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Smart Job Interviewer
(SRS document)

Submitted By

Mansour Abdulaziz Alsaleh (440029449)-Coordinator

Abdulrahman Saad Almutairi (439026126)

Abdullah Abdulrahman Albkhith (439013683)

Yasser Abdullah Alsamel (439012305)

Firas Abdullah Alhussain (438011674)

Supervisor

Sultan Saud Al Qahtani

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1. Introduction

In this section there will be a purpose, scope, reference and overview of everything included in this SRS document. Also, a list of acronyms and definitions will be provided.

1.1 Purpose

The purpose of this SRS document is to provide a very detailed description of the requirements for the “Smart Job Interviewer” (SJI) software. It will demonstrate the purpose with the complete announcement for the development of system. This document’s intended audience are employers at any company and applicants.

1.2 Scope

The “Smart Job Interviewer” is a website that companies use for writing the description of the applicant they need. By writing a set of questions the applicants need to answer. The website should be available on the company’s webpage whenever the company needs more applicants.

Employers should write a set of questions and give it a timeline. In that timeline the applicants can enter the website and answer the questions based on their experience and skill. After the timeline ends, the employer will have a good overview on the applicants he received. Then he/she will pick the best applicant/applicants for the job.

In conclusion, this software requires the users to have an internet connection to access the website in order to write the questions or answer them.

1.3 Definitions, Acronyms, and Abbreviations

Term	Definition
Employer	A person or institution that hires employees
Applicant	A person who is looking for a job
CV	An overview of someone’s life work
MCQ	Multiple Choice Questions
Handwritten questions	Questions that require the applicant to answer by typing in words instead of choosing answers like an MCQ
company	The organization or institution that provided the employer

1.4 References

- IEEE Software Engineering Standards Committee, “IEEE Std 830-1998, IEEE Recommended Practice for Software Requirements Specifications”, October 20, 1998.

1.5 Overview

The rest of this document consists of four sections.

Section 2 of this SRS document provides a general description of the functionality of the system and user Characteristics, this section also states the system constraints about the product.

Section 3 consists of the requirement specifications in detail and a description of different system interfaces. Also, a description of the Functional and non-Functional requirements.

Section 4 has the team members contributions, for example: roles of team members, tasks they did etc.

Section 5 is the summary of this SRS document. What has been achieved and future work.

2. General Description

In this section, an overview of the system will be given. The system will be explained in its context to show how users can interact with the system and how its functionality works.

2.1 Product Perspective

The SJI is web-based system that interfaces with the browsers used by customers. This system consists of two sides: an admin(employer) and a user(applicant). The admin has a unique page for writing questions and setting a timeline. While the user will have to answer those questions in that timeline.

The web-based system needs companies that are looking to hire applicants. After that, the employers of those companies are responsible for giving the questions and the timeline. In that timeline, there will be applicants answering the questions. The answers will be calculated and stored in the database. After that, the data is sorted from best to worst thus giving the best candidates for the job.

2.2 Product Functions

The SJI allows customers to sign in as a company or as an applicant. If the customer signs in as an applicant, then he must search for companies that are hiring. After finding a company, the applicant would provide a CV and start answering the questions. If the customer signs in as a company then the company must provide an employer that will handle the questions and the job requirement description.

The system will calculate the results depending on the applicant's answers. An MCQ question is calculated by the system. A handwritten question is handled by the employer. After the timeline ends, the employer will have the applicants rated from best to worst based on their answers. Then sends emails to them with the interview dates. While also sending rejection emails to those that did not get a good rating.

2.3 User Characteristics

There are two types of user characteristics: applicants and companies. Each user has a different use of the system with different requirements.

The applicant is someone that is looking for a job at a company. Therefore, would use the system to find a company that are hiring/looking for applicants. Then apply by providing the CV and answering the company's questions.

The companies that are looking for employees use the system to advertise their need of staff in a specific timeline. Then hands the responsibility to the employer who uses the system in order to find the applicants.

