DAM RECRUITMENT AGENCY

CONTENTS

1 BUSINESS DESCRIPTION 3
1.1 Business background 3
1.2 Problems. Current Situation 3
1.3 Benefits from implementing a database. Project Vision 3
2 MODEL DESCRIPTION 3
2.1 Definitions & Acronyms 3
2.2 Logical Scheme 3
2.3 Objects 3

1 BUSINESS DESCRIPTION

1.1 BUSINESS BACKGROUND

Dam Recruitment Agency is a Human Resource firm that is located in Kaunas, Lithuania. The company will operate as a standard human resources consulting firm with bias in recruitment and training. Our services will cover areas such as; dedicated search, staffing, executive retained search, and embedded On-Demand recruiting.

Dam Recruitment Agency is structured like other temporary and permanent placement agencies. However, it will serve clients with needs for select, specialized professionals rather than clerical or light industrial workers. Several businesses in Lithuania provide a similar service to specific groups of people, but there are none for Dam.

Dam is going to offer varieties of related placements, skills evaluation, preliminary interviewing, and training services within the scope of the consulting industry in the Republic of Lithuania. Our intention of starting our staffing agency is to make profits from the industry and we will do all that is permitted by the law in order to achieve our aim and objectives.

1.2 PROBLEMS. CURRENT SITUATION

Sometimes, it's tough to find a qualified person for a specific job. Most of us have been involved in the hiring process – most often as the job applicant. However, we can also find ourselves involved on the hiring side, maybe by testing the applicant's technical knowledge. The recruiting process takes a certain amount of time, and the group of applicants grows continuously smaller as we get closer to the final decision. The result should be the selection of the best person for the job. Recruiting in itself is pretty complicated but at Dam we make it simpler.

Over the past five years the Staffing Agency industry has recorded growth due to a growing labour market and overall economic improvements. Unemployment rates had dropped to historical lows. As a result, industry revenue increased rapidly as the national unemployment rate declined. Overall, industry revenue is projected to increase over the next five years.

Corporate profit is anticipated to grow over the next five years, driving businesses to expand operations. Corporations will look to preserve their profit and look to have more employees. Workers looking to rejoin the labor force will likely continue to present an opportunity for industry operators, since they will remain open to temporary roles in hopes of securing a permanent position in the future.

1.3 BENEFITS FROM IMPLEMENTING A DATABASE. PROJECT VISION

This Database project which will smooth out the application process, and make it easier for passive candidates to put themselves on the radar is needed.

In order to execute on Dam's business model, the Company needs to perform several functions which is why we need a Database to augment it. Dam anticipates using the functionalities of this Database to:

Service Functions

- Finding clients in need of qualified staffing
- Recruiting and vetting individuals looking for employment

Administrative Functions

- General & administrative functions including marketing, bookkeeping, documentation, etc.
- Hiring and training staff

Dam's long-term goal is to revolutionize the staffing agency industry and become the best in the Lithuania. We seek to do this by ensuring customer satisfaction and developing a loyal and successful client.

2 MODEL DESCRIPTION

2.1 DEFINITIONS & ACRONYMS

Relation: In general, a relation is a table, i.e., data is arranged in rows and columns. A relation has the following properties:

