"E-Recruit: An Online Recruitment System for Insurance and Investment Agency in Mindoro"

A non-thesis Project
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APPLICATION DEVELOPMENT AND EMERGING TECHNOLOGY

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TABLE OF CONTENTS

CHAPTER 1. INTRODUCTION

In this chapter, researcher will delve into the essential aspects of the project that provide a comprehensive foundation for the project ahead.

Project Context

Digital technology is continuously evolving and reshaping industries. It has a huge impact on society because it influences the way people access information, communicate, and how people move in this society. As technologies are further developed, these issues also give rise to significant ethics and privacy concerns that need to be addressed. This is important because it enables a lot of things such as organizing, saving, and manipulating data in ways that will make work more efficient and effective. Digital Technology would surely prove to be a common asset in all professions, given the speed of technological development today.

The researchers are proposing the Online Recruitment System for Insurance and Investment Agents in Mindoro. This system will help to facilitate the hiring process for Agent's applicants, it will help to make it easier to

obtain and provide information because their traditional method will be replaced by a paperless transaction or Management 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 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).

Objectives

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.

Specifically, this study is intended to:

1. Implement an online platform for agent applications that accepts electronic forms and signatures.

2. Create a thorough internet recruitment plan to interact and connect with potential agents in far-off places
3. Improve the agent hiring process by giving applicants easy access to online resources and support.
4. Reduce the cost that is associated with the traditional ways in recruiting new employees.
5. Make the hiring process more efficient by having to look on the applicant's background without even meeting them personally.
6. Having a more efficient way of screening and interview scheduling through online.
7. Use the system to gather information of applicants to and analyze for better decision making.
8. Improve the experience of the applicant by providing them a user-friendly platform when applying.
9. Make a database of potential candidates for future openings.
10. Ensure the system follows the data protection and recruitment regulations.

Scope and Limitations

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.

Definition of Terms

To facilitate comprehension and enhance clarity, researcher break down and explain the following terms:

Metrics - is a quantifiable measure used to assess and analyze the performance and effectiveness of the Online Recruitment System.

Niche - is the specific skill set or job market focus of the Online Recruitment System.

Digital Technology - is the utilization of electronic devices, software, and online resources to facilitate, and enhance various processes within the Online Recruitment System.

Recruitment System - is an integrated set of processes, tools, and technologies designed to manage and optimize the end-to-end recruitment and hiring process. It typically includes functionalities for posting job vacancies, collecting applications, screening candidates, and managing the overall hiring workflow.

Overshooting - is the situation where the number of applicants exceeds the available positions.

Toolset - is a collection of software tools and applications integrated into the Online Recruitment System to perform various tasks such as applicant tracking and evaluation.

Social Media - is utilized for postings, employer branding, and reaching potential applicants through platforms like Twitter, and Facebook.

Data-Backed Hiring - relies on the analysis of data and metrics to make informed decisions throughout the hiring process.

Online Platform - is a web-based interface or application that facilitates various recruitment activities, including application submission, communication between agents and applicants, and the management of the hiring workflow.

Electronic Forms - is a digital document that replace traditional paper-based forms in the recruitment process.

Database - is structured collection of data stored electronically, candidate profiles, and other relevant details.

CHAPTER 2. REQUIREMENTS SPECIFICATION

This chapter elucidates the specific criteria, features, and functionalities essential for the successful realization of our project.

Hardware and Software Requirements

Software Requirements

Software used	Description
Visual Studio Code	Visual Studio Code, ranging from version 1.70 to version 1.84, is a widely used and popular code editor.
CodeIgniter 4	CodeIgniter 4, specifically version 4.4.1, stands as a PHP web application framework for efficient web development.
Firefox or Google Chrome	Firefox or Google Chrome, both recognized web browsers, provide users with diverse options for internet browsing.
Windows 10 and Windows 11	Windows 10 through Windows 11 represents a progression of

	different versions within the Windows operating system, catering to evolving user needs and system requirements.
Laragon	Laragon version 6.0.0.0 is a Windows-based web development environment, streamlining the setup and management of web projects.
phpMyAdmin	phpMyAdmin, at version 5.2.1, serves as a web-based tool designed for the efficient management of MySQL databases.

Hardware Requirements

Hardware	**Function**	**Specifications**		**Unit**
		Minimum	**Recommended**	
CPU and Memory	Efficient handling of loads	At least 16GB RAM	At least 16GB RAM	GB
Storage	Faster data access	256GB SSD	512GB SSD	GB
Network Infrastructure	Reliable and high-speed internet	Integrated dedicate	Integrated dedicated	N/A

	connectivity	d 4G LTE modem	4G LTE modem	
Laptop	Development workstation with connectivity	Intel Core i5 processor, 16GB DDR4 RAM, 256GB SSD,	Intel Core i5 processor, 16GB DDR4 RAM, 512GB SSD,	Varies (e.g., inches)

Functional Requirements

ID NO	Requirement Description
FR1	**Data Requirements**
Administrator Account	
1.1	The system should facilitate the administrator to create an account, log in using registered credentials, and change the password through a 'Forgot Password' option.
1.2	The system must provide a comprehensive dashboard for the administrator, visually presenting user activity.
1.3	The system should allow the administrator to view, manage, and access data for both agents and applicants, and add new agent accounts.

1.4	The system must implement a review process where the administrator can review the data submitted by applicants before confirming its transfer to the respective agent's dashboard.
1.5	The system should provide the administrator to display an overview of the total number of agents, applicants, and other relevant recruitment data.
1.6	The system must enable the administrator to manage their profile details, including personal information and account settings.
1.7	The system should allow the administrator to download applicant forms and other relevant documents as PDF files for record-keeping and offline access.
1.8	The system should have facilitated communication between the administrator, applicants, and agents through an integrated messaging system within the platform.
1.9	The system should have a notification system to alert the administrator of any new messages,

	incoming applicants, or other relevant system activities.
1.10	The system must provide the administrator with a search and filtering mechanism to locate specific information about agents and applicants quickly.
Agent Account	
1.1	The system should have a dedicated dashboard for the employees that displays the number of applicants they have recruited. This dashboard should include visually informative elements such as bar graphs or charts, illustrating recruitment metrics and performance data for easy interpretation and analysis.
1.2	The Agents/Employers must be able to log in using their given email and password by the administrator.
1.3	The system should have a facility where the agents and administrators could communicate, allowing agents to seek guidance and support when needed.

1.4	Agents should have the ability to securely view the data of applicants they have recruited, including personal information, application forms, and application status.
1.5	The system should enable the agents to send messages directly so their recruited applicants through an integrated messaging system within the platform. This feature should allow for real-time communication and seamless interaction between agents and their recruits.
1.6	The system should enable the agents to manage their account details, including profile information, changing of passwords, and other relevant settings.
Applicants Account	
1.1	The system should allow new applicants to create an account by providing necessary information like name, email address and password.
1.2	The applicants must be able to log in using their registered email and password.

1.3	The system must provide an online form for applicants to fill out personal and professional information, including contact details, work experience, education, and other relevant information.
1.4	The system should allow the applicant/s to upload the required documents and images such as resumes, identification, certificates, and other relevant files to support their application.
1.5	The Applicants should be able to browse and select a financial adviser from a list of available FAs.
1.6	The system should enable applicants to save their work and return to the application later for modifications or updates before submission.
1.7	The system must incorporate a messaging feature that permits applicants to communicate with the system administrator or assigned agents regarding their application or any related queries.

1.8	The system must provide a submission mechanism that allows applicants to formally submit their completed application to the system.

Non-Functional Requirements

Operational Requirement

ID No.	Requirement Description
1.1	The system features an intuitive interface for applicants, catering to varying technical expertise levels, ensuring a seamless and user-friendly experience.
1.2	The system is compatible with desktops, laptops, tablets, and smartphones, ensuring applicants can access it on their preferred devices.
1.3	Error handling prevents incomplete or inaccurate submissions, maintaining data accuracy and application integrity.

1.4	The system is scalable to handle a large number of concurrent users during peak application periods without performance degradation.
1.5	Applicants can effortlessly upload relevant documents and images directly within the application process.
1.6	The system supports a user-friendly multi-step application process, allowing applicants to save progress and resume at their convenience.
1.7	The system adheres to data privacy regulations, ensuring secure handling of personal data throughout the application process.
1.8	Applicants have 24/7 access to the system, accommodating different time zones and enabling convenient submission at any time.

Performance Requirement

ID No.	Requirement Decription
1.1	The system must respond to user actions (e.g., form submissions, document uploads) within 5 seconds to ensure a seamless application process.
1.2	Application pages and forms should load within 3 seconds to provide a smooth user experience and minimize the risk of applicant frustration or abandonment.
1.3	The system must handle a minimum of 500 concurrent users without a performance drop, ensuring all applicants can access and use the system concurrently.
1.4	The system should maintain 99.9% uptime, allowing for a maximum of 30 minutes downtime per month for maintenance or updates, ensuring continuous accessibility.
1.5	The system should enable the upload of images and documents, supporting a file size of up to 5MB, to prevent delays

	during the application submission process.
1.6	The system should retrieve applicant data within 3 seconds, enabling recruitment administrators to promptly access and assess candidate profiles and qualifications.

