

A Mini Project Report on
RECRUITMENT MANAGEMENT SYSTEM

S.E. - I.T Engineering

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Academic year: 2022-23

CERTIFICATE

This is to certify that the Mini Project report on **Recruitment Management System** has been submitted by Sushant Mhatre (21104002), Shruti Mandavkar (21104038), Sneha Bhavasar (21104035), and Pratik Ingale (21104058) who are a Bonafede students of A. P. Shah Institute of Technology, Thane, Mumbai, as a partial fulfilment of the requirement for the degree in **Information Technology**, during the academic year **2022-2023** in the satisfactory manner as per the curriculum laid down by University of Mumbai.

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ACKNOWLEDGEMENT

This project would not have come to fruition without the invaluable help of our guide **Prof. Jayshree Jha**. Expressing gratitude towards our HoD, **Dr. Kiran Deshpande**, and the Department of Information Technology for providing us with the opportunity as well as the support required to pursue this project. We would also like to thank our teacher **Ms. Rujata Chaudhari** who gave us her valuable suggestions and ideas when we were in need of them. We would also like to thank our peers for their helpful suggestions.

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1. INTRODUCTION

The Recruitment Management System is an interface between the Applicant and the Organization responsible for the Recruitment. It aims at improving the efficiency in the Recruitment process and reduces the complexities involved in it to the maximum possible extent. The recruitment system includes the entire process of finding prospective candidates, assessing, interviewing and hiring them, as per the job requirement. The motivation behind recruitment is to make the procedures included more productive and powerful, and in addition more affordable. The Recruitment Management System is a part of the human resources Management system that structure and manages the entire recruitment process.

This recruitment service system will primarily focus on the posting and management of job vacancies. However, this will be the initial step towards achieving the long-term goal of delivering border services to support recruitment. This will provide service to the potential job applicants to search for work opportunities and if they choose, they may be able to make an application online.

It is planned that ultimately all vacancies will be posted online and that this site will offer employers the facilities both to post their vacancies online and to review and manage the resulting applications efficiently through the web with the help of the recruitment system. The recruitment system will allow the provider side to establish one-to-one relationships with candidates, by keeping in close communication with them throughout the application, and hiring process. It even allows the candidates to track the progress of their applications.

1.1 PURPOSE

If the entire process of 'Recruitment' is done manually, it would take several days for the recruitment. Considering the fact that the number of applicants for recruitment is increasing every year, an Automated System becomes essential to meet the demand. So, this system uses several programming and database techniques to elucidate the work involved in this process. The primary purpose to develop this system is to optimize the recruitment process for an organization. Besides, the qualified applicants could be sorted by this system based on their qualifications and company requirements.

- a. The main goal of recruitment is to enable an organization to hire the most well-suited candidates from the job market to fill unique and specific roles within their business. The purpose of recruitment is to find qualified candidates for the development of the organisation. Sources of recruitment refer to various modes of connecting with the job seeker for completing the task of finding potential employees.
- b. The purpose is to choose the most suitable candidate, who can meet the requirements of the jobs in an organization, who will be a successful applicant.
- c. The purpose of a recruitment management system is to streamline and automate the recruitment process to make it more efficient, effective, and cost-effective. The system is designed to help organizations manage the entire recruitment lifecycle, from posting job vacancies to hiring candidates.
- d. The recruitment management system enables organizations to manage job postings, resumes, applications, interviews, and candidate communications all in one place. The system allows recruiters to easily search for and screen candidates based on skills, qualifications, and experience. This helps organizations find and hire the best candidates for the job, reducing the cost and time associated with recruitment.
- e. The recruitment management system also enables organizations to create a positive candidate experience by providing timely feedback and updates on their application status. This helps organizations to build a positive employer brand and attract more qualified candidates in the future.
- f. The recruitment management system also provides reporting and analytics features that allow organizations to track the progress of recruitment campaigns, measure the effectiveness of different sourcing channels, and identify areas for improvement. This

helps organizations to continuously improve their recruitment process and make data-driven decisions.

