EMPLOYEE ONBOARDING RPA
(Robotic Process Automation)

MINI PROJECT REPORT

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BONAFIDE CERTIFICATE

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INTERNAL EXAMINER **EXTERNAL EXAMINER**

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ABSTRACT

The topic of **Employee Onboarding (Robotic Process Automation) or RPA**, in the workplace tends to bean emotive one. Critics cite nightmare scenarios ranging from the loss of back-office jobs to a full-scale dehumanisation of processes. Supporters are often more granular in detail, focusing on the improvements on consistency, time management and efficiency RPA may bring, as well as the inevitable benefits to a company's bottom line.HR is one of the areas now looking seriously at incorporating RPA into its working processes and a lot of the focus is on the on boarding function. The on boarding process equips new joiners with the necessary knowledge, skills and behaviours to prepare them for their new workplace. This process usually begins before the first day and subsequent addition to a company's payroll and internal databases, and is an essential part of embedding a newly-recruited employee in the organisation.The idea of removing human input from the traditionally core HR activities of recruitment and embedding ofnew joiners might seem high risk to some, but it's extremely easy to make the benefits of targeted automationclear, and prove that automated onboarding does not mean hiring by robot.

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INTRODUCTION

EMPLOYEE ONBOARDING – INTRODUCTION

Onboarding is a comprehensive process for integrating newly appointed employees in an organization and familiarizing them with the organizational culture and work environment. It is an integral part of Human

Resources Department (HRD). Lack of appropriate onboarding mechanism can have negative impact on the overall productivity of the organization.

Employee on boarding is essential to retain skilled and dedicated workforce.

An employee onboarding program helps in the orientation of the new employees. It shapes the relation between the new employee and the organization. By implementing a good employee onboarding program, will build a strong organization culture and secure the future with a qualified pool of human resources.

Employee onboarding is a composite process; it is more than just the orientation of new employees. Employee orientation is the first step in the onboarding process. In larger sense, onboarding process aims at developing a happy and constructive relationship between the employee and the employer. It represents the organizational values, brand and also explains the professional culture and the work environment.

Purpose of Employee Onboarding unless the new recruits develop a sense of acquaintance with the organization, they cannot give productivity as desired. Hence, onboarding holds utmost importance in the smooth functioning of the organization. The purpose of an onboarding program is to develop within the new recruits the necessary skills, knowledge and behaviors to become an effective contribution to the organization he/she works with. The following are the important purposes of onboarding:

- To attract and retain good talent.
- To enhance employee engagement, thereby giving a boost to business growth.
- Make employees feel welcome and valued.
- Create alignment to task, mission, culture, values and processes
- Decrease the learning curve.
- Encourage socialization and create a sense of belonging.
- Set of performance expectations.
- Help employees learn the company culture quickly.
- Allow the employee to understand the company's values and priorities.
- Reduce new employee anxiety. An effective onboarding program educates and informs new hires about

  organizational practices. Implementing an onboarding program cements the relationship between the employee and the employer from the beginning and opens up lines of communication and keeps the employees engaged in the long term.

Importance of Employee Onboarding

An Onboarding Program can definitely improve the readiness, fit and performance of every employeewho takes on a new role in the organization. An effective onboarding program serves offers the following benefits:

- Improves current employee morale
- Reduces time to productivity
- Increases employee engagement
- Reduces new hire turnover
- Prevents future spending on re-hiring and re-training
- Integrates new hires into the corporate culture, thereby enhancing that culture Onboarding helps in building and sustaining high-performing teams and leads the organization to have competitive advantages in the market.

Avoiding onboarding program for the new employees can be cost effective as it saves the organization from spending certain amount on it. However, a good onboarding program for new recruits can lay a solid foundation of employee behavior and productivity. A question, however,

A rises as to why proper onboarding is necessary. Absence of onboarding program prevents the management from understanding the skills and behavior of the employees earlier. It takes a longer time span to get to know the new recruits who are employed directly without passing throughonboarding processes.

