

Stage 1

Identification and Description

Team 5#

Team 5 chose to build a job management system for the Fall 2023 CS 234 project. This type of system can solve the issue with the HR recruiter of a company having to manually build each individual job posting when a company has either added a head count position or is replacing a current head count position.

This system needs to have a user-friendly interface (GUI) that will be intuitive to use with minimum training. The user should be able to choose if this will be a new head count addition or an edit to an existing job post. This can be laid out in a main dashboard screen so the user can quickly browse the list of existing job postings. If this is a new head count request the user needs to clarify what type of head count request this is. An example of these choices should be, is this addition a leased contract worker or a 3rd party contract worker or will this addition be a direct company position. The interface should also have a choice of if this job posting will be internal to company employees only or to be posted externally. The user also needs to be able to choose whether this position is a new head count addition or a replacement. This data will be important for a company to track long term so it can accurately track the head count additions over the years. Once the new addition pop up screen is open it should contain input fields for job location, job type, job title, job description, job requirements, and who the hiring manager is. This will not show what the starting salary will be due to every candidate's experience level is different and HR will determine this once a hiring manager has made his selection through using the interview process. An option to either use a pre-built job description and job requirements to auto fill these fields based on the chosen job title should be available. The user should also have the option to add a new job title to the system. This allows the company to add new head count positions that have not previously existed into this system without having to have to pay a 3rd party company money to change the coding of the system. The user needs to also be able to expedite this hiring position. If this is the case the expedited postings will go into a separate file and seen first. When a new head count is selected this posting needs to go to an waiting on approval file.

There should be different logins for the HR rep, Hiring manager, and the second-Tier approval manager. Each will have different tasks to complete. HR rep duties in the system will include the job posting. The hiring manager's duties will include the review of the job posting and marking whether this needs to be expedited. If this is an expedited case or if this is a new head count addition to workforce, the second-tier manager will need to approve either case. This user does not need to see other job applications outside of the applications needing approval. A reason for approval or denial will need to be entered. This will send a status change to the HR rep and hiring manager letting them know when the application was approved or denied. If neither has happened status will show in awaiting approval. Should also be a sign-out option on every page that when executed will take the user back to sign in menu. Sign in screen should have option to exit program as well as the user name and password input options.