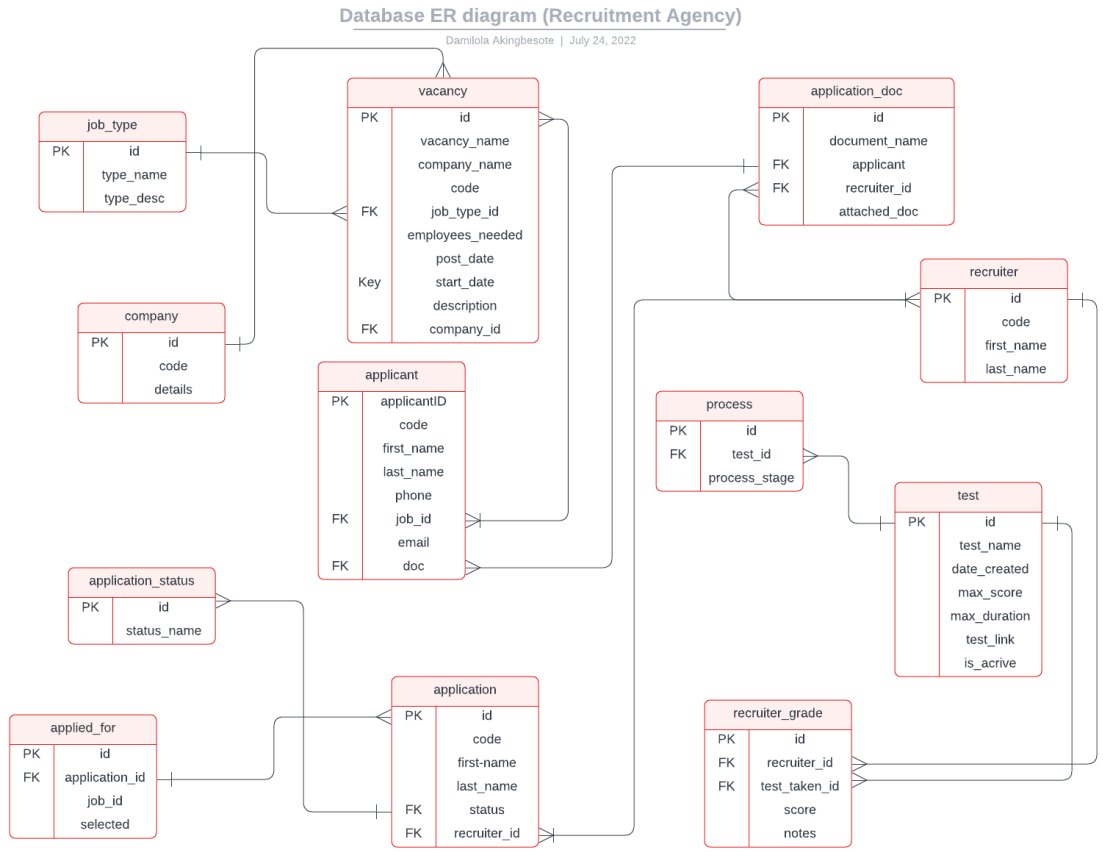
Tuple: The rows of tables in a relationship are generally termed as Tuples.

Attributes: The columns or fields of a table is termed as Attributes.

Degree: The number of attributes in a relation determines the degree of relation. A relation having three attributes is said to have a relation of degree 3.

Cardinality: The number of tuples or rows in a relation is termed as cardinality.

2.2 LOGICAL SCHEME



2.3 OBJECTS

1. Vacancy Table

The Vacancy section will store all details for all the positions we have ever posted. The two dictionary tables, the company table and the job_type table, are part of the initial setup. A list of every job position we have ever posted is stored in the “job” table.

Table Name	Field name	Field Description	Data Type
vacancy	id	PK	Int
	code		Text
	vacancy_name		varchar
	Company_name		varchar
	Job_type_id	FK	int
	employees_needed		int
	Post_date		date

	Start_date		date
	description		text
	Company_id	FK	int

Tables Relations Comments

Example with filled data

id	code	Job_type_id	Employees_needed	Vacancy_name	Company_name	Post_date	Start_date	description	Company_id
1	2321`	1122	4	Senior Data Analyst	Epam	22/02/2022	12/06/2022	We are a team of experienced ……	11

2. Job-type Table

The job_type dictionary contains a list of different and UNIQUE job types.

Table Name	Field name	Field Description	Data Type
Job_type	id	PK	Int
	Type_name		Varchar
	Type_desc		Text

Example with filled data

id	Type_name	Type_desc
1	Data Analyst	• 2+ years working experience as Data Analyst (finance sector is a plus) • Experience in writing readable and performant SQL

3. Application_doc Table

This subject area contains all the tables needed to store information about recruiters handling application, applicants, and their related documents.