Security Requirement

ID No.	**Requirement Decription**
1.1	Passwords are specifically encrypted using SHA-224 or SHA-256 from the SHA-2 family before storage in the directory, enhancing security and preventing unauthorized access.
1.2	The system strictly enforces role-based access control, ensuring that only designated personnel with specific roles can access and modify sensitive application data, minimizing the risk of unauthorized access.

1.3	Access to the database is meticulously controlled, with only authorized users granted specific permissions based on their roles.
1.4	Stored data in the database is encrypted, providing an additional layer of protection against unauthorized access and data breaches.
1.5	Routine security assessments are conducted to identify and address potential vulnerabilities, ensuring the ongoing integrity of the stored data.
1.6	The system performs regular and automated data backups, minimizing the risk of data loss and facilitating swift recovery in the event of system failures or cyber-attacks.

CHAPTER 3.
DESIGN AND DEVELOPMENT METHODOLOGIES

In this chapter, researcher examin into the intricacies of design and development methodologies, exploring essential frameworks and approaches for effective project realization.

System Design

The system/project developers created a comprehensive plan to develop a system that is only exclusive for the applicants, agents, and administrators. The reason for this is that when they use their traditional way of recruiting and looking for possible applicants, they spend a lot of effort and money. Which makes it hard for them and it is also costly since they have to travel around to personally meet the applicants. This system will make it easy for the company and their agents when it comes to recruiting applicants. Agents will recruit possible applicants for their job openings. Using the system, they could just send a link on their applicants were they can just register and log-in their accounts, after that they'll just have to fill-up some forms and send their documents virtually, it will be more cost efficient and less effort for both sides. They could also

just check the applicants' documents and choose from them. They could also just talk to them remotely or just sending them an email for updates.

Database Design

The design of the database that includes a lot of entities on the E-recruitment is an important part of the website development. This compiles the information of the applicants that they input on the forms.

This displays the tables along with a description, related data types, and the fields that were used. The process collected, arranged, and verified the meaning of designated data phrases. This further illustrates how the two things are related.

The MySQL RDBMS is used by the developers for database design. With MySQL, we can establish relationships between tables that must be connected to one another. The E-Recruit database will be designed.

Field Name	Data Type	Size	Default	Description
nonlife	varchar	255	Default Null	If nonlife
life	varchar	255	Default Null	If life
varlife	varchar	255	Default Null	

accaAndHealth	varchar	255	Default Null	
othercb	varchar	255	Default Null	
othertb	varchar	255	Default Null	
agencyname	varchar	255	Default Null	Agency Name
fname	varchar	255	Default Null	Applicant's Name
nickname	varchar	255	Default Null	Applicant's Nickname
birthdate	date		Current Time Stamp	Birth Date
placeOfBirth	varchar	255	Default Null	Applicant's Place of Birth
gender	varchar	10	Default Null	Applicant's Gender
bloodType	varchar	5	Default Null	Applicant's Blood Type
homeAddress	varchar	255	Default Null	Applicant's Home Address
mobileNo	varchar	15	Default Null	Applicant's Mobile Number
landline	varchar	15	Default Null	Applicants's landline
email	varchar	255	Default Null	Applicant's Email
citizenship	varchar	255	Default Null	Applicant's Citizenship
otherCitizenship	varchar	255	Default Null	Applicant's Other Citizenship
naturalizationInfo	varchar	255	Default Null	
maritalStatus	varchar	20	Default Null	Applicant's Marital Status
maidenName	varchar	255	Default Null	Applicant's Maiden Name
spouseName	varchar	255	Default Null	Applicant's Spouse Name

sssNo	varchar	20	Default Null	Applicant's SSS Number
tin	varchar	20	Default Null	Applicant's TIN Number

Table 7. Fields for Aial Form

Table 7 above contains the field name, data type, size, default, and description of the field in the Aial Tabel. Here, the id is the Primary Key (PK).

Field name	Data type	Size	Default	Description
id	int		Default Null	Applicant's ID
position	varchar	255	Default Null	Desired Position
preferedArea	varchar		Default Null	Preferred Area
referral	varchar	255	Default Null	
referralBy	varchar	255	Default Null	
onlineAd	text	255	Default Null	
walkIn	varchar	255	Default Null	
othersRef	varchar	255	Default Null	
fname	varchar	255	Default Null	
nickname	varchar	255	Default Null	Applicant's Nickname
birthdate	date	255	Current Time Stamp	Applicant's Brithdate
placeOfBirth	varchar	255	Default Null	Applicant's Place of Birth
gender	varchar	255	Default Null	Applicant's Gender
bloodType	varchar	255	Default Null	Applicant's Blood Type

homeAddress	varchar	255	Default Null	Applicant's Home Address
mobileNo	varchar	255	Default Null	Applicant's Mobile Number
landline	varchar	255	Default Null	Applicant's Landline
email	varchar	255	Default Null	Applicant's Email
citizenship	varchar	255	Default Null	Applicant's Citizenship
otherCitizenship	varchar	255	Default Null	Applicant's Other Citizenship
naturalizationInfo	varchar	255	Default Null	Applicant's Naturalization Info
maritalStatus	varchar	255	Default Null	Applicant's Marital Status
maidenName	varchar	255	Default Null	Applicant's Maiden Name
spouseName	varchar	255	Default Null	Applicant's Spouse Name
sssNo	varchar	255	Default Null	Applicant's SSS Number
tin	varchar	255	Default Null	Applicant's TIN
lifeInsuranceExperience	varchar	50	Default Null	Applicant's Life Insurance Experience
traditional	varchar	50	Default Null	
variable	varchar	50	Default Null	
recentInsuranceCompany	varchar	50	Default Null	Applicant's Recently Insurance Company
highSchool	varchar	50	Not Null	Applicant's High School
highSchoolCourse	varchar	50	Not Null	Applicant's High School Course

highSchoolYear	varchar	50	Not Null	Applicant's High School Year
graduateSchool	varchar	50	Not Null	Applicant's Graduate School
graduateCourse	varchar	50	Not Null	Applicant's Graduate Course
graduateYear	varchar	50	Not Null	Applicant's Graduate Year
companyName1	varchar	50	Not Null	
position1	varchar	50	Not Null	
employmentFrom1	varchar	50	Not Null	
employmentTo1	varchar	50	Not Null	
reason1	varchar	50	Not Null	
companyName2	varchar	50	Not Null	
position2	varchar	50	Not Null	
employmentFrom2	varchar	50	Not Null	
employmentTo2	varchar	50	Not Null	
reason2	varchar	50	Not Null	
companyName3	varchar	50	Not Null	
position3	varchar	50	Not Null	
employmentFrom3	varchar	50	Not Null	
employmentTo3	varchar	50	Not Null	
reason3	varchar	50	Not Null	
companyName	varchar	50	Not Null	
resposition	varchar	50	Not Null	
contactName	varchar	50	Not Null	
contactPosition	varchar	50	Not Null	
emailAddress	varchar	50	Not Null	
contactNumber	varchar	50	Not Null	
yescureemployed	varchar	50	Not Null	
nocureemployed	varchar	50	Not Null	
allowed	varchar	50	Not Null	

notallowed	varchar	50	Not Null	
ifnoProvdtls	varchar	50	Not Null	

Table 8. Fields for Life Changer Form

Table 8 above contains the field name, data type, size, default and description of the field in the Products table. Here, the id is the Primary Key (PK).

Field Name	Data Type	Size	Default	Description
id	int		Not Null	User's ID
email	text		Not Null	User's Email
password	text		Not Null	User's Password
role	text		Not Null	User's Role
status	text		Not Null	User's Status
token	varchar	50	Not Null	User's Token

Table 9. Fields of Cart

Table 9 above contains the field name, data type, size, default and description of the field in the Cart table. Here, the id is the Primary Key (PK), while the userid and menuid is the Foreign Key (FK).

Architectural Diagram/ Block Diagram

In this section, system architecture was designed to define the flow and behavior of the system's functionalities to execute its high-quality performance. This covers the formal illustration and description of the project structure.

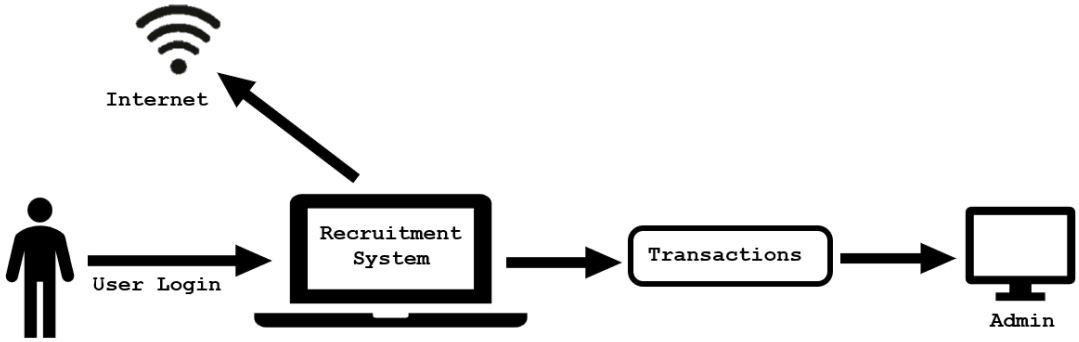

Figure 1. System Architecture of E-Recruit Website

Figure 1 shows the system architecture of the development of the E-Recruit Website. It displays the flow and how the system work. The researchers show that the internet is needed in order to access the website of both applicant, agent and admin to proceed with the application processes.