RPA is a tool to free up a business' employees of doing more mechanical and tedious work. There area number of tasks in each process that an employee does that can and should be automated because a configured Robot can perform them faster and with greater accuracy than

Leaders across all industries and functions are beginning to realize that Robots and humans should be working side by side, and that ultimately, all employees could benefit from having their own Robot. The aspiration to provide each employee with a Robot resembles Microsoft's early vision of putting a computer in every home. Robots should continuously learn and adjust to new business needs, just like their humans do. And, as Robots free up people from these repetitive tasks, HR and other business leaders will have to reconsider how to help their people spend their newfound time wisely**.**

Automating the Onboarding Process with RPA

Deploying RPA in Human Resource Management can help to reduce the time that employees devote to these tasks, enabling them to

focus on more quality tasks like talent development, retention, and compliance. As a result, it leads to increased productivity and efficiency in different activities within the HR Department. This creates a better experience for everyone involved, from the new joinees to hiring managers, HR staff, and subsequently, impacts organization's business and growth.

The entire onboarding can be broken down into individual processes that can be automated in parallel.

- Application Object
- Request object
- Response object
- Server object
- Session object

CHAPTER-2

LITERATURE SURVEY

For the purpose of this research project, the entire onboarding process has been divided into following phases:-

(a) Phase I. This is the Pre-joining phase in which the employee is in communication with the recruitment team. In this phase the employee gets the offer letter and all the necessary information about the organization. This phase also involves submission of any documents before the first day at work or giving the new hires list of documents to be submitted on the first day of work. This would prepare the new hire psychologically to adapt to the new environment to with ease.

(b) Phase II. This includes the first day at work along with the induction or orientation lasting from one day to a week. In this phase the employee completes the leftover documentation work from phase I and undergoes an induction process wherein the new hire is given complete information about mission, vision of the organization, policies and portals, employee related benefits etc. This phase is basically welcoming the new employee to the organization and making him feel at home.

(c) Phase III. This phase includes being an integral part of a team under a supervisor. The employee is briefed about what is expected out of him in alignment to his job description by the supervisor. It includesintegration with the team, consistent feedback by supervisor etc.

(d) Phase IV.This phase includes interactions with HR,

feedbacks and training and development. One more concept which needs to be clarified at this point of time is that

onboarding and Induction/Orientation are just not the same. Till date there are people in the industry using these two terms as replaceable for each other. On boarding is a bigger umbrella of which induction is a part of. Induction is just a one day or a week process where in the new joinees are informed about the organization's mission, vision, policies, portals, benefits. On the other hand On boarding is a 30-60-90 days process which covers the day an employee makes his first contact with the company i.e the selection phase, Day 1 at work, Training programs, Performance feedback and interactions with team, supervisor and HR to get aligned to the organizational goals and objectives.

On-boarding is the process of learning, networking, resource allocating, goal setting and strategizing that ends with new hires quickly reaching maximum productivity (Bauer, T. N., & Erdogan B, 2011). This formal process of on-boarding is what assimilates the new employees to rules, procedures, benefits, expectations and the goals of the organization. On-boarding is more than getting the paperwork completed and reading the long and boring employee manual. It is the integration of a new employee to become a highly productive member of the organization. Onboarding engages the new employee into the world of the organization.

Stimpson (2009) firstly states that the onboarding process is that of "acquiring, accommodating, as similating and accelerating new team members, whether they come from outside or inside the organization. It is used to refer to the administrative work involved with setting an employee up in a new job or role".

Poor onboarding processes can have a negative effect on bottom line of the organization. Employees who have had a negative experience going through the onboarding process are very likely to leave the

company’s employment after a very short period of time. A more structured onboarding process makes for happier, more confident and stronger employees. The employee believes that they fit both the job andto better employee productivity and a reduction in the turnover rate for the company. In short, companies that want to have quicker and enhanced engagement and productivity from their new employees, coupled with theassociated cost reductions. Psychological contract refers to the relationship of the employee and employer and mutual expectations of inputs and outcomes. The onboarding process, if it is done well, should result in a "psycho logical contract" where the employee knows what is expected of them that will make them successful in their position and how they contribute to the company's success.

Since the psychological contract is dynamic and evolving, organizations need to invest effort into understanding the changes and at various times and when needed renegotiate the contract (Lester and Kickul, 2001). Lester and Kickul (2001) shows that a "proactive approach to the psychological contract is likely to reduce an employee’s intention toleave" since their needs are more likely to be met by the organization.