- g. Overall, the purpose of a recruitment management system is to help organizations find and hire the best candidates for the job, reduce recruitment costs and time, and improve the candidate experience.

1.2 OBJECTIVES

This software helps applicants to find a suitable job within the organization and apply for that job easily. The software helps in managing and viewing details of interested applicants for the administrator. The system is capable of sorting and filtering the best suitable candidates based on some criteria. Companies will not have to waste their time finding the right employee at the right post. The system has been designed to do a whole lot more than just reduce paperwork.

1. It can make a significant contribution to a company's marketing and sales activities. This system provides service to potential job applicants to search for working opportunities.
2. The recruitment management system will allow job providers to establish one-to-one relationships with candidates.
3. This recruitment system service system will primarily focus on the posting and management of job vacancies.
4. It helps to review and manage the resulting applications efficiently through the web. It also allows the candidates to track the progress of their applications.
5. The primary objectives of recruitment and selection are to ensure high-quality candidates who are culturally fit and work toward shared organizational goals and vision.

1.3 SCOPE

Online Recruitment System enables the user to have the typical recruitment facilities and features at their disposal. It revolves around typical issues of manual staffing processes and activities into a controlled and closely monitored workflow in the architecture of the application. This multi-platform solution brings in by default, the basic intelligence and immense possibilities for further extension of the application as required by the user.

1. The system makes it simpler to share and manage the organization's human resource requirements with higher efficiency and easiness.
2. The objective of these websites is to serve as a common meeting ground for job seekers and organizations, both locally and globally.
3. This kind of system is specifically designed for organizations to help in solving staffing problems and managing human resource department activities at a high degree of optimization.
4. To utilize resources in an efficient manner by increasing their productivity through automation. The System provides an online interface to the user where they can fill in their personal details and apply for the job.
5. The Organization (HR-Department) concerned with the recruitment process can make use of this system to reduce their workload and process the application in a speedy manner.
6. Provide a communication platform between the Applicant and the Organization. The system generates types of information that can be used for various purposes. It satisfies the user requirement.

2. PROBLEM DEFINITION

The recruitment system allows job seekers to view job opportunities through advertisements and helps to apply for the job. The organization shortlist the applicants for the interview. The shortlisted applicants undergo a process of Tests and Interviews.

The Recruitment system department selects the Applicant based on the performance in the Test and Interview. Finally, the recruited applicants are informed. This system makes the task of the job seeker easier rather than waiting in a queue for enrollment. This also reduces the time consumption for both the job seeker and the organization.

The recruitment process is an essential aspect of any organization, and it involves identifying, attracting, and hiring the right candidates for a job vacancy. However, the recruitment process can be time-consuming, expensive, and prone to errors. Therefore, a recruitment system can be developed to address these challenges.

The problem that a recruitment system aims to solve is the inefficiency and ineffectiveness of traditional recruitment methods. These methods can include manually sorting through resumes, posting job vacancies on job boards, and conducting interviews in person. These methods can be time-consuming, and costly, and often lead to hiring the wrong candidate, which can lead to lower productivity, higher turnover rates, and increased costs for the organization.

