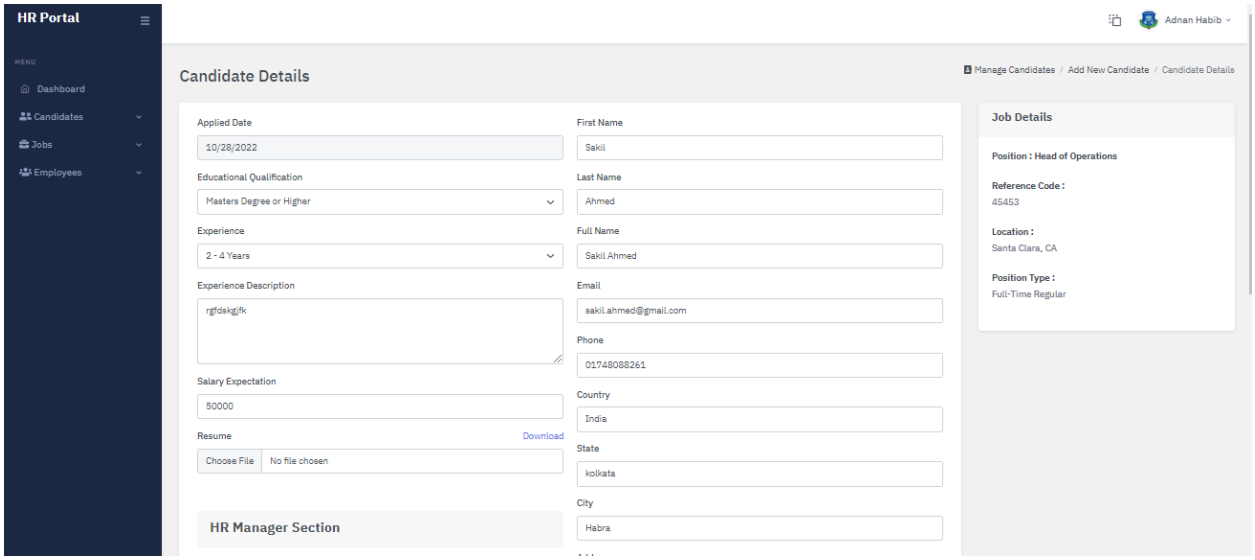
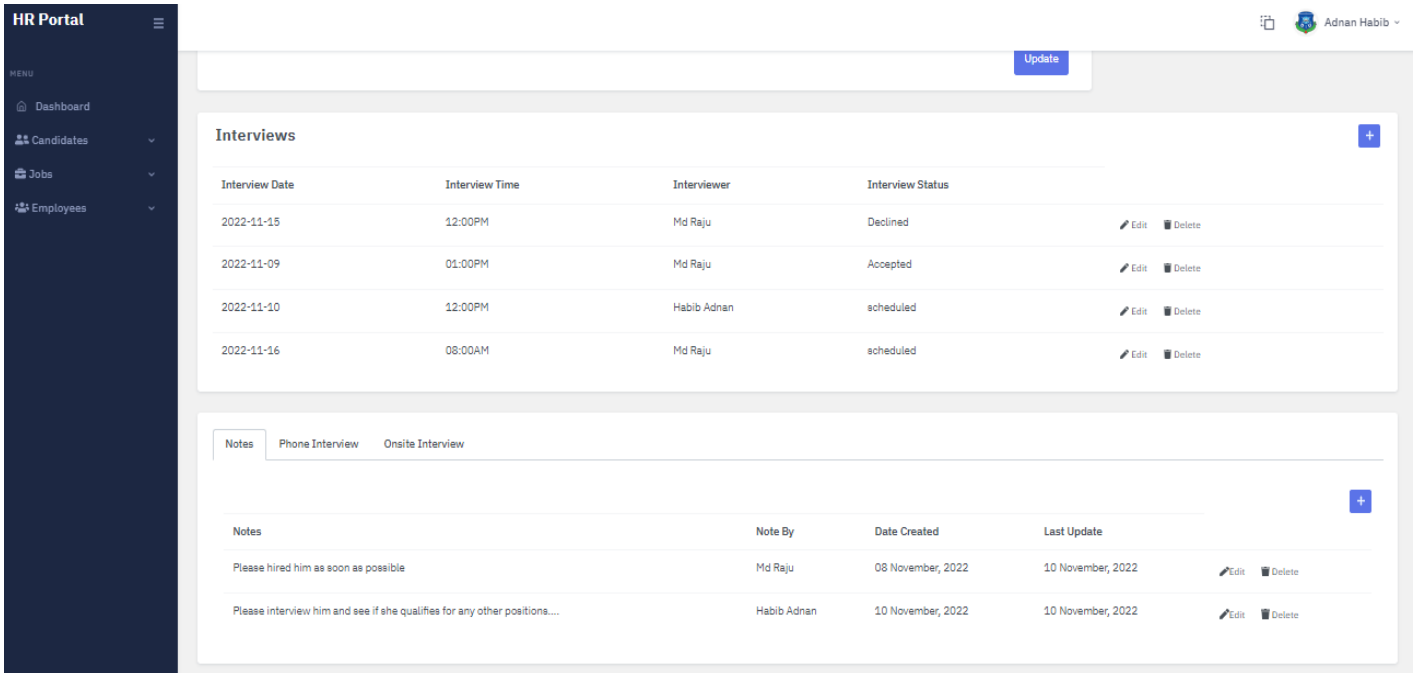
5.6 Candidate Details





