Chapter 1: Introduction

1.1 Background

The UI water cooperation is a vital business investment at the University of Ibadan, a premier university in Nigeria. Its establishment serves as a source of revenue for the university and provides a reliable and clean source of water to the university community and surrounding areas. However, the system was created in an era when the internet was still in its infancy and relies on traditional methods for managing transactions, delivery systems, and employment processes. These methods have several disadvantages that negatively impact the system, particularly in terms of revenue generation.

The focus of this research is the recruitment process. By definition, recruitment is the act of identifying, attracting, and hiring the most suitable candidate for an open position within an organization. This process includes assessing the needs of the job, identifying potential candidates, evaluating qualifications, and making a final selection. It also includes on-boarding and integrating the new employee into the company.

The UI water cooperation currently relies on an outdated and inefficient offline recruitment process, where candidates are selected by posting a notice board for available positions. This method has several drawbacks, such as:

1. Tedious Application Process: Applicants must go through a laborious process of printing and submitting documents.
2. Demographic Constraints: Candidates living outside of UI may not even see the notice, even if it is shared with them, and would have to travel to UI to apply.
3. Poor Record Keeping: Traditional record keeping is known to be inadequate in searching, inserting and other data processing operations.
4. Additional Costs and Human Power: A dedicated person is required to handle the recruitment process, limiting the ability to handle multiple requests at a time.

The advent of technology offers a solution to these issues through the implementation of a web-based recruitment system. This system will reduce the time-consuming routine tasks of personnel information processing and provide a secure and efficient way to store information without the risk of loss, errors, and mistakes. It will also cover areas such as:

1. Candidate basic information of recruitment, registration, and result checking.
2. Registration information
3. General report for the recruitment

1.2 Problem Statement

The UI water cooperation is a crucial business investment at the University of Ibadan, but its traditional recruitment process is outdated and inefficient. The current recruitment process relies on posting a notice board for available positions, which has several drawbacks. These include a tedious application process, demographic constraints, poor record keeping, and additional costs and human resources. These problems negatively impact the system's revenue generation and hinder the ability to attract and hire the most suitable candidates for open positions.

The traditional recruitment process also fails to take advantage of modern technology, which can provide solutions to these issues. A web-based recruitment system can reduce the time-consuming routine tasks of personnel information processing and provide a secure and efficient way to store information without the risk of loss, errors, and mistakes. It would also allow for a more streamlined and efficient recruitment process, which would attract and hire the most suitable candidates for open positions.

The problem, therefore, is to develop a web-based recruitment system that addresses the limitations and inefficiencies of the traditional recruitment process of the UI water cooperation. The system should be able to streamline the recruitment process, improve record keeping, and increase the efficiency of the recruitment process while reducing the cost and human resources required for the recruitment process.

1.3 Research Objectives

The main objective of this research is to develop a web-based recruitment system that addresses the limitations and inefficiencies of the traditional recruitment process of the UI water cooperation. The system will be designed to improve the recruitment process, increase efficiency, and reduce costs.

The specific objectives of this research include:

1. To analyze the current recruitment process of the UI water cooperation and identify its limitations and inefficiencies.

2. To design and develop a web-based recruitment system that addresses the identified limitations and inefficiencies of the traditional recruitment process.

3. To evaluate the effectiveness of the proposed web-based recruitment system in terms of its ability to streamline the recruitment process, improve record keeping, and increase the efficiency of the recruitment process.

4. To evaluate the cost-effectiveness of the proposed web-based recruitment system in terms of its ability to reduce costs and human resources required for the recruitment process.

5. To provide recommendations for the implementation and maintenance of the proposed web-based recruitment system for the UI water cooperation.

By achieving these objectives, the research aims to improve the recruitment process of the UI water cooperation and increase its efficiency, while reducing costs and human resources required for the recruitment process.

Chapter 1.4 Scope of the Project

The scope of this project is to design and develop a web-based recruitment system for the UI water cooperation. The system will be designed to address the limitations and inefficiencies of the traditional recruitment process, and improve the recruitment process, increase efficiency, and reduce costs.

The scope of the project includes:

1. An analysis of the current recruitment process of the UI water cooperation to identify limitations and inefficiencies.

