

De La Salle University

College of Computer Studies

Software Technology Department

**JobIT (Experts Academy / Experts Prime)**

SOFTWARE REQUIREMENTS SPECIFICATION

|  |  |
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| **Team Name** | **Blue Barracudas** |
| **Section** | S18A |
| **Team Members** | Andrade, Russel  Balajadia, Regina Claire  Dungan, Miguel Lorenzo  Esquillo, Lance Patrick  Ng, Francis Keith  Pangilinan, Jared Luke  Ramos, Luigi  Ramos, Michael Joshua  Sanchez, David  Syfu, Jonah  Unabia, Karl Frederick |
| **Date Submitted** |  |

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1. **Executive Summary**

Experts Academy is a training facility designed to help students and experts alike by developing a system of engagement with the help of partnerships with higher education institutions. Experts will provide various skill based training courses for the students in order to enhance their skillset and employability here locally and abroad.

One of the main goals of Experts Academy is to bridge the gap between students and partner companies, the Experts system allows them to get experts from their partner companies to teach the students the skills they require to be able to cope with the tasks that their company partners require.

Experts Academy can provide students with numerous beneficial services such as Industry-based Training, Certification Exams Review, Seminars, Fieldtrips, Internships, and Industry Placement that can offer achieving students the chance to gain valuable experience and expand their existing skill-set.

Experts Academy’s mission is to produce graduates that are industry-ready and globally competitive, as well as provide equal opportunities to the under privilege. Though this Experts Academy wishes to become the Philippines’ prime provider of high quality industry-based trainings for global competitiveness and to be one of Asia’s top producer of Certified Professionals.

1. **Overview of the Business Process**

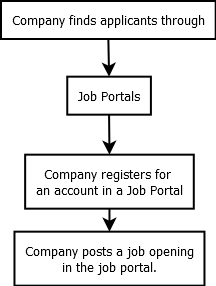
**2.1 Stakeholder Goals**

**Company –** Hire professionals with certifications. Certifications are proofs that they are knowledgeable and trained in their specific field which will ensure the professionals credibility.

**Applicant –** Get certifications to be globally recognized and have an edge especially for opportunities abroad.

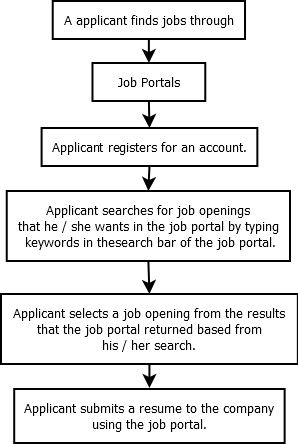
**2.2 Existing Business Process**

**Company**

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A hiring Company can look for potential employees through the use of job portals such as JobStreet. Before interacting with the portal, the Company must first register an account that will represent the Company on the job portal. After registering, the Company will have the ability to post job openings that include information such as description and requirements on the job portal that would become visible to searching applicants.

**Applicant**

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An Applicant can look for a job by using job portals such as JobStreet. The Applicant must first register an account on the portal and once the account has been created, the Applicant can search for job openings listed on the portal by hiring Companies. Job openings can be searched using keywords associated with it and the Applicant can then select one from the results to view more detailed information about it. From here, the Applicant can submit a resume to the Company that posted the job opening.

**2.3 Data Requirements**

A resume that is uploaded to the system needs to be a PDF file.

A job listing form that is submitted to the system contains the following information namely, position, skills tags, location,  work experience (job title and years of experience), college course, work schedule, work hours, and a PDF file with the complete details of the job listing.

The applicant registration form that is accomplished during registration of the applicant contains the applicant’s last name, middle name, first name, birthday, city, gender, marital status, address, email, contact number, desired password, skills,.

The applicant’s profile in the system will display the applicant’s last name, middle name, first name, birthday, address, email, contact number, and the student may also add his / her skill/s, education (high school, college, college course), certifications (certificate, date achieved, certificate of competency) and work experience (job title and years of experience) in their profile, and a PDF file of their resume.

The company registration would need email and password.

The company profile which can be viewed through the system will contain the company name, company description, contact number, and company logo.

The administrator registration form that an admin will accomplish in order to have admin access to the system will contain a chosen username, password.

Messages that will be sent among all users of the system should contain the receiver, title, and message.

Notifications that will be sent to all users will contain a title and message.

**2.4 Roles in the Business Process**

Two people are involved in the business process of finding a job and looking for applicants. The roles of these people and their tasks are summarized in Table 2-1.

|  |  |
| --- | --- |
| Role | Description of Tasks |
| Company | * Post job listings in job searching sites such as jobstreet, jobsdb, and monster * Accept applications through email or job portals |
| Applicant | * Find jobs through walk-in, job portals, and referrals * Submit resumes to companies through email or in person * Post resume in job portals |
| Admin | * Approve account requests from Applicants not from Experts Academy * Create accounts for Companies in JobIT |

Table 2-1. Applicant and Company Tasks

1. **Problem Analysis**

This chapter presents the findings of the investigation on the organization’s needs and problems to be addressed by the software. (Only problems to be ADDRESSED) This section will also provide the reader with a background of the organization which is the primary stakeholder of the system to be developed. The various users and stakeholders of the software are also presented here.

| **ID** | **Description** | **Cause** | **Symptoms** | **Impact** |
| --- | --- | --- | --- | --- |
| # | What’s the problem? | What causes the problem? | How do we know the problem exists? | Why is this important? What are the consequences? |
| 1 | Some details of the job description are unknown to the applicant. | Details of the job being posted are broad. All the specific description of the job are not stated. | The Applicant will likely cancel his / her application because he / she would realize he / she can’t do the tasks required in the job. | Applicants don’t get accepted or get considered due to their incompatibility with the job position.  Companies miss the opportunity of hiring someone who is suitable for the job. |
| 2 | The HR, most of the time, does not inform you if you’re rejected even if they have received and seen your resume. | There a lot of applications that the HR is receiving or handling.  The Applicant does not do a follow-up regarding his / her application. | The Applicant does not receive any notification about his / her application. | The Applicant will be waiting for weeks before losing interest of his / her application or getting a reply. |
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1. **Software Solution**
   1. **Objectives**

JobIT, a web-based Resume Portal, aims to bridge the applicants and the companies in the industry by letting applicants find jobs in a central system dedicated to Information Technology / Computer Science / Electronic Communications Engineering related skills and letting companies find certified applicants which they can hire.

The specific objectives of the software are as follows:

* To provide a facility for managing, and viewing applicant resumes;
* To provide a facility for applicants and aspiring job seekers to find employment;
* To provide a facility for companies to find possible additions to their team and employ them;
* To provide a standard and efficient way of setting meetings and sending messages to job seekers;
* To provide a unified way of notifying companies and jobseekers through the resume portal and email.
  1. **Characteristics**
* Be able to handle at least 3000 users
* User-friendly
* Fast
* Responsive

1. **User Stories***.*

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| **User Story #1: The User can log-in to the System through his / her account.** | |
| **Estimate (Days):** | **Priority:** |
| **Pre-condition:** The User has a valid account in the System. | |
| **Scenario:**   1. The User enters his / her registered e-mail address and password. 2. The User submits the entered information. 3. The System checks if the password is matched with the password associated with the e-mail address. | |
| **Post-condition:**  The User has successfully logged in. The User can now see the main page of his / her account. | |
| **Acceptance Criteria:**   1. Verify that the User is successfully authenticated by the System, the main page of the User’s account will be displayed. 2. Verify that if the e-mail address and password provided are incorrect, the System will inform the User that his / her e-mail address and / or password is incorrect. | |

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| **User Story #2: The User (except the Admin/Super Admin) can manage their profile.** | |
| **Estimate (Days):** | **Priority:** |
| **Pre-condition:** The User has to be logged in. | |
| **Scenario:**   1. The User selects the edit option found in the nav bar. 2. The User can edit his / her profile 3. The User changes the previous information. 4. The User submits the changes. 5. The System saves the changes. | |
| **Post-condition:**  The User’s profile information is changed. | |
| **Acceptance Criteria:**   1. Verify that changes entered should be reflected on the User’s profile page and the database. 2. Verify that only edited information should be changed / updated. | |