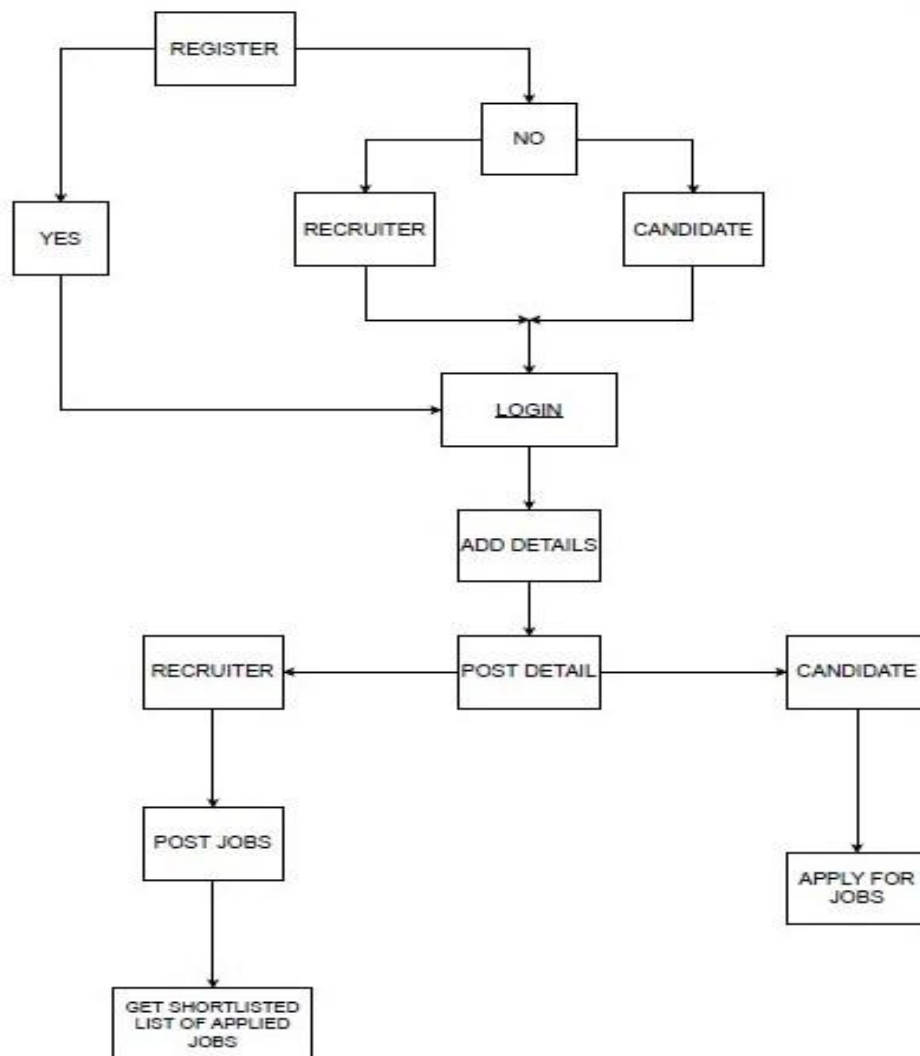
A recruitment system aims to streamline the recruitment process by automating some of the time-consuming tasks such as resume parsing, candidate screening, and interview scheduling. The system can also help organizations reach a wider pool of candidates through integrations with job boards and social media platforms. Additionally, the system can provide analytics and reporting features to help recruiters measure the effectiveness of different sourcing channels and improve the recruitment process over time.

Overall, the problem that a recruitment system aims to solve is to improve the efficiency and effectiveness of the recruitment process by automating tasks, reducing costs, and ensuring the right candidate is hired for the job vacancy.

3. PROPOSED SYSTEM

The system needs to store information about new entries of employees or candidates. The system needs to help the internal staff to keep informed of the company and find them as per various queries.

The system needs to keep records of the job. Systems need to maintain a quality record. The system needs to update and delete the record. The system also needs a search area. It also needs a security system to prevent data.