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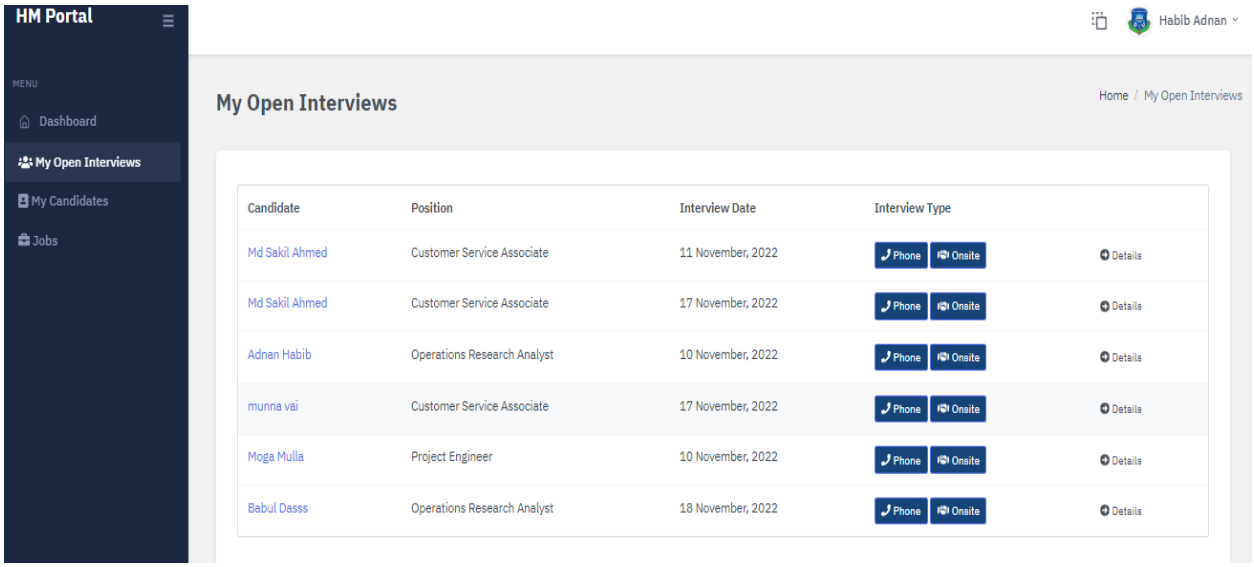
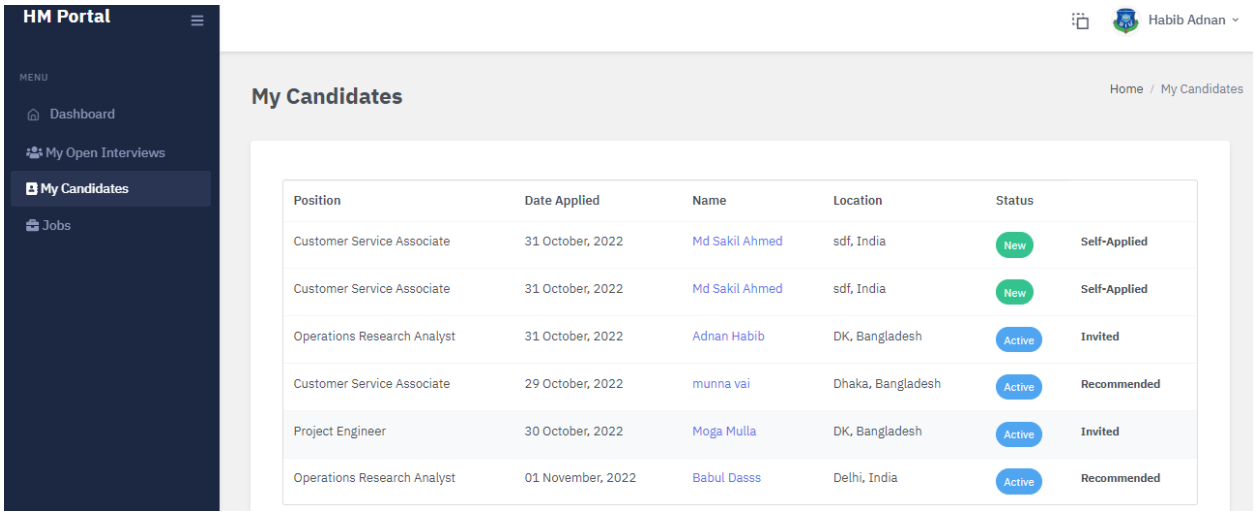
5.7 HM Portal