2. Design and development of a web-based recruitment system that addresses the identified limitations and inefficiencies of the traditional recruitment process.

3. Evaluation of the effectiveness of the proposed web-based recruitment system in terms of its ability to streamline the recruitment process, improve record keeping, and increase the efficiency of the recruitment process.

4. Evaluation of the cost-effectiveness of the proposed web-based recruitment system in terms of its ability to reduce costs and human resources required for the recruitment process.

5. Recommendations for the implementation and maintenance of the proposed web-based recruitment system for the UI water cooperation.

The project does not include the implementation or maintenance of the proposed system, which will be the responsibility of the UI water cooperation.

The proposed system will be tested with a small set of data and tested by a small group of users, and it will be implemented if the results meet the expectations.

Chapter 1.5 Significance of the Study

The proposed web-based recruitment system for the UI water cooperation has the potential to significantly improve the recruitment process, increase efficiency, and reduce costs. The successful implementation of this system will have a positive impact on the UI water cooperation and its stakeholders.

1. For the UI water cooperation: The web-based recruitment system will streamline the recruitment process and make it more efficient. It will also improve record keeping and reduce costs and human resources required for the recruitment process. This will ultimately result in increased revenue generation for the UI water cooperation.

2. For the candidates: The proposed system will provide a more convenient and efficient way for candidates to apply for positions, and will provide them with a better chance of getting hired for the right job.

3. For the University community: The improved recruitment process will result in the hiring of more qualified and suitable employees for the UI water cooperation, which will benefit the entire university community.

4. For the society: The proposed system will improve the delivery of services by the UI water cooperation, which will ultimately benefit the surrounding community.

This study will contribute to the existing literature on web-based recruitment systems and provide a model for the implementation of such systems in other organizations. It will also provide practical recommendations for the implementation and maintenance of the proposed system for the UI water cooperation.

Therefore, this project will be beneficial for the UI water cooperation and its stakeholders, and will provide valuable information for researchers and practitioners in the field of web-based recruitment systems.

Chapter 1.6 Project Plan

The proposed project will be completed in several phases to ensure that the final product meets the research objectives and satisfies the requirements of the UI water cooperation. The project plan includes the following phases:

1. Planning and Selection: This phase will include identifying the scope of the project, determining the project goals, and selecting the most appropriate methodology for the project. A project team will be formed and a project plan will be developed.

2. Analysis: This phase will include a thorough analysis of the current recruitment process of the UI water cooperation to identify limitations and inefficiencies. The requirements for the proposed web-based recruitment system will also be gathered during this phase.

3. Design: In this phase, the web-based recruitment system will be designed based on the requirements gathered during the analysis phase. This will include the development of a database, user interface, and functionality of the system.

4. Implementation and Operation: The proposed system will be implemented, tested, and any necessary changes will be made based on the feedback from testing and user evaluations. The system will be maintained by the UI water cooperation and will include providing training and support for the system, as well as creating user manuals and documentation.

The development of this project will be done using the agile methodology, which allows the project team to adapt and respond to the changing requirements and priorities.

Chapter 1.7 Organization of the Project

The proposed project will be organized in a way that ensures that the research objectives are met and that the final product satisfies the requirements of the UI water cooperation. The organization of the project will include the following components:

1. Project Team: A project team will be formed to manage and execute the project. The team will be composed of individuals with the necessary skills and expertise to complete the project successfully.

2. Project Manager: A project manager will be responsible for overseeing the project, ensuring that it stays on schedule and within budget, and coordinating the work of the project team.

3. Project Schedule: A detailed project schedule will be developed to ensure that the project is completed on time. This schedule will include milestones and deadlines for each phase of the project.

4. Communication Plan: A communication plan will be developed to ensure that all stakeholders are kept informed about the progress of the project and that any issues are identified and resolved in a timely manner.

5. Risk Management: A risk management plan will be developed to identify and mitigate potential risks that may impact the project.

6. Quality Management: A quality management plan will be developed to ensure that the project meets the quality standards set by the UI water cooperation and the research objectives.

By organizing the project in this way, the project team will be able to effectively manage the project and deliver a high-quality final product that meets the requirements of the UI water cooperation