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| **User Story #3: The User can change their password.** | |
| **Estimate (Days):** | **Priority:** |
| **Pre-condition:** The User has to be logged in and in his / her account settings page. | |
| **Scenario:**   1. The User enters his / her existing password. 2. The User enters his / her new password. 3. The User selects the save changes option. 4. The System saves the changes. | |
| **Post-condition:**  The User’s password is changed. | |
| **Acceptance Criteria:**   1. Verify that the new password is not the same as the existing password. 2. Verify that the new password follows the password convention. | |

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| **User Story #4: The User can choose how to receive notification.** | |
| **Estimate (Days):** | **Priority:** |
| **Pre-condition:** TheUser has to be logged in. | |
| **Scenario:**   1. The User chooses to enable or disable notifications. User controlled notifcation channel/s: email. 2. The User submits the changes. 3. The System saves the changes in the User notification settings. | |
| **Post-condition:** The System only sends notifications through the chosen notification channel enabled by the User. | |
| **Acceptance Criteria:**   1. Verify that notifications should only be sent in the channel/s chosen by the User. 2. Verify that changes must be saved in the System. 3. Verify that the User can enable / disable notifications for email. | |

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| **User Story #5: The User can log out of the System** | |
| **Estimate (Days):** | **Priority:** |
| **Pre-condition:** The User must be logged-in in the System. | |
| **Scenario:**   1. The User chooses to log out of the System. 2. The System logs the User out of the System. | |
| **Post-condition:**  The User is logged out of the System | |
| **Acceptance Criteria:**   1. Verify that the user will no longer have have access to the System’s features once he/she is logged out 2. Verify that the user will only have access to the System once he/she has logged back into the system | |

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| **User Story #6: The Applicant can create an account to gain access to the System.** | |
| **Estimate (Days):** | **Priority:** |
| **Pre-condition:** None | |
| **Scenario:**   1. The Applicant enters his / her id number if the Applicant is from Experts Academy.   1.1. The Applicant enters his / her last name, middle name, first name, birthdate, address, email, contact number, gender, marital status, and password if he / she does not have an id number.  1.2 The System automatically fills the fields if the Applicant has an id number.  1.3 The Applicant may opt to edit fields.   1. The Applicant clicks a button and is shown the second part of registration (setup profile). 2. The Applicant enters the following data: skill/s, high school, college, certification exams taken (certificate, date achieved, certificate of competency), college course, and work experience (job title and years of experience). 3. The Applicant submits the entered information. 4. The System validates the entered information. 5. The System creates the Applicant’s account. | |
| **Post-condition:**  The Applicant’s account will be created. | |
| **Acceptance Criteria:**   1. Verify that the System fills the correct details of the Applicant given that the Applicant has an id number. 2. Verify that a duplicate account will not be created if the Applicant has an existing account. 3. Verify that the form can only be submitted if all mandatory fields are filled. 4. Verify that if the id number of an Experts Academy student does not exist in the database, the system will not fill any fields. 5. Input data types: last name, middle name, first name, address, email, contact number, gender, marital status, password, skill/s, high school, college, certification exams taken (certificate, date achieved, certificate of competency), college course, and work experience-job title string; birthdate: date; work experience- years of experience: int. | |

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| **User Story #7: The Applicant can upload his/her resume to make it visible to Companies who have set appointments.** | |
| **Estimate (Days):** | **Priority:** |
| **Pre-condition:** The Applicant has to be logged in and in his / her profile page. | |
| **Scenario:**   1. The Applicant selects his / her resume from his / her computer. 2. The Applicant uploads the resume. 3. The System stores the information from the form that the Applicant filled up and the uploaded resume. | |
| **Post-condition:** The resume is accepted by the System and can display the resume if requested. | |
| **Acceptance Criteria:**   1. Verify that the uploaded resume is a PDF file. 2. Verify that the uploaded file can only be viewed or downloaded by the Company when the Company has set an appointment with the Applicant and the Applicant has accepted the appointment. 3. Verify that if a previous resume exists, it will be replaced by the new resume. | |

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| **User Story #8: The Applicant can search the Job Listings offered by the Companies to find the suitable job for him/her.** | |
| **Estimate (Days):** | **Priority:** |
| **Pre-condition:** The Applicant has to be logged in and in the search tab of his / her account. | |
| **Scenario:**   1. The Applicant searches for Job Listings using keywords. 2. The Applicant may filter the search by company name, job position, course required, skills required, location, work hours, salary, and work experience. 3. The Applicant submits his / her input. 4. The System displays the Job Listings that matches the keyword/s. | |
| **Post-condition:** The System displays the Job Listings that matches the job search filters. | |
| **Acceptance Criteria:**   1. Verify that no duplicate results must be displayed. 2. Verify that Job Listings with no available slots should not be displayed. 3. Verify that closed Job Listings should not be displayed. 4. Verify that Job Listings that do not match keywords and filters are not displayed. | |

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| **User Story #9: The Applicant can apply for a job in a Job Listing.** | |
| **Estimate (Days):** | **Priority:** |
| **Pre-condition:** The Applicant must be logged-in and he / she must have selected a Job Listing. | |
| **Scenario:**   1. The Applicant selects a job listing. 2. The Applicant selects the apply option in the Job Listing. 3. The System disables the apply option for the Job Listing and informs the Applicant that he / she has applied. 4. The System will notify the Company who posted the Job Listing. | |
| **Post-condition:**  The Company is notified regarding the Applicant’s application. | |
| **Acceptance Criteria:**   1. Verify that the apply option is enabled if the Applicant has not applied for the Job Listing. 2. Verify that the apply option is enabled if the Applicant is not employed. 3. Verify if the Applicant was notified that he / she applied for the Job Listing. 4. Verify if the Company was notified that an Applicant has applied for a Job Listing. | |

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| **User Story #10: The Applicant can view the list of appointments and accept, reject, or reschedule the appointment.** | |
| **Estimate (Days):** | **Priority:** |
| **Pre-condition:** The Applicant must be logged-in and he / she must be in the appointments tab. | |
| **Scenario:**   1. The Applicant selects an appointment from the list of appointments. 2. The System displays the details of the appointment. 3. The Applicant can accept, reject, or reschedule the appointment and send a message containing the reason why the Applicant has rejected or rescheduled the appointment. If the applicant has chosen to reschedule, he/she will input the suggested time the Applicant is available. 4. The System then informs the Company if the Applicant accepted, rejected, or rescheduled. | |
| **Post-condition:**  The Company is notified regarding the Applicant’s response to the appointment. | |
| **Acceptance Criteria:**   1. Verify that the Company that set the appointment will be notified regarding the Applicant’s response. 2. Verify that the status of the appointment must be updated with respect to the Applicant’s response. 3. Verify that the notification is no longer pending after the Applicant has submitted his / her reply. 4. Verify that if the appointment was not replied to within a certain number of days, the Applicant will be re-notified. 5. Verify that if the appointment is expired, the appointment will be deleted and the Applicant will be notified. | |

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| **User Story #11: The Company can setup their profile page to display information about their company in their profile page.** | |
| **Estimate (Days):** | **Priority:** |
| **Pre-condition** The Company must be logged in. | |
| **Scenario:**   1. The Company enters company name, description, address, and contact number. 2. The Company uploads the logo. 3. The Company submits the form. 4. The System will save the data from the form to the database. | |
| **Post-condition:** The Company’s profile page is now complete with their Company name, description, and logo. | |
| **Acceptance Criteria:**   1. Mandatory fields: company description. 2. Verify that all mandatory fields must be filled. 3. Verify that the uploaded file must only be an image format. 4. Input data types: company name, description and address: string; contact number: int. | |

