**“E-Recruit: An Online Recruitment System**

**for Insurance and Investment Agency**

**in Mindoro”**

A non-thesis Project

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Caibal, Lester M.

Escalera, Jandel L.

Ramos, Jef

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**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 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).

**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**

1. Visual Studio Code, ranging from version 1.70 to version 1.84, is a widely used and popular code editor.
2. CodeIgniter 4, specifically version 4.4.1, stands as a PHP web application framework for efficient web development.
3. Firefox or Google Chrome, both recognized web browsers, provide users with diverse options for internet browsing.
4. Windows 10 through Windows 11 represents a progression of different versions within the Windows operating system, catering to evolving user needs and system requirements.
5. Laragon version 6.0.0.0 is a Windows-based web development environment, streamlining the setup and management of web projects.
6. phpMyAdmin, at version 5.2.1, serves as a web-based tool designed for the efficient management of MySQL databases.

**Hardware Requirements**

1. For CPU and Memory, ensure ample RAM, with at least the 16GB RAM for efficient handling of anticipated loads.
2. For storage, prioritize SSDs for faster data access; consider 256GB SSD for storage.
3. For network infrastructure, integrate a dedicated 4G LTE modem to ensure reliable and high-speed internet connectivity for the network infrastructure.
4. Consider the Dell Latitude 5520 laptop with an Intel Core i5 processor, 16GB DDR4 RAM, 512GB SSD, a 15.6-inch FHD display, and 4G LTE capability for efficient and connected development.

**Functional Requirements**

**Administrator**

1. The system should allow the administrator to create an account and log in using registered credentials.
2. The system must enable the administrator to change the password by providing a 'Forgot Password' option.
3. The system must provide a comprehensive dashboard for the administrator, displaying crucial system statistics and key performance indicators.
4. The system should allow the administrator to view, manage, and access data for both agents and applicants, including the ability to edit, delete, and add new agent accounts.
5. The system should provide the administrator with an analytics section displaying an overview of the total number of agents, applicants, and other relevant recruitment data.
6. The system must enable the administrator to manage their profile details, including personal information and account settings.
7. The system should allow the administrator to download applicant forms and other relevant documents as PDF files for record-keeping and offline access.
8. The system should have facilitated communication between the administrator, applicants, and agents through an integrated messaging system within the platform.
9. The system should have a notification system to alert the administrator of any new messages, incoming applicants, or other relevant system activities.
10. The system must provide the administrator with a robust search and filtering mechanism to locate specific information about agents and applicants quickly.

**Agents**

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.
2. The Agents/Employers must be able to log in using their given email and password by the administrator.
3. The system should have a facility where the agents and administrators could communicate, allowing agents to seek guidance and support when needed.
4. Agents should have the ability to securely view the data of applicants they have recruited, including personal information, application forms, uploaded documents, communication history, and application status.
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.
6. The system should enable the agents to manage their account details, including profile information, changing of passwords, and other relevant settings.

**Applicants**

1. The system should allow new applicants to create an account by providing necessary information like name, email address and password.
2. The applicants must be able to log in using their registered email and password.
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.
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.
5. The system should enable applicants to save their work and return to the application later for modifications or updates before submission.
6. 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.
7. The system must provide a submission mechanism that allows applicants to formally submit their completed application to the system.

**Non-Functional Requirements**

**Operational Requirement**

1. The system features an intuitive interface for applicants, catering to varying technical expertise levels, ensuring a seamless and user-friendly experience.
2. The system is compatible with desktops, laptops, tablets, and smartphones, ensuring applicants can access it on their preferred devices.
3. Robust error handling prevents incomplete or inaccurate submissions, maintaining data accuracy and application integrity.
4. The system is scalable to handle a large number of concurrent users during peak application periods without performance degradation.
5. Applicants can effortlessly upload relevant documents and images directly within the application process.
6. The system supports a user-friendly multi-step application process, allowing applicants to save progress and resume at their convenience.
7. The system adheres to data privacy regulations, ensuring secure handling of personal data throughout the application process.
8. Applicants have 24/7 access to the system, accommodating different time zones and enabling convenient submission at any time.

**Performance Requirement**

1. The system must respond to user actions (e.g., form submissions, document uploads) within 5 seconds to ensure a seamless application process.
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.
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.
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.
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.
6. The system should retrieve applicant data within 3 seconds, enabling recruitment administrators to promptly access and assess candidate profiles and qualifications.

**Security Requirement**

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.
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.
3. Access to the database is meticulously controlled, with only authorized users granted specific permissions based on their roles.
4. Stored data in the database is encrypted, providing an additional layer of protection against unauthorized access and data breaches.
5. Routine security assessments are conducted to identify and address potential vulnerabilities, ensuring the ongoing integrity of the stored data.
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 III**

**DESIGN AND DEVELOPMENT METHODOLOGIES**

**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)(**KULANG PA TO, DI KO ALAM KUNG MAY PK BA YUNG TABLE OR WALA, ITATANONG KO PA KAY LES AT JANDEL**)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **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).**(DI KO PARIN ALAM KUNG ALIN PK DITO)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **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).**(DI KO RIN ALAM PK)**