Data Flow Diagram Level 0

This section shows the Data Flow Diagram Level 0 which is commonly known as an exploded view of the context diagram that shows the detailed process of how the project works.

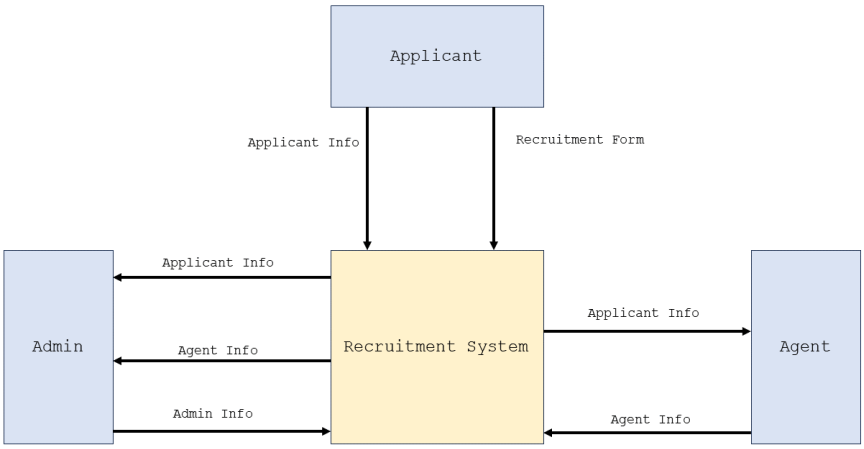

Figure 2. Data Flow Diagram Level 0

Figure 3: DFD Level 0 illustrates the interactions and data flows between the Admin, Agents, and Applicants.

UML Use-case Diagram

This section introduces the use case diagram, which provides a high-level overview of functions within a system. It includes a graphic representation illustrating the relationships among key factors such as the system, admin, agent, and users. The diagram serves as a tool for researchers to understand and organize the system's functionality by showcasing how these actors interact.

Figure 3. UML Use-case Diagram

Figure 3 shows the roles of the Administrator, Agent, and the Applicants to be executed in the whole process of the system.

Sample Mock-up

A sample mock-up is a visual representation of a website after it is built. It consists of visuals that show how the website should look and its function. It is used to refine the design, identify potential problems, and ensure that the system meets the user's needs and expectations. Below are the system users and admin interface

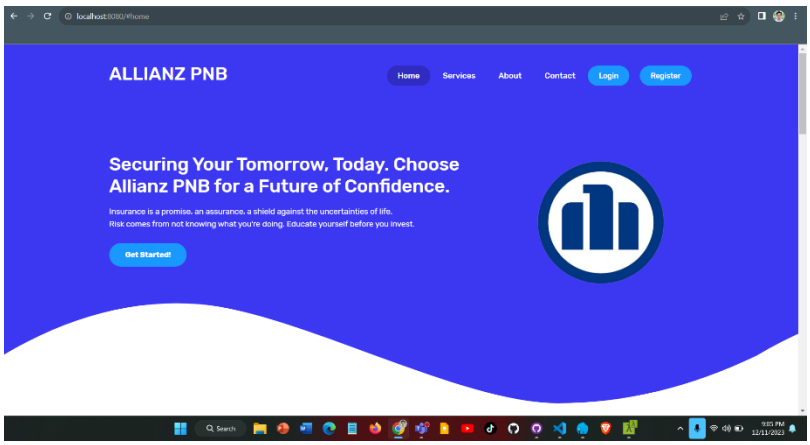

Figure 4. User Interface

Development Method

Agile method is chosen for this research, for the reason that it is really well-suited for developing the website for E-recruitment System. Each of which is necessary for an online hiring system to be successful and efficient. The effectiveness and efficiency of an online hiring system depend on its ability to adapt to changing needs and

developing technology, which is why this strategy enables continuous improvements and adjustments. Agile's emphasis on customer input and collaboration further guarantees that the E-recruitment System will precisely match the needs and expectations of its users, which enhances the system's overall efficacy.

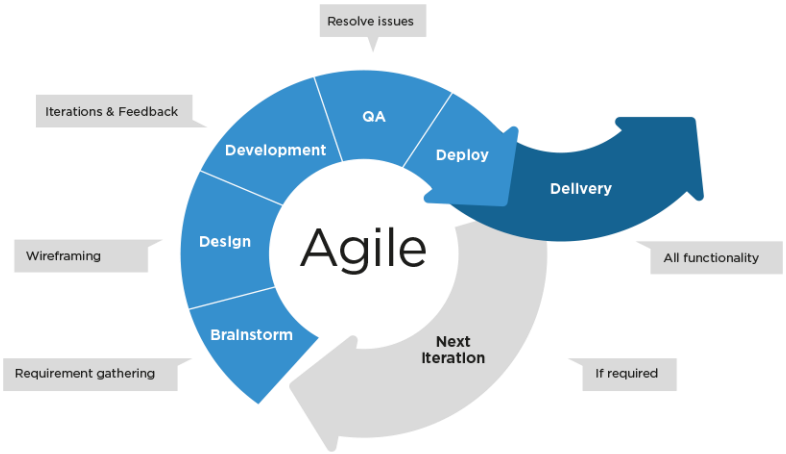

Figure 5. Agile Methodology Model

Figure 5 illustrates the researchers' utilization of Agile methodologies as frameworks for project development. This method places emphasis on breaking down large projects into smaller, easier-to-manage activities. Teams participate in all phases of the project lifecycle, from gathering requirements to design, coding, development, and testing, and the tasks are finished in short iterations. The client is

presented with and given a demonstration of a working system at the end of this phase.

Gantt Chart

In this section, Gantt Chart is presented to show the plans and schedules of the project timeline. All the development stages up to the completion of the project were documented in this chart. This helps the researchers to know the deadlines needed to accomplish and show breakthroughs in various tasks.

Task Name	Task Date									
	Oct				Nov				Dec	
	Week 1	Week 2	Week 3	Week 4	Week 1	Week 2	Week 3	Week 4	Week 1	Week 2
1.Planning										
1.1 Conduct an interview										
1.2 Define project objectives										
1.3 Define project plan										
1.4 Approval of project plan										
2.Requirements Gathering										

2.1 Data Collection										
2.2 Functional										
2.3 Non-Functional										
3.Design										
3.1 Frontend software design										
4.Development										
4.1 Back-end coding										
5.Testing										
5.1 Functionality testing										
5.2 User interface testing										

Table 5 Group Gantt Chart

Task Name	**Task Date**									
	Oct				Nov				Dec	
	Week 1	Week 2	Week 3	Week 4	Week 1	Week 2	Week 3	Week 4	Week 1	Week 2
1.Planning										
1.1 Conduct an interview										
1.2 Define project objectives										

1.3 Define project plan										
1.4 Approval of project plan										
2.Requirements Gathering										
2.1 Data Collection										
2.2 Functional										
2.3 Non-Functional										
3.Development										
4.1 Back-end coding										
4.Testing										
5.1 Functionality testing										
5.2 User interface testing										

Table 6 Jandel Escalera Gantt Chart

Task Name	**Task Date**									
	Oct				Nov				Dec	
	Week 1	Week 2	Week 3	Week 4	Week 1	Week 2	Week 3	Week 4	Week 1	Week 2
1.Planning										
1.1 Conduct an interview										

1.2 Define project objectives										
1.3 Define project plan										
1.4 Approval of project plan										
2.Requirements Gathering										
2.1 Data Collection										
2.2 Functional										
2.3 Non-Functional										
3.Design										
3.1 Frontend software design										
4.Testing										
5.1 Functionality testing										
5.2 User interface testing										

Table 7 Jef Ramos Gantt Chart

Task Name	**Task Date**									
	Oct				Nov				Dec	
	Week 1	Week 2	Week 3	Week 4	Week 1	Week 2	Week 3	Week 4	Week 1	Week 2
1.Planning										

1.1 Conduct an interview										
1.2 Define project objectives										
1.3 Define project plan										
1.4 Approval of project plan										
2.Requirements Gathering										
2.1 Data Collection										
2.2 Functional										
2.3 Non-Functional										
3.Design										
3.1 Frontend software design										
4.Testing										
5.1 Functionality testing										
5.2 User interface testing										

Table 8 Lester Caibal Gantt Chart

Legend: ■ - Completed/ Done

Table 5 to 8 shows the whole process of developing E-Recruit Website. It displayed the various tasks and marks as

completed oats certain date as a group, but the other three tables are for individual gantt charts. Researchers will be kept informed of the progress of the development which will help them not to miss out on steps and differentiate tasks from the amount of time took to complete them.

CHAPTER 4. DEVELOPMENT, TESTING AND EVALUATION RESULT

In this chapter, researcher explore into the consequential outcomes of the implemented system, unveiling the tangible results and their implications on our overarching objectives.