2.4 General Constraints

The internet connection is a constraint for the system since the system requires an internet connection. Which means that it is mandatory to have an internet connection for the system to run.

Having no companies hiring is also a constraint because the system depends on having companies that are looking for applicants. Which means that sometimes there could be no companies looking for applicants. And vice versa.

3. Specific Requirements

This section contains all Functional and Non-Functional requirements of the system. It also gives a description about the user interface and the system's features.

3.1 External Interface Requirements

In this section there will be a description of inputs and outputs from the system. And a description of the hardware and software interfaces.

3.1.1 User Interfaces

Any first-time user will get two different log-in pages when he/she opens the website. If the user has not registered, then he/she will be able to do that in the log-in page. There is the applicant log-in page and the employer log-in page.

If he/she is not a first-time user then he/she can sign-in as an applicant or employer.

If the user signs in as an applicant, he/she will be able to search for companies or search by their specialization.

If the user sign in as an employer, he/she should specify the required specialization and provide a timeline for the questions to be answered.

Applicants should have a profile where they can edit their emails, phone numbers and information. Also, the applicant must specify his/her specialization.

Employers must give a description about his/her company. Also, the employer must specify if the company is hiring or not. If they are hiring, then a "looking for staff" poster must be on their profile as well as a timeline.

3.1.2 Hardware Interfaces

Since the website does not have any designated hardware, then there are no hardware interfaces.

3.1.3 Software Interfaces

The website gets information from the employer's page and shows it to the applicant's page, so the applicants page has all info needed about the company. After the questions are answered from the applicant, the data is stored in the database and is only accessible by the employer. After that, the data is sorted via the calculations the employer has set. Which then sorts the data and provides them to the employer.

3.2 Functional Requirements

This section describes the functional requirements or features of this software. The applicant's functional requirements differ from the employer's functional requirements.

3.2.1 The Applicant

3.2.1.1 Functional requirement 1.1

FR1

Function: Applicant registration

Description: After the applicant navigates to the website, he/she should be able to register. The applicant must provide his/her information to be able to register.

Inputs: email address, full name, password and phone number.

Source: web browser.

Outputs: the applicant having an account created

Destination: FR2

Action: if user does not have an account then the user must register first. Else user cannot log in.

Requirements: none

Pre-conditions: the applicant's desire to look for a job.

Post-conditions: applicant's email verification.

3.2.1.2 Functional requirement 1.2

FR2

Function: Applicant log-in

Description: After the applicant has registered, he/she can now log in. The applicant can choose to save log-in information on browser.

Inputs: email and password.

Source: web browser.

Outputs: logging in to use the account.

Destination: FR3

Action: if the user has already registered, then the user can log in by entering his/her email and password. If user has not registered, then user must be taken to register page to register.

Requirements: FR1

Pre-conditions: email and password.

Post-conditions: none.

3.2.1.3 Functional requirement 1.3

FR3

Function: Applicant search bar

Description: After the applicant has logged in, he/she can now search for companies/jobs in the search bar.

Inputs: clicking on the search bar.

Source: web browser.

Outputs: the user being able to search for companies and jobs.

Destination: FR5

Action: if the user has logged in then the user can go to the search bar. If the user is searching for a company that are not hiring or does not exist, then an empty message will display. Otherwise while typing in the search bar companies will appear that match the same text in the search bar.

Requirements: FR1, FR2

Pre-conditions: having a term to search about.

Post-conditions: none.

3.2.1.4 Functional requirement 1.4

FR4

Function: Applicant profile page

Description: The applicant should have a profile page. On the profile page the applicant can edit his/her information, which includes password, name, email and phone number. Also, the applicant can edit his/her CV in the profile page.

Inputs: clicking the “edit profile” button.

Source: web browser.

Outputs: the user being able to edit the profile in case he/she changes their information.

Destination: none

Action: if the user wants to edit the email, password, phone number, CV, then the user can do so by changing the information in the profile page.

Requirements: FR1, FR2

Pre-conditions: if the user has changed any of his/her information.