5.8 HM Candidates



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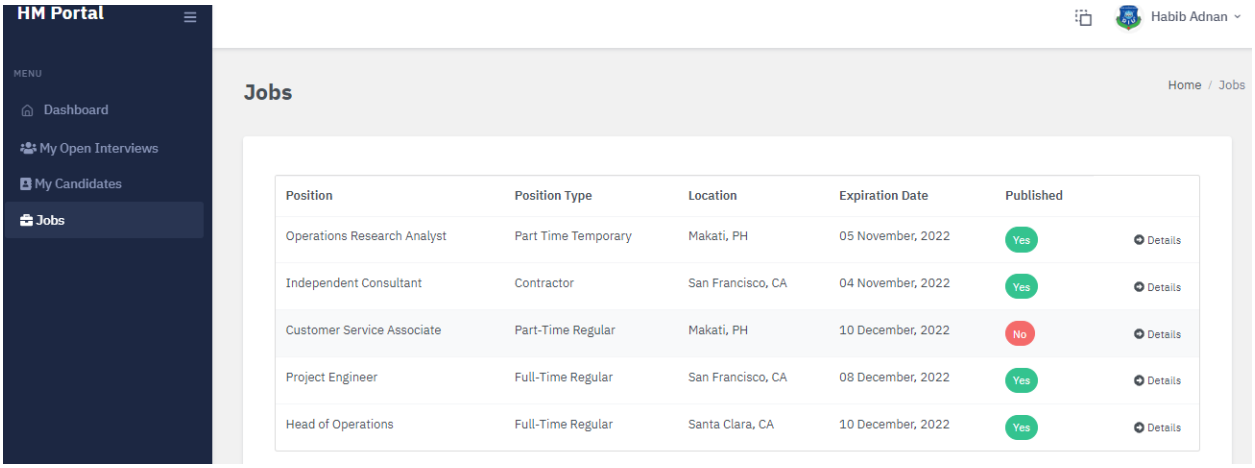
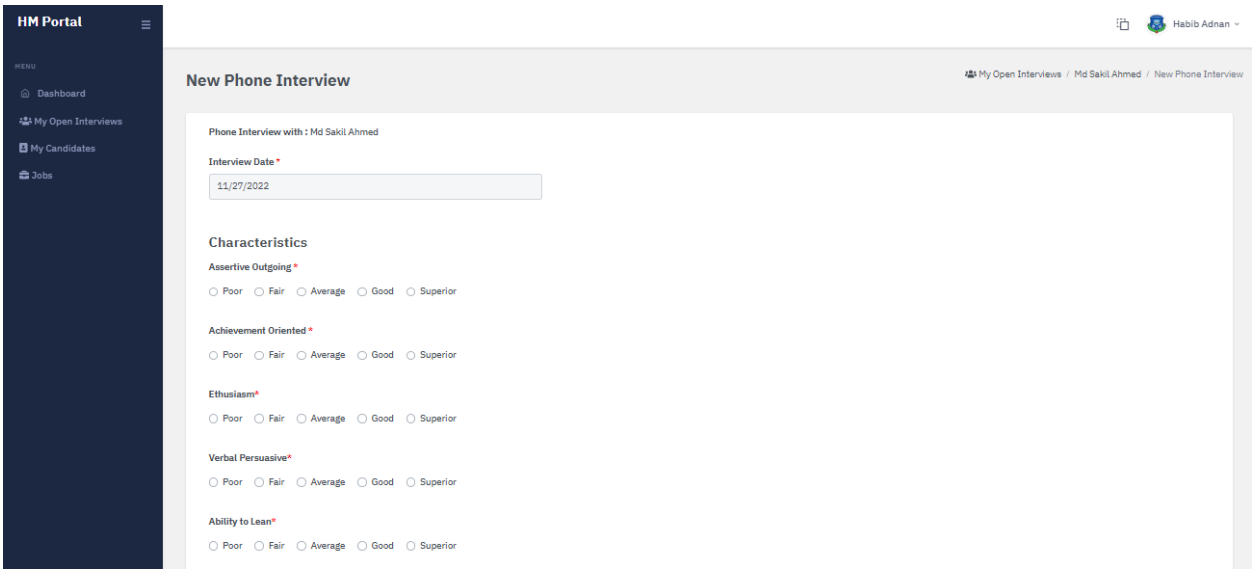
5.9 HM Job