**Architectural Diagram/ Block Diagram**

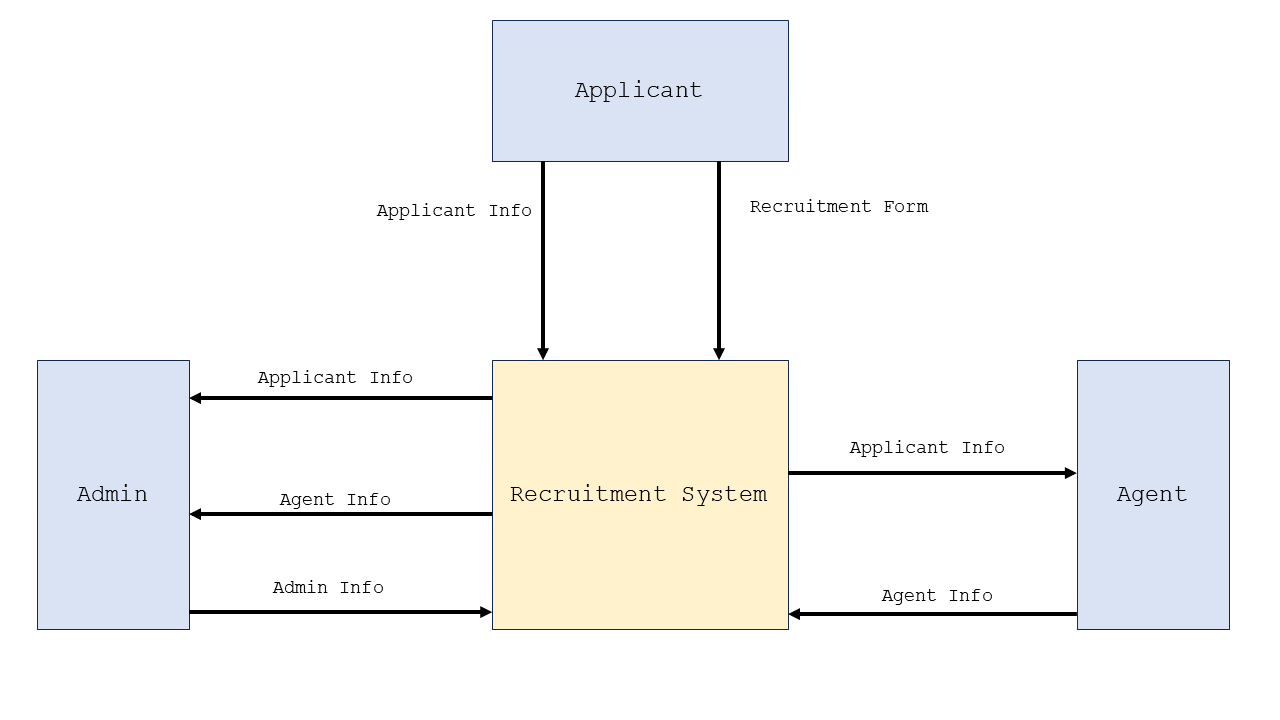
A computer and a computer with a arrow

Description automatically generatedIn 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**

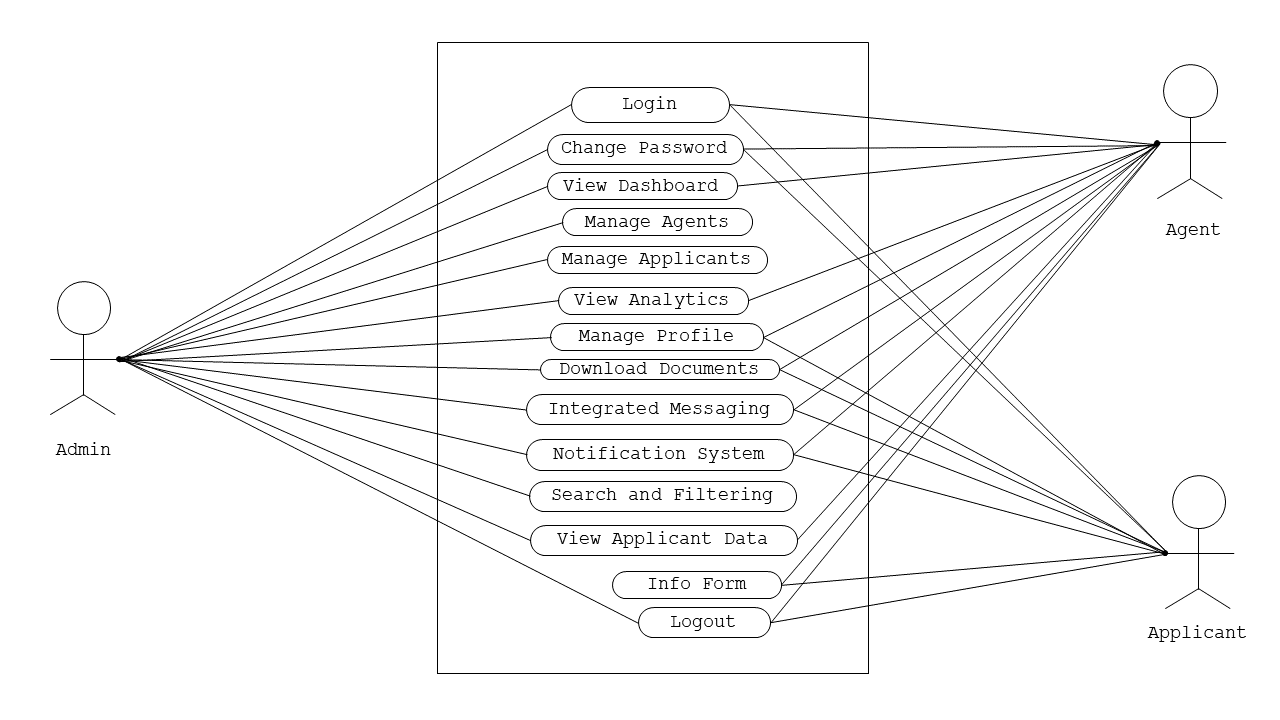
This section shows the Data Flow Diagram Level 0 which is commonly known as an exploded view of the context diagram that shows the detailed process of how the project works.

**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 actors 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 screenshot of a computer

Description automatically generated**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 A diagram of a process

Description automatically generatedoverall 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.