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| **User Story #12: The Company can search for Applicants to look for potential employees to hire.** | |
| **Estimate (Days):** | **Priority:** |
| **Pre-condition** The Company must be logged in. | |
| **Scenario:**   1. The Company enters a keyword/s to search for Applicants. 2. The Company may filter the search by age, city, skill/s, school, certification exams taken, course, and / or work experience. 3. The Company submits its input. | |
| **Post-condition:** The System displays the search results. The Company can view and select any of results of its search. | |
| **Acceptance Criteria:**   1. Verify that if the keyword/s does not yield any results,the System will notify the Company that there are no results. 2. Verify that all results displayed match the keywords inputted by the Company. 3. Verify that the profiles of employed Applicants are not displayed. 4. Verify that the Applicants from Experts Academy should be prioritized in the displayed results. 5. Verify that no duplicate results must be displayed. | |

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| **User Story #13: The Company can post Job Listings for Applicants to see and apply.** | |
| **Estimate (Days):** | **Priority:** |
| **Pre-condition** The Company must be logged in and in the Job Listings tab. | |
| **Scenario:**   1. The Company enters the job position, skills required, course required, location, work hours, work schedule, certification exams needed, and work experience (job title and years of experience) required. 2. The Company enters the number of slots for the Job Listing. 3. The Company uploads a file that has the complete job details. 4. The Company posts the Job Listing. | |
| **Post-condition:** The Applicants can view the Job Listing. | |
| **Acceptance Criteria:**   1. Verify that all mandatory fields are filled up with correct data types then the post option will be enabled. 2. Mandatory fields: job position, skills required, work experience required. 3. Input data types: job position, skills required, course required, location, work hours, work schedule, certification exams needed, and work experience-job title: string; work experience-years,number of slotsrequired: int; 4. Verify if the input in the fields are of the right data type. 5. Verify if at least one of the mandatory fields are empty, the post option will be disabled and the Company will be notified of the required fields that were left empty. 6. Verify that the job listing has been posted 7. Verify that the file containing the job details are uploaded. | |

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| **User Story #14: The Company can set appointments with the Applicant/s to conduct an interview with them.** | |
| **Estimate (Days):** | **Priority:** |
| **Pre-condition** The Company must be logged in and has selected an Applicant’s profile. | |
| **Scenario:**   1. The Company sets the date, time, and place of the appointment. 2. The Company may opt to add a message. 3. The System will send the message and a notification to the chosen Applicant. | |
| **Post-condition:** The Applicant receives an appointment message and notification. | |
| **Acceptance Criteria:**   1. Verify that notification/s should be sent only to the selected Applicant. 2. Verify that the appointment notifications received by the Applicant should include the correct information specified by the Company. 3. All fields are mandatory. 4. Verify that the mandatory fields are filled. 5. Input data types: date: date; time: time; place for the appointment: string. 6. Verify that the fields contain the correct data types. 7. Verify that there will not be any duplicate appointments with the same Applicant. | |

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| **User Story #15: The Company can view the list of Applicants of a Job Listing and inform Applicants if they are hired or rejected to let them respond accordingly.** | |
| **Estimate (Days):** | **Priority:** |
| **Pre-condition: /\* System not involved \*/** | |
| **Scenario:**   1. The Company decides if the applicant if he / she is hired or rejected. 2. The Company selects to hire or reject the applicant. 3. The System will ask for a feedback regarding the Applicant’s hiring or rejection. 4. The Company fills up the feedback form. 5. The Company submits the feedback form. 6. The System will generate a default message response. 7. The System sends the message to the Applicant. 8. The System notifies the Applicant regarding the message. | |
| **Post-condition:** The Applicant receives a notification through his / her preferred method (e-mail or SMS) and his / her account in the System. | |
| **Acceptance Criteria:**   1. Verify that the message must be delivered to the correct Applicant. 2. Verify that the Applicant must be notified regarding if he or she is hired or rejected. 3. Verify that the feedback from the Company must be stored in the database. 4. Verify that other Companies, other Applicants, and the Applicant being given feedback must not see these feedbacks. 5. Feedback form is mandatory. 6. Verify that all mandatory fields are filled. 7. Verify that all fields contain the correct data type. 8. Input data type: feedback: string. | |

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| **User Story #16: The Company can view the list of appointments and cancel or reschedule the appointment.** | |
| **Estimate (Days):** | **Priority:** |
| **Pre-condition:** The Company must be logged-in and he / she must be in the appointments tab. | |
| **Scenario:**   1. The Company selects an appointment from the list of appointments. 2. The System displays the details of the appointment. 3. The Company may reject or reschedule the appointment and send a message containing the reason why the Company has cancelled or rescheduled the appointment. 4. The System informs the Applicant if the Company cancelled or rescheduled. | |
| **Post-condition:**  The Applicant is notified regarding the Company’s response to the appointment. | |
| **Acceptance Criteria:**   1. Verify that the Applicant receiving the appointment will be notified regarding the Company’s actions. 2. Verify that the status of the appointment must be updated with respect to the Company’s actions. 3. Verify that in the appointments that have been accepted by the Applicant the System displays the full name, contact details (email and contact number), and a link where the Company can view and / or download the Applicant’s resume. | |

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| **User Story #17: The Company can view the list of Job Listings and edit or delete them.** | |
| **Estimate (Days):** | **Priority:** |
| **Pre-condition:** The Company must be logged-in and he / she must be in the Job Listings tab. | |
| **Scenario:**   1. The Company selects a Job Listing. 2. The Company may also select all Job Listings. 3. The Company chooses the edit option.   3.1 The Company can change the Job Listing details and re-upload a Job Listing file.  3.2 The Company selects the save changes option.   1. The Company chooses the delete option.   4.1 The System will delete the chosen Job Listing/s from the System and update the list of Job Listings of the Company.   1. The System will save the changes in the database. | |
| **Post-condition:**  The Job Listing is updated or deleted. | |
| **Acceptance Criteria:**   1. Verify that only Job Listings selected by the Company are edited. 2. Verify that only Job Listings selected by the Company are deleted. 3. Verify that all changes in the Job Listing must be saved. 4. Verify that the Job Listing is updated accordingly to the changes made by the company who posted it | |

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| **User Story #18: The Super Admin/Admin can log-in to the System to have access to the System.** | |
| **Estimate (Days):** | **Priority:** |
| **Pre-condition:** The Super Admin / Admin must have an account in JobIT. | |
| **Scenario:**   1. The Super Admin / Admin will press a combination of keyboard keys. 2. The System shows a special log-in page for Admin access only. 3. The Super Admin / Admin enters the username and password. 4. The System checks the database for a match of username and password. | |
| **Post-condition:**  The Admin has logged-in to the System. | |
| **Acceptance Criteria:**   1. Verify that the page for the Admin is displayed if the password is correct. 2. Verify that if the Admin inputs an incorrect password, the System will prompt the Admin to enter the correct password. 3. Verify that if there is no username that matches in the database, it will notify the Admin that the account does not exist. 4. Verify that if the Super Admin / Admin cancels the log-in, the System brings the Admin back to the main page. | |

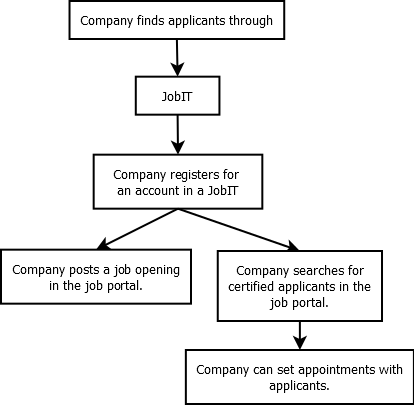
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| **User Story #19: The Super Admin/The Admin can create an account for a Company to give them access to the System.** | |
| **Estimate (Days):** | **Priority:** |
| **Pre-condition:** The Admin must be logged-in in the System. | |
| **Scenario:**   1. The Super Admin / Admin enters the email, password, and confirm password. 2. The Super Admin / Admin submits the entered information. 3. The System creates the account and stores it in the database. | |
| **Post-condition:**  The Admin has created an account for the Company. | |
| **Acceptance Criteria:**   1. Verify that the Company account has been created. 2. Verify that the Company can access their account with the provided email and password. 3. All fields are mandatory. 4. Verify that all mandatory fields are filled 5. Verify that all fields contain the correct data type. 6. Input data type: username, password, and confirm password: string. | |

|  |  |
| --- | --- |
| **User Story #20: The Super Admin can create more admin accounts in the System.** | |
| **Estimate (Days):** | **Priority:** |
| **Pre-condition:** The Super Admin must be logged-in in the System. | |
| **Scenario:**   1. The Super Admin enters the email, and password of the admin account to be created. 2. The Super Admin submits the information to the System. 3. The System creates the account and saves it into the database. | |
| **Post-condition:**  The Admin account with the given information will be created. | |
| **Acceptance Criteria:**  1. Verify that the created Admin accounts can login to JobIT with its respective email address and password. | |