5.10 Phone Interview



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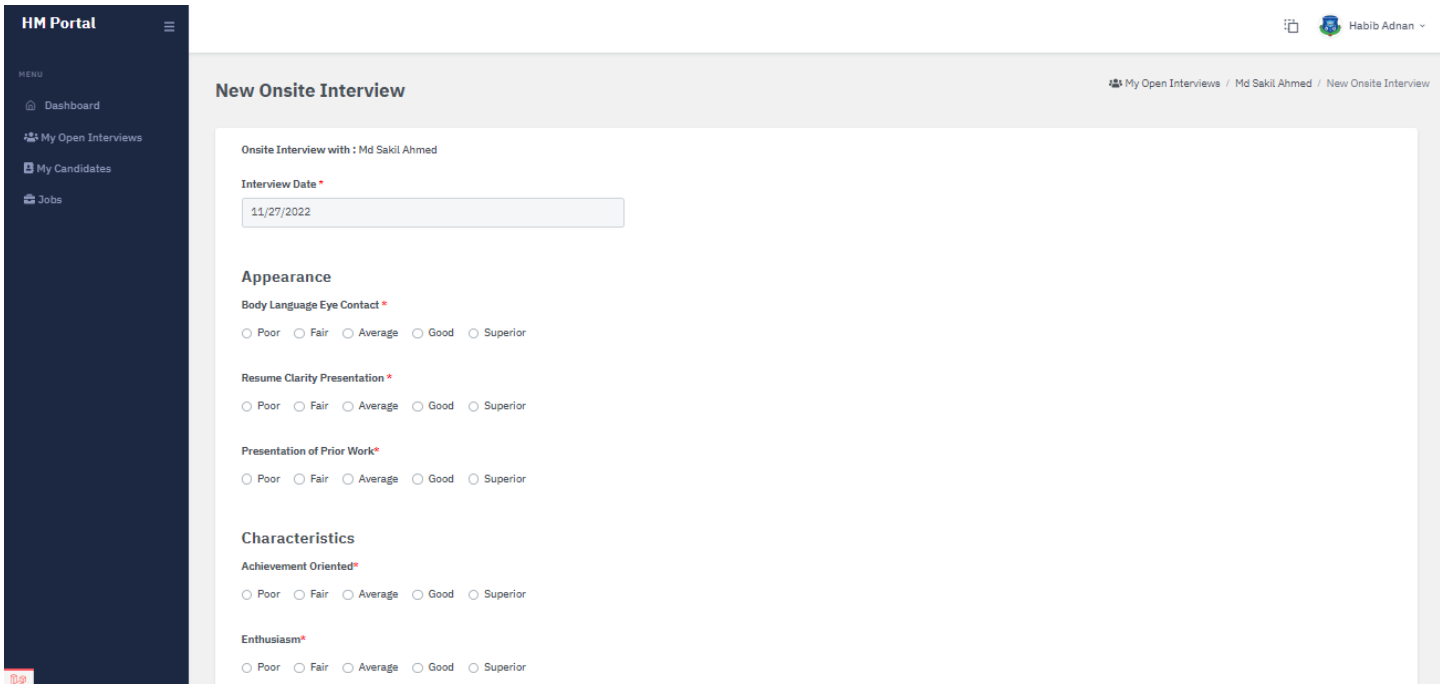
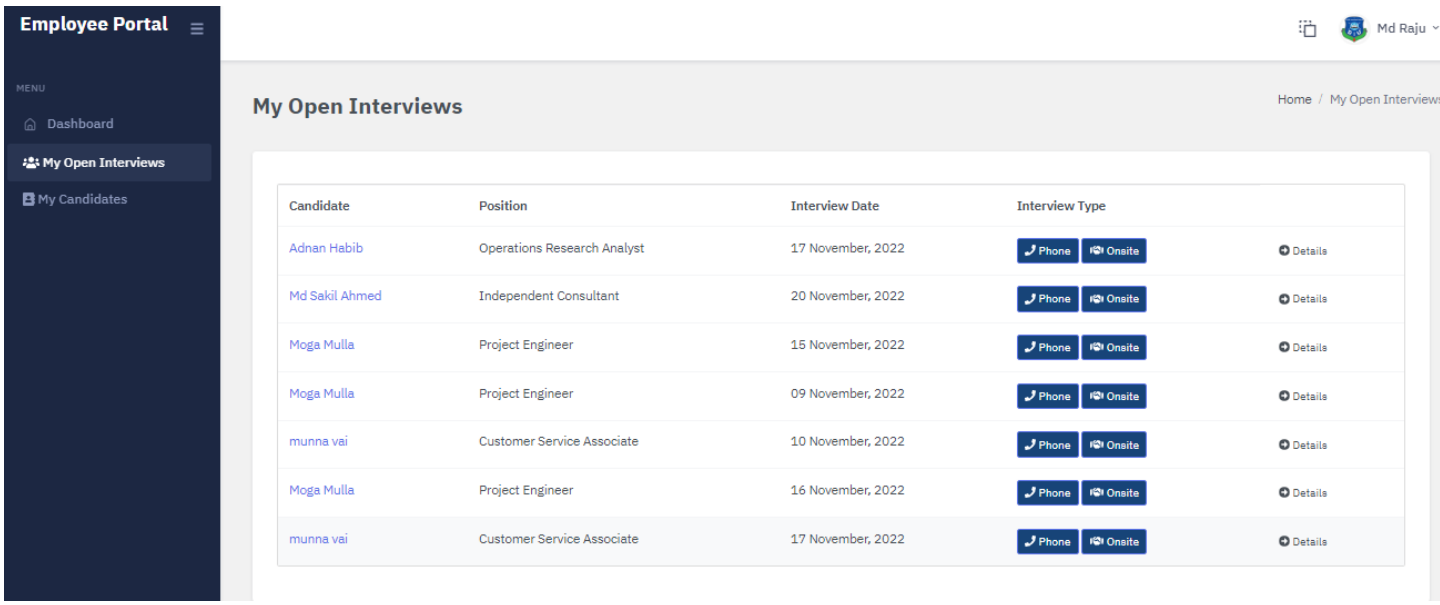
5.11 Onsite Interview