Onboarding does not stop at the completion of paperwork and brief organizational history, as does orientation. Instead, onboarding should include coaching, 360 feedback, mentoring, introduction to the organization and team, managers, and subordinates (Gilmore & Turner, 2010). The tasks of orientation should be paired with cultural and organizational training in order for the employees to have a good grasp on where they fit into the organization ("Get onboard with," 2013).It can be very helpful to create a checklist to ensure all topics are covered (Graham & Callahan, 2011). Having the new employee initial the sheet and storing it in his/her file can generate accountability. These best practices enhance the on boarding process and propel it toward success. In order to establish the most effective onboarding program possible, these best practices should be implemented during the proposed research and measured for the strength of their contribution.

SYSTEM SPECIFICATION HARDWARE CONFIGURATION

The Hardware Configuration involved in this project is

Platform	:	Windows 10
Processor	:	Dual Core
CPU Speed	:	2.4 GHz
RAM	:	4GB
Hard Disk	:	500GB

SOFTWARE SPECIFICATION

The software requirements to develop the project are

OPERATING SYSTEM: WINDOWS XP/7/8
FRONT-END : ASP.NET
BACK-END : MS-SQL SERVER 2005/2008

SOFTWARE DESCRIPTION FRONT END

ACTIVE SERVER PAGES:

Active Server Pages (ASP) is a technology that enables the development of dynamic web pages. ASP was developed by Microsoft toallow server side development. ASP files are HTML files with special tags containing source code that provide the dynamic content

Using Active server pages

- Generate dynamic web pages. An active server page can display different content to different user or display different content at different times of the day.
- Process the contents of HTML forms. We can use an active server page to retrieve and respond to the data entered intoan HTML form.

Working of active server pages

An Active server page is a standard HTML file that is extended with additional features. Like a standard HTML file, an active server page contains HTML tag that can be interpreted and displayed by a web browser. Anything we could normally place in an HTML file Java applets, Blinking text, client side scripts, client-side Active X Controls we can place in an active server page. However, Active server page has three important features that make it unique.

- An active server page contains server side scripts.
- Active server page provides several built-in objects.
- Active server page can be extended with additional components.

ASP Objects and components

Active server pages include several built-in objects and installable Active X components.

Objects:

An object is something typically has methods, properties or collections. An object method determines the things we can do with the object. An objects property can be read or set to specify the state of the object. An object constitutes different sets of keys and value pairs relatedto the objects.

Components:

An ActiveX component is similar to an active server page built-in object. However, when we are using V, there is one important distance between components and object. A distance of a component must be explicitly created before it can be used.

ASP Objects:

Active server pages include several built-in objects. The following explain detail how to use each of the built-in objects. Built-in objects of ASP are

- Application Object
- Request object
- Response object
- Server object
- Session object
- Object context object

Application objects:

The application object is used to store and retrieve information that can be shared among all users ofan application. For Example, we can use the Application Object to pass information between users of your web site.

Response objects:

The response object is used to send information back to a browser. We can use the response object to send output from our scripts to a browser.

Server objects:

The server object enables we to use various utility functions on the server object to control the length of time a script executes before it times out. We can also use the server object to create instance of other objects.

Session objects:

The session object can be used to store and retrieve information about particular user sessions to our website.

Object context object:

The object context object is used to control Active server page Transactions. The transactions are managed by the Microsoft transaction server (MTS).

The built in objects differ from normal objects. We don't need to create an instance of a built in object before we can use it in a script. The methods, collections and properties of a built in objects are automatically accessible throughout a web site application.

ASP Components:

Active server page components can be used to extend the power of our scripts components differ from the built-in-objects because there are typically used for more specialized tasks. The following list provides a brief overview of some of the components bundled with active server pages.

- Ad rotator component
- Browser capabilities component
- Content linking component
- Counters component
- Content rotator component
- Collaborations data objects
- ActiveX Data objects

VBScript

VBScript stands for Visual Basic Script, a scripting language developed by Microsoft to be used with Microsoft products, mainly Internet Explorer. It has gone through many changes over the years and is now mainly used as the default scripting language of ASP. VBScript was created to allow web page developers the ability to create dynamic web pages for their viewers who used Internet Explorer. With HTML, not a lot can be done to make a web page interactive, but VBScript unlocked many tools like: the ability to print the current date and time, access to the web servers file system, and allow advanced web programmers to develop web applications.