Presentation of the System Output

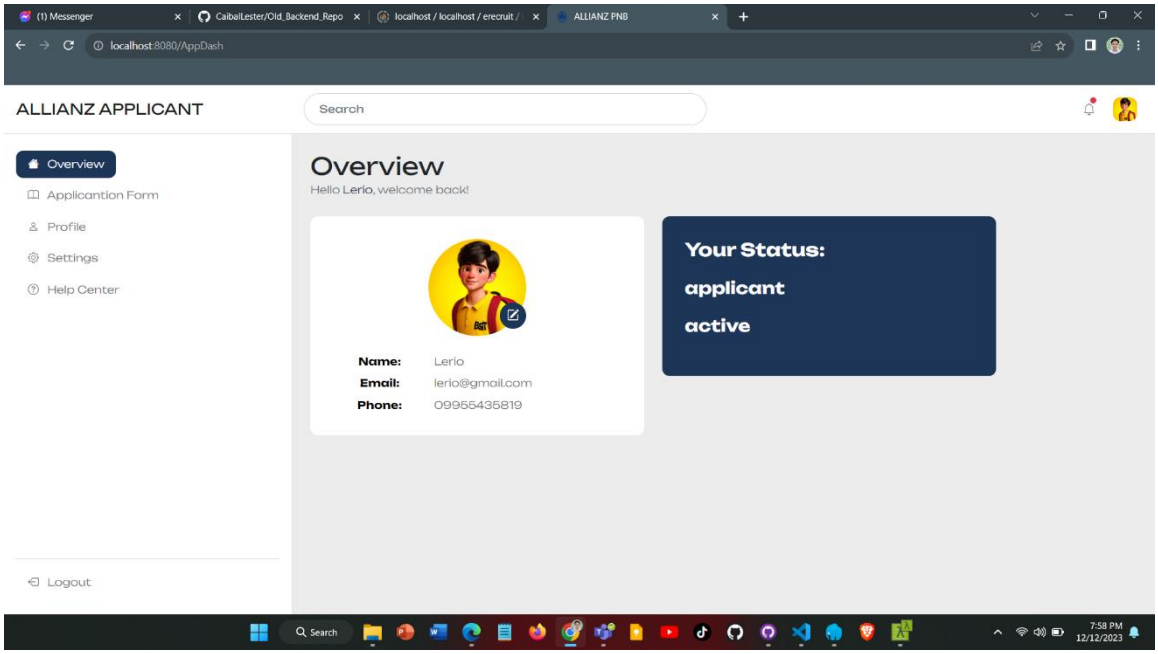

Figure 4. Applicant Dashboard

In this figure, you will be able to see the applicant's profile.

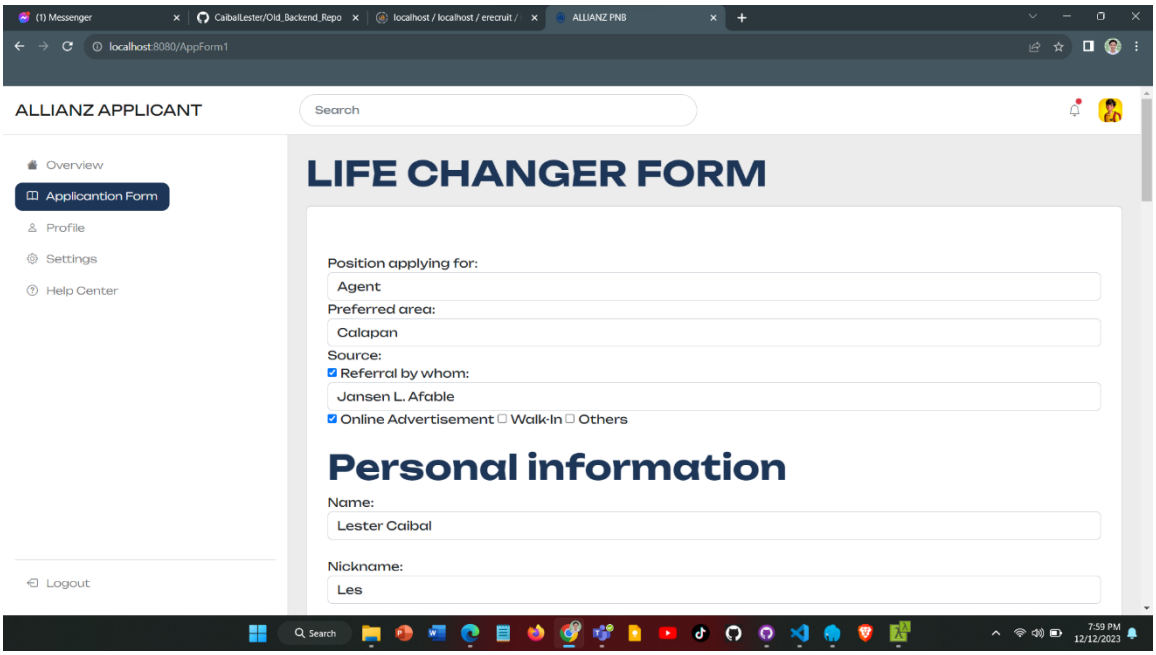

Figure 5. Applicant Form

In this interface, you see here the application forms of the company and how they accept applicants.

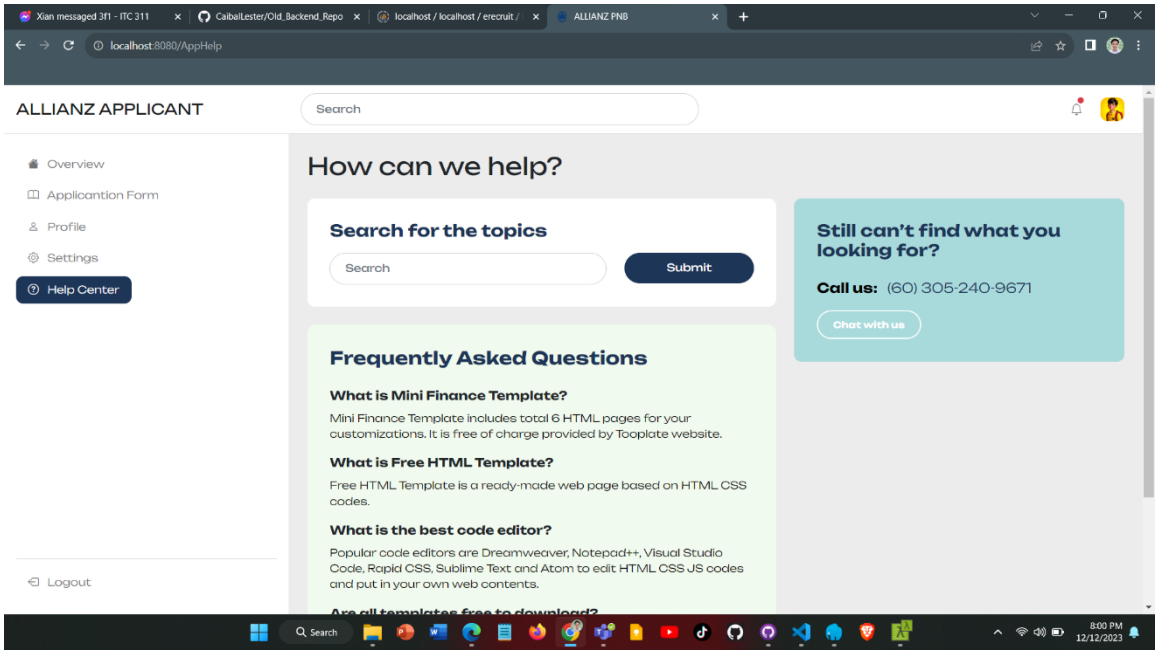

Figure 6. Applicant Help Center

In this part of the system, you will be able to get help in customer assistance.

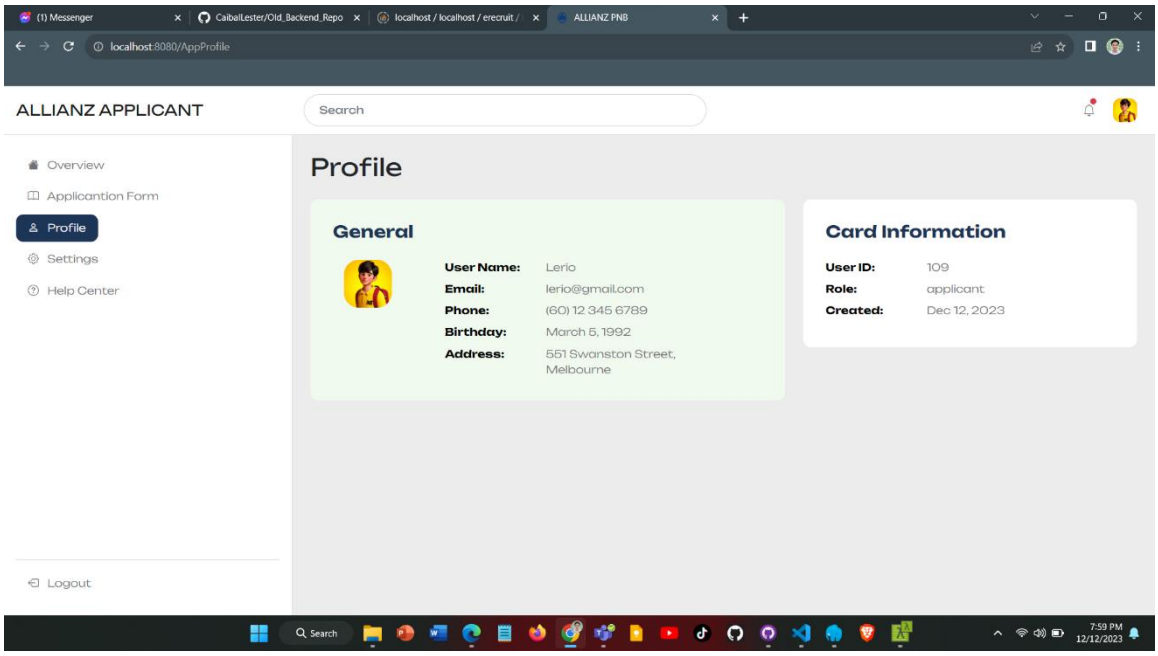

Figure 7. Applicant Profile

In this section of the system, you will see the applicant's profile.