5.12 Employee Portal



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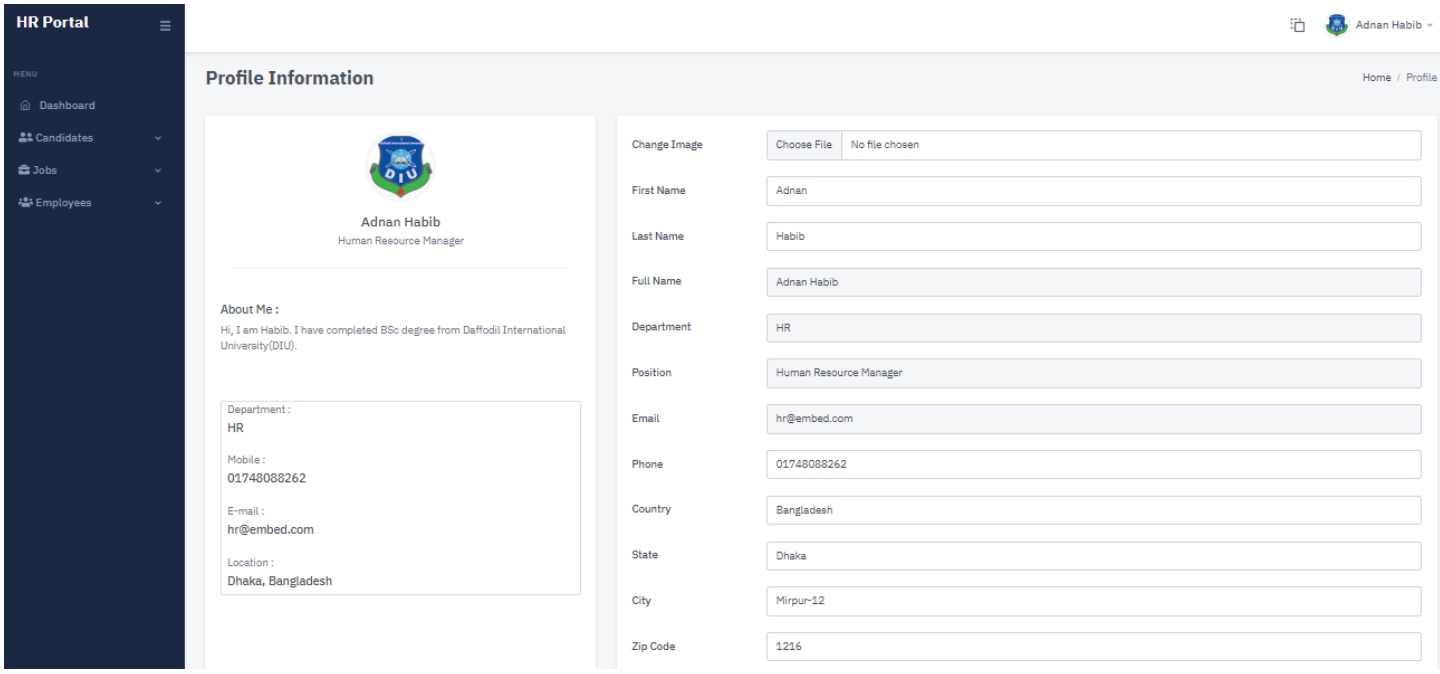
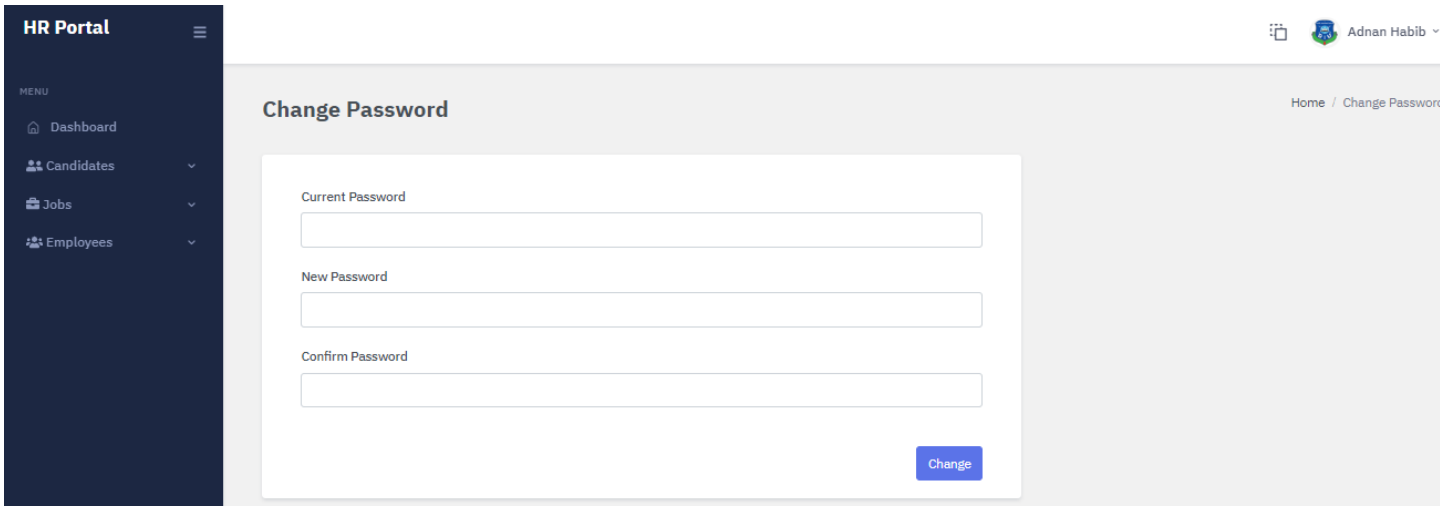
5.13 Profile Page