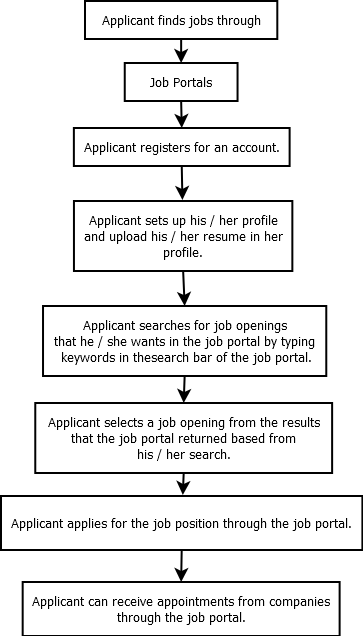
|  |  |
| --- | --- |
| **User Story #21: The Super Admin can deactivate / reactivate an admin account.** | |
| **Estimate (Days):** | **Priority:** |
| **Pre-condition:** The Super Admin must be logged-in in the System. | |
| **Scenario:**   1. The Super Admin views the list of admin accounts. 2. The Super Admin can select and account from the list of admin accounts to deactivate / reactivate 3. The System will prompt the Super Admin for confirmation. 4. The System will update the database. | |
| **Post-condition:**  Selected accounts will be deactivated/reactivated. | |
| **Acceptance Criteria:**  1. Verify that only the selected Admin account will be deactivated/reactivated.  2. Verify that The deactivated account will no longer be allowed to login after being deactivated | |

**Appendix A – Improved Business Process**

**Company**

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**Applicant**

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**Appendix B – Interview Transcript**

**Experts Interview 1 (January 27, 2015)**

[B] – Blue Barracudas [I] – Interviewee

I – Ano course nyo?

B – Computer Science po

I – Sa La Salle?

B – (nods)

I – Ano na kayo? Third year?

B – Second year po.

B – Verify ko lang po- sa web portal, yung main process nya yung mga students o passers ay mag uupload ng resumes tapos i-viview ng mga companies na may access sa website?

I – Basically ganun pero hindi siya mismong PDF lang. Yung main process nun, Everytime nakapasa yung student, magreregister siya at sa admin part, saamin, pwede namin i-verfiy gamit ang database naming at pag na-verify namin, manonotify siya via email or text or sa portal. So para siyang Jobstreet, ganun na ganun yung concept niya.

B – Sir, pwede ba i-record kasi gagawa po kami ng transcript.

I – Sige.

I – Ano yung subject yan?

B- Software Engineering

I - Pero anong programming language ginagamit?

B – Java.

I – Java?

B – Anything goes naman saamin pero preffered namin is Java. Yun ang tinuro saamin.

I – Kasi ang sinisimulan naming dito is through web kasi kinakailangan naming i-deploy online.

B – May subject naman kaming web development.

I – So possible na yun ang gamitin?

B – Possible po gamitin namin ay web.

B - First question po namin: Do you store the resumes in a database?

I – Yes.

B – Kapag let’s say may nag-request, do you send by batch or specifics like kapag sinabi: I want this student from this university? May nag-mention kasi before may mga companies na nag rerequest sainyo ng mga resumes, do you send it like 1-100?

I – Ah, filtering?

I – Hindi po, parang bawat company binibigyan lang naming ng access sa mismong resume portal.

B – Currently po since wala pa pong portal?

I – Yung mga studyante ang nagbibigay saamin ng resumes tapos kami na naguupload o kung pwede, may mga accounts yun mga students na sila maguupload at mag-edit ng profile nila.

B – Yung sa web portal sir?

I – Oo.

B – Pero ano po current nyo?

I – Ah, current! Current process ay parang sinesend nga like in a file.

B – So walang existing?

I – Walang existing. (Referring to resume portal/system)

B – Ah wala po? Ok, let’s move on.

B – Second question: Do you want the system uhh, Do you want the companies to view them for free? Or may subscription?

I – Sa ngayon, free kasi for 6 months, parang dry run yan eh so parang testing period siya. So after 6 months, if the feedback of the system is maganda, then dun kami maglalagay ng subscription para ung mga ibang companies pwedeng mag-partner dun sa let’s say sa experts. Pwede yun nga preferably may subscription pero for the first 6 months, free.

B – Follow-up po: Are there different types of subscriptions?

I – Meron diba? Sa marketing natin which is the company na let’s say magreregister sila for free, ang access lang nila is viewing lang. Wala silang access to posts or pag nag job posting sila, we are hiding stuff like that kung baga yun access is the company lang pagka free. Pag may subscription, yun na iyon, full access na siya sa system.

B – Next question: Are there any requirements for the students para mag submit ng resume?

I – Yes, they need to pass the CCNA exam.

B - Is that a good entrance-

I – Yes kasi CCNA, uh ang CCIE yun eh yun yung basic requirements ng job portal for you to be considered sa database ng job portal.

I – Yung mga students lang kasi ng mga experts kung baga parang priority ng magkaroon ng account para sa job portal o resume portal.

B – In the future po, mag oopen pa kayo for other students?

I – Oo, preferably kung possible pero ngayon meron tayong ibibigay na accounts sa students kasi… diba?

I – Pwede rin. Ang basic kasi nun ay register lang sila nang register. Parang tayo ang mag aaprove.

B – So pag nag register, for approval pa po?

I – For approval pa.

B – So in the future, open kayo for other students, bibigyan ba ng edge ung students pag nag search ng requirement sila ung nasa favor ng search results?

I – Oo, sila yung nasa taas. Priority sila pag alumni sila ng experts; priority sila sa lahat like search, list of new passers, new registered account sa portal. Number 1 dapat sila.

B – Pwede ba i-update ng mga students ung resume? If so, when and how many times?

I – Actually, hindi na hawak ng… For you, nakita ko na kasi ung scenario na update lang ako nang update. For me, ang sasagot ko doon ay hindi na hawak ng system iyon so its beyond the jurisdiction of the system pero and pwede natin ilagay doon is kailangan ganun yun to verify na nandun sila, linked dun sa company. So let’s say isang beses lang ako nag-work pero nilagay ko marami na pala akong work. Wala tayong control.

B – So wala muna tayong restrictions?

I – Sige, pwede kayo mag come up ng idea kung paano mag rerestrict yun pero sa ngayon, wala munang restrictions.

B – How many students or passers are you expecting to be using the portal, estimated?

I – Sa ngayon? Probably around 3000 students

B - Any requirements para sa mga companies to b able to make an account?

I - Memorandum of Agreement, tapos parang tayo yung bibigay ng access at user accounts. Lets say parang kayo yung company at lumalapit kayo saamin.- Kasi yung mga companies parang dapat partner sila sa mga experts, di lahat ng companies may access dun sa portal. Dun na papason yung subscription. And then memorandum of agreement. Kumbaga initially kapag nag-agree na, gagawin na naming yung account ng company and then parang generated to code yung password pero username nila yung ano – lets say companyA@company.com so ayun, puwede nalang i-edit, palitan yung details nila at password.

Bali tatlo ang gagamit nito, si job seeker, company, si admin. So, kami kontrolado naming yung si job seeker at si company. Sila parang sila ang client naming, pero different account, different user type.