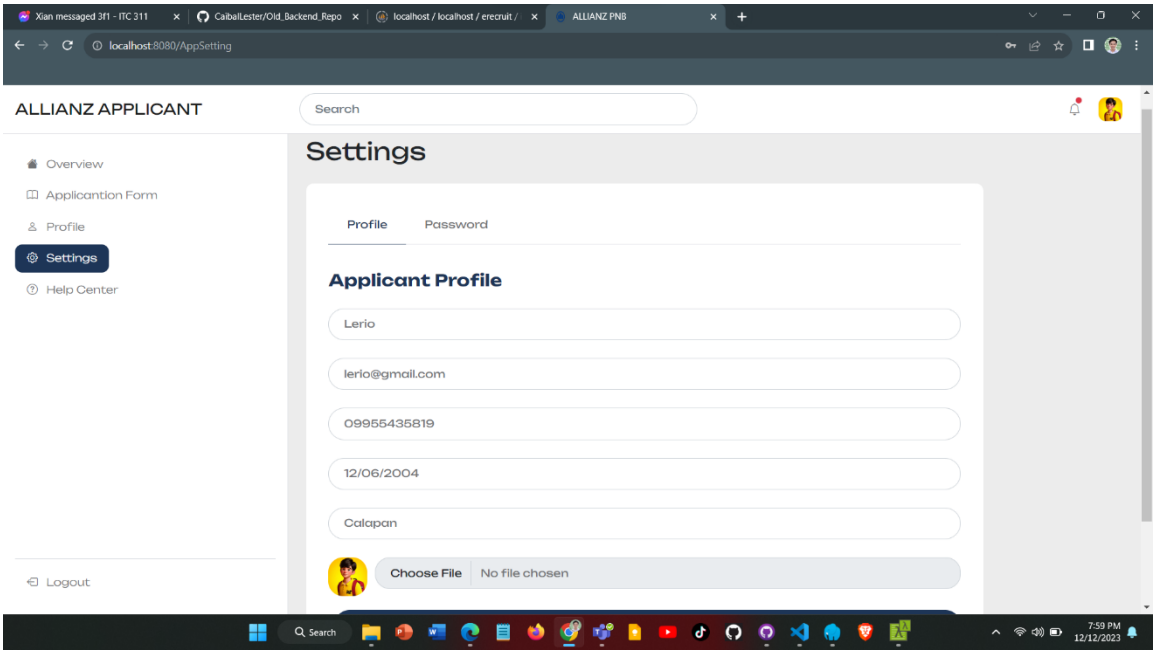

Figure 8. Applicant Settings

The applicants will be able to adjust their accounts and the files that they sent.

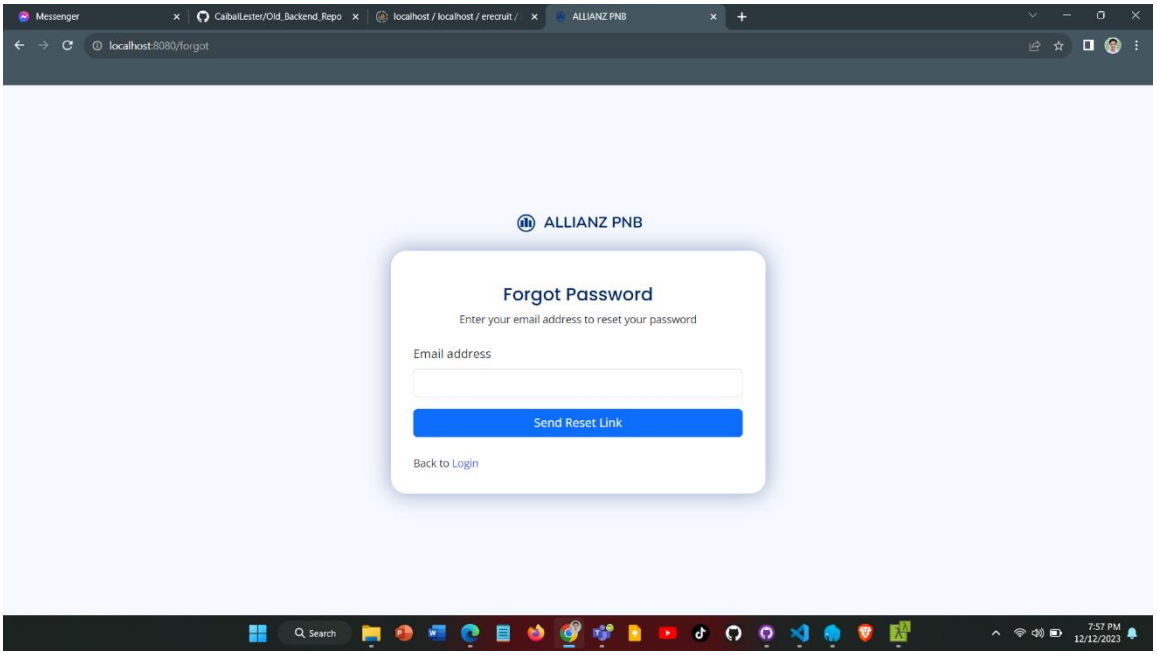

Figure 9. Forgot Password

In this section, the users can change their password and recover their accounts when forgotten.

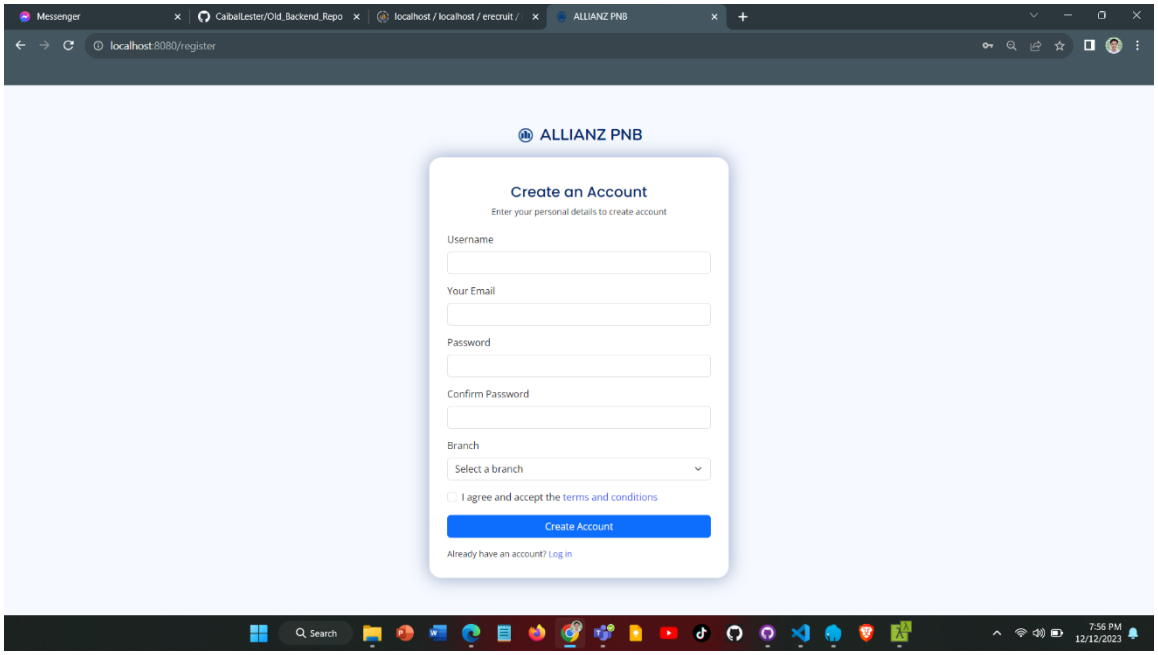

Figure 10. Register

New users are going to be here and will make their accounts in order to get into the website.

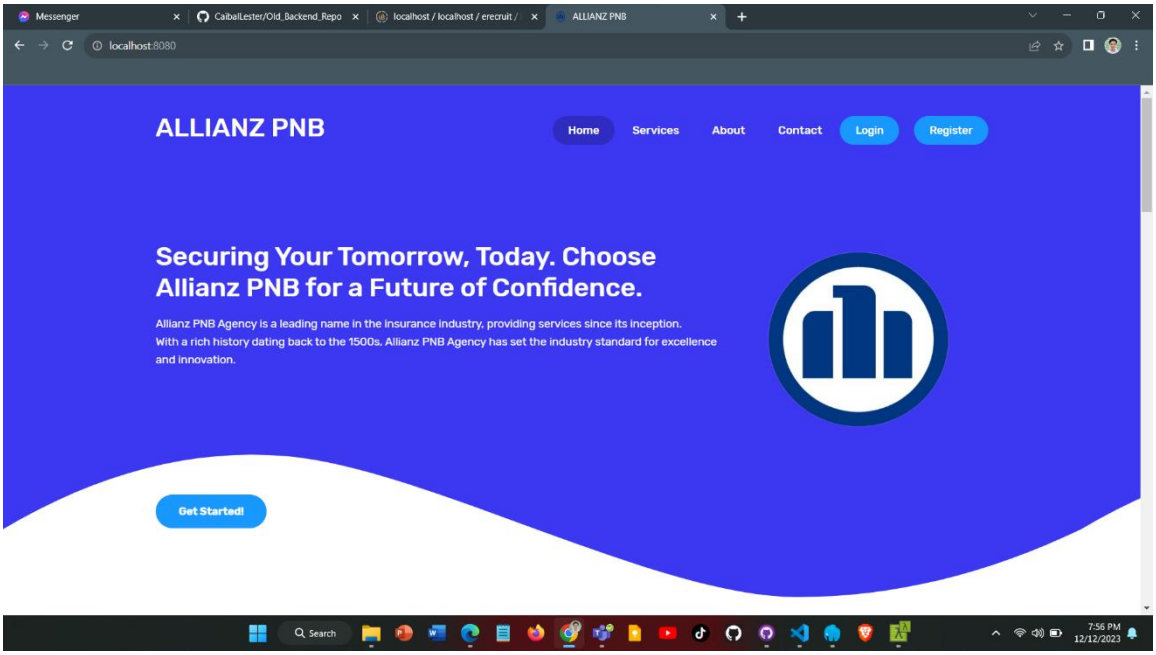

Figure 11. Home

This is what the homepage of the E=Recruit website looks like.

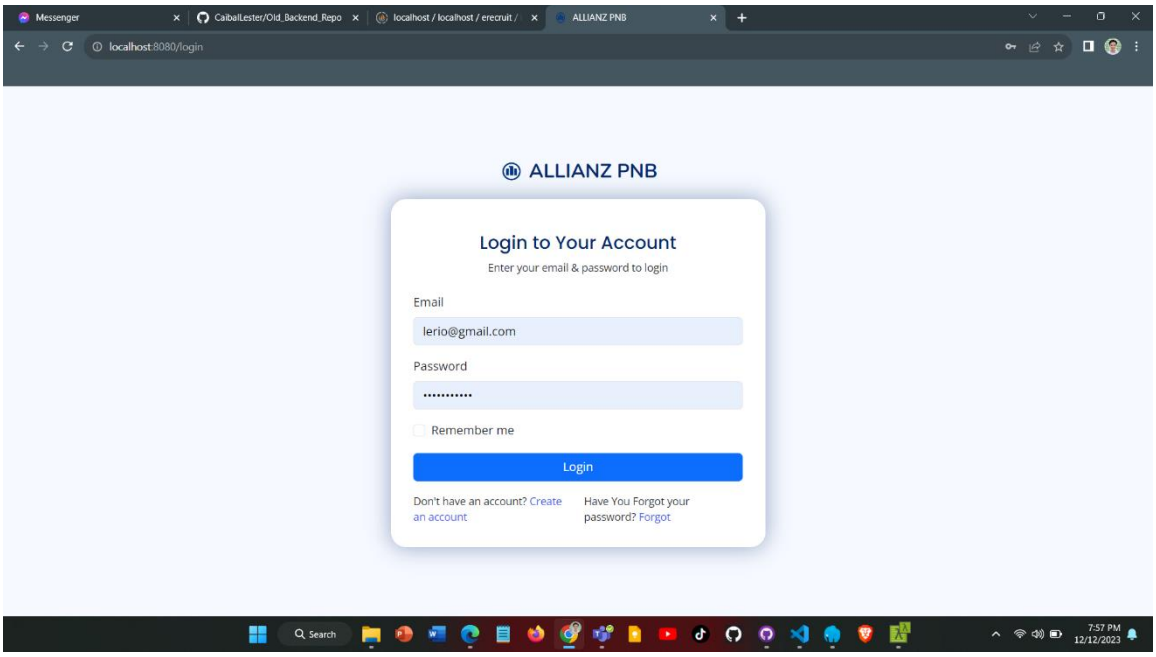

Figure 12. Login

This is the login page of the website. Registered accounts can only be accessed.

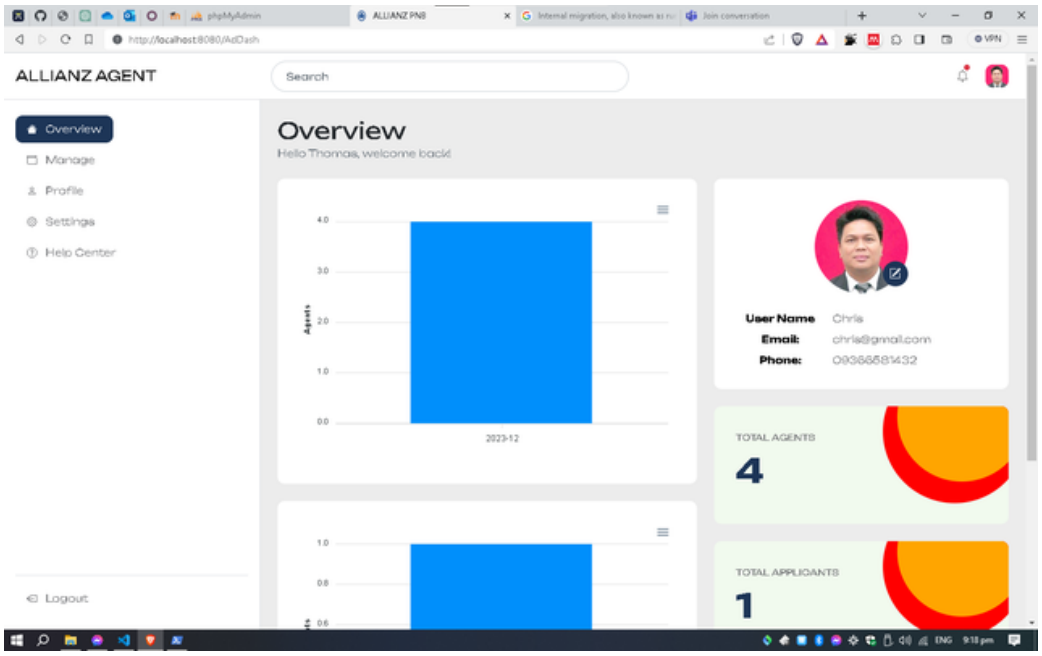

Figure 13. Admin Dashboard

The admin dashboard serves as a centralized control hub, monitoring, and management tools for administration.

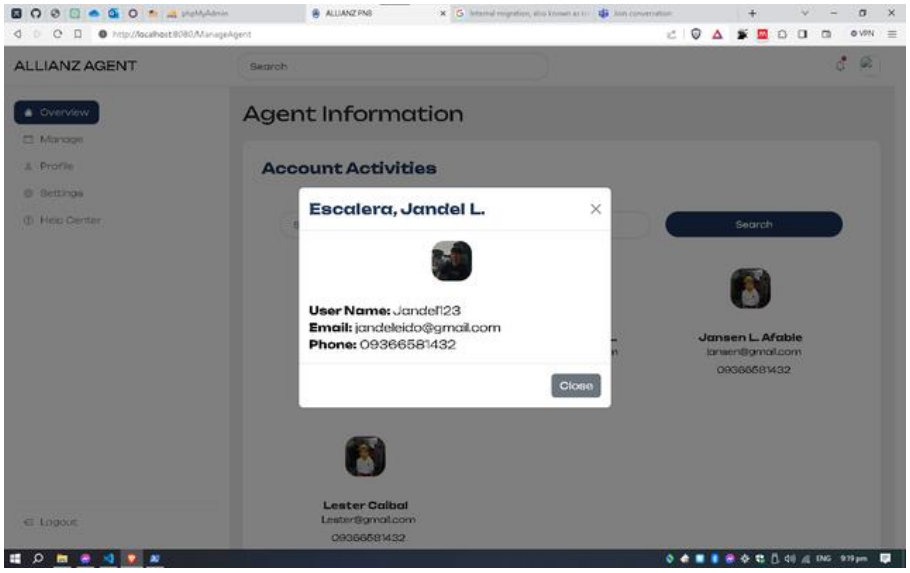

Figure 14. Agent Management

Agent management involves overseeing and optimizing the performance, productivity, and coordination of agents within a system to ensure efficient operations and achieve strategic goals.

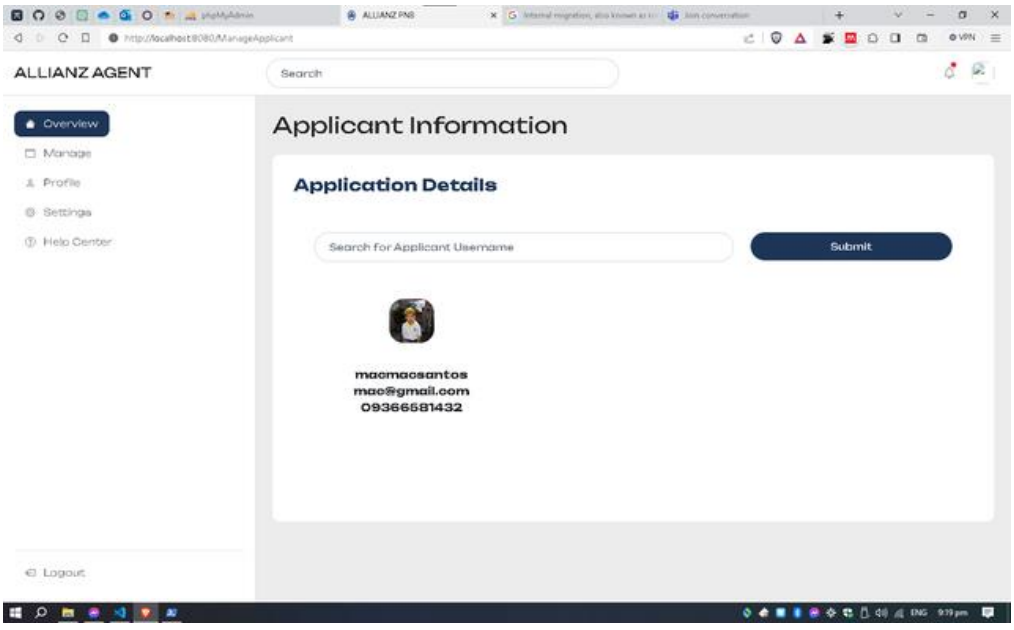

Figure 15. Applicant Management

Admin can see the information from the applicant so that the administrator can confirm applicant's status.

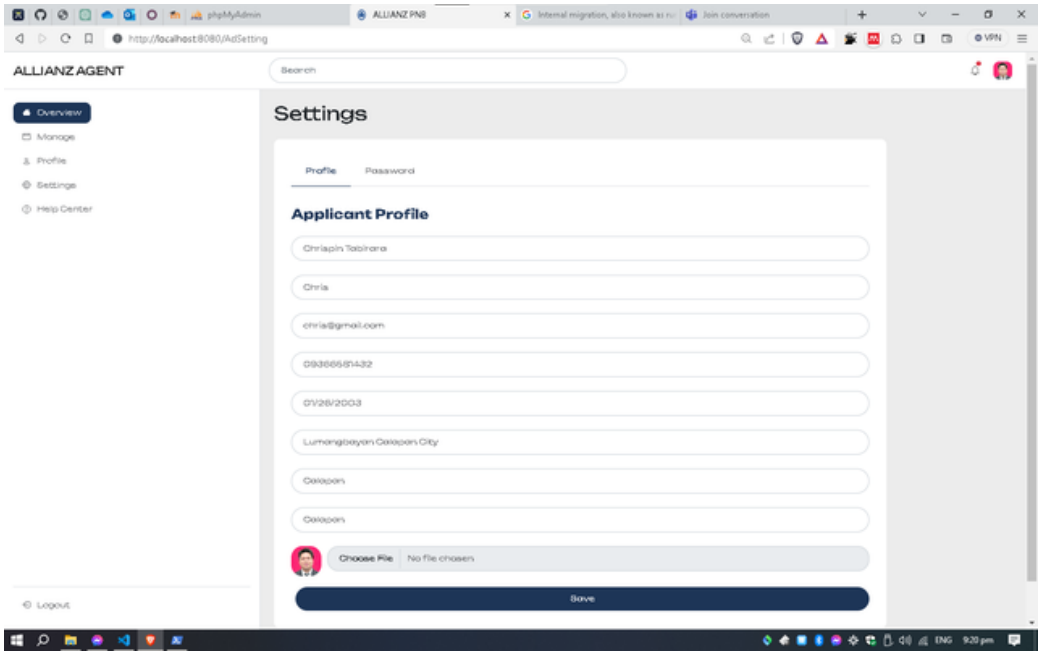

Figure 16. Admin Setting

Admin settings are like personalized controls in a system, letting administrators adjust things like passwords, and user permissions to fit their needs.

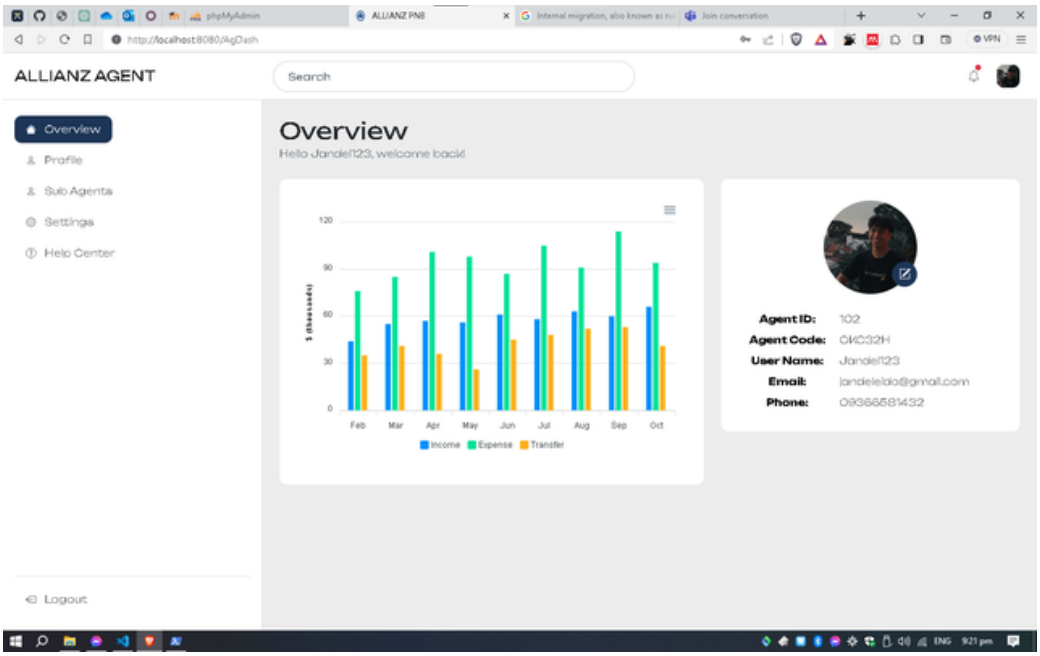

Figure 17. Agent Dashboard

The agent dashboard is a central hub for agents, providing a user-friendly interface to access key information, tasks, and tools, facilitating efficient workflow management.

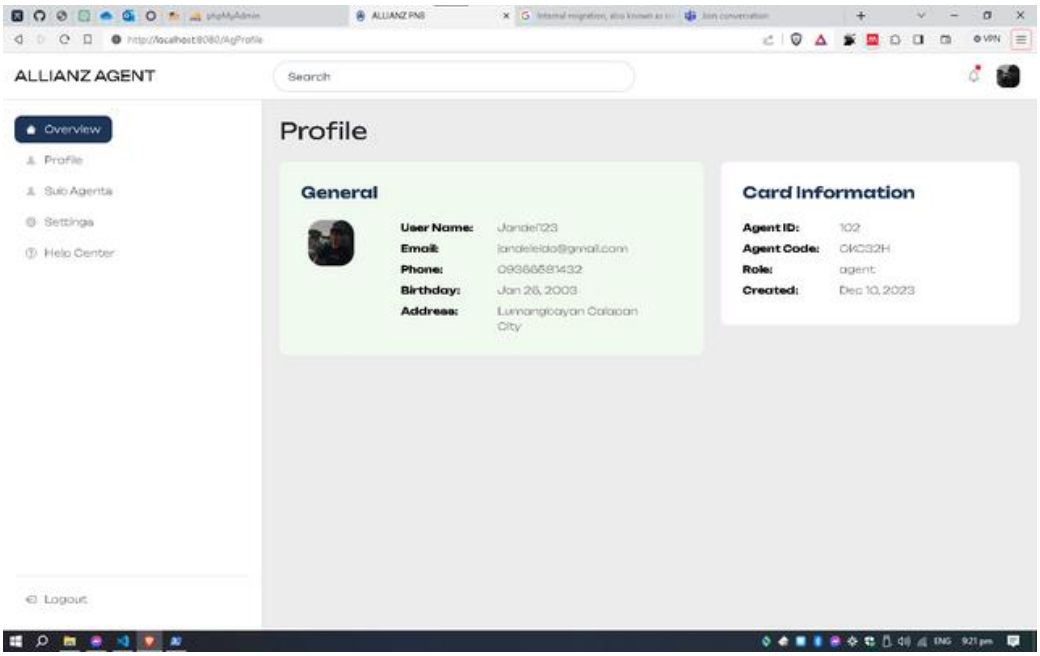

Figure 18. Agent Profile

Agent can view their information so that they can manage it or change it according to their needs.

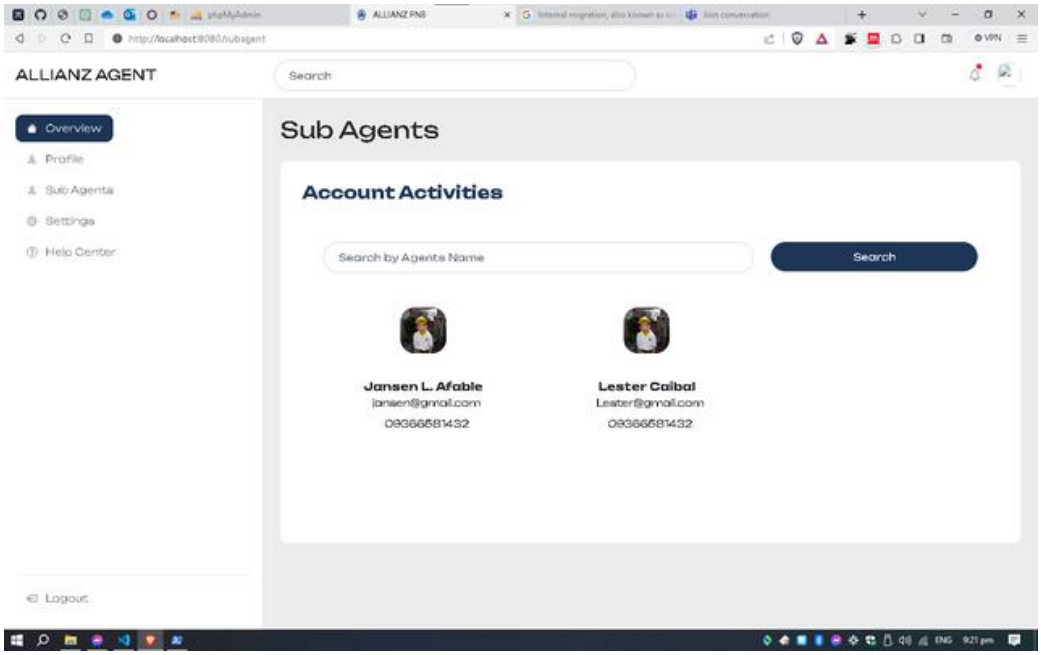

Figure 19. Sub-Agents Management

Sub-agents management involves overseeing and coordinating the activities of subsidiary agents within a system or organization.

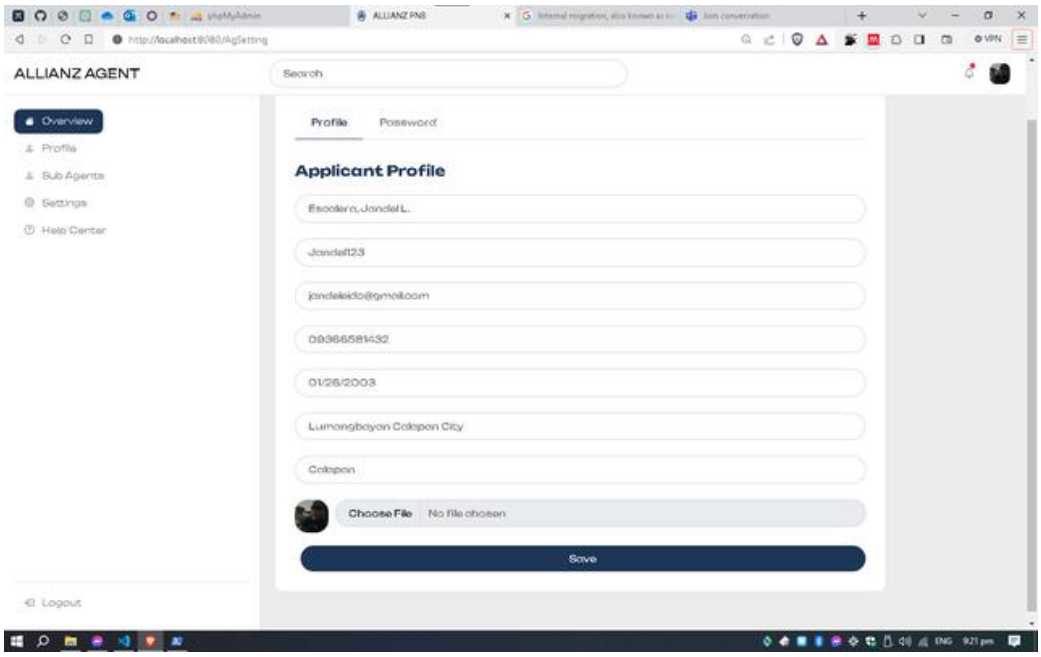

Figure 17. Agent Setting

Agent settings allow individual agents to customize and manage their personal information or preferences within a system, optimizing functionality to suit their needs.

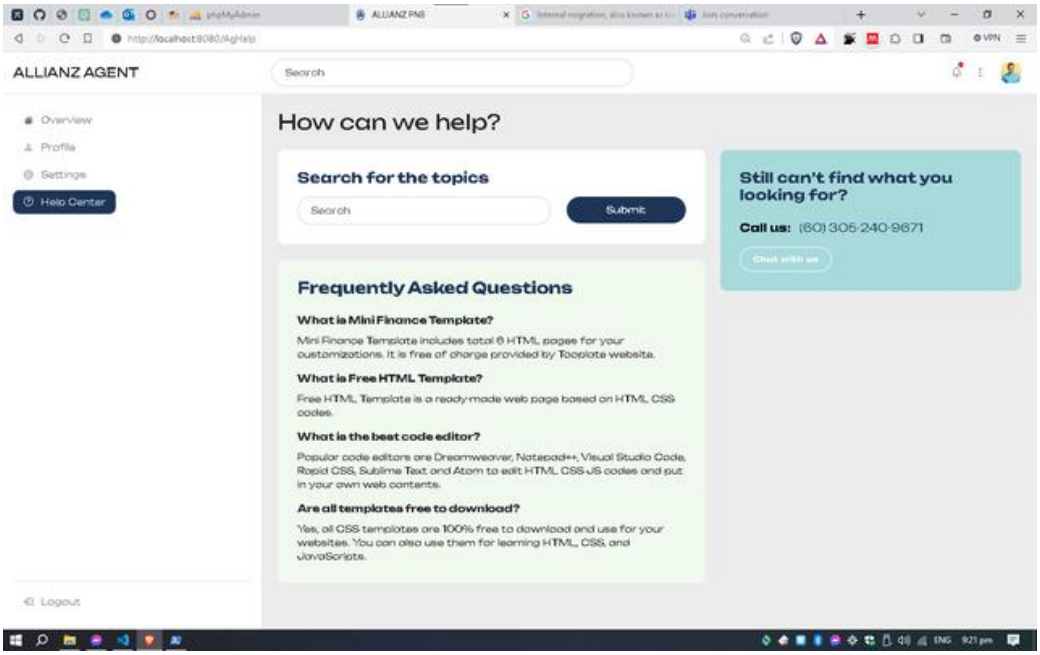

Figure 18. Agent Help Center

The agent help center serves as a resource hub, offering support, guidance, and information to assist agents to effectively utilizing tools and features within a system.

CHAPTER 5. CONCLUSION AND RECOMMENDATION

This Chapter concludes our exploration by synthesizing key findings, offering insightful recommendations, and reflecting on the broader implications of the study's outcomes.

Conclusion

The Online Recruitment System for Insurance and Investment Agents in Mindoro offers a innovative approach to modernize the hiring process for insurance and investment agents. By leveraging data analysis for informed decision-making, the system demonstrates a forward-looking strategy to attract and manage applicant effectively. The inclusion of a dedicated dashboard, secure logins, and communication facilities underscores the system's commitment to user accessibility and security. Furthermore, the emphasis on non-functional development, back-end coding, and thorough testing reflects a meticulous approach to system design and implementation. It serves as a valuable resource for professionals in the recruitment and technology fields,

providing insights into the potential of online platforms and data-driven processes in talent acquisition. The system's adherence to data protection and recruitment regulations, as well as its capacity to manage candidate databases and prevent application delays, highlights its commitment to compliance and efficiency. Overall, the Online Recruitment System for Insurance and Investment Agents in Mindoro represents a significant advancement in recruitment technology, with the potential to revolutionize the hiring landscape in the region.

Recommendations

Employers and Hiring Managers: The system will benefit employers and hiring managers by streamlining the recruitment process, providing a user-friendly platform for managing applicant data, and enabling efficient communication with applicants and agents. Employers and hiring managers will have access to a database of potential candidates for future openings, facilitating a more organized and effective hiring process.

IT Professionals and System Administrators: IT professionals and system administrators will benefit from the project by gaining insights into the design and implementation of an online recruitment system. They can leverage the system's features and functionalities to enhance their understanding of online platforms for recruitment and contribute to the development and maintenance of similar systems in the future.

Academic Researchers and Educators: Academic researchers and educators in the field of human resources, technology, and business administration can benefit from the project by using it as a case study for understanding the application of emerging technology in recruitment processes. The project provides valuable insights into the development of an online recruitment system tailored to the specific needs of the insurance and investment industry, offering a practical example for academic research and educational purposes.

Agents: Agents should fully engage with the Online Recruitment System to optimize the recruitment process and enhance their experience. The system enables agents to manage their account details, communicate with

administrators and recruits, and access performance data for interpretation and analysis. By utilizing the system's features, improve communication with applicants, and effectively manage their recruitment activities.

User: Users, including administrators, agents, and applicants, should actively utilize the Online Recruitment for the process and improve the overall recruitment experience. The system offers a user-friendly platform for applicants, allowing them to browse and select financial advisers, save their work, and communicate with the system administrator or assigned agents regarding their application. For administrators, the system provides tools for managing profile details, accessing performance data, and facilitating communication between all parties involved in the recruitment process. By fully engaging with the system, users can enhance the accuracy, efficiency, and inclusivity of the recruitment process.

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