



**COLLEGE OF COMPUTER STUDIES**

**ITP 312– IT RESEARCH METHODS**

## CAPSTONE/RESEARCH PROJECT TOPIC PROPOSAL

<b>Proposed Title</b>	<b>E-Recruit: An Online Recruitment System for Insurance and Investment Agency in Mindoro</b>
<b>Target Client/Beneficiary</b>	Allianz PNB Mindoro
<b>Name of Student/ Course, Year &amp; Section</b>	<b>Caibal, Lester M.</b> BSIT III-F1  <b>Escalera, Jandel L.</b> BSIT III-F1  <b>Ramos, Jef</b> BSIT III-F1
<b>Introduction</b>	<p>In the dynamic landscape of the insurance and investment industry, the ability to identify, attract, and retain top talent plays a pivotal role in an organization's success. As technology continues to reshape conventional business practices, the advent of online recruitment systems has emerged as a transformative force, offering unprecedented efficiency and effectiveness in the hiring process. This research delves into the realm of E-Recruit, an innovative online recruitment system tailored specifically for the Insurance and Investment agencies operating in the vibrant province of Mindoro. This research endeavors to explore the multifaceted impact of E-Recruit on the recruitment practices of insurance and investment agencies in Mindoro. By delving into the intricacies of this online recruitment system, we seek to identify the key features that distinguish E-Recruit, understand its implications on traditional hiring methodologies, and assess the overall effectiveness of this digital solution in addressing the unique needs and challenges faced by agencies in this sector. As we embark on this exploration, the research not only seeks to contribute to the existing body of knowledge on online recruitment systems but also aspires to provide practical recommendations for agencies contemplating the integration of E-Recruit into their talent acquisition strategies. The findings of this research endeavor to empower insurance and investment agencies in Mindoro to make informed decisions that align with</p>



**COLLEGE OF COMPUTER STUDIES**

<b>Statement of the Problem</b>	the evolving dynamics of their industry, ensuring a robust and competitive workforce for sustained success.
	<p>Challenges persist in the utilization of traditional methods, necessitating an exploration of innovative solutions tailored to the unique context of Mindoro.</p> <ul style="list-style-type: none"><li>• How do the limitations and inefficiencies associated with traditional recruitment practices impact the effectiveness of insurance and investment agencies in Mindoro?</li><li>• What difficulties do agencies in Mindoro face in reaching a diverse pool of candidates, and to what extent can an E-Recruit system expand the reach to a broader talent base?</li><li>• How do time and cost implications of traditional recruitment methods affect the operational efficiency of insurance and investment agencies in Mindoro, and what potential cost savings and efficiency gains are offered by the implementation of an E-Recruit system?</li></ul>
	<p>The study aims to develop and design an online recruitment system for insurance and investment agents in Mindoro, that will help the employer and applicants of Mindoro to make their transactions faster and easier. The main objective of this study is to improve the overall recruitment experience and become more accurate and efficient.</p> <p>Specifically, this study is intended to:</p> <ul style="list-style-type: none"><li>• Implement an online platform for agent applications that accepts electronic forms and signatures.</li><li>• Create a thorough internet recruitment plan to interact and connect with potential agents in far-off places</li><li>• Improve the agent hiring process by giving applicants easy access to online resources and support.</li><li>• Reduce the cost that is associated with the traditional ways in recruiting new employees.</li><li>• Make the hiring process more efficient by having to look on the applicant's background without even meeting them personally.</li><li>• Having a more efficient way of screening and interview scheduling through online.</li><li>• Use the system to gather information of applicants to and analyze for better decision making.</li><li>• Improve the experience of the applicant by providing them a user-friendly platform when applying.</li><li>• Make a database of potential candidates for future openings.</li><li>• Ensure the system follows the data protection and recruitment regulations.</li></ul>



**COLLEGE OF COMPUTER STUDIES**

**Scope and  
Limitation of the  
Study**

This study is limited to the aspects and factors of creating, designing, and implementing an Online Recruitment System for Insurance and Investment Agents. The proposed system will accommodate the transactions in recruiting agents only in Mindoro, Philippines. There are three users in the system; the admin, agents, and the applicants. The admin can add or register applicants, as well as the admin can use the system in recruitment, and then the agents can only access the recruitment system. Lastly, the applicants can view the requirements and input information about his/her background information, as well as the applicants can enter and edit information through the online platform using the system.

**Review of Related  
Literatures and  
System**

Recruitment management allows organizations to efficiently and effectively manage candidate/employee information, streamline the recruiting process, attract more qualified applicants, and adapt to modern recruitment strategies. It helps organizations create a niche for themselves by procuring talents without overshooting their budget and ensures proper placement, which improves employee morale. Recruitment management systems provide a robust toolset for reviewing, selecting, and sharing applicant information, screening applicants, managing duplicate candidates, and tracking candidate information. It also helps organizations reach out to young talent through social media (Obipi & Kalio, 2018).

