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***SOFTWARE PROJECT PLAN***

**Applicant Tracking System (ATS)**

**Team Members:**

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1. **Introduction**
   1. **Project Scope**

An ATS-Applicant Tracking System is a software application that enables the handling of the hiring and recruitment processes and needs. An ATS can be implemented or accessed online at the enterprise- or small-business level, depending on the needs of the organization.

A dedicated ATS is not uncommon for recruitment-specific needs. On the enterprise level, it may be offered as a module or functional addition to a [human resources](https://en.wikipedia.org/wiki/Human_resources) suite or human resource information system (HRIS). The ATS is expanding into [small and medium enterprises](https://en.wikipedia.org/wiki/Small_and_medium_enterprises) through [open-source](https://en.wikipedia.org/wiki/Open-source_software) or [software-as-a-service](https://en.wikipedia.org/wiki/Software_as_a_service) offerings (SaaS).

* 1. **Major Software Functions**

This software consists of all the basic functionalities that an Applicant Tracking System has. After login in, we have a dashboard, which gives one the go brief information that you need.

Apart from the dashboard, we have a separate page of all the openings, candidates, pipelined, placements, and accounts. In openings, we can add new openings as per our requirements and all our openings are present there with major relevant information with it. Candidates sections all the candidates that are being screened for the process of hiring, the pipeline includes all the candidates that are pipelined for a specific job role with all the details of the candidates. In placements, all the data of the placed candidates are showcased.

* 1. **Performance/Behaviour Issues**

Our software runs on any computer machine which has a good seamless internet connection.

* 1. **Management and Technical Constraints**

As our software deals with the day-to-day functions of Human Resources and management, so we have gone through all the modules and lifecycle of the hiring process and how the data is utilized and managed and developed each and every module keeping in mind to make it effective and efficient.

**2.0 Risk Management**

**2.1 Project Risk**

Technical Risk-This issue can occur when there is an improper process implementation, failed system, or some other task, we have a pretty much large codebase, so it very largely to be prone to some errors being held, because of some mistakes in the code. There can be some errors in the deployment of the software.

We are largely based on the database and backend servers, so any problem related to the connections to the database server can lead to malfunction.

Operational Risk-This risk happen on the user side, our software are highly specified for qualified or professionals trained to work with human resources. Apart from that we will be dealing with a lot of customers and will be having doubts and questions from them too, so have to build a strong CRM system for that too.

**2.2 Risk Table**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Risk Summary | Risk Category | Risk Probability | Impact(Scale1-4) | Mitigation |
| Computer Failure | Technical | 20% | 1 | Regular backup and storage |
| Internet Failure | Technical | 20% | 1 | Reliable Internet Solution |
| Codebase Error | Technical | 40% | 2 | Good QA and Testing |
| Server Side Error | Technical | 20% | 2 | Good QA and Testing |

**2.3 Overview of Risk Mitigation, Monitoring, and Management**

In order to mitigate the risk, we have planned to regularly check our backup and storage and a good system administration team to quickly solve it. For monitoring, we are focusing much more on testing and quality analysis, and regular post-regression analysis in order to deliver the best to the users.

**3.0 Project Schedule**

**3.1 Project Task Set**

We are following the AGILE methodology in order to deliver the best, most effective, and most efficient product to our clients. For every project, the first and foremost task is to plan, go over and check all the rules, regulations, and working of the human resources field. Then start with the coding part and phase by phase integrating the different features.

**3.2 Task Network**

**3.3 Timeline Chart**

|  |  |
| --- | --- |
| Timeline | Task |
| Week 1 | * Scoping * Planning * Home Page |
| Week 2 | * Login Infrastructure * Login Page * Register Page * Dashboard Page |
| Week 3 | * Features Implementation * Openings Page * Add function on opening page * Pipeline Page * Candidate Page * Placement Page |
| Week 4 | * Integration |