

Project Name : **HR Recruitment & Onboarding Management System**

Phase 1: Problem Understanding & Industry Analysis

1.Requirement gathering

- Core flow: Job → Application → Interview → Offer → Hired.
- Roles: HR Manager, Recruiter, Interviewer.
- KPIs: Time-to-hire, Offer acceptance rate, Hires per recruiter.
- Must-haves: Fast scheduling, auto stage updates, salary validation, feedback capture.

2.Stakeholder analysis

- Primary: HR Manager (approves, KPIs), Recruiter (executes), Interviewer (feedback).
- Access: HR sees salary; Interviewer restricted; Recruiter collaborates on candidates.
- RACI: Recruiter = Responsible, HR = Accountable, Interviewer = Consulted, HR Head = Informed.

3.Business process mapping

- As-Is: Spreadsheets, email scheduling, manual status, weak reporting.
- To-Be highlights:
 - Auto-create Interview on Candidate insert.
 - One-click Schedule Interview + email notifications.
 - LWC feedback → Candidate = Interviewed.
 - Offer with min-salary validation (+ optional approval).
 - Candidate portal Accept → Candidate = Hired.
- Statuses: Candidate = Applied → Interviewed → Offered → Hired; Offer = Draft → Sent → Accepted/Declined.

4.Industry use case (IT services)

- Priorities: Speed-to-hire, transparent candidate status, minimal manual steps.
- Design choices: 4-object schema, Flow-first automation, dynamic dashboard.

5.AppExchange exploration

Reviewed: Recruitment Manager (good tracking, limited automation), JobScience (strong pipeline, needs integration).

Gap Identified: Better onboarding automation and custom dashboards needed.