HYPER TEXT MARKUP LANGUAGE (HTML)

HTML is an application of the Standard Generalized Markup Language (SGML), which was approved as an international standard in the year 1986. SGML provides a way to encode hyper documents so they can be interchanged.

SGML is also a Meta language for formally describing document markup system. In fact HTML uses SGML to define a language that describes a WWW hyper document's structure and inter connectivity.

Following the rigors of SGML, TBL bore HTML to the world in 1990. Since then, many of us have it to be easy to use but sometimes quite limiting. These limiting factors are being addressed but the World Wide Web Consortium (aka W3c) at MIT. But HTML had to start somewhere, and its success argues that it didn't start out too badly.

MS-SQL SERVER 2005

MS SQL Server is a powerful database management system and the user can create application that requires little or no programming. It supports GUI features and an entire programming language, Visual Studio Application which can be used to develop richer and more developed application.

There are quite a few reasons, the first being that SQL is a feature rich program that can handle any database related task you have. You can create places to store your data build tools that make it easy to read and modify your database contents, and ask questions of your data. SQL is a relational database, a database that stores information about related objects. In MS SQL that database means a collection of tables that hold data. It collectively stores all the other related objects such as queries, forms and reports that are used to implement function effectively.

The MS SQL database can act as a back end database for .NET as a front end, MS SQL supports the user with its powerful database management functions. A beginner can create his/her own database very simply by some mouse clicks. Another good reason to use SQL as backend tool is that it is a component of the overwhelmingly popular Microsoft office software suite.

MS SQL however is a relational database, which means that you can define relationships among the data it contains. Relational database, are superior to flat file databases because you can store discrete information. Management system (RDBMS) that offers a variety of administrative tools to ease the burdens of database development, maintenance and administration. In this article, we'll cover six of the more frequently used tools: Enterprise Manager, Query Analyzer, SQL Profiler, Service Manager, Data Transformation Services and Books Online. Let's take a brief look at each:

Enterprise Manager is the main administrative console for SQL Server installations. It provides you with a graphical "birds-eye"

view of all of the SQL Server installations on your network. You can perform high-level administrative functions that affect one or moreservers, schedule common maintenance tasks or create and modify the structure of individual databases.

Query Analyzer offers a quick and dirty method for performing queries against any of your SQL Server databases. It's a great way to quickly pull information out of a database in response to a user request, test queries before implementing them in other applications, create/modify stored procedures and execute administrative tasks.

SQL Profiler provides a window into the inner workings of your database. You can monitor many different event types and observe database performance in real time. SQL Profiler allows you to capture and replay system "traces" that log various activities. It's a great tool for optimizing databases with performance issues or troubleshooting particular problems.

Service Manager is used to control the MS SQL Server (the main SQL Server process), MSDTC (Microsoft Distributed Transaction (Coordinator) and SQL Server Agent processes. An icon for this service normally resides in the system tray of machines running SQL Server. You can use Service Manager to start ,stop or pause any one of these services.

Data Transformation Services (DTS) provide an extremely flexible method for importing and exporting data between a Microsoft SQL Server installation and a large variety of other formats. The most commonly used DTS application is the "Import and Export Data" wizard found in the SQL Server program group.

Books Online is an often overlooked resource provided with SQL Server that contains answers to a variety of administrative, development and installation issues. It's a great resource to consult before turning to the Internet or technical support. Hopefully, this article has provided you with a brief introduction to the various tools available to Microsoft SQL Server users. Now get out there and give them a whirl!

SQL Server Architecture

Microsoft® SQL Server data is stored in databases. The data in a database is organized into the logical components visible to users. A database is also physically implemented as two or more files on disk. When using a database, you work primarily with the logical components such as tables, views, procedures, and users. The physical implementation of files is largely transparent. Typically, only the database administrator needs to work with the physical implementation.

Each instance of SQL Server has four system databases (**master**, **model**, **tempdb**, and **msdb**) and one or more user databases. Some organizations have only one user database, containing all the data for their organization. Some organizations have different databases for each group in their organization, and sometimes a database used by a single application. For example, an organization could have one database for sales, one for payroll, one for a document management application, and so on. Sometimes an application uses only one database; other applications may access several databases.