Table Name	Field name	Field Description	Data Type
Application_doc	id	PK	Int
	Document_name		Varchar
	applicant	FK	varchar
	Recruiter_id		varchar
	Attached_doc		bytea

Example with filled data

id	Document_name	applicant	Recruiter_id	Attached_doc
1	CV	Damilola Akingbesote	22	Dammy_CV.pdf

4. applicant Table

The applicant table lists all the applicants we that applied for roles. Each applicant is uniquely defined in the database system with a “code”. Besides that, we’ll store each applicant’s first and last name, phone number and email address.

Table Name	Field name	Field Description	Data Type
applicant	ApplicantID	PK	Int
	code		int
	First_name		varchar
	Last_name		varchar
	Phone		int
	Job_id	FK	int
	email		varchar
	doc	FK	bytea

Example with filled data

id	code	First_name	Last_name	Phone	Job_id	email	doc
1	2321	Damilola	Akingbesote	0123456789	1122	damilola@	cv.pdf

						epam.com	

5. Recruiter Table

The recruiter table lists the employees who could be assigned to a job application or who enter notes related to an applicant. Each recruiter is UNIQUELY defined by her or his code.

Table Name	Field name	Field Description	Data Type
Recruiter	id	PK	Int
	code		int
	details		varchar
	Last_name		varchar

Example with filled data

id	code	First_name	Last_name
1	1122	Smart	Tolly

6. Company Table

The company dictionary contains a list of all the companies we work with.

Table Name	Field name	Field Description	Data Type
Company	id	PK	Int
	code		int
	details		text

Example with filled data

id	code	details
1	9933	Zabolis Partners is an investment group managing portfolio of more than €525M, driven by the goal to enrich local economies through investments in Digital transformation, Cleantech, and Urban development.

7. Process Table

The process table contains a list of different recruitment process stages.

Table Name	Field name	Field Description	Data Type
Process	id	PK	Int
	Test_id	FK	int
	Process_stage		text

Example with filled data

id	Test_id	Process_stage
1	2233	In Process

8. Application_status Table

The application_status table contains the stages of the application status.

Table Name	Field name	Field Description	Data Type
Application_status	id	PK	Int
	Status_name		Varchar

Example with filled data

id	Status_name
1	In_review

9. Test Table

The test table stores all the applicants test scores and results of the applicants that applied for roles.

Table Name	Field name	Field Description	Data Type
test	id	PK	Int
	Test_name		int
	Date_created		date
	Max_score		int
	Max_duration		int
	Test_link	FK	varchar

	Is_active	FK	boolean

Example with filled data

id	Test_name	date_created	Max_score	Max_duration	Test_link	Is_active
1	2321	11/05/2022	60	22	https://www.yead.com	True

10. Application Table

Every application we've ever received is recorded in the application table. For each application, we'll store the related applicants' ID, the recruiters' ID, and a reference to the current status of that application.

Table Name	Field name	Field Description	Data Type
application	id	PK	Int
	code		int
	First_name		varchar
	Last_name		varchar
	status	FK	varchar
	Recruiter_id	FK	int

Example with filled data

id	code	First_name	Last_name	status	Recruiter_id
1	2321	Damilola	Akingbesote	In Progress	2234

11. Applied_for Table

Table Name	Field name	Field Description	Data Type
Applied_for	id	PK	int
	Application_id		int
	status	FK	varchar
	Recruiter_id	FK	int

Example with filled data

id	code	Application_id	status	Recruiter_id
1	2321	22345	In Progress	2234

12. Recruiter_grade Table

The recruiter grade table lists the applicant scores graded by the recruiter.

Table Name	Field name	Field Description	Data Type
Recruiter_grade	id	PK	int
	Recruiter_id	FK	int
	Test_taken_id	FK	varchar
	score		int
	notes		text

Example with filled data

id	Recruiter_ id	Test_taken_id	score	notes
1	2231	9900	78	2234