A Recruitment Management System is important because it streamlines the recruitment process, saves time and effort for the HR team, improves collaboration and communication among the hiring team, enables data-driven decision making, and enhances the candidate experience. It automates tasks such as job posting, resume screening, and candidate tracking, making the recruitment process more efficient and organized. It also provides a centralized platform for team members to access and review candidate information, share feedback, and make informed decisions. Additionally, it collects and analyzes data on recruitment metrics, helping HR professionals identify areas for improvement and make data-backed hiring strategies. Lastly, it improves the candidate experience by allowing easy application tracking and timely updates (Edirisinghe, 2020).



COLLEGE OF COMPUTER STUDIES

Conceptual Framework

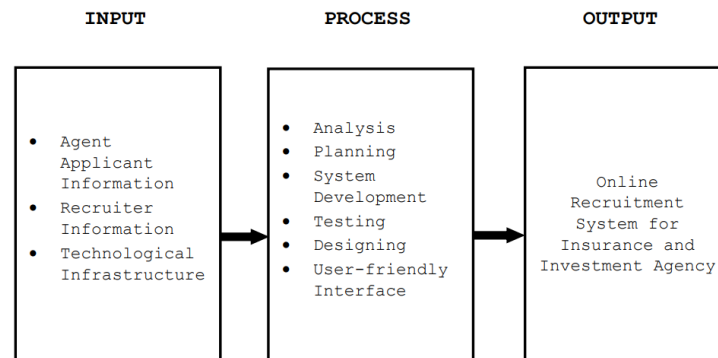


Fig. 1. Conceptual framework of the project

Figure 1, represents the relationships and sequences between these elements, showing how the input is processed through various stages to produce the desired output, which is the Online Recruitment System for the specified agency.

References

- Edirisinghe, S. M. (2020). *Recruitment Management System*. <https://dl.ucsc.cmb.ac.lk/jspui/bitstream/123456789/4486/1/2017%20MIT%202017.pdf>
- Grace, M., Ventura, G., & Bringula, R. P. (2013). *Effectiveness of Online Job Recruitment System: Evidence from the University of the East*. [www.IJCSI.org](http://www.IJCSI.org)
- Kmail, A. B., Maree, M., Belkhatir, M., & Alhashmi, S. M. (2016). An automatic online recruitment system based on exploiting multiple semantic resources and concept-relatedness measures. *Proceedings - International Conference on Tools with Artificial Intelligence, ICTAI, 2016-January*, 620–627. <https://doi.org/10.1109/ICTAI.2015.95>
- Malki, Z., Atlam, E., Malki, Z., & Atlam, E. (2021). Graduate Students and Companies Web Based E-Recruitment System. *Journal of Computer and Communications*, 9(9), 71–84. <https://doi.org/10.4236/JCC.2021.99005>
- Obipi, I. O., & Kalio, N. (2018). Recruitment Management System and Employee Procurement in the Oil and Gas



**COLLEGE OF COMPUTER STUDIES**

	<p>Sector in Nigeria. <i>International Journal of Human Resource Management and Research</i>, 8(2), 7–18. <a href="https://doi.org/10.24247/ijhrmrpr20182">https://doi.org/10.24247/ijhrmrpr20182</a></p> <p>Ramadhani, F., &amp; Zarlis, M. (n.d.). <i>Analysis of e-Recruitment System Design</i>. <a href="https://doi.org/10.17706/ijeec.2019.9.1.38-45">https://doi.org/10.17706/ijeec.2019.9.1.38-45</a></p> <p>Rosoiu, O., &amp; Popescu, C. (n.d.). <i>E-recruiting Platforms: Features that Influence the Efficiency of Online Recruitment Systems</i>. <a href="https://doi.org/10.12948/issn14531305/20.2.2016.05">https://doi.org/10.12948/issn14531305/20.2.2016.05</a></p> <p>Samoli, C. (2021, May 20). <i>How management systems drive value in business operations</i>. Monday.com Blog. <a href="https://monday.com/blog/project-management/management-systems/">https://monday.com/blog/project-management/management-systems/</a></p> <p>Sehgal, V. K., Jagtiani, A., Shah, M., Sharma, A., Jaiswal, A., &amp; Mehta, D. (2014). Job portal-A web application for geographically distributed multiple clients. <i>Proceedings - 1st International Conference on Artificial Intelligence, Modelling and Simulation, AIMS 2013</i>, 199–204. <a href="https://doi.org/10.1109/AIMS.2013.38">https://doi.org/10.1109/AIMS.2013.38</a></p>
--	--

**Prepared by:**

**Caibal, Lester M.**  
Proponent 1  
BSIT III

**Escalera, Jandel**  
Proponent 2  
BSIT III

**Ramos, Jef**  
Proponent 3  
BSIT III