It is not necessary to run multiple copies of the SQL Server database engine to allow multiple users to access the databases on a server. An instance of the SQL Server is capable of handling thousands of users working in multiple databases at the same time. Each instance of SQL Server makes all databases in the instance available to all users thatconnect to the instance, subject to the defined security permissions.

When connecting to an instance of SQL Server, your connection is associated with a particular database on the server. This database is called the **current database**. You are usually connected to a database defined as your default database by the system administrator.

CHAPTER-3

EXISTING SYSTEM

EXISTING SYSTEM

System analysis is a process of gathering the facts concerning the system breaking them into elements and relationship between elements. It provides a framework for visualizing the organizational and environmental factors that operate on a system. The quality of work performed by a machine is usually uniform, neat and more reliable when compared to doing the same operations manually.

Drawbacks

- The existing system has no security measure against logging in and no checks are made for authorized users.
- The end user has to remember a lot of command to make efficient use of the system.
- The system does not have any descriptive reports and thus did not help management indecision-making.
- Enormous amount of time is consumed
- It needs manpower to record all the details of all the candidates
- Some common place need to be fixed for auction

CHAPTER 4

PROPOSED SYSTEM

PROPOSED SYSTEM

The proposed system is been developed to maintain the HR Details. . The main objective of the existing system is to provide a user-friendly interface. The system, which is proposed, now computerizes all the details that are maintained manually. Once the details are fed into the computer there is no need for various persons to deal with separate sections. Only a single person is enough to maintain all the reports. The security can also be given as per the requirement of the users.

Benefits

- The user can enter only if the username and the password are correct.
- The process of planning and post resume will be easy since every process is computerized.
- Time Saving.
- The details of the all saved information can be viewed.
- The data can be accessed easily whenever needed and so the manual work can be reduced.

CHAPTER 5

SYSTEM MODELS AND PARAMETERS

In the HR sector, companies have used RPA to automate a number of tasks. In fact, a significant portion of the top-performing HR departments have implemented or are currently implementing an RPA solution to automate a process. Companies have automated payroll updates, sick leave certification, and employee onboarding.

Additionally, an HR organization can use RPA to automate:

- Sick, leave, and vacation time requests
- Expense and reimbursement processes
- Onboarding and offboarding processes
- Applicant sourcing
- Responses to frequently asked questions from job candidates or employees with the help ofchatbots
- Many more processes where data entry and other repetitive processes are central

Several Organizations have leveraged the RPA solutions for standardizing the Hiring and sourcing and have explored the new robotization, answers for unifying and streamlining the mundane task to ensure the step- by- step processes are carried out efficiently. Sadly, it is very typical for new hires to encounter a massive stack of forms to be filled on their first day at a new organization. They fill out several forms, track their trainings, and possibly depend on their managers to not forget any critical information.

Successful organizations have started taking it seriously, the need to have excellent onboarding experiences for the new hires, expanding viability and enhancing engagement levels. For instance, these organizations are more prone to have a pre-loading up procedure to connect selecting and onboarding, and they are twice more prone in being trained by the time the onboarding ends which enables the new hire to manage and be productive in short period. Naturally, completing these activities in the minimum amount of time is difficult when it is obligatory to finish them as a step- by -step process.

Figure 5.1

Thus, the high- performing organizations have executed the utilization of Robotic process automation, or RPA, programming to sort out and robotize the onboarding procedure. Enhancing the onboarding experience for new hires. The adequacy of your onboarding procedure is impacted by recruiting professionals, who are the first point of contact for any organization. All the documents during the recruiting process can be a part of the onboarding documentation using automation. For instance, a functional RPA can help in the following:

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DATA FLOW DIAGRAM

LEVEL-0

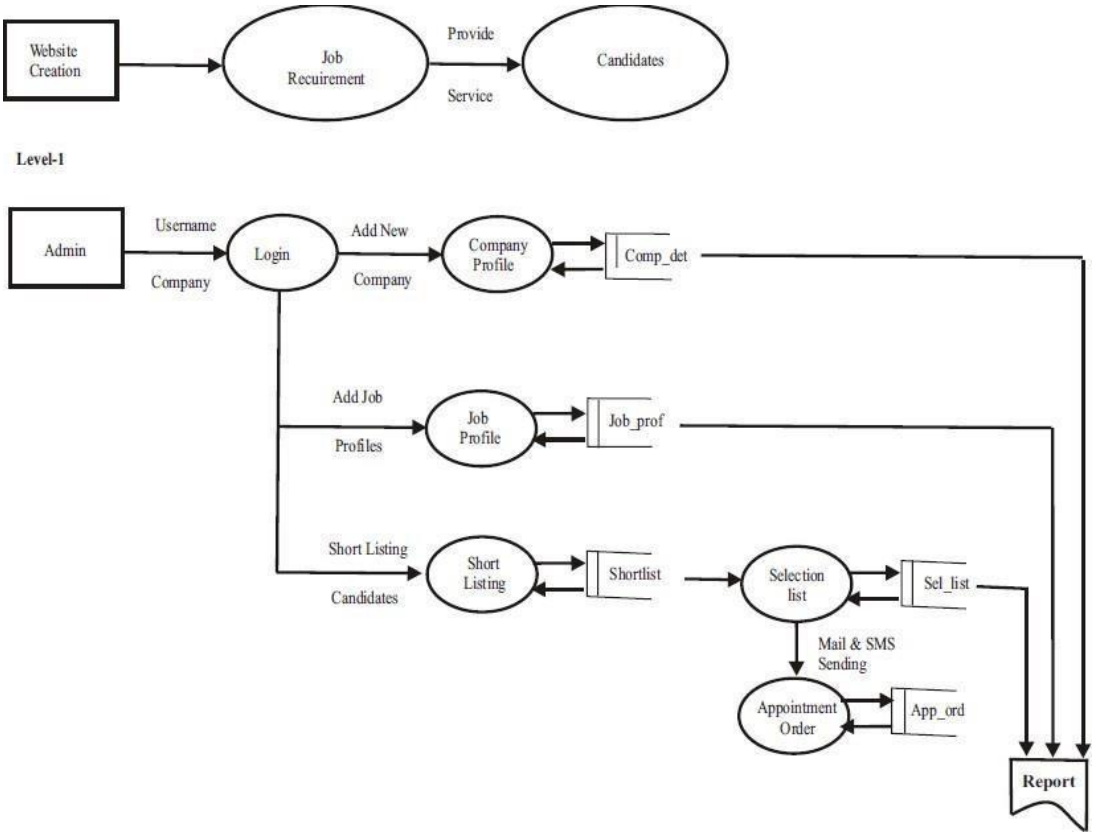

Figure 5.2

LEVEL-1

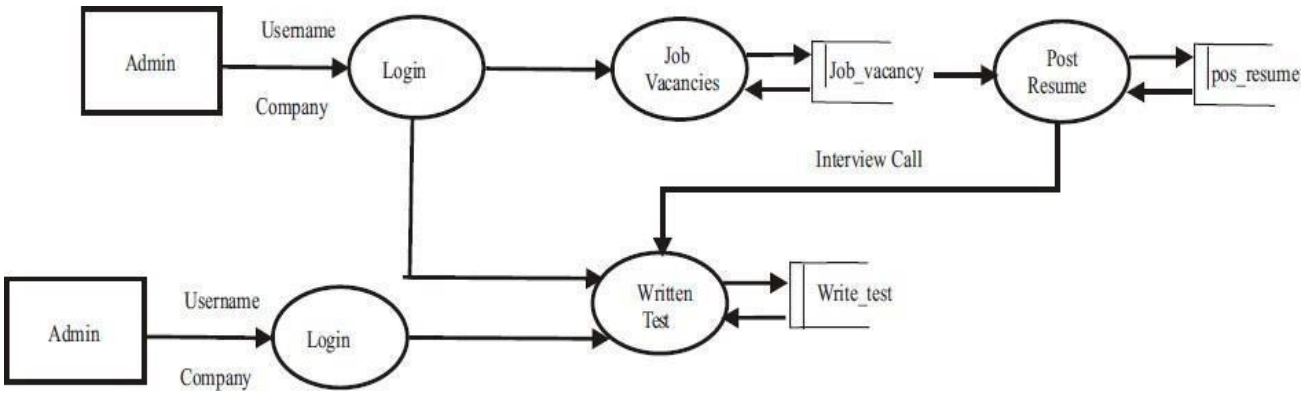

Figure 5.3

CHAPTER 6

MODULE DESCRIPTION

- **COMPANY PROFILE**

A profile could be said as a description of things or a source of information about things. The Company module contains the name of thecompany, address, Contact No, Mail id and Company website etc.,

