**FUNCTIONAL REQUIREMEN DOCUMENT**

**Smart Campus Hiring Automation System**

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# **Document Control**

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# **1.Introduction**

This document outlines the functional requirements for the Smart Campus Hiring Automation System. It has been prepared to describe how the system should behave to meet the business goals defined in the Business Requirement Document (BRD).

The objective of this document is to help the development and testing teams understand what needs to be built, how users will interact with the system, and what features must be implemented. This document is intended for Business Analysts, Developers, Testers, Product Owners, and other key stakeholders involved in the project.

# **2.System Overview**

The Smart Campus Hiring Automation System is a web-based solution designed to simplify and streamline the recruitment process during campus hiring drives. It enables HR and Admin users to publish job openings, allows students to register and apply, facilitates online assessments, and manages interview scheduling and candidate selection.

The system is intended to reduce manual effort, improve accuracy, and provide real-time visibility into candidate progress. It ensures smooth coordination between colleges, students, and recruiters through automated workflows and centralized data access.

# **3.Functional Requirements**

## **3.1 User Registration and Login**

1. The system shall allow students to register by providing their full name, email ID, mobile number, college name, and academic details.
2. The system shall send a confirmation email to the registered email ID after successful registration.
3. The system shall allow users (HR/Admin and Students) to log in using their registered email and password.
4. The system shall validate login credentials and display appropriate error messages for incorrect details.
5. The system shall allow the HR/Admin to reset the student password if requested.

## **3.2 Job Posting and Vacancy Management**

1. The system shall allow the HR/Admin to create and post new job openings for campus drives.
2. The job post shall include title, job description, skills required, eligibility criteria, test date, and application deadline.
3. The system shall display the available job posts to eligible students after login.
4. The HR/Admin shall be able to edit, deactivate, or delete a job post at any time before the deadline.

## **3.3 Student Application Submission**

1. The system shall allow students to apply for available job postings through their portal.
2. The system shall automatically validate whether the student meets the eligibility criteria before allowing submission.
3. The student shall receive a confirmation message upon successful application.

## **3.4 Online Assessment Management**

1. The system shall allow the HR/Admin to create and assign online assessments for each job posting.
2. Each assessment shall contain objective-type questions with multiple choices.
3. The system shall set a time limit for each test, and it shall auto-submit when the time expires.
4. The student shall be allowed to take the test only once.
5. The system shall automatically evaluate the test and store the score in the student record.

## **3.5 Interview Scheduling**

1. The HR/Admin shall be able to shortlist students based on test scores and academic performance.
2. The system shall allow the HR/Admin to schedule interviews by selecting available time slots and assigning interviewers.
3. Students shall receive interview invitations via email and on their dashboard.
4. Students shall be allowed to accept or decline an interview slot.

## **3.6 Final Selection and Offer Release**

1. The HR/Admin shall mark students as selected, rejected, or waitlisted based on interview performance.
2. The system shall notify students of their final result on the dashboard and via email.
3. Selected students shall be able to download the offer letter from their account.

## **3.7 Admin Dashboard and Reports**

1. The HR/Admin dashboard shall show statistics such as total registrations, test participation, interview status, and selection count.
2. The system shall allow the HR/Admin to export student data and reports in Excel or PDF formats.
3. The system shall generate summary reports for each campus drive.

# **4.Use Case Diagram and Descriptions**

This section explains how the system interacts with users (HR/Admin and Student) through various functionalities. It includes a diagram and a short description of each use case.

**4.1 Use Case Diagram**  
 The use case diagram visually represents the interactions between the system and its two primary actors – HR/Admin and Student. Each actor performs specific tasks using the system.

A diagram of a smart campus

AI-generated content may be incorrect.

## **4.2 Use Case Descriptions**

The table below provides a brief explanation of each use case, including the actor involved and its purpose.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **S.No** | |  | | --- | |  |   **Use Case Name** | **Actor** | **Description** |
| 1 | Register | Student | Allows students to create a new account to access the system. |
| 2 | Login | HR/Admin, Student | Enables both users to securely access their respective dashboards. |
| 3 | Post Job | HR/Admin | HR can post job openings for students to apply. |
| 4 | Apply for Job | Student | Students can view and apply for listed job opportunities. |
| 5 | Create Assessment | HR/Admin | HR creates and assigns online assessments for candidates. |
| 6 | Take Assessment | Student | Students can take tests assigned as part of the selection process. |
| 7 | Schedule Interview | HR/Admin | HR schedules interviews for shortlisted candidates. |
| 8 | |  | | --- | | View Interview Schedule |  |  | | --- | |  | | Student | Students can view their scheduled interview slots. |
| 9 | Upload Offer Letters | HR/Admin | HR uploads offer letters for selected students to access. |
| 10 | View Results | Student | Students can check their assessment or interview outcomes. |
| 11 | Download Offer | Student | Allows students to download their official offer letters. |
| 12 | View Dashboard | HR/Admin | HR can see overall stats and reports on recruitment activities. |

# **5.Business Rules**

This section outlines the key business rules that govern the functionality of the Smart Campus Hiring Automation System. These rules help ensure the system operates consistently and supports the recruitment workflow effectively.

