Online Worker Hiring System

Business Requirement Specification

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1. Introduction

1.1 Document Purpose

This document communicates the business requirements and scope for developing Online Worker Hiring System. The scope of this document is to define the functional and non-functional requirements, business rules and other constraints requirements.

1.2 Project Background

There are many existing portals available for hiring employees like naukari.com, Monster etc. where there is no single portal for workers. In current scenario, workers communicate with agent for the employment and have to pay commission to the agent due to these workers do not get fully financial benefit. In current worker hiring process, Worker may lose employment opportunity due to delay in response to the agent. Agent faces shortage of workers and he couldn't fulfill client's requirement. Moreover, existing system is much tedious and time-consuming.

1.3 Goals of the project

Online Worker Hiring system provides a portal for worker employment. Hiring process is controlled by administrator. Online Worker Hiring System will play key role in minimizing manual work and errors as well as eliminating worker agents in this entire cycle. It will save much time as well as reduce losses incurred traditional hiring system. This recruiting system will end the search for web-based worker hiring. Each worker can be identified by the organizational unique id. Workers get a chance to quickly react to new request and have employment. In initial phase, the system will be only for specific region.

1.4 Customers and Stakeholders

Customers

- Client who wants Workers
- Worker who wants employment
- Admin

Stakeholders

- Workers
- Contractor
- Workers Organization

2. Business Requirements

- Online Worker Hiring System is the public web application.
- Online Worker Hiring System will be opened to the global, but in first phase, the main target is in the city.
- There are mainly two types of users. One is the client and other is Worker.
- In Online Worker Hiring System, client can reach directly to the available workers.
- Online Worker Hiring System is maintained by administrator.

3. Functional Requirements

Online Worker Hiring System consists of four modules described as below.

1. Client Module
2. Worker Module
3. Admin Module
4. Message Acknowledgement Module

3.1 Client Module

- Client can register and create his own account.
- Online Worker Hiring System provides feature to put client's requirement on website.
- Client can select number of workers as per the requirement.
- On daily basis, client can browse wages per worker.
- Online Worker system provides replacement feature for workers in case of any emergency or accidental situations.

3.2 Worker Module

- Worker can register and create his own account.
- Worker can accept or reject request of clients as per his availability.

3.3 Admin Module

- Online Worker Hiring System is controlled by administrator.
- Admin have rights to authorize users.
- Admin can see all transaction history.
- Admin decide workers' wages as per the market research.

3.4 Message Acknowledgement Module

- Message Acknowledgement Module should provide the employment details to respective worker and confirmation of hiring to client through email.

4. Non-Functional Requirements

- The website should use professional design, look and feel and colour scheme.
- Users will have no limitations for accessing the application through Internet. The portal being an internet application, it is difficult specify exact number of visitor or users. Hence, we will target the system to support between 5 and 10 million users on launch of phase 1.
- Being a public website, the site must follow general usability guidelines for menus, navigation, colors, links and other actions provided on the screens.
- The system should be designed in such a manner that user will be able to complete tasks in minimum number of steps.