FLOW CHART OF SYSTEM

3.1 FEATURES AND FUNCTIONALITIES

1. The applicant views the jobs through an Advertisement. Applicants apply for the job. Tests and Interviews are conducted. Recruited Applicants are informed. The recruitment System Manager can generate reports from the information and he/she is the only authorized personnel to add the eligible application information to the database. Product and company based.
2. Creating & Changing issues at ease. Query issues list to any depth. Reporting & Charting in a more comprehensive way. User accounts to control access and maintain security. Simple status & resolution. Multi-level priorities & severities. Various levels of reports are available with a lot of filter criteria. Decrease the load of the person involve in an existing manual system. It contains better storage capacity.
3. Job posting: The system should allow organizations to post job vacancies and provide a detailed description of the position, required skills, and experience.
4. Candidate database: The system should store and manage candidate profiles, including their resumes, skills, and work experience.
5. Applicant tracking: The system should allow recruiters to track and manage the status of each candidate's application, such as whether they have been shortlisted.
6. Candidate screening: The system should allow recruiters to filter and screen candidates based on various criteria, such as skills, experience, and qualifications.
7. Reporting and analytics: The system should provide reporting and analytics features that help recruiters track the progress of recruitment.

4. PROJECT OUTCOMES

- Improved efficiency in the recruitment process: which can significantly reduce the time and effort required to manage the recruitment process.
- Better candidate experience: A well-designed recruitment management system can provide a positive experience for candidates by keeping them informed about the recruitment process and simplifying the application process.
- Increased transparency and accountability: By using a recruitment management system, recruiters can track the progress of each candidate, document their communications and decisions, and ensure compliance with legal and ethical standards.
- Enhanced data management: A recruitment management system can collect and analyze data about candidates, such as their qualifications, skills, and experience, which can help recruiters make more informed decisions and identify areas for improvement in the recruitment process.
- Cost savings: An efficient recruitment management system can reduce the cost of recruitment by eliminating the need for manual processes, reducing administrative overhead, and improving the quality of hires.

