HireSphere

1. Introduction

Welcome to HireSphere, the online job portal connecting job seekers with top employers. Our platform offers a simple, efficient, and user-friendly experience for both job seekers and recruiters. Whether you're looking for your next career move or searching for top talent. Employers can easily post job openings and search for qualified candidates. In contrast, job seekers can receive personalized job searches and apply with just a few clicks.

1.1 Purpose of Document

A job portal service was developed to create an interactive job vacancy form for candidates. This web application manages updates both from job seekers as well as companies. Its unique development methodology helps in acquiring the client and candidate information and separating them according to the job requirements and vacancies. Online access to it provides details of the job. An employer registered on the website has the facility to use the services. Being an authorized user he can publish vacancy details and can search no for Employees on the portal and also he can search for candidates on basis of the key skill which the employee provides on registration

1.2 Project Summary

Project Name: **HireSphere**
Project Manager:
Project Analysts:
Responsible Users:

1.3 Background

Job Procurement: Old and New Ways Job seeking usually involves different ways to look for jobs such as through personal contacts, direct telephone calls to employers, job agency offices, scanning online job listings, etc. Before the Internet became widely used as a method of seeking jobs, job seekers spent a lot of time using various methods to look for job openings. Today, jobseekers use online methods which are very convenient and save a lot of time.

The following methods are the traditional (old) ways of recruitment:
1) Employment recruitment agencies
2) Job fairs
3) Advertising in the mass media such as newspapers
4) Management Consultants
5) Advertisements on television and radio
6) Existing employee contacts
7) Schools colleges or universities' student services department
8) Workers or professional referrals

These old job-seeking methods are too slow, stressful, challenging, and also lack quality. In addition, the applicants have to consider the cost and the amount of time to get the information they need, and other preparations they have to make. Finding all available job vacancies is the main step in the job-seeking process. The Internet is now a powerful tool that job seekers can use. Today, there are many sites that advertise job positions to be filled by people with certain skills in various fields. The Internet plays an important role in human resource planning and development. Most planning and development organizations are now using computer technology and the Internet for staff recruitment. It should be noted that although the Internet has facilitated the process of job-seeking, it has not completely replaced traditional methods.

Importance of Job Portals

In the age of technology, the Internet has become the main source of information for job seekers. Large corporations, Institutions, and universities include information on career Prospects on their websites. According to a survey, 70% of the workforce uses websites or portals on the Internet to Search for jobs in France. These websites or portals provide search engines to access information on job opportunities.

1.4 Project Scope

As for the Indian market, there are ample opportunities for job portal sites, as more and more educated and skilled young people are coming out each and every year. Also, as the growth rate of India is zooming to be at a healthy rate of over 7%, it is a boom time for corporate also. So, more and more lucrative careers will be available for job seekers. So, it is now the right period for the job portal sites to think out of the box, and to make the most of the opportunities available.

1.5 System Purpose

1.5.1 Candidate:

More job opportunities

Job portals offer a full collection of job choices from top companies. It means you have a superior chance of searching for the job you want anywhere and however; you want it.

Resourceful

With these portals, you can be relevant for a job effortlessly. Instead of going to your intention firm, you can submit your resume online. After submitting, you can relax, and wait for your future employers to take action.

1.5.2 Organisation Talent Acquisition Team(TAG) -:

Promote the Firm's Name

> Job portals give you the possibility to encourage your firm in a better beam. When job seeker explores job opportunities, the first fixation they'll ensure is your firm's background. They'd want to know what sort of work culture, environment, and career development opportunities you have. With that, a job portal will give your firm an optimistic impression.

Uncomplicated Resume Research

> The filters available in job portals will help you select the most appropriate candidates for the job. Likewise, they can attain resumes with the right set of skills and experiences. With that, you don't have to look through many job seekers' resumes one by one. These filters will screen out inappropriate resumes for you so you can get the most competent applicant as soon as possible.

