LITERATURE REVIEW

It is important to realize that many organizations are no longer staffed using full-time everlasting employees. Activities in the past performed inside corporations are now executed externally through other groups that specialize in those functions. The above aspect has created fast growth in many enterprise sectors inclusive of computer and data processing services. Large organizations regularly have a combination of everlasting employees and staffing based on Alternative Employment Structures (AES). The most substantial classes of AES are outsourcing and consulting [1]. “Nearly four out of five employers use some shape of nontraditional staffing arrangement” [5]. The non-traditional workforce, defined through the U.S. Department of Labor, Bureau of Labor Statistics (BLS) includes more than one job older contingent and part-time worker, human beings in alternate work arrangements, impartial contractors/consultants and employees of contract companies. According to the Bureau of Labor Statistics (BLS), the non-traditional personnel is predicted to grow with the aid of almost 50 per cent from 2000 to 2010, compared to a 15 per cent enlarge in everlasting employees all through the equal time [3]. The laptop industry and its associated offerings are predicted to experience fast growth, including 453,000 jobs between 2004 and 2014 [7]. As computers and software programs come to be extra complex, assist professionals will be wished to furnish technical help to customers and different users. This, in turn, will enlarge the demand for consultants in the region of computers and software program management. As extra companies searching to meet their technical needs via employing consultants, there is a developing demand for software program tools, which will resource in dealing with the complexities of this new human useful resource management model. Over the past few years, many vendors have created exceptional software program solutions for recruiting. Some of the available software solutions include CBD quarter [12], Attract Recruiter [13] and PCRecruiter [14].

Most of these solutions provide points such as

• Employee database with the superior search alternative

• Company database with the advanced search alternative

• Job search capability

• Interview scheduling

• contracts management

• overall performance reviews. These options can additionally be custom-made wherein any of the above-mentioned elements can be selected to suit the recruiting company’s commercial enterprise needs. A bundle that consists of a minimal set of features should cost approximately $1000 per user. A small measurement consulting association has a minimum of 5 to 10 administrators who want to be registered customers for the applicable products, to perform specific duties wished for their consulting firm. Additional points such as automatic e-mail notifications and calendar updates can be delivered for an extra price, which makes this an more and more high priced product to purchase. This mission implements aspects such as worker database, enterprise management, interview planning and scheduling, job vacancies and contract management and overall performance assessment reports, that are required to operate most of the operations in an IT consulting firm. Three

DESIGN OF THE PROJECT. A consulting company has three sorts of clients that get proper entry to the system, the Employee Applicant, the Employer Contact and the Administrator. Employee Applicants are those who observe for jobs using the consultancy. The Applicant can update the modern-day vital factors in the Applicant’s database inclusive of their personal information, competencies and resume. The customer is the company that seeks the offerings of the employees of a consulting firm. A customer corporation might also have many employees, Employer Contacts, which require get admission to the system to add or update job or enterprise information. The Administrator fits the abilities of its worker with the competencies required using the potential of the client enterprise for a precise job and arranges an interview between the purchaser contact and the Applicant. After a worthwhile interview process, the Administrator will facilitate the consummation of the contract between the employee and employer. To design the application, the relational database wants to be designed first. The statistics model and the technique mannequin are sections of the diagram process. The information mannequin focuses on how the database is structured even as the approaching model presents how the facts are processed. In the context of the relational database, the records mannequin is used to diagram the relational tables and the system model is used to format the queries that get entry to and function operations on these tables.

DATA MODEL. Data modelling is carried out at some stage in the preliminary phases of the database enchantment process. The statistics model focuses commonly on what archives ought to be stored in the database. The statistics wished to assemble the files model is gathered in the course of the requirement analysis. A comprehensive facts model take into account the present-day and future needs of an organization to assist the employer approach inside an organization. To strengthen superb web-based software for Human Resource Management, a consulting association need to keep accurate and up to date statistics about businesses and their prospective jobs as well as attainable employees, along with their abilities and availability for employment. To accommodate the above requirements, a statistics model must be designed that captures the quintessential entities and relationships that are present in a Human Resource Management application. An Entity Relationship Diagram (ERD) gives a graphical representation of the tables (entities) in the database and the relation between them. The entities are represented by using a “rectangle”, while a “diamond” represents the relation between them and a diamond inside a rectangle represents an accomplice entity. Cardinality is the frequency of a relationship between two entities. The kinds of cardinality are

• one to one (1:1), every document in entity A suits precisely one document in entity B and each record in B fits one record in A,

• one too many (1: M), every file in A matches zero or extra files in B and each document in B fits exactly one file in A, and

• many to many (M: M), every report in A matches zero or greater files in B and every report in B suits zero or greater documents in A. If there are too many relationships between two entities, then the relationship between them is represented as Associative Entities. Figure 1 indicates the facts model for this application. 5