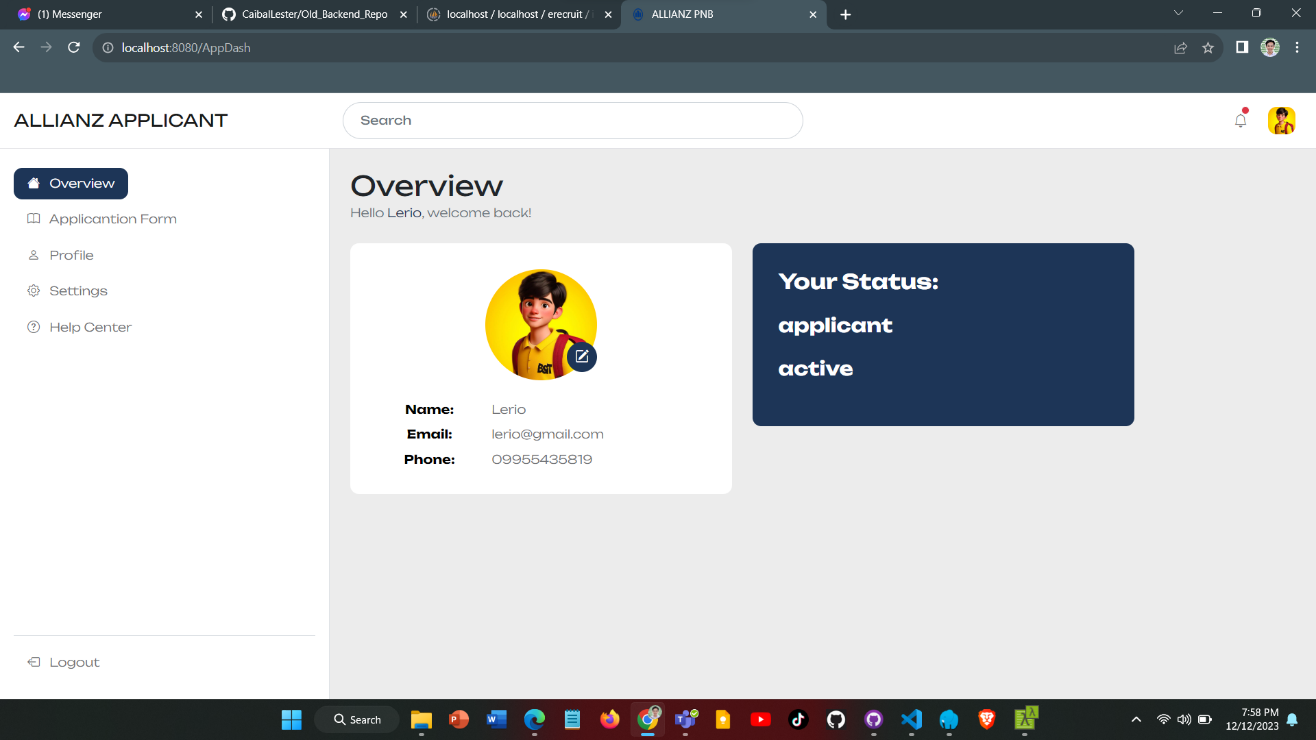
**Testing and Evaluation**

This section is referring to the testing and evaluation phase of the software development process. During this phase, developers are required to conduct tests on their system to determine its capabilities and limitations. This will allow them to identify any issues or potential problems prior to the production and deployment stages. The tests should include all the requirements outlined in the Requirements Phase, such as design, performance, supportability, etc. The results of these tests will be evaluated to assess the progress of the system and ensure it meets the requirements of the project. The developers considered the following:

1. **Unit Testing**- a type of software testing where individual units or components of a software system are tested. This type of testing is usually done by the developers, as it requires detailed knowledge of the internal structure of the system. Unit Testing is designed to test individual functions, modules, and features of the system, to ensure that they all behave as expected
2. **Component Testing**- involves testing the individual components of the system (modules, classes, objects, and programs) in isolation, without integrating them with other components. This helps to identify any defects or bugs in the individual components before they are integrated into the system. It also helps to identify any unexpected interactions or dependencies between components that could cause problems or errors in the system.
3. **System Testing**- a type of software testing that evaluates the entire system or application and its components to verify that all individual modules are working properly and that data is transferred accurately between modules and the entire system. System testing is meant to ensure that the system meets its requirements, performs as expected, and functions correctly in its intended environment. It is an overall test of the system and its components, and it is typically done after unit and integration testing.