B- Ano po yung ginagamit ninyong technologies for this portal?

I – Currently, dinevelop naming yung initial database, yung parang yung flow system sa php, at my sql na database. Natuwa siya oh, yes madali to! Hahaha

B- hahahaha

I – Bakabukas tapus na ah? Hahaha. Boot strap yun, boot strap.

B- So yung first po, mag uupload yung student ng resume when they pass, tapos yung resume nila stored in the database, then for viewing nap po yan ng mga company?

I – yeah

B – yung hiring po rin ba through the website rin ba?

I – oo, throught the website. So initially kayo na yung passers at ako yung company, tapos nakita niyo jobpost ko. I need 3 CCNA’s. Kayo yun, nag-apply kayo sakin, and then manonotify ako na nag-apply kayo for this job position. And then I’ll view yung resume niyo and then pagnagustuhan ko, magsesend ako ng lets parang appointment na date saating dalawa. So dun na sesend. I-sest ko yung time, yung date kung saan at yung location, and then ma fefeed sayo yun. Puwede mong i-decline, or reschedule, and then accept. Mainly yan yung transaction na ginagawa from registration to company na nag-job post, tsaka si job seeker nag-apply, and then si company nag-view ng resume mo and then nagustuhan, then sesend na yung appointment. Then yun na, accept or decline tapos reschedule.

B – So si company po, si student aaply siya for the company diba?

I – hmh. \*nods\*

B - Si company pwede siyang magchoose na siya mismong mag-aaproch sa student.

I – Puwede rin. Yan yung isang mismong feature na kapag may subscription ka.

B – Ahh, okay.

I – Kapag may subscription ka, yung post, yung popost ka ng job post mo, kumbaga lahat ng functions ng portal nandun. Pagkawalang subscription, free lang, more on viewing lang. Puwede niya sigurong tignan yung profile ng resume ng mismong student pero limited lang makikita niya, lets say name lang, pwede yung ganun.

B – okay so yan yung first, so next po yung 6 months free muna yung job portal. So yung mga companies na yun full access?

I – full access.

B- okay, tapos yung full access, kita lahat, mga functions, features lahat available para sa mga company?

I – hmh

B – tapos yung free na yung client na hindi nagbayad sir, pang view lang ng resume, at incomplete details, at di lahat ng funtions available?

I – oo, at di lahat ng functions available, viewing lang siya.

B- Tapos next, yung makakaregister lang sa portal is yung students na naka-pass, automatic yun?

I – for approval.

B- tapos mga students nay yun may priority sa mga search results.

I - \*nods\*

B- open to other students rin po diba?

I – op open to other students.

B – So for a company to register in the portal, an MOA is required?

I – yes.

B- Then the account is given by the experts?

I – hmh \*nods\*

B- Generated by code password?

I – yes. Hmmm featues. Meron kaming ginawa na plain text lang siya so pakita ko sa inyo.

B- Sige sir.

I – yung resume portal sa kanilang payment center, di ba puwedeng other choices.

I – Puwede rin, pero mas favorable ying isa.

B- di ba mas baias sa advantage experts sa nagpoportal? Puwede rin bang other training centers tignan ang resume portal?

I – So far ang resume portal isa palang ang training center.

B – so for the first 6 months kayo lang po ang may access dun, wala pa pung students from other training centers

I – Acctually puwede na kaagad eh

B- Sir, since yung other students from outside your training centers puwedeng maka-register kailangan po bang accredited ang training center, or kahit sino puwedeng makapost po?

I – sa ngayun kasi for students lang ni experts.

B- okay.

I - para sa mga enrollees na experts, maron kaming bibigay na code na kapag magreregister sila ang may priority na makikita ng mga companies.

B- So code based nay un para malaman?

I – code based, para kapag magreregister siya, parang username, password, tapos meron pang isang field na pwede lagyan. Di naman required, pero kapag nilagyan sila yung may priority- Puwede ba na wag muna natin lagyan ng feature na para sa mga ibang studyante? dito lang muna. Pero nakaredy na yung registration page natin tapos ganun nalang.

B- So for now, required yung code?

I – oo.

B – sa side po ng mga students from other training centers, free na ba yung registration nila?

I – Oo. So initially ito yung na come up naming na plano sa jobIT. So, employers homepage, ayun siya.

B – Puwede pong picturan sir?

I – sige sige!

I – So initially ito palang na ooverview lang naming na parang magiging interface ni employer, pero madadagdagan naman at magiging complex yung ano eh. So yun kumbaga ito yung main na feature niya. Makikita niya yung mga applicants, ito ang mga nag-apply para sa jobpost nila at magrarandom lahat. Madami na agad makikita sa pinaka-homepage ni employer, Tapos itong mga names na ito clickable siya na kapag cinlick mo siya, makikita mo na yung mga details nung student. Kumbaga linked sa profile. Mas okay sana kung randomized siya pero yung priority is yung students ni experts. Priority yun, pero random.

I – Yan merong tayong hire applicants tsaka mga settings. Then lets say cinlick natin yung “John Doe” Makikita nayin yung information niya at yung resume niya mismo. And then lets say na gustuhan naming resume niya, lets set an appointment.

I – Yung dito, ito yung parang meron tayong i-seset na table sa registration page. So ito yung parang information nila. Dito sa resume puwede tayo mag upload ng documents, mga pdf file nandito sa documents na full details yung nakalagay, dito mas specific lang nakalagay kumbaga yung priority niya na information na gusto Makita ng client parang ganun.

B – Yung over views sa person?

I – Parang cover page para sa resume niya.

I – Si sir Carlo pala

B – Morning Sir!

B – So sir, since in the future yung mga companies na di naka subscribe sa web portal, yung personal information lang po yung makikita?

I – Oo, pwede. Pero di pwede yung documents. Lets say hanggang dito lang. Kasi initially pwede na niya macontact yan kahit mamanual niya eh. So yung contactidails dapat matago natin yan. Unless masest niya yung appointment.

I - May message, parang generated na kaagad. Either for exsample “hi this is JobIT , we are proud to tell you that this company would like to set an appointment with you in this date and time and place” ganun.

I – Puwede rin kayo magcome up ng sarili ninyong solution tapos i-sabi niyo saaminm kasi let say sir uh yung solution na naformulate natin dati, ito yung solution naming, masmaganda yung ganun.

I – Parang gusto kasi naming dito is yung contact information ng students, parang matago naming sa company yun, para kami yung pwedeng cumontact rin sa students. Kasi ang gagawin naming ditto parang magkakaroon rin kami ng parang rewards sa mga companies na maraming na hire na studyante, ganun.

I – balikan nalang natin yung sa contact number mamaya

B – Sige

I – ito pagka send niya, so nasa page parin tayo ni employer, so makikita niya dito. lets say may applicant naman nagset ng appointment. So puwede niyang I-hire o i-reject. Kumbaga ditto naset mo na yung appointment diba so meron nang actions si company, so after ng interview kung i-hihire na niya o rereject niya. So by the time pagpunta niya sa database na to, di na siya searchable dun sa ditto sa unang page. Para di magka overlap. Pagka-hire dun lang siya mawawala sa homepage.

B- Pero kung pending okay lang?

I – Oo. Pero ang di lang nga natin hawak dito is yung process. So lets say ininterview kita, and interested talaga ako saya, na dumaan ka sa process sa lahat, and then yung time na dumaan ka sa process di hawak yung resume portal. /kasi di natin alam eh, internally nagusap na sila eh. Puwede siguro nating ilagay dun currently uh, ayan basta nandito siya sa pending ito nay an, kapag hire naman siya dun na mareregister or siguro puwede nalang time base nalang to, kung wala siyang specific actions ginawa dapat merong prompt sa company na kung na hire na siya or di pa. So lets John Doe ay matagal na dun sa list so parang di siya na update sa database so hinre niyo ba to o nireject to?

B- parang tatawagan yung company?

I – uhh system nalang.

B- okay.