Post-conditions: information about the user has been updated.

3.2.1.5 Functional requirement 1.5

FR5

Function: Applying for a job

Description: If the applicant finds a company, he/she can apply for it. The applicant can now answer the company’s questions in the given time. After that, the applicant should also give his/her CV.

Inputs: clicking “apply” after finding a company/job.

Source: web browser.

Outputs: starting the timer for the employer’s questions.

Destination: FR6

Action: if the user clicks apply then timer begins. While timer is still not finished then the user can answer the questions. If timer ends and user does not answer some questions, then those questions get an automatic zero. After that, points of the questions add up to give the total amount. The user cannot see the total amount, only the employer can.

Requirements: FR1, FR2, FR5

Pre-conditions: the user must have his/her CV ready.

Post-conditions: none.

3.2.1.6 Functional requirement 1.6

FR6

Function: Getting the results

Description: After applying for a job, at the end of the timeline the applicant will get an email indicating if he/she got the job or not.

Inputs: employer’s decision.

Source: web browser

Outputs: getting the results after applying for the job.

Destination: none.

Action: if the user got accepted then, the user will receive an email to join the company. If the user got rejected, then the user will receive email indicating he/she got rejected.

Requirements: FR1, FR2, FR5, FR17

Pre-conditions: none.

Post-conditions: none.

3.2.2 The Employer

3.2.2.1 Functional requirement 2.1

FR7

Function: Company registration

Description: After the employer navigates to the website, he/she would be able to register. The employer must provide the company’s information to create an account. Also, the employer must verify the company.

Inputs: email address, landline number, business address, company’s location.

Source: web browser.

Outputs: the company having an account created.

Destination: FR8

Action: if company does not have an account then company must enter information to register. If company is not verified then company is invalid, registration failed.

Requirements: none.

Pre-conditions: the company must be needing employees.

Post-conditions: company verification.

3.2.2.2 Functional requirement 2.2

FR8

Function: Company log-in

Description: After the employer has registered, he/she can now log in. The employer can choose to save log-in information on browser.

Inputs: email, company number

Source: web browser.

Outputs: for the employer to log in.

Destination: FR9, FR10

Action: if company not registered then company must register. If company registered, then company can log in. if company logs in then company can edit profile or write questions.

Requirements: FR6, FR7

Pre-conditions: email and company number.

Post-conditions: none.

3.2.2.3 Functional requirement 2.3

FR9

Function: Company profile page

Description: In the company's profile page, a description about the company must be given. Also, a description of the applicant/applicants they need. The employer can edit the company's information.

Inputs: clicking the "edit profile" button.

Source: web browser.

Outputs: editing the profile page in case there was a change in the company's information.

Destination: none.

Action: if company changes information then company must edit their profile. If company changes information but did not update it in their account, then company is not verified.

Requirements: FR7, FR8

Pre-conditions: the company must have a change in information.

Post-conditions: must verify the company again.

3.2.2.4 Functional requirement 2.4

FR10

Function: Writing questions

Description: The employer must write questions for the applicants to answer when they apply for a job. The questions can be MCQ's or handwritten questions.

Inputs: writing the questions.

Source: web browser

Outputs: having questions ready for applicants to answer.

Destination: FR11, FR12, FR13

Action: if company needs applicants then company must write questions. There are MCQ's and handwritten questions.

Requirements: FR7, FR8

Pre-conditions: there must be at least MCQ's or handwritten questions.

Post-conditions: none.

3.2.2.5 Functional requirement 2.5

FR11

Function: MCQ's

Description: After the employer writes the MCQ's, he/she can then weigh the questions. After the applicant answers the questions, the system will add the points that the applicant got to give a total amount.

Inputs: writing the MCQ and choosing how many answers there are for the MCQ. Also, weighing the answers so that there are good, average and bad answers.

Source: web browser

Outputs: having MCQ's ready for applicants to answer.