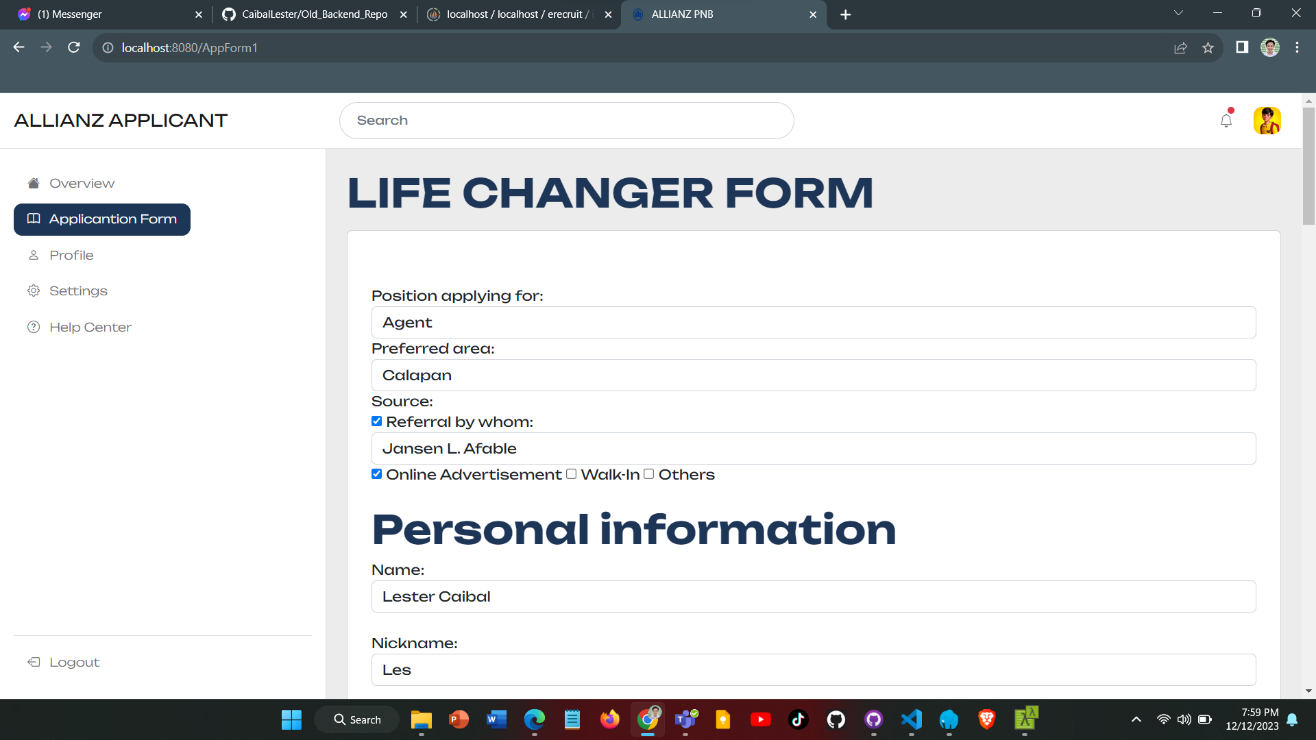
**CHAPTER IV**

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

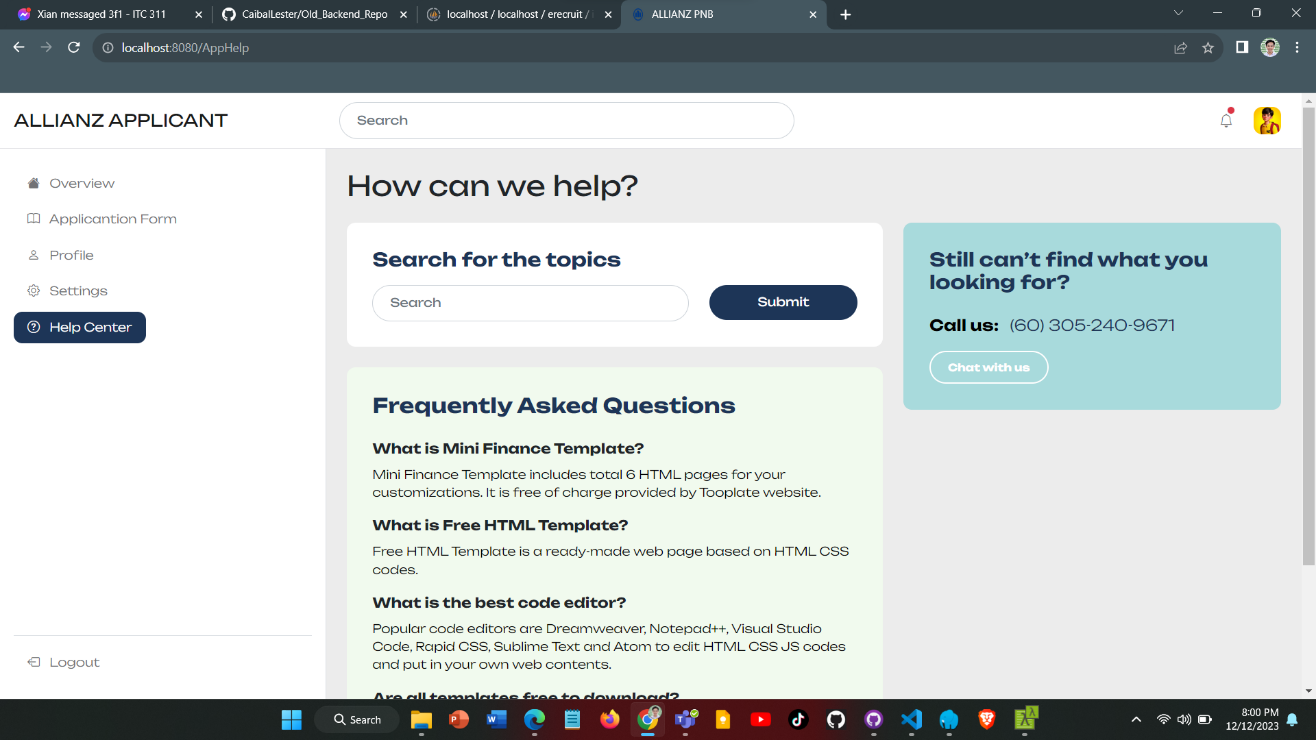
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**Figure 4. Applicant Dashboard**

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

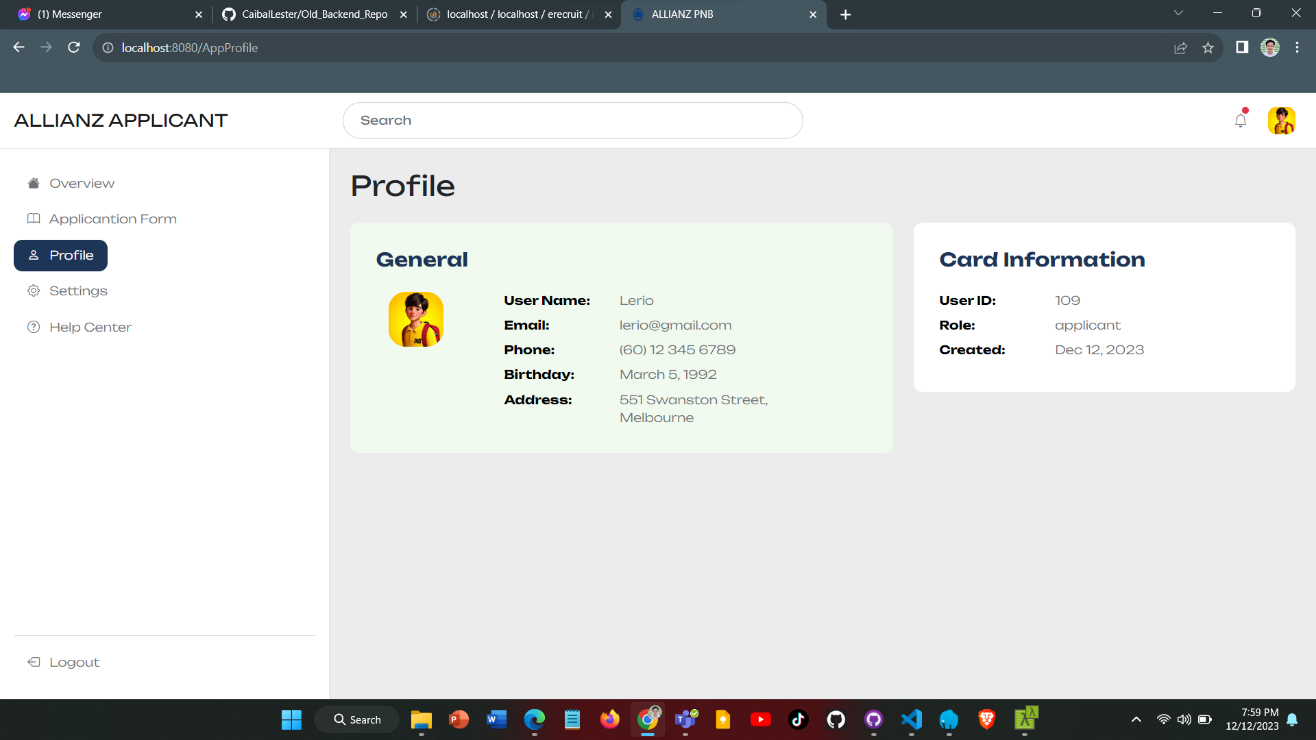
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**Figure 5. Applicant Form**