- **JOB PROFILE**

We have the resources and the commitment to provide Human Resource in the diverse fields .In this module contains the Job details fromvaries company details and job Designation, Rules and Regulations and Experience etc.,

- **JOB VACANCIES**

Instead of eligible candidates or the user biodata send the desired company. All type company, industries, manufacturer details are maintained in the database with the help of SQL Server. When the user wants to know particular company or industries details then he has to send the biodata of his company or industries name. The admin allot the criteriafor each student. The placement was depending upon the criteria

- **POST RESUME**

This Form is used to enter Candidate Personal details, Qualification, Experience Details etc., It is used to easily go through her/his status for future reference. It contains an Can Id, Name, Address, Qualification, age and other necessary details. Add, modify, delete and view the records from the database as possible.

- **WRITTEN TEST**

The allowed criteria based candidates must attend the interview. If the student not selected the particular interview the admin will recall the student at next placement. This form contains the Candidate id,name, interview date, time and List of Questions. The User Answers are stored in SQL Database and the Calculate the marks for Specified Candidate.

- **SHORT LISTING**

Requirement of candidates vary from Branch to Branch, so the short listed candidates list aresend to admin. We have to select the number of candidates from the short listed users.

- **SELECTION LIST**

The selection is done on the basis of the skills and specifications of the candidates provided by the client. We carry out Written-Test to assess the suitability of the candidates for the job through competent persons on the similar jobs. In this module we have to send Appointment order for Selected Candidates.

CHAPTER 7

CONCLUSION

CONCLUSION

Beyond onboarding, there are ample automation opportunities in HR across retention, engagement, compliance, and exit. HR automation can also create a more positive work climate amongst incumbent employees and therefore, create a positive workforce that is happier and more productive. Finally, HR leaders are leveraging automation capabilities to create seamless and consistent experience of tomorrow.