Destination: FR13

Action: if company writes MCQ's then company must choose how many answers. If company choose how many answers then company must give points to each answer. If all answers have points, then MCQ's are ready. If applicant finish answering the MCQ's then the points to each answer add up to give the total at the end. Total is visible only to company.

Requirements: FR7, FR8, FR10

Pre-conditions: the employer must do FR10 first in order to write the MCQ's

Post-conditions: the employer can now add the MCQ's to their hiring post on their profile before the hiring timeline starts.

3.2.2.6 Functional requirement 2.6

FR12

Function: Handwritten questions

Description: After the employer writes the handwritten questions, he/she can review the applicant's answers after they submit (must be before hiring timeline ends). The employer would then give high points to good/strong answers and low points to bad answers.

Inputs: writing the handwritten questions.

Source: web browser.

Outputs: having handwritten questions ready for applicants to answer.

Destination: FR13

Action: if company writes handwritten questions, then an employer must check the applicant's answers before hiring timeline ends or else the applicant gets a zero. Every handwritten answer must be given points so the total amount can be calculated at the end. If there are handwritten

questions that have been answered and not given point, the employer will get an email warning about an ungraded question.

Requirements: FR7, FR8, FR10

Pre-conditions: the employer must do FR10 in order to write handwritten questions.

Post-conditions: the employer can now add the handwritten questions to their hiring post on their profile before the hiring timeline starts.

3.2.2.7 Functional requirement 2.7

FR13

Function: Giving a timeline for questions

Description: The employer must set a time for when an applicant applies for the job. For

example: the employer could write 30 questions in total and give it 90 minutes to answer.

Inputs: setting a time for applicants to answer the questions.

Source: web browser

Outputs: for applicants to finish applying for a job.

Destination: FR14

Action: if employer finished writing the questions then the employer must give the questions a time to be answered in. If the employer does not choose a time for the questions, then the hiring timeline cannot start. The time must be visible to applicants while they are answering the questions. If time is zero while the applicant is still answering the questions, then the applicant auto submits and gets a zero in questions that are not answered. If time ends, then the questions are calculated, and the total is in the database.

Requirements: FR7, FR8, FR10, FR11 or FR12

Pre-conditions: the questions must be written.

Post-conditions: a timeline for the hiring period must be set.

3.2.2.8 Functional requirement 2.8

FR14

Function: Giving a timeline for the hiring period

Description: The employer must set the timeline for when the job hiring starts and ends. For

example: the hiring period starts at 1st of October 2020 and ends at 25th of October 2020. In that timeline the applicants can apply for that company.

Inputs: setting a time for the hiring period.

Source: web browser.

Outputs: having the hiring timeline visible on the company's account page.

Destination: FR15, FR16

Action: if employer finished writing the questions and gave it a timeline then employer must set the hiring timeline for when applicants can apply for the job. If the employer does not set a hiring timeline then the questions can only be accessed by the employer. If the employer sets the hiring timeline, then the questions go live from the start of the timeline to the end of the timeline.

If the hiring timeline is finished, then the system sorts all the data in the database from best to worst.

Requirements: FR7, FR8, FR10, FR11 or FR12, FR13

Pre-conditions: the timeline for the questions must be set.

Post-conditions: the questions are available for applicants to answer.

3.2.2.9 Functional requirement 2.9

FR15

Function: Sorting applicants

Description: After the applicant answers the questions and the hiring timeline is over, the employer can use the sorting method to sort the best applicants to the worst applicants based on the answers.

Inputs: none, the applicants are automatically sorted after hiring timeline ends.

Source: web browser.

Outputs: having the list of applicants sorted.

Destination: FR16

Action: if hiring timeline ends then the applicants are sorted from best to worst based on the points. If employer chooses the best applicants, then the system sends the prewritten email for the accepted applicants. The system sends the prewritten rejection email to the rest of the applicants who were not chosen by the employer.