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

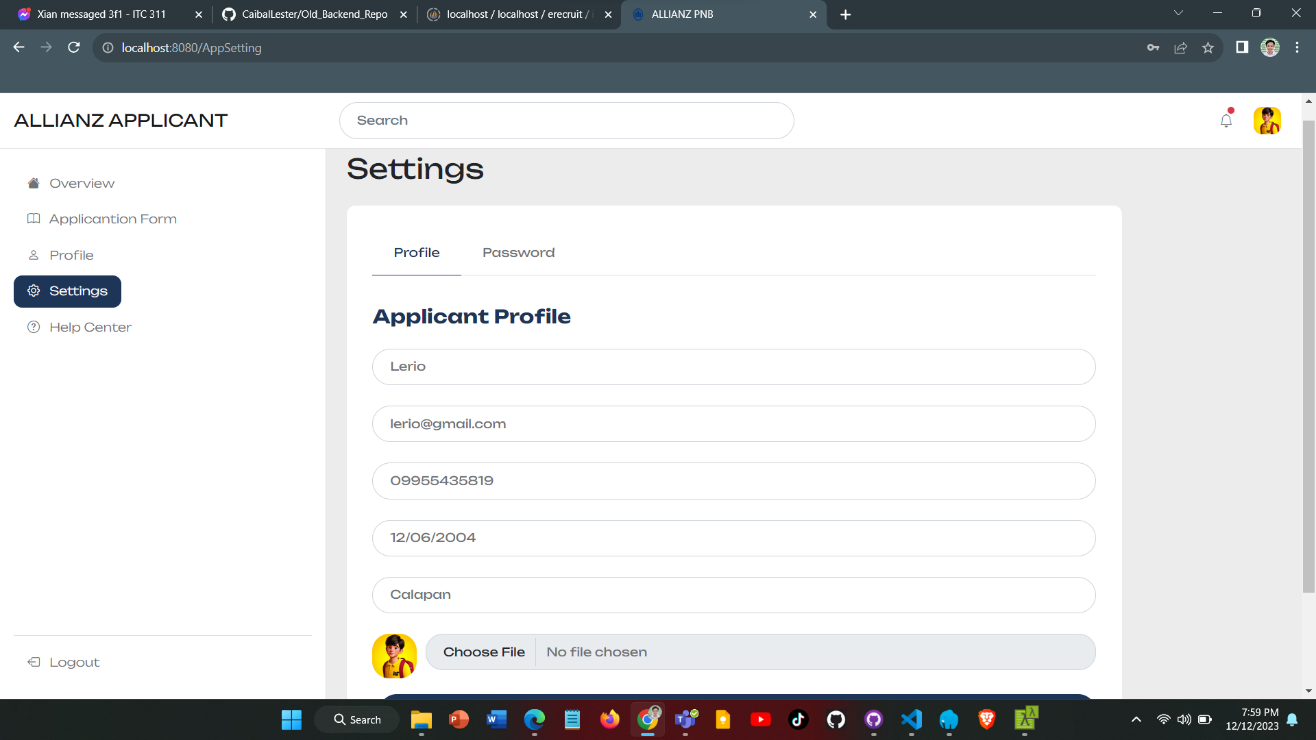
**Figure 6. Applicant Help Center**

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

****

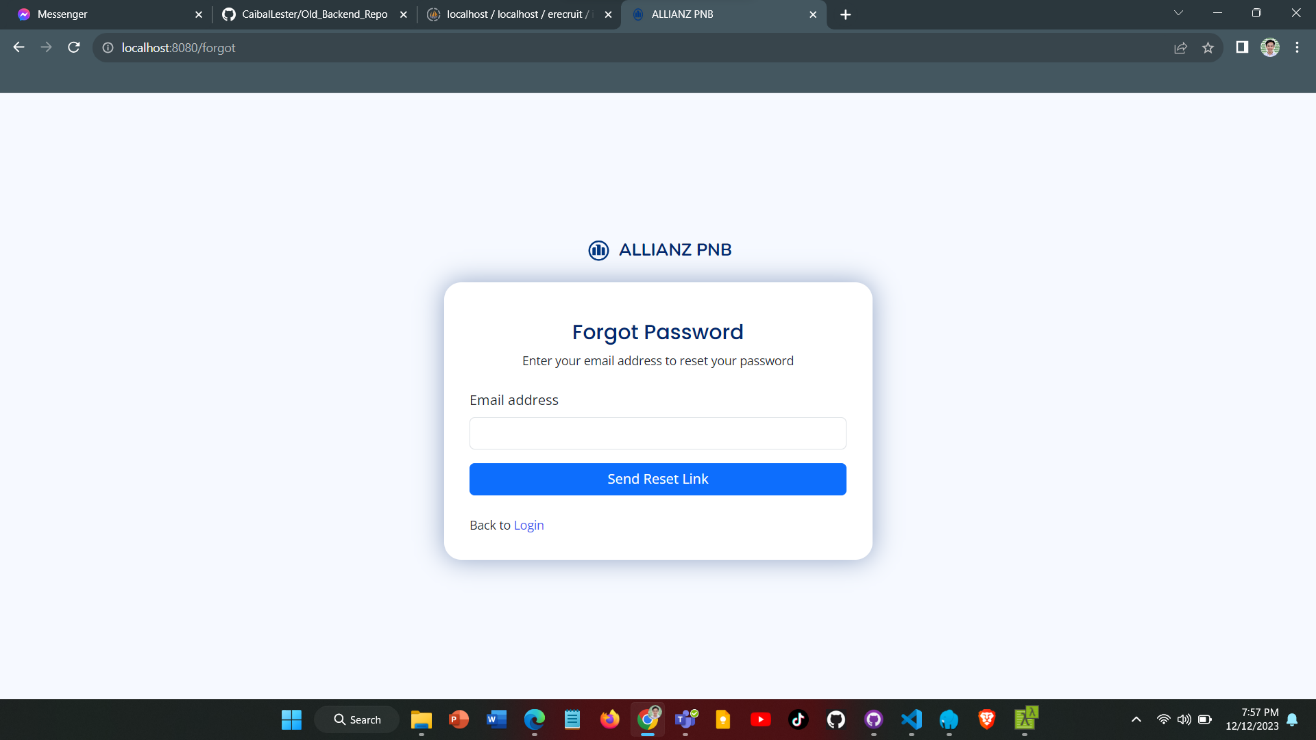
**Figure 7. Applicant Profile**

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