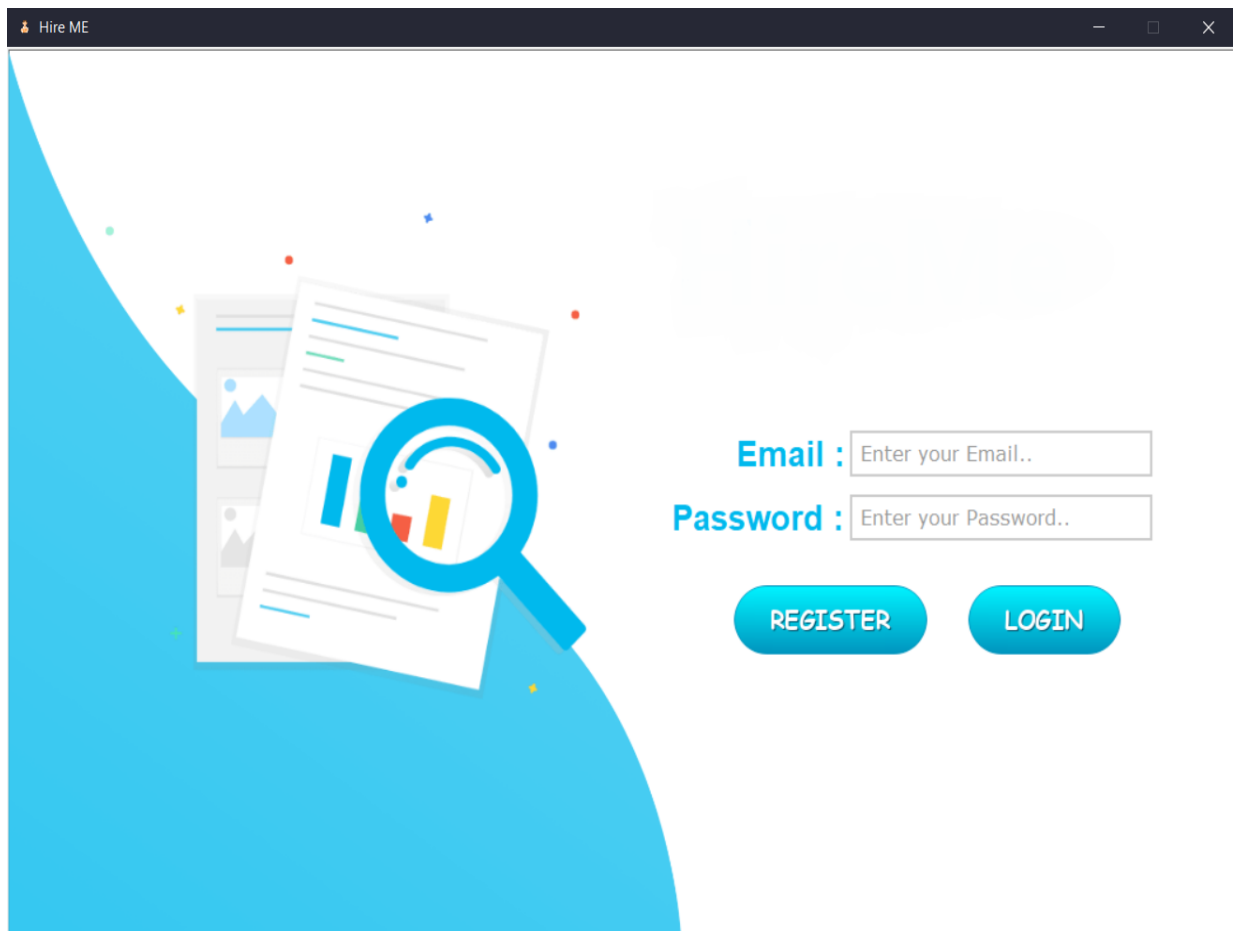
5. SOFTWARE REQUIREMENTS

1. Language :- PYTHON - 3.10
2. DATABASE :- MYSQL
3. XAMPP CONTROL PANEL
4. TEXT EDITOR:- VISUAL STUDIO CODE

6. PROJECT DESIGN

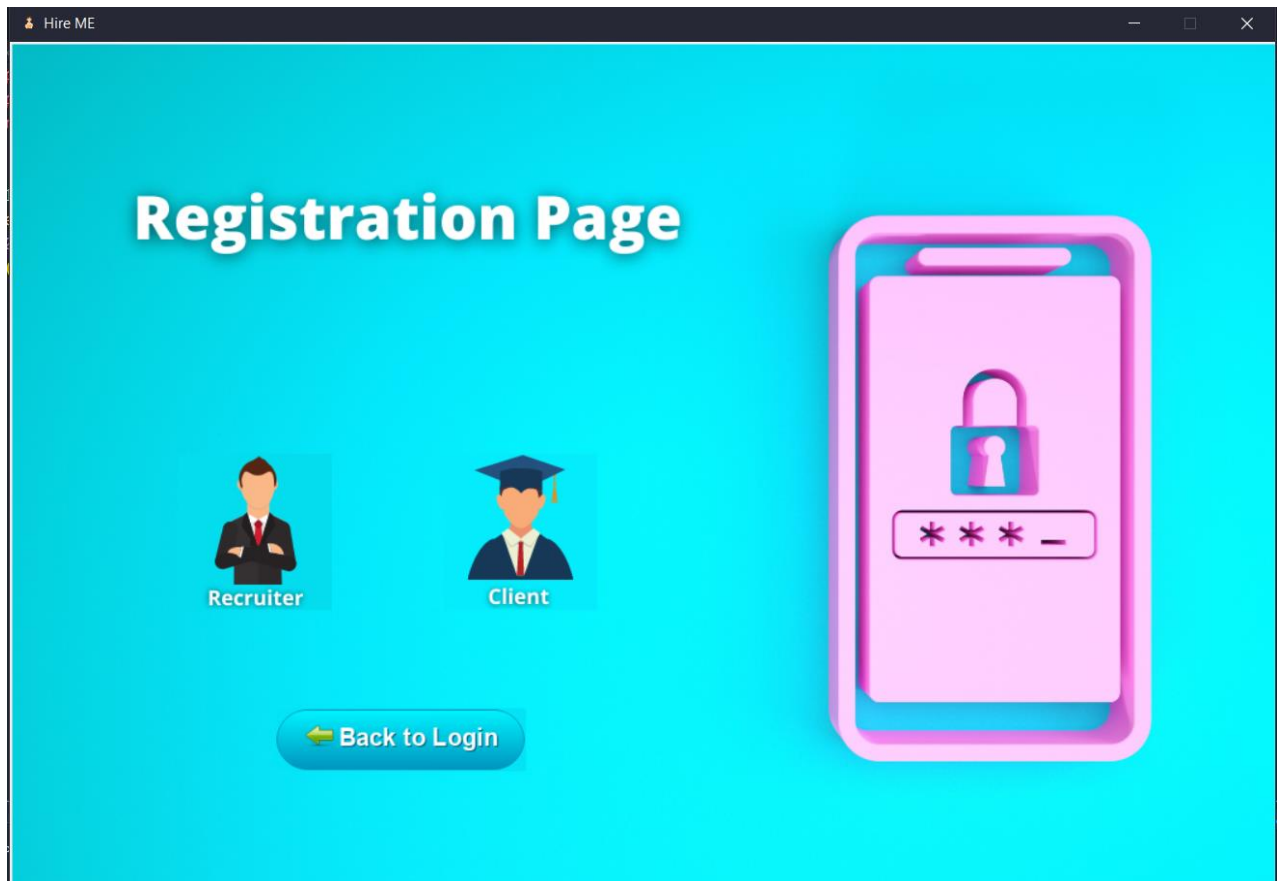
LOGIN PAGE:-

The login page allows a user to gain access to an application by entering their username and password.



REGISTRATION PAGE2:-


A signup page (also known as a registration page) enables users and organizations to independently register and gain access to your system.



CREATING JOB PAGE:-

To create jobs for candidates to apply for it and to get a list of applied jobs

Hire ME



Karan Gandhi

Apple

LOGOUT

Post a Job

Posted Jobs

Applications

Create Job

Role :

Enter Job Role

Type :

Select

Qualification :

Enter Job Qualifications

Experience :

Enter Minimum Experience

Salary :

Enter Expected salary

Submit

7. PROJECT SCHEDULING

Table 7.1 : Project Scheduling

Sr. No	Group members	Time duration	Work to be done
<u>1</u>	SUSHANT MHATRE PRATIK INGALE SHRUTI MANDAVKAR SNEHA BHAVSAR	1 st week of january	Designing Login and Registration Page for Recruiter Designing recruiter Panel
<u>2</u>		2 nd week of january	Designing Login and Registration Page for candidate Designing candidate Panel
<u>3</u>		3 rd week of january	Designing Dashboard with Logout button for recruiter . Designing Dashboard with Logout button for candidates .
<u>4</u>		1 st week of february	Designing of application page for candidate and recruiter Designing listing page on both recruiter and candidate.
<u>5</u>		2 nd week of february	Validation of registration page, login page, and other pages

<u>6</u>	SUSHANT MHATRE	3 rd week of february	Creating connectivity between registration and login pages
<u>7</u>		4 th week of february	Creating connectivity between recruiter page and detail page of recruiter
<u>8</u>	PRATIK INGALE	1 st week of march	Creating connectivity between candidate page and detail page of candidate.
<u>9</u>	SHRUTI MANDAVKAR	2 nd week of march	Creating connectivity of pages to each other with application pages as well as other pages.
<u>10</u>	SNEHA BHAVSAR	3 rd week of march	Creating default database Creating database of recruiter side and to store database
<u>11</u>		4 th week of march	Creating database of candidates side and to store database
<u>12</u>		5 th week of march	Testing of project and making correction as per requirements as per need.

CONCLUSION

From a proper analysis of positive points and constraints on the component, it can be safely concluded that the product is a highly efficient GUI-based component. This application is working properly and meeting all user requirements. This component can be easily plugged into many other systems. Our project is only a humble venture to satisfy the need to manage their management work for the recruitment system. This project is several user-friendly coding is mostly adopted.

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