Requirements: the end of FR14

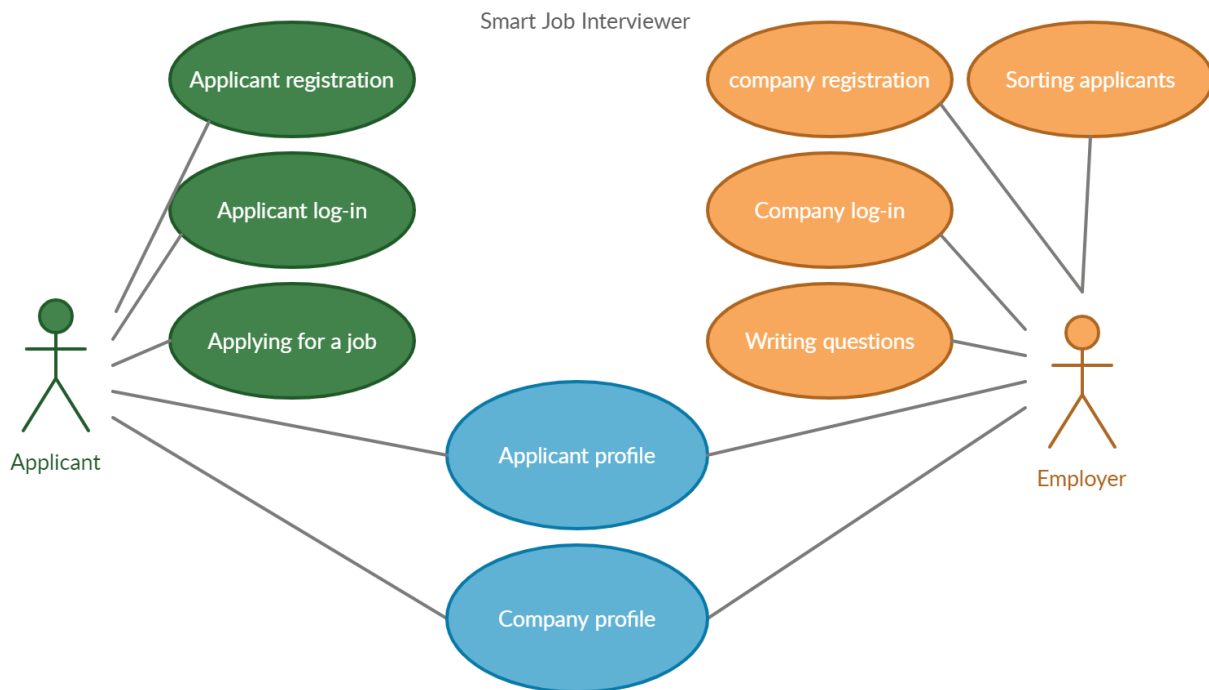
Pre-conditions: hiring timeline should be finished.

Post-conditions: employer must at least pick one applicant.

3.3 Non-Functional Requirements

1. **Security:** the system will be secure, and the user's information will be kept safe. No one will be able to see the user's personal information.
2. **Usability:** the system will be easy to use for both applicants and employers by having a simple UI and easy navigation to the website.
3. **Efficiency:** the system is efficient in helping people find jobs much easier and helps employers get applicants much easier.
4. **Reliability:** the system will be reliable as it runs on a server 24/7 with backup servers ready for any inconvenience.

3.4 Use-cases



4. Team Members Contributions

Team members

Mansour Abdulaziz Alsaleh
Abdulrahman Saad Almutairi
Abdullah Abdulrahman Albkhit
Yasser Abdullah Alsamel
Firas Abdullah Alhussain

Contributions

Technical writer
brainstormer
Mainly brainstormer
Mainly brainstormer
Mainly brainstormer
Brainstormer
UI designer

5. Conclusion

The summary of this SRS document consists of:

Section 1: was the introduction to this SRS document where the purpose, scope and overview of this document was described.

section 2: the general description of this document was provided and the product perspective, product function, user characteristics and general constraints of this SRS document was described.

Smart Job Interviewer

Section 3: was where the external interface requirements, functional requirements, non-functional requirements and use-cases were described. The functional requirements were the creativity of this SRS document

Section 4: is the team members and their contributions.