****

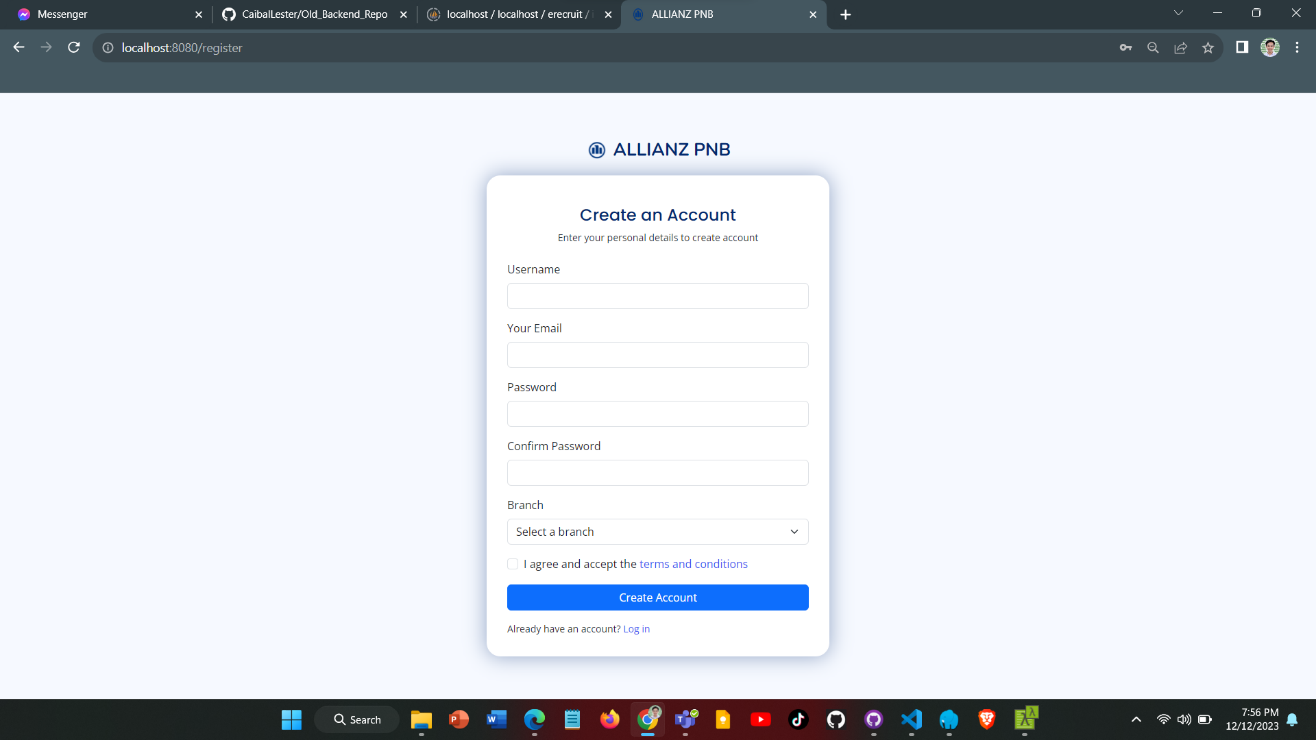
**Figure 8. Applicant Settings**

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

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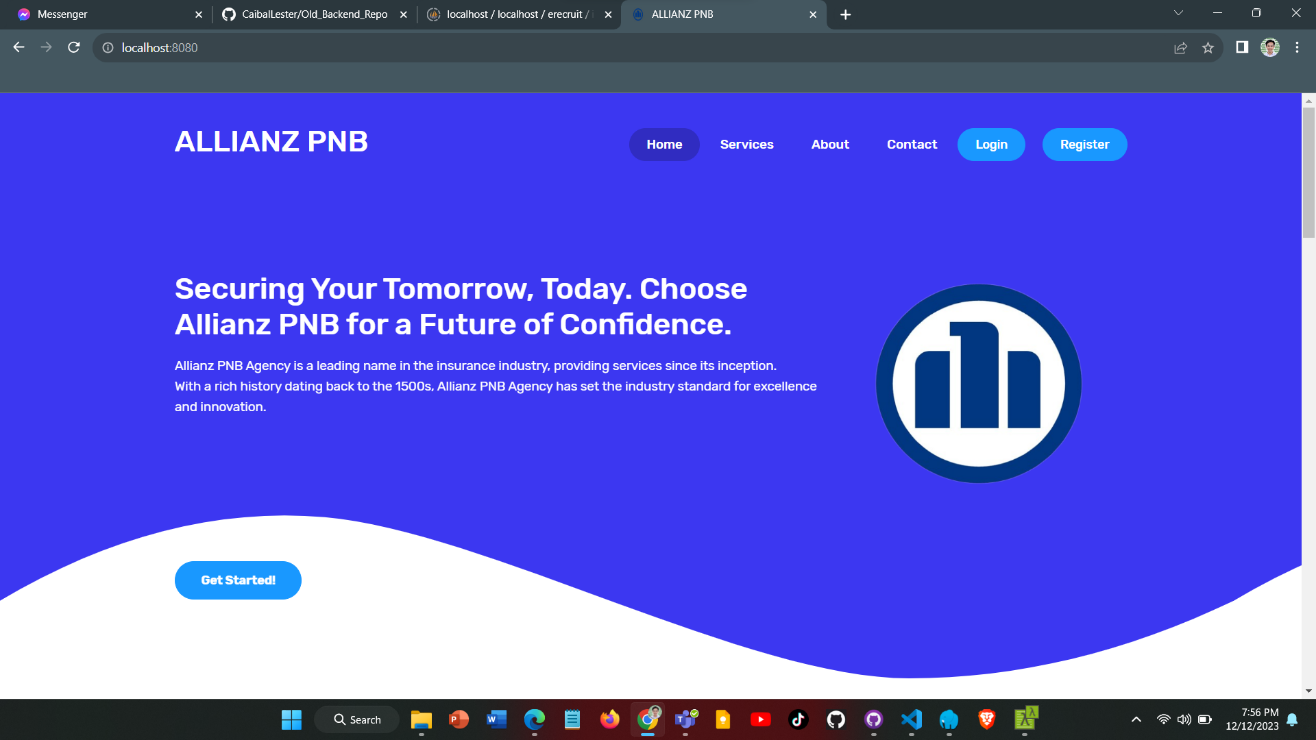
**Figure 9. Forgot Password**