I – So lets say nasa homepage ako ng employer, maymag fefeed na notification na itong capplicant na to matagal nap ala sa list ko, di ko pa hinahire or di ko pa nirereject, so take some actions, parang ganun. Reject, hire or get back to the list.

B – parang friend request ganun?

I – hmh.

I – Applicant homepage so initially, what we came up with is yung, siyempre dapat may advertisement dapat, the more na naadvertise yung company the more na nagiging visible yung company so Experts and the n si Prime yan yung company kasi na nandito. Yung project niyo bale is under Prime kumbaga ganun.

B – iba po baa ng Experts at yung Experts Prime IT services?

I – Parehas sila , but yung Experts is more of a training services, and Prime is more of a Consultancy services.

I – Yan so meron tayong homepage, advertisement, pwede niyo na rin isama jan lets say jan yung mga job post, lets say may div to then job posts, then yung mga advertisements, kumbaga magkaroon kayo ng sariling design. Tapos yung mga navigations niya, lets say message, then profile or resume kumbaga lets say parang anong tipical nakikita sa facebook parang ganun lang, tapos pwede niyang i-edt. Nandito tayo sa profile ni student or ni jobseeker so puwede niya dittoing i-edit yung profile niya then lets say na may bago siyang work then puwede niyang iupdate but kaya lang yung sabi mo sir na what if ilang beses lang puwede mag-update after 6 months lang ba or everyday pwedeng magupdate. So magandang over view yung. Siguro what I think is whag muna nating lagyan ng restriction. Iisipin ko din kung pano irerestric yung mga possibilities kung bakit nila ginagawa yun so sa ngayon unlimited etid muna tayo.

I – So basically ganun lang yung process niya may ginawa kami sa php pero na sa ibang usb, so ito nalang muna

B – So yung messages sir, inbetween lang bas a student and sa company, yung ddtudent to student walang communication within the site?

I – parang ganun eh, pero may activity lang tayo sa admin part. So lets say si Smart, nagset siya ng appointment kay John Doe, so parang mafefeed dun ay “Smart has set an appointment with this guy”

I – at yung sa integration ng email, halimbawa nagset ng appointment dapat may magsesent sa sa email ng client na meron siuang message sa portal, kasi sa part ng applicant, di niya gaano mabubuksan yung portal kaya merong ding email, pero di full details, sasabihin lang niya na merong company na gusting maghire sa kanya, tapos yun lang pero yung complete details dun pa rin sa messages ng portal. So basically parang notification lang siya sa email. Puwede rin nating lagan ng option na pano kung gusto rin ni job seeker sa phone by sms. May Chika API parang sms. So lets say everytime na nagclick set appointment, may dalawang pupuntahan, may isang sms, may isang email sapost sa portal yung massage ni company, kasi di niya ditto talaga mababasa.

B - Yung company yung maghihire sa applicant, diba si applicant yung mag aaply kay company?

I – Puwede yung ganun. Diba magaaply si job seeker, pwede yung ganun, pwede rin si company mag-set. Either way pwede mag communicate yung dalawa. Yun nga lang if walang subscription or hindi partner, read only pwede niyang i-view pero di niyang nakikita yung other company. Actually pwede rin naman nating ibigay, kasi wala rin naman silang magagawa kung free, so either demo nalang. Dun sa process naming open naman kami kung meron kayong suggestions, kung kunwari yung process na to, may masmaganda kayong solution, basta present niyo lang sa amin.

B- sige po, siguro i-aanalyze pa naming ito, tapos siguro follow up meeting nalang siguro mga febuary?

I – Sige sure. Meron ba kayon specific deadline para sa Subject niyo?

B- we have the whole term po para magawa naming na yung project na to

I – ano dapat working na ba or…

B – working na po

I – ano yung timeline?

B – wala pang binigay sir, pero sa ngayon po interview muna tapos iaanalyze naming, dun po sa stage palang kami

I - Yung parang end date ng term niyo kalian?

B – April 20.

I – So most likely tapos na to by April?

B – opo. Baka Late March.

I – Di pa niyo thesis to no ?

B – di pa po

I – that’s good!

B- So okay nap o, puwede po bang mahingi contact details ninyo?

I – Sige, Email nalang.

B – Sige po. Thank you sir!

I – Thank you rin!

B – memesage po naming kayo pagstart na naming, tapos siguro weekly updates rin po.

I – Yung database pwede naming ibigay sa inyo yung initial na nagawa naming and yung mismong nagawa naming na php, kumbaga pwede po ninyong Makita kung okay po yung process ng page mismo

B – Sige po sir!

I – Siguro next time nalang pagkabumalik kayo.

B – Ah sige. Thank you For your time sir!

I – Thank you! May class po ba kayo ngayon?

B – Meron sir, mga 11 pa

I – Ah, Abot pa

B – Abot pa sir

Interviewee - [I]

Blue Barracudas - [B]

**Experts Interview 2 (February 10, 2015; Tuesday)**

**Written transcript taken from audio recording**

**[I]**: A database for certified engineers sa Pilipinas, so as much as possible ang gusto natin ay ito ang maging main database ng mga certified na engineers. So the number one objective kasi ay siya yung magiging database ng certified engineers, currently wala tayong sarili natin. We use jobstreet, we use Linkedin, pero wala tayong common database para sa Pilipinas, so gusto ko sana ideally, or mga companies dito, they want to hire certified engineers; yung mga may certification. Ito yung pupuntahan nila so magiging “top of mind” sa Pilipinas. Of all the certified sites, ito yung top of mind na kukunan ko ng information. Tapos pangalawa, ang gusto namin is yung mga studyante namin dito sa experts meron siyang education to employment system so meaning they study here then once they are certified, automatically yung mga partner companies namin, let’s say Smart Communications, will have access mismo dito sa database. And hindi siya open sa lahat ng companies, so this is open sa mga top companies lang sa Pilipinas. This one kasi is ayaw kong open siya sa lahat ng companies, because i want to give priority to our industry partners namin, or else ang mangyayari is maglalabanan sila ng presyo. for example kukunin ko to, ito bayad ko sayo, kukunin ko to, ito bayad ko sayo. Kumbaga di healthy yon para sa Pilipinas. So, identified industry partners lang nakaka-access. Tapos number 3 kasi gusto ko makuha ang “lead generation.” Lead generation kasi of course puwedeng mag load dito ang non-student ng Experts. So bakit ko kailangan yun? Para oy nakita namin mga ito at gusto naman sana ng certification, pwede namin sendan ng email tungkol sa mga trainings namin, yun nga lang magkakaroon tayo ng prioritizations dito. So pagdating sa job kung ako yung companies, pag nag job search ako ang unang lalabas na mga pangalan, usually kasi kung nag search ang mga unang lalabas ay ang latest update eh, dito ang unalng lalabas na mga pangalan ay Experts students muna. So tapos, yung susunod dito, yung sa Experts students, puwede tayong magkaroon ng criteria dito; yung latest passers, tapos dito siguro base sa latest updates. Tapos sa letter B naman ito yung non Experts students. Meaning open pa rin po para sa non Experts students, pero priority ang mga Experts students so meaning sila ang makukuhang data. Number 5, gusto ko narin tong maging source of information ng statistics. So gusto kong malaman ano yung top certification sa Philippines. So kung ito ang magiging common database, so makikita pwede tayong magkaroon ng isang portion dun sa kung saan makukuha natin ang top ten certifications in the Philippines tapos parang nakalangay CCNA - 1,064, CCNP ganyan or Apps, ATC, androids, mga ganyan. Se we can get the top certifications. It will help us para malaman natin anong klasing skillsent ang mayroon ang Pilipinas. So, its not just for Experts, gusto namin ito for the whole Philippines na upgrade natin ang skillset talaga. So that’s why itong certification gusto ko field siya, parang checkbox siguro? So checkbox siya, parang nagcacount siya, then importante rin samin dito sa database ay yung schools, because we have school partnerships, so gusto ko makita na yung mga schools rin at yung ito na yung number of certified na mayroon na yung eskuwelahan na ito. mapa-current student mapa-alumni, parang ganun. So siguro sa schools baka dropdown menu siya kung wala, others nalang, parang ganun. or pwedeng mag lagay sa certification dropdown na rin siya, pero pwede rin taying mag add ng feild dahil nagiiba rin ang certifications. Pwede ring multiple certifications dahil hindi lang isang certification lang yan. Siguro add certs nalang yan, drop down tapos add certs mga ganun.