The easy way of choosing candidates

> As a recruiter, your aim is to fill your company with the most excellent people. Using a job portal in your hiring procedure makes it easier for you to choose the best applicant for the job. With this, you'll have a record of applicants with your necessary skills, achievements, and experience.

2. Functional Objectives

Candidate
- **Login -** The candidate can able to log in to the portal by providing the login credentials i.e Email and Password.
- **Profile Creation -** Allow job seekers to create a personal profile that showcases their skills, experiences, and education.
- **Basic Information -** The candidate can give their basic description like Education Background, Project Details, etc.
- **Generate Resume -** The candidate can generate their resume by filling in their personal details.
- **Job Search -** Allow job seekers to search for job listings based on keywords.
- **Job Application -** Allow job seekers to apply for jobs and track the status of their applications.

Organisation Talent Acquisition Team(TAG)
- **Login -** The Organisation can log in to the portal by providing the login credentials i.e Email and Password.
- **Profile Creation -** Allow Organisation to create their profile in the portal by providing their company details, and company partners and showcasing their clients.
- **Job Post -** Allow Organisations to post job listings, manage applications, and communicate with job seekers through the platform.
- **Job Edit -** Allow the Organisation to edit the job post if necessary.

- **Job Post Delete -** Allow the organization to delete posted jobs.
- **Job Application -** The organization can View all applicants.
- **View Resume -** Allow the Organisation to view the resumes of candidates.
- **Update Status -** Allow the Organisation to update the applicant's job status.

3. Non-Functional Objectives

3.1 Reliability

- The system shall be completely operational at least x% of the time.
- Downtime after a failure shall not exceed x hours.

3.2 Usability

- A Company - TAG should be able to use the system in his job after x days of training.
- A user who already knows what job he is interested in should be able to locate and view that page in x seconds.
- The number of web pages navigated to access job information from the top page should not exceed x.

3.3 Performance

- The system should be able to support x simultaneous users.
- The mean time to view a web page over a 56Kbps modem connection shall not exceed x seconds.
- The mean time to download and view and resume in PDF format for a 56Kbps modem shall not exceed x seconds.

3.4 Security

- The system shall provide password-protected access to web pages that are to be viewed only by employees.

3.5 Supportability

- The system should be able to accommodate new jobs and job lines without major reengineering.
- The system website shall be viewable from Internet Explorer 4.0 or later, Netscape Navigator/Communicator 3.0 or later, and the America Online web browser version 3.0 or later.

3.6 Online user Documentation and Help

- The system shall provide a web page that explains how to navigate the site. This page should be customized based on what pages the user is allowed to access.
- This help page should be accessible from all other pages.

3.7 Purchased Components

- A language translation tool from English to French and English to German will be needed.
- A website search engine will be needed.