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

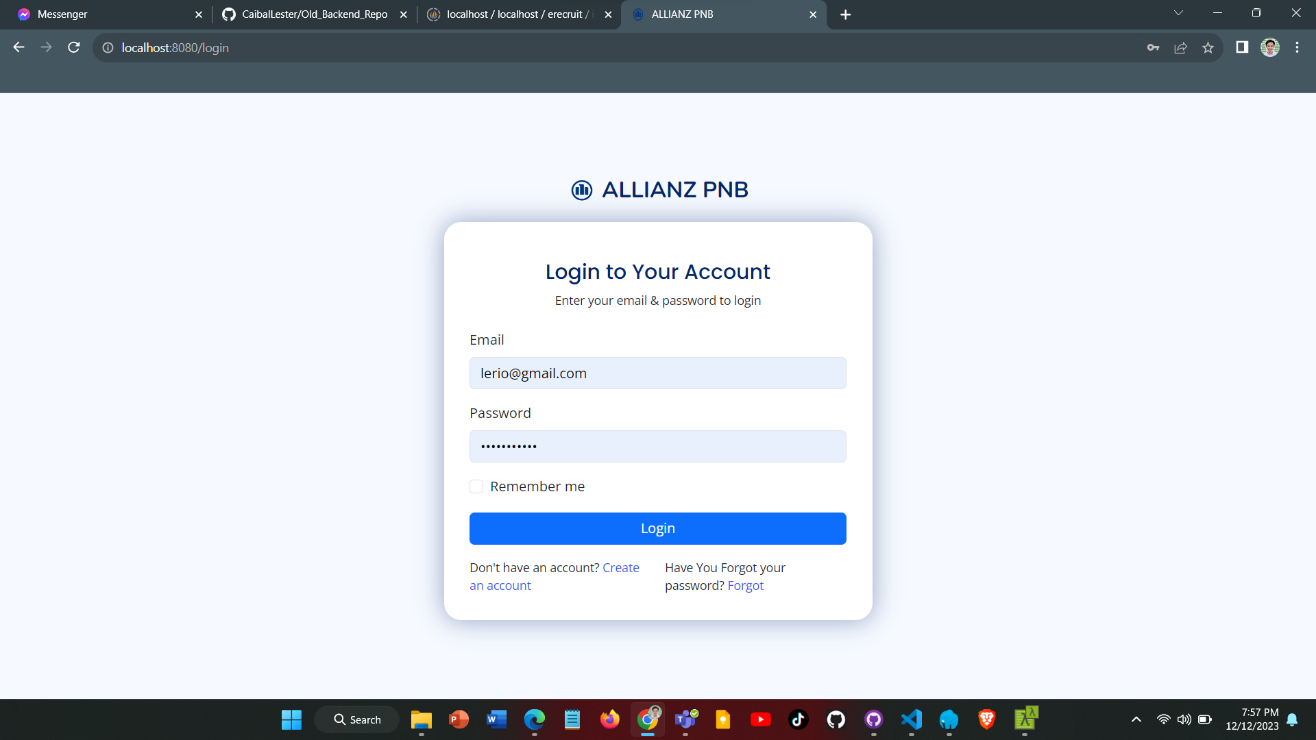
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**Figure 10. Register**

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

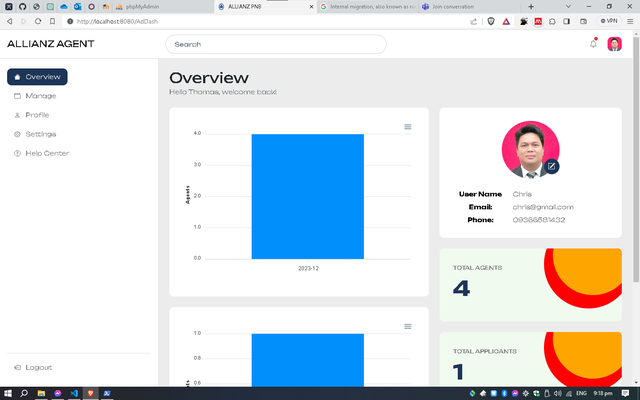
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**Figure 11. Home**