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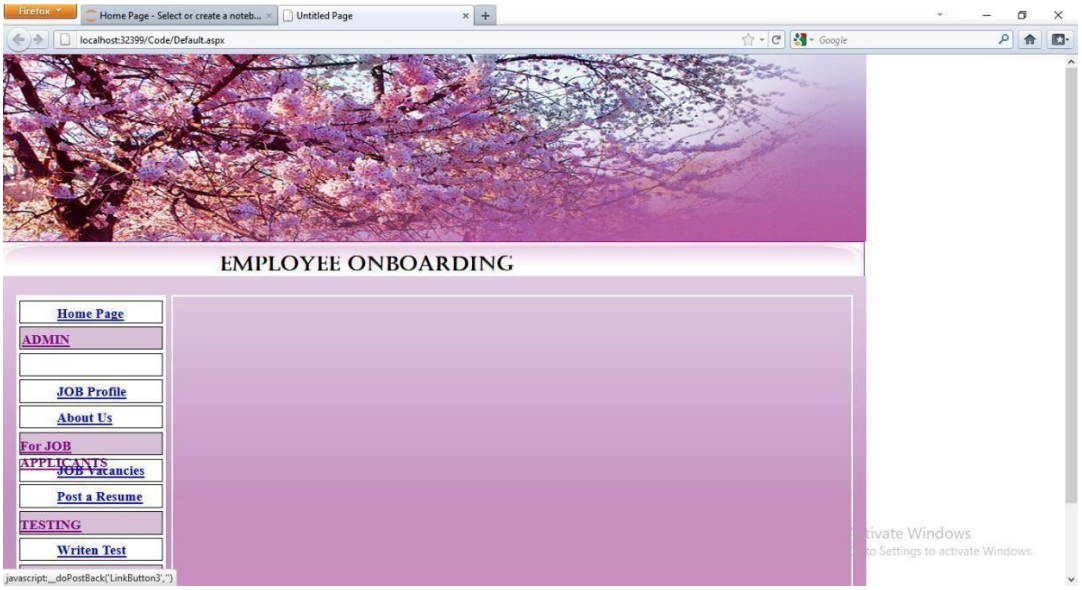
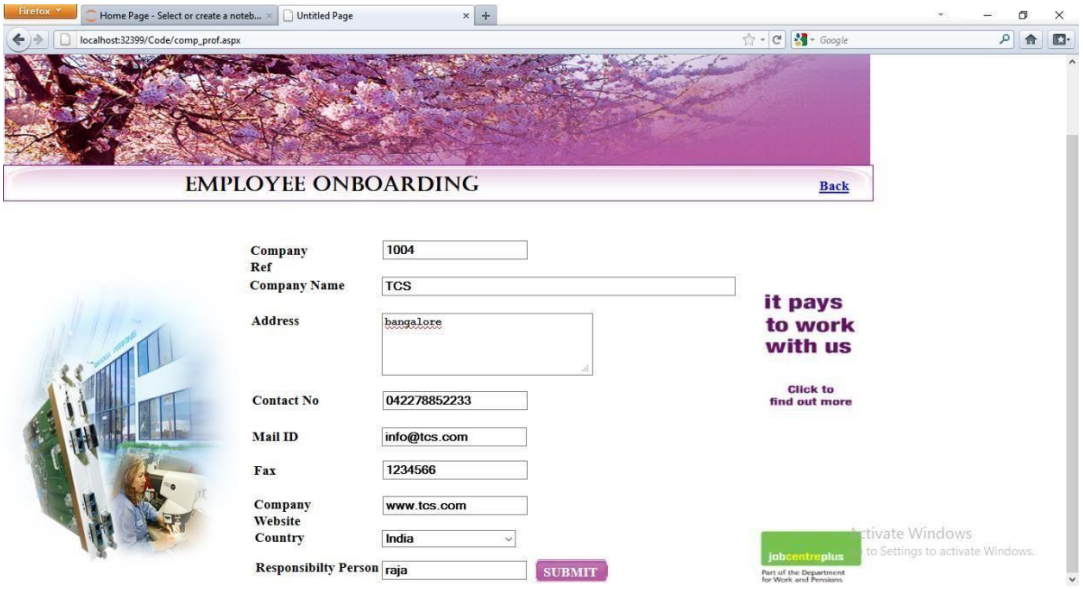
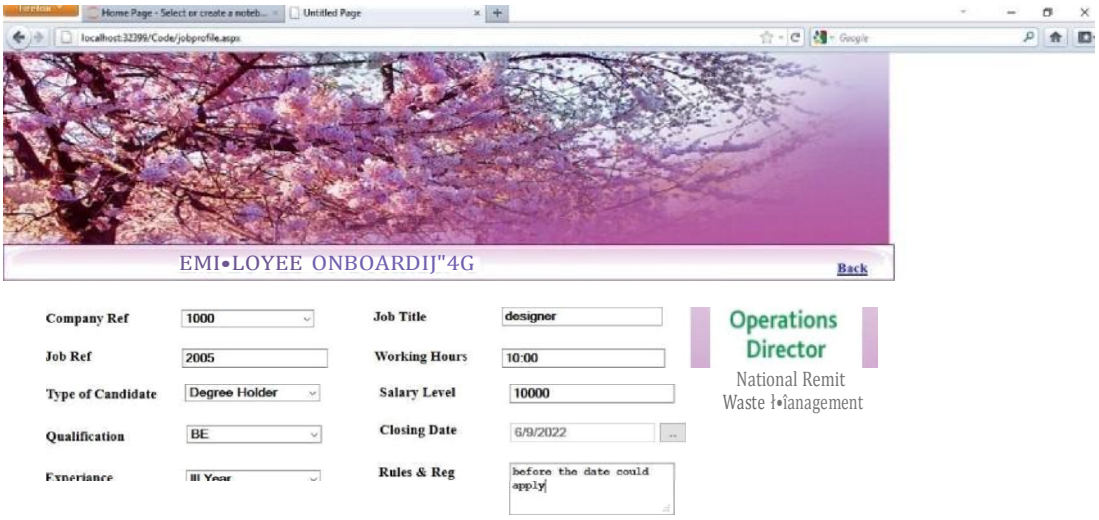
CHAPTER 8

APPENDIX

SCREEN SHOT



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Company Ref
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Job Ref
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Type of Candidate
Degree Holder
Qualification
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Exneriance
Job Title
designer
Working Hours
10:00
Salary Level
10000
Closing Date
6/9/2022
Rules & Reg
before the date could apply
Operations Director
National Remit
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Back


Company Name
SUN Info Tech
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