|  |  |
| --- | --- |
| **S.No** | **Business Rule** |
| 1 | Only registered students can log in and access job listings or assessments. |
| 2 | A student can apply to a job only if they meet the eligibility criteria set by HR. |
| 3 | |  | | --- | |  |  |  | | --- | | Each student can apply for multiple jobs but only once per job posting. | |
| 4 | HR must create and assign assessments before scheduling interviews. |
| 5 | Students cannot take an assessment after the assigned deadline has passed. |
| 6 | Interview scheduling is available only for students who passed the assessment. |
| 7 | HR can only upload offer letters for students who are marked as selected. |
| 8 | Students can download offer letters only after HR uploads them. |
| 9 | HR/Admin must log in to access the dashboard, post jobs, or view reports. |
| 10 | |  | | --- | |  |  |  | | --- | | All actions (job posting, test creation, uploads) must be logged for audit. | |

# **6.Data Requirements**

This section defines the key types of data the system will capture, store, and process during its operation. It includes major input fields, data formats, and data sensitivity.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **S.No** | **Data Element** | **Description** | **Format / Type** | **Mandatory (Yes/ No)** |
| 1 | Student Name | Full name of the student | Text (A-Z) | Yes |
| 2 | Email ID | |  | | --- | |  |  |  | | --- | | Unique email address of the student | | Text (Email format) | Yes |
| 3 | Phone Number | Student’s contact number | Numeric (10 digits) | Yes |
| 4 | Resume Upload | |  | | --- | |  |  |  | | --- | | Resume in PDF or DOC format | | |  | | --- | |  |  |  | | --- | | File (PDF/DOC) | | Yes |
| 5 | Job Title | Title of the job posted by HR | Text | Yes |
| 6 | Job Description | Description of the role and responsibilities | Text (multi-line) | Yes |
| 7 | Eligibility Criteria | |  | | --- | |  |  |  | | --- | | Requirements like qualification, CGPA, batch year | | Text | Yes |
| 8 | Assessment Score | Marks obtained by students in online test | Numeric(0–100) | Yes |
| 9 | |  | | --- | |  |  |  | | --- | | Interview Date & Time | | Schedule for interviews | Date & Time | Yes |
| 10 | Offer Letter Document | |  | | --- | |  |  |  | | --- | | Uploaded offer file by HR | | File (PDF) | Yes |
| 11 | User Role | |  | | --- | |  |  |  | | --- | | Identifies whether user is Student or HR/Admin | | Text (Dropdown) | Yes |

# **7.Assumptions and Constraints**

This section lists the key assumptions made during the development process and the constraints that may limit the design or implementation of the system.

## **7.1 Assumptions**

|  |  |
| --- | --- |
| **S.No** | **Assumption** |
| 1 | Students have access to a stable internet connection and basic computers. |
| 2 | HR/Admin users are trained to use the system functionalities. |
| 3 | The system will be hosted on a secure and reliable server. |
| 4 | |  | | --- | |  |  |  | | --- | | Students will register using accurate and valid personal information. | |
| 5 | |  | | --- | |  |  |  | | --- | | All communication (email/SMS) will be handled by third-party services. | |

## **7.2 Constraints**

|  |  |
| --- | --- |
| **S.No** | **Constraints** |
| 1 | System must be compatible only with modern browsers (Chrome, Edge, Firefox). |
| 2 | |  | | --- | |  |  |  | | --- | | Offer letter formats must be uploaded in PDF only. | |
| 3 | |  | | --- | |  |  |  | | --- | | Maximum file size for resume upload is 2 MB. | |
| 4 | The platform must support English language only. |
| 5 | Login sessions will auto-expire after 10 minutes of inactivity. |

# **8.Non-Functional Requirements**

This section defines the essential non-functional expectations for the Smart Campus Hiring Automation System. These ensure the system performs reliably and efficiently under various conditions.

|  |  |  |
| --- | --- | --- |
| **S.No** | **Category** | **Requirement Description** |
| 1 | Performance | The system should load any page or data within 3 seconds under normal network conditions. |
| 2 | Availability | The system must be available 99.9% of the time during working hours (9 AM to 9 PM IST). |
| 3 | Security | Only authenticated users should access the system. Passwords must be encrypted. |
| 4 | Usability | The system interface should be user-friendly and easily navigable for students and HR. |
| 5 | Scalability | The system should handle up to 10,000 users without performance degradation. |
| 6 | Compatibility | |  | | --- | |  |  |  | | --- | | The platform should support modern browsers (Chrome, Edge, Firefox) and mobile devices. | |
| 7 | Maintainability | System should allow for updates and bug fixes without downtime where possible. |
| 8 | Backup | |  | | --- | |  |  |  | | --- | | Daily backups of system data should be scheduled automatically. | |
| 9 | Accessibility | The system should be accessible to users with basic internet and device configuration. |
| 10 | Auditability | All critical operations (post job, schedule interview, upload offer) must be logged. |

# **9.Glossary of Terms**

This section defines the key terms and acronyms used throughout the Functional Requirements Document to ensure clarity and common understanding among all stakeholders.

|  |  |
| --- | --- |
| **Term** | **Definition** |
| HR | Human Resources – Admin user responsible for job postings and recruitment |
| UI | |  | | --- | |  |  |  | | --- | | User Interface – The front-end visual interface the user interacts with | |
| UX | User Experience – How the user feels and interacts with the system |
| FRD | Functional Requirements Document |
| BRD | |  | | --- | |  |  |  | | --- | | Business Requirements Document | |
| Candidate/Student | End user applying for the job or attending the assessment |
| Assessment | |  | | --- | |  |  |  | | --- | | Online test assigned to evaluate the candidate | |
| Dashboard | |  | | --- | |  |  |  | | --- | | Visual summary page showing stats and actions for the user | |
| OTP | One-Time Password sent for secure login or registration |
| Resume | The candidate's uploaded document with educational and experience details |