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

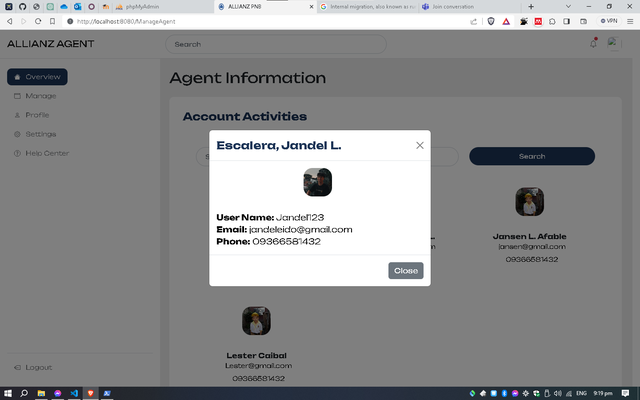
**Figure 12. Login**

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

****

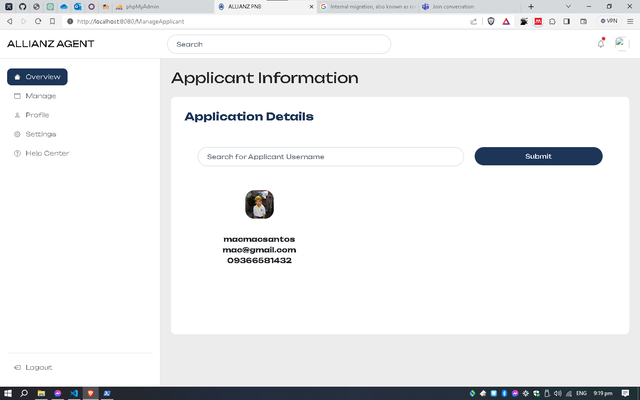
**Figure 13. Admin Dashboard**

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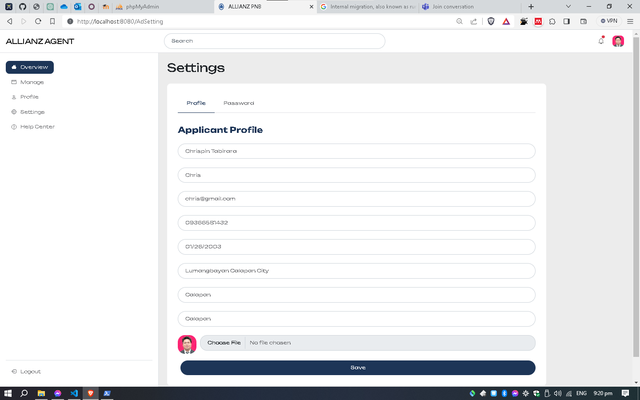
**Figure 14. Agent Management**

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*.

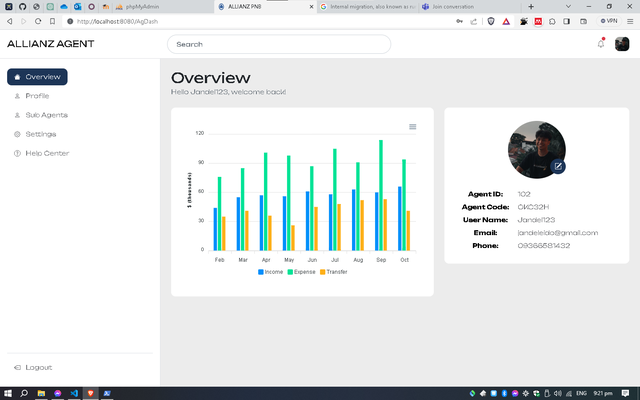
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**Figure 15. Applicant Management**

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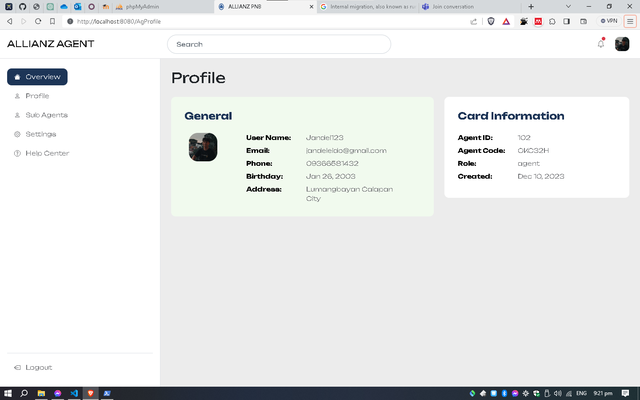
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**Figure 16. Admin Setting**

**** \*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*.

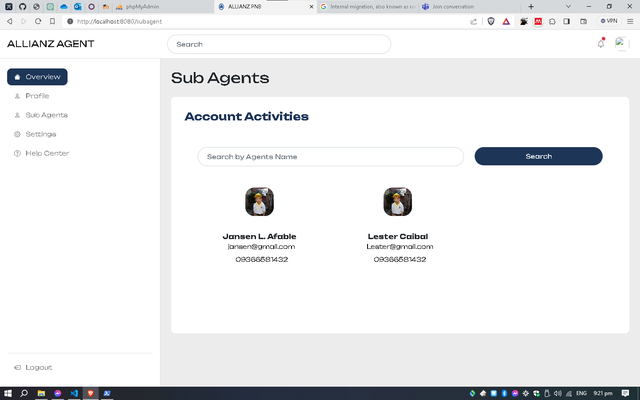
**Figure 17. Agent Dashboard**

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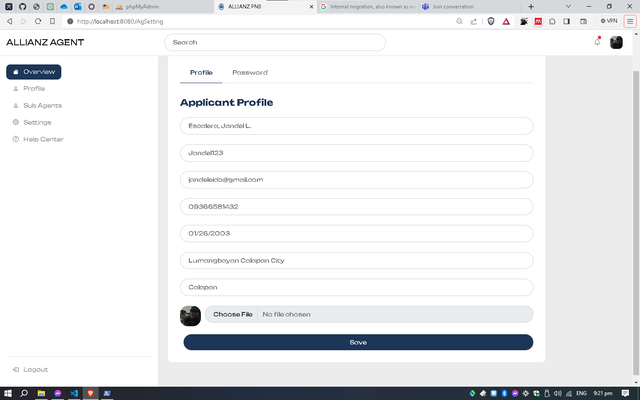
**Figure 18. Agent Profile**

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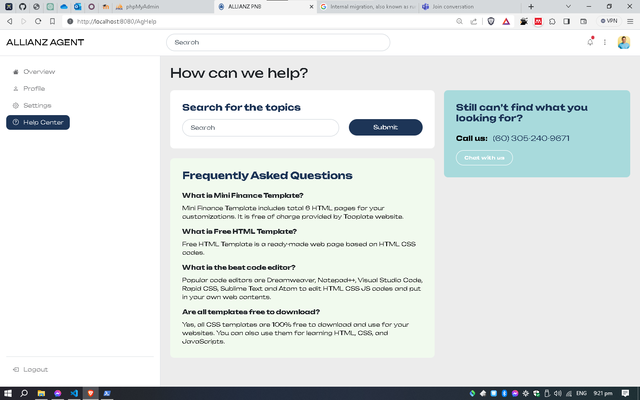
**Figure 19. Sub-Agents Management**

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**Figure 17. Agent Setting**

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**Figure 18. Agent Help Center**

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*.

**Chapter V**

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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