3.8 Interfaces

The system must interface with

- The current MySql database systems for job and model information.
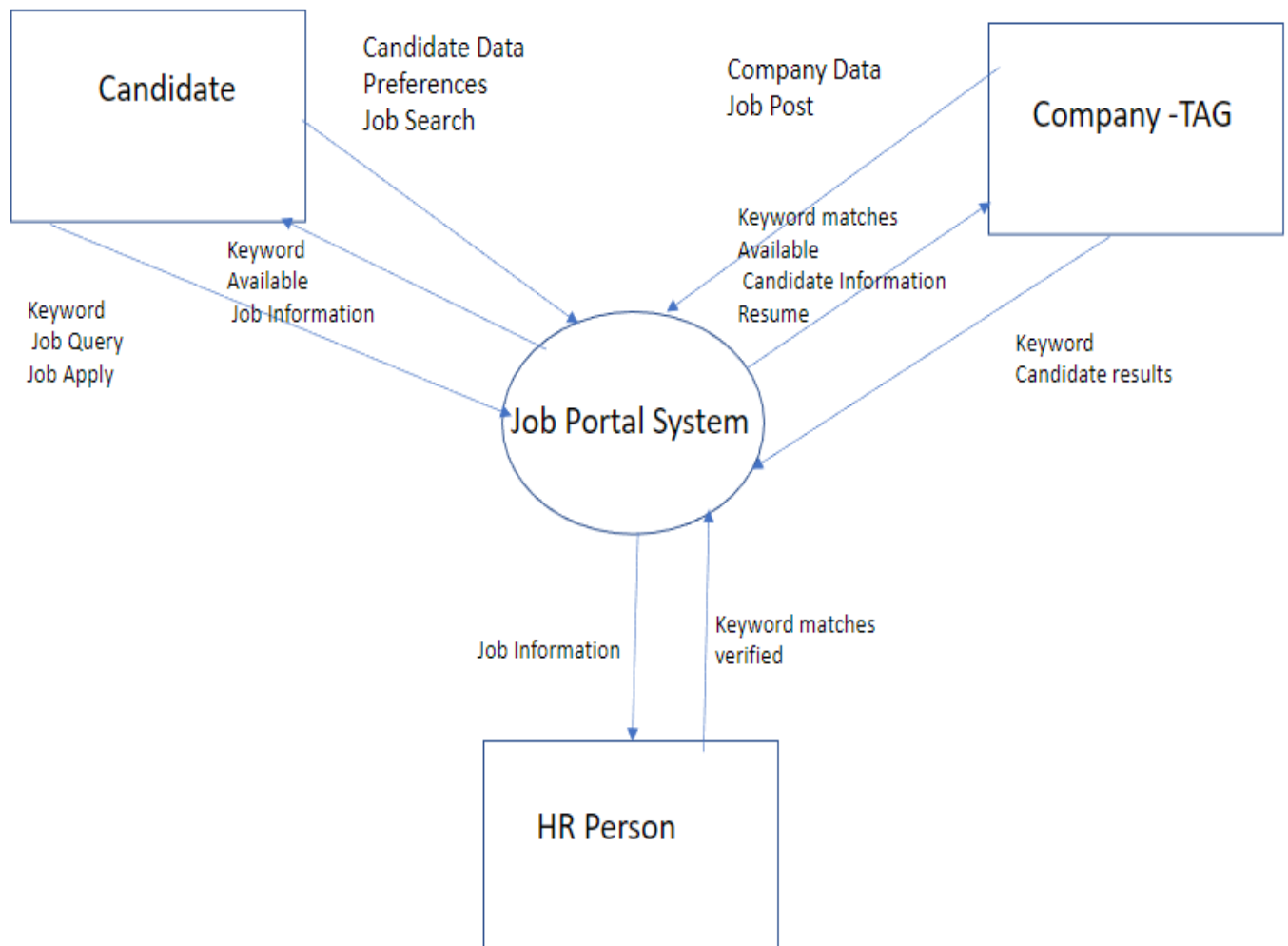- The acquired website search engine

4. The Context Model

4.1 Goal Statement

The goal of the system is to allow Job Portal System to search and apply for jobs in various companies by the Candidate.

- allowing complete and accurate Candidate and job information to be captured directly from the Candidate as well as from Company-TAG
- providing Candidate and Company-TAG fast access to up-to-date and accurate job information and resume.

4.2 Context Diagram

Candidate

Candidate Data
Preferences
Job Search

Company Data
Job Post

Company -TAG

Keyword
Available
Job Information

Keyword matches
Available
Candidate Information
Resume

Keyword
Job Query
Job Apply

Keyword
Candidate results

Job Portal System

Job Information

Keyword matches
verified

HR Person

4.3 System Externals

Candidate

A candidate is any user of the system that has not identified himself as an individual. A Candidate may search for public product information by keyword, access a resume for a particular job application, apply for a job, or request a query from a Company-TAG. A customer who provides personal information will get search and query results customized to his preferences.

