

Project Design Phase-II
Requirement Analysis

Date	02 November 2023
Github name	https://github.com/Arthi0911/Salesforce
Project Name	Streamlined Employee Detail Management

Technical Architecture :

Designing a technical architecture for recruiting assistance for managers involves creating a structured framework for the various software and systems that will support managers in their recruitment tasks. Here's a high-level technical architecture for such a system:

User Interface (UI):

- Web-based or mobile application for HR managers to access the recruiting assistance system.
- User-friendly dashboard for easy navigation and task management.
- Customization dashboards for different HR roles and responsibilities.
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Applicant Tracking System (ATS):

- Central component for managing the recruitment pipeline.
- Stores candidate data, job postings, and job requisitions.
- Provides tools for HR managers to review, screen, and shortlist candidates.
- Integration with job boards and career websites for posting job openings.

AI and Automation Layer:

- AI-powered tools for resume screening and initial candidate assessment.

- Chat bots for candidate engagement and initial inquiries.
- Natural Language Processing (NLP) for parsing and understanding candidate resumes and job descriptions.

Candidate Relationship Management (CRM):

- CRM functionality for tracking and managing candidate interactions.
- Automated email and communication tools for staying in touch with candidates.
- Integration with social media and professional networks for sourcing passive candidates.

Video Interviewing Platform:

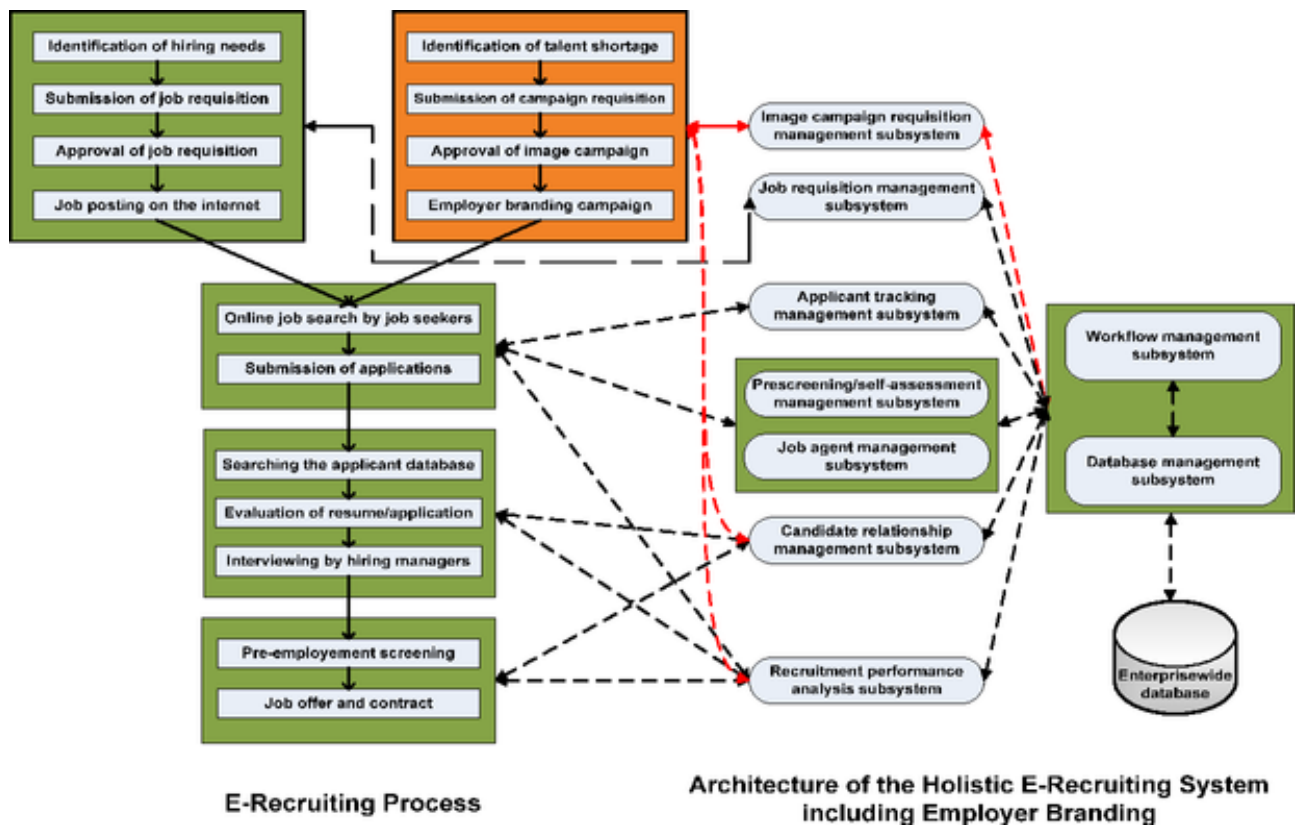
- Integration with video interviewing software for conducting remote interviews.
- Recording and playback capabilities for HR managers to review interviews.
- Candidate evaluation tools to assess interview performance.

Assessment and Testing Tools:

- Integration with pre-employment testing and assessment platforms.
- Provides HR managers with the ability to create and send assessments to candidates.
- Collects and analyzes assessment results.

Collaboration and Communication Tools:

- Integration with collaboration tools like Slack, Microsoft Teams, or email.
- Real-time chat and messaging features for HR managers to discuss candidates and hiring decisions.
- Document sharing and collaboration for interview feedback and evaluations.



Data Analytics and Reporting:

- Analytics engine for monitoring and reporting on recruitment KPIs.
- Customizable reports and dashboards for HR managers and leadership.
- Machine learning algorithms for predictive analytics on hiring trends.

Backup and Disaster Recovery:

- Regularly back up critical data and establish a disaster recovery plan to minimize downtime in case of system failures or data breaches.

Continuous Integration and Deployment (CI/CD):

- Automate the CI/CD pipeline to streamline development, testing, and deployment of new features and updates.

Data Analytics and Reporting:

- Integrate data analytics tools to generate reports and insights, helping HR managers make data-driven decisions.

Feedback Mechanism:

- Include feedback mechanisms for HR managers to report issues and suggest improvements.

Compliance Auditing:

- Implement an auditing system to track changes to sensitive data and ensure compliance with internal policies and external regulations.

Mobile Application Support:

- Consider developing a mobile app for HR managers to access the recruiting assistance system on the go.

Documentation and Training Resources:

- Provide comprehensive documentation and training materials for HR managers and other users to maximize the system's benefits.

Quality Assurance and Testing:

- Implement a robust testing framework, including unit testing, integration testing, and user acceptance testing, to ensure the system's reliability.