**[B]**: Sir, yung mga certs po, kailangan po ba yan iverify kung may certification?

**[I]**: Uhhh, actually baka-ilagay niya lang eh no? Pero usually yung resume naman ano yan eh, lagay nalang tayo parang “I hereby certify that all information..” tapos check agree. Di kasi natin maveverify isa-isa eh, marami-rami to. Siguro ganun nalang, pagchineck naman yan ng HR tapos meron kang miss-filed na information, matatakot rin naman somehow yung applicant na gawin yun.

**[I]**: Tapos next role niyo once we do this, siguro gusto ko kayo na idalhin ko eh, I’ll bring you to all our industry partners, baka i-hire kayo ni Smart kapag nakita nila na kayong nag-develop nito. So kayo narin tumulong samin mag-present to them. Ito hinihintay nalang ito ni Smart Communication, kasi si Smart di na sila tumatanggap ng applicant na non-CCNA. So they’re really waiting for this, kaya gusto ko kayo talaga mag-maintain, kasi hinihintay na nila to, matagal na, so basically ito talaga yung main objective, so going back to the question about the pdf okay lang, kasi baka meron tayong mga questions na tungkol sa applicant na di nila alam, so they can still load yung pdf nila, pero yung importanteng field yung gusta natin makuha yung count, something that they do fill out. Isang ano pa is, gusto ko kasi na malaman ng studyante na is the value of partnering with Experts when it comes to training industry based education na kapag na hire sila ng company parang alam nila from Experts siya. So ang iniisip ko dito, you can suggest, pero naisip ko lang, halimbawa hinire ng partner ko to, mawawala siya sa database para di siya mahire ng ibang company. So ngayon kapag hired, baka meron tayong automatic email generation na Cinocongratulate siya ni Experts Academy, our partners Smart Communications na hire ka for this position so baka may ganon. Tapos explain ngayon natin sa company yung what is the importance of tagging na hired yung engineer niya, or else open yung engineer niya for other opportunities diba? ang puwede lang makapag by-pass na pag-enable niya is pag umalis na siya sa company pwede niya sabihin sa experts na pa-enable ako ulit kasi wala na ako sa Smart Communications, parang ganon. So that will protect naman yung mga industry partners natin para hindi naman ma pirate yung mga hinire nila, or else magkakaroon ng job competitions. Tapos parang ganon na kapaghinre to ieexplane natin sa Partner the importance of tagging the engineer para hindi na siya ma-hire, pero yung iba na hindi sa industry partner na nagwowork, open siya diba? So puwede magpirate yung mga industry partners natin pwede siyang mapirate, pero yung mga nasakanya walang walang makakakita, parang ganon. So since my lead generation, so ioopen rin natin sa public, yun nga lang kapag nag-job search yung mga company, mas priority si Experts dun, current or alumni. So meron tayong current, tapos alumni, tapos meron tayong non student yung pag labas niya. So to give you a better understanding on why we’re doing this, you can also put this on your documentation, so its not just for the company, for Philippines na rin. We want to generate somthing like this, para sa Pilipinas din, okay? We want to help with statistics, because walang way na madetermin yung certified engineers sa Philippines. So we can also use this document para we can convince other companies abroad that we have the skillset to be like android professionals for Google and etc. Yan yung ano natin. Siguro ang importante dito siguro ano siya, dynamic. Kasi yung exams nagbabago. So we can add exams para sa admins dito. Tapos, partner companies pwedeng magpost ng jobs nila, non-partners, si Experts ang gagawa para sakanila. For example may nakita taying job sa Jobstreet, pwede nating i-repost sa job site natin. Sila kasi, uhh pano kayo icocoordinate nila? Sila kasi gagawin nila sa school.

**[B]:** Sir pwede rin kasi sa saturday.

**[I]:** Ahh, kumbaga parang once a week? Sama na rin ako para less heavy kayo. Para malaman na rin namin yung flow, kasi pagkatapos niyo niyan iiwan na rin niyo samin niyo yan eh. So halimbawa nagkaroon ng something to edit. Magcoconcentrate lang tayo sa technical certification. Hindi tayo magfofocus sa accounting, mga ganun. So more on technical certifications lang. So ayun mga CS-IT na certification, basta mga IT related na mga certification, yan yung focus natin. Baka ma out of track tayo eh, maraming certification. So more on IT, kaya yung title nito ay JobIT, parang ganun.

**[I]:**  Sige, may tanong pa kayo?

**[B]:** Sige, so uupdate na namin yung ano, yung user stories. So so far ito palang nagagawa namin.

**[I]:** Okay.

**[B]:**  So the students can search the job listings offered by the partners, yung partners na yun ay yung partners ng Experts po. So yung precondition po para makaseach siya ng job listings is the student has to be logged on. So the student enters the keywords or keyword to search for job listings. Then the system displays the job listings that have the keywords. The student can filter the search results by company name, job position, course required by the company, location, and job experience. Then after that the system displays the job listings that match the job filters. Tapos yung acceptance criteria po dapat only open jobs should be displayed, tapos no duplicate entries will be displayed.

**[B]:** Okay next, students can choose to receive notifications from the software, through the system, or email, sms or internal meron rin, in order to be notified. The pre-condition of course kailangan natin machange yung notification types. Scenario first the student can notifications through the software, email, sms on receiving messages, or kunwari kinontact ng company or partner para makaappointment request from the partners. The Student can choose which type of notifications he or she can receive. So, pwedeng i-on or off, kunwari yung SMS ayaw niya, pwedeng i-off yun. The System updates the Student’s notification preferences. Post-condition is that the students notification preferences are changed. Acceptance criteria niya, the system will only send notifications with the chosen settings. So marami siyang pwedeng makuha na notifications.

**[I]:** Tama, tama.

**[B]:**  Partner can look for potential applicants to hire. So, the partner must be logged in to his account, in the portal to access the search engine. So the partner may or may not choose filters such as location, skill name or age for the search. So the partner selects the search bar, yung mga scenario kasi kailangan lahat eh, kahit yung mga medyo obvious, So the partner selects the search bar, then the partner inputs the search query in the search bar. The partner submits the search query in the system and the system will display the search results to the partners. So sir, sabi po niyo kanina na dapat lalabas muna yung students ng Experts.

**[I]**: Oo, may prioritization sa search.

**[B]:** And the partner will see the results in the search query. So the partner can view or select any of the results in the search query. So acceptance criteria po, if the criteria exists in the search, the results of the search will show up. Tapos kapag wala, lalabas “no results found”

**[I]:** Ang question ko lang halimbawa nag fill out siya, pano natin matatag na weather students siya ng Experts or not?

**[B]:** Pwede sir, function na pweding nagchecheck sa list natin.

**[I]:** so itatag lang natin?

**[B]:**  Itatag yung profile .

**[I]:** Pano kung halimbawa may database na siya, tapos pumasa siya ng other certification, ano siya ba dapat yung maguupdate or tayo yung mag-uupdate?

**[B]:** May update function po yung software namin.

**[I]:** So siya maguupdate?

**[B]:** Siguro veverify nalang sa database kapag nakapasa siya.

**[B]:** So checks the input, if no results, it displays no results found.

**[B]:** Next partners can post job openings for students to apply. The precondition: the partner to make the account. The scenario niya, the partner goes to the create job opening option. The partner enters the job position, skills, required location, and the general description. The partner uploads a pdf file that has the complete job details. The partner finalizes the job opening, and posts it to the database. Post condition niya is the student can view the job posting. Acceptance criteria, all required fields are filled with the correct data types. Check if the all the required fields are complete, kailangan lahat naka fill up before ma submit siya.