Company TAG

A Company TAG is a user. A Company TAG may access all available candidate information and resume, including the job profile. A Company TAG may post a job on behalf of a company. He will be informed by the system of any Candidate in his region who has requested the job.

Hr Person

The product owner is a user who has verified the job details and then approved the valid jobs.

5. The Use Case Model

Login User

Use Case Name:	Login User
Summary:	In order to get personalized or restricted information, place orders, or do other specialized transactions a user must log in so that the system can determine his access level.
Basic Flow:	1. The use case starts when a user indicates that he wants to log in. 2. The system requests the username and password. 3. The user enters his username and password. 4. The system verifies the username and password against all registered users. 5. The system starts a login session and displays a welcome message based on the user's preferences.
Alternative Flows:	Step 4: if the username is invalid, the use case goes back to step 2. Step 4: if the password is invalid the system requests that the user re-enter the password. When the user enters another password the use case continues with step 4 using the original username and new password.
Extension Points:	none
Preconditions:	The user is registered.
Postconditions:	The user can now obtain data and perform functions according to his registered access level.
Business Rules:	Some data and functions are restricted to certain types of users or users with a particular access level.

Register User

Use Case Name	Register User
Summary:	In order to get personalized or restricted information, place orders, or do other specialized transactions a new user must register a username and password.
Basic Flow:	1. The use case starts when a user indicates that he wants to register. 2. The system requests a username and password. 3. The user enters a username and password. 4. The system checks that the username does not duplicate any existing registered usernames. 5. The system requests a name (*), qualification(*), phone and email address. Items marked by (*) are required. 6. The user enters the information. 7. The system determines the user's location and access level and stores all user information. 8. The system executes the use case *Register Preferences.* 9. The system starts a login session and displays a welcome message.
Alternative Flows:	Step 4: If the username duplicates an existing username the system displays a message and the use case goes back to step 2. Step 5: If the user does not enter a required field, a message is displayed and the use case repeats step 4.
Extension Points:	*Register Preferences*
Preconditions:	none
Postconditions:	The user can now obtain data and perform functions according to his registered access level.

Search Job

Use Case Name:	Search Job
Summary	This use case allows a registered candidate to search and apply for jobs according to their needs
Basic Flow	1. The use case starts when a candidate indicates that he wants to search for jobs 2. The candidate enters the fields of the jobs he wants to apply for 3. The system displays all current jobs that are similar to the candidate's search requirements. 4. The candidate can apply for jobs from the preferred list
Alternative Flows	none
Extension Points	none
Preconditions	The user is logged in.
Postconditions	none
Business Rules	none

Job Application (Candidate)

Use Case Name:	Job Application Scenario: The candidate wants to apply for a job
Summary:	This use case allows a registered candidate to apply for a job.
Basic Flow:	1. The use case starts when a candidate indicates he wants to for the job being displayed. 2. The system displays the candidate information: company's name, location, requirements, etc. 3. The candidate clicks on the apply button and the information of the candidate is sent to the Company's TAG team.
Alternative Flows:	none
Extension Points:	*none*
Preconditions:	The candidate is logged in and has filled in all the additional details
Postconditions:	The candidate has applied for the job
Business Rules:	If a candidate has previously applied for the job then they are not allowed to do it again.

View Candidate Details(Company TAG)

Use Case Name:	View Candidate Details Scenario: A candidate has applied for a particular job
Summary:	This use case allows the member of a company's tag team to look at the candidate's details and change the status of job application
Basic Flow:	1. The use case starts when a candidate applies for a job. 2. The system sends the candidate's resume to the TAG team. 3. The TAG team can view the resume of the candidate. 4. After viewing the resume they can change the status of the candidate's job application(shortlisted, rejected, etc)
Alternative Flows:	none
Extension Points:	*Change candidates application status*
Preconditions:	The company is logged in the job portal
Postconditions:	The status of the job application is changed
Business Rules:	The TAG team is allowed to change the status for a particular candidate.