5.14 Change Password



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CHAPTER 6: SUMMARY, CONCLUSION

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6.1 Project Summary

The "**RMS**" project is creating a recruiting web application to help businesses manage their hiring processes. The RMS application was developed using PHP, and for aesthetic purposes, HTML, JavaScript, and CSS were used. The MySQL database backend program was created.
The evolution of modern recruitment management system and their social effects are reviewed.

6.2 Conclusion

The Recruitment Management System, or **RMS**, is a platform that businesses can use to cut their own recruitment costs while saving time and money. This research project has the potential to completely eliminate or significantly reduce the stress related to job searching. The project is centered on efficient and quick job searching. The Recruitment Management System can be improved by including modules or functionalities that support candidate testing as well as referral of such candidates to businesses based on their performance and ranking on the recruitment platform.

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6.3 Tool and platform

Hardware specification:

processor	1.6 GHz or faster process
RAM	4 GB
Disk space	8 GB of available hard disk

Software specification:

Operating system	Windows 10
Front End	HTML, CSS, JS
Frameworks	Bootstrap, Laravel
Back End	PHP (Laravel)
Text Editor	Visual studio code
Database	MySQL
Web browser	Google chrome
Web server	apache
Drawing tools	diagrams.net

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6.4 Limitations

- SMS alert functionality is not offered.
- The portal is not optimized for search engines.
- Possibility of unauthorized access

6.5 Future Scope

Making something simple to use can be achieved in a variety of ways. To improve functionality, some of the coding can be expanded. The system that could be implemented in the near future does not yet have an integrated employee (including payroll and leave) management system. The database cannot currently be backed up. As a next step, we can enable the backup facility to be bundled so that operations can be run using data from the past. It will be possible to upgrade the system and conform it to the desired environment as new technology is created. Depending on the type of security that will be issued in the future, emerging technologies may be used to improve security.

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Reference Links

- https://www.caspio.com/apps/recruiting-management/
- https://www.slideshare.net/krupalshah1/employee-recruitment-system-srs
- https://app.diagrams.net/?src=about
- https://www.hrhelpboard.com/recruitment-management-system/benefits-of-recruitment-management-system.htm
- https://www.academia.edu/keypass/OCtiL2hycVIwc0pZYUd4eTBiRjczd29qa0FWY1JJVXB5M0JidXJmV0NOWT0tLUQvaVY5UVA4WHlPek5UTk8zY0NRZHc9PQ==--974ab077ad46a74d4b7a0d67fa191c98d3598a58/t/pBGSK-QFsmQB6-h5EQd/resource/work/36436974/DESIGN_AND_IMPLEMENTATION_OF_A_RECRUITMENT_MANAGEMENT_SYSTEM?email_work_card=title

THE END

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