**[B]:** Regarding po sa partner uploads a pdf file na complete job details, mas preferably na may forms rin kagaya sa resume.

**[I]:** May form sa pdf file?

**[B]:** Yes sir.

**[I]:** Sige, siguro nga kapag ginenerate to, parang ito yung summary ng qualifications ng applicant. Tapos puwede rin siyang magload ng pdf pero para sa mga information na wala sa format.

**[I]:** Pero pang nag seach yung partner, ang sisilipin niya pdf? Nasa seach criteria? O dun sa forms?

**[B]:** Sa forms na sir.

**[I]:** Ah okay. So dapat alam natin ano yung mga possible search criteria nung partners?

**[B]:** yes.

**[I]:** So dapat mga possible na mga seach criteria nila ilalagay natin sa forms?

**[B]**: opo.

**[I]**: so ano pa ilalagay nila?

**[B]:** Certifications

**[I]:** So, school, course, location. Lalo na kapag Smart, nation wide kasi.

**[B]:** Ito po; the partner can set an appointment with the student or students to conduct an interview with them. So the partner must be logged in to his account in the portal. Then the partner browses through the list of registered students. The partner then selects the students from the list then the System displays the information of the students. So mareredirect yung partners sa profile ng student. Then the partner selects the set appointment option in the profile of the selected student. Then the partner sets the date time and place of the appointment.

**[I]:** Ah, so makikita natin kung anon a status ng applicant? So kung for interview siya, may appointment siya, hired na siya?

**[B]:** Yes po. Sir parang may message na po siya na may interview ka parang may time nay un may place, parang ganun.

**[I]:** May sense ba a halimbawa ininterview niya, tapos di na hired, may sense ban a pwede nating makuha ang comment ng HR bakit di naayos?

**[B]:** Masmaganda.

**[I]:** Kasi baka di skilled, di mukhang may skills.

**[B]:** Oo, feedbacks.

**[I]:** baka ganun?

**[B]:** Oo.

**[I]:** So dapat pag-nahire, dapat matapos yung proseso. Pero yung question, pano natin mapapa-ano yung HR na ma cumpleto yung process? Yung hihire niya meron tayong dahilan diba? Yan di lalabas, pero yung mga di niya hihire dapat may space rin for comment. Siguro nasa portal lang sila tapos nakikita nila yung pending actions from HR. Parang ganun siguro. Tapos kapag nakita natin bakit di nag-aano, sir, mam paki-completo. Kumbaga parang walang activity nangyayari, kumbaga parang ito yung mga for interview or hired, tapos may list rin na ganun. So lahan na may mga engagement with the applicant, nakikita rin nila. So para yung iba icoclose nila. Tapos bago maclose, required magbigay ng comment, kung bakit na hire, kung di naman na hire, bakit di na hire.

**[B]:** Sir, kanini po magiging visible yung comments?

**[I]:** To us lang, to Experts lang. Di magiging visible to students.

**[B]:** Sir suggention po, pad di pa sa nagbibigay ng suggestion or feedback, di lila puwede mag sent appointment or hire, pag under students po may pending ba silang ano

**[I]:** Yun lang kasi baka may multiple ano sila eh, multiple transactions. So siguro may maximum, halimbawa may singkwenta na, hindi muna tatanggap ng panibagong applicant. Pero mabuti kapag sikwenta na matandaan pa nila sila. Siguro notification nalang, halimbawa itong status nato nandito na to for 1 month na, notification siguro, inonotify sila.

**[B]:** Pwede naman sir.

**[I]:** Pero lalabas eh kapag ganyan, magnonotify, siguro magkakaroon rin tayo ng manual na follow up diyan eh. Tatawagan natin sila.

**[B]:** Ah tungkol sa sinabi ko kanina, yung notifications, yung stutends meron appointment, general message lang sa ano. Yung mga appointment requests, pwede iaccept, pwedeng idecline o pwedeng magrequest ng reschedule, parang magsesend back ng message. So partner ganun rin, pwedeng magchoose ng time and location, email SMS notification about kunwari about mga messages, reply sa mga messages ng student pati na sa mga request ng mga reschedule ng mga student na sinent nila ng appointment request. So acceptance criteria niya, appointment should include the answer, accept, decline, o nagrequest ng reschedule. Appointment notification should come from the chosen applicants.

**[B]:** Yung sa SMS po gagamit po kami ng Chika API

**[I]:** okay.

**[B]:** Ito po sir, a partner can inform an applicant if they’re hired or rejected. So yun nga yung sinabi ko sir, may hire at reject button. So the partner must have interviewed the applicant first. So personally, the partner decides if the applicant is hired or rejected. The partner selects to hire or reject the applicant. So kapag nalipasan ng oras yung status ng student, manonotify yung partner na di pa siya na hihire or reject. So the system will generate a default message response. Parang youre hired or rejected.

**[I]:** Pwede bang ganito lumabas sa parter, halimbawa matagal na, magpopopup nalang ng ganun, tapos lalabas yung pangalan, tapos aano mo kung na hire o rejected, halos kung ganun yung scenario rejected yun eh, halos di na nila pinapansin. Parang ssa E-bay, pang meron ka dapat bayaran, may notification so alimbawa na nalo ka sa bid, tapos di mo pa binabayaran, so email lang yan ng email na meron akong kailangan bayaran. Pwede rin kung di siya naglagay ng comment, andun parin siya sa list nila.Dapat naman talaga na tapusin nila yung transaction, either hired or rejected.

**[B]:**  So the partner can also compose his or her own acceptance message, aside from appointment if they want to get in touch. So next is that partner sends that message. And the system releases the message to the student.

**[I]:** Tanong lang, pag hired siya, okay lang, paghired siya gagawin default natin, so kapag di siya hired, pangit kasi sabihin sa kanya na kung bakit di siya na hired, so and pwedeng gawin nalang natin is meron naring default from experts academy na that you were not able to get into this offer, however 300 hundred companies looking for CCNA so we will still be forwarding your ano parang ganon, meron pang hype sa tao, para kung wala pang nahahanap yung tao na yan. Sige, default message, hired or not hired will come from us, tayo na gagawa ng default message.

**[B]:** So the system releases the message to the student. So the system will notify the student regarding the message. The student receives a notification through his or her preferred method. Either email, sms or through the system. Tapos acceptance criteria, test whether the chosen applicant is correct or not. Test whether the applicant has been interviewed by the partner. Ayun nap o yung user story namin based po sa last interview.

**[I]:** So idadagdag lang ninyo yung additional info naming?

**[B]:** Oo. Tapos prepresent lalang naming uli nextime, eemail nalang po ako.

**[I]:** okay sige.

**[I]:** Pano mo gagawin yung email? Kasi kailangan integrate mo sa ano eh, ang naisip ko lang kasi since may seach criteria naman at nakakapag ano ka, since ang objective natin ang lead generation baka pwedeng halimbawa yung CCNA, pag seach lalabas lahat ng CCNA tapos na decide mong gusto mo email sa lahat ng seach criteria mo. Lahat ng CCNA dun sesendan ko ng ganitong message tapos schedule ng classes, kaya bayan? Siguro yung pag select ng javascript yun tapos yung mag email uh, xex bakayo o php?

**[B]:** ah di pa po naming alam sir

**[I]:** ah di mo alam na makukuha mo sa php yun kumbaga sila yung nagpapa-actions, diba sa gui, pwede mong delete tapos pwede mong lagay sa special folder yung image na yon.Di naman tayo maglalayo ditto, ang gusto ko lang**,** ay malalagay ko si CCNA, tapos ang next step, CCNB, kung meron kaming class, ang papadalin ay sa CCNB, parang ganun.

**[B]:** Regarding po sa UI ano po yung color scheme?

**[I]:** Orange and white, yung branding pwede sa atin na ibibigay nalang sa kanila.

**[B]:** Sige, gagawa po kami ng mock ui muna, tapos prepresent namen sayo

**[I]:** Sige

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**Appendix C – Sample Forms and Reports**

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**Appendix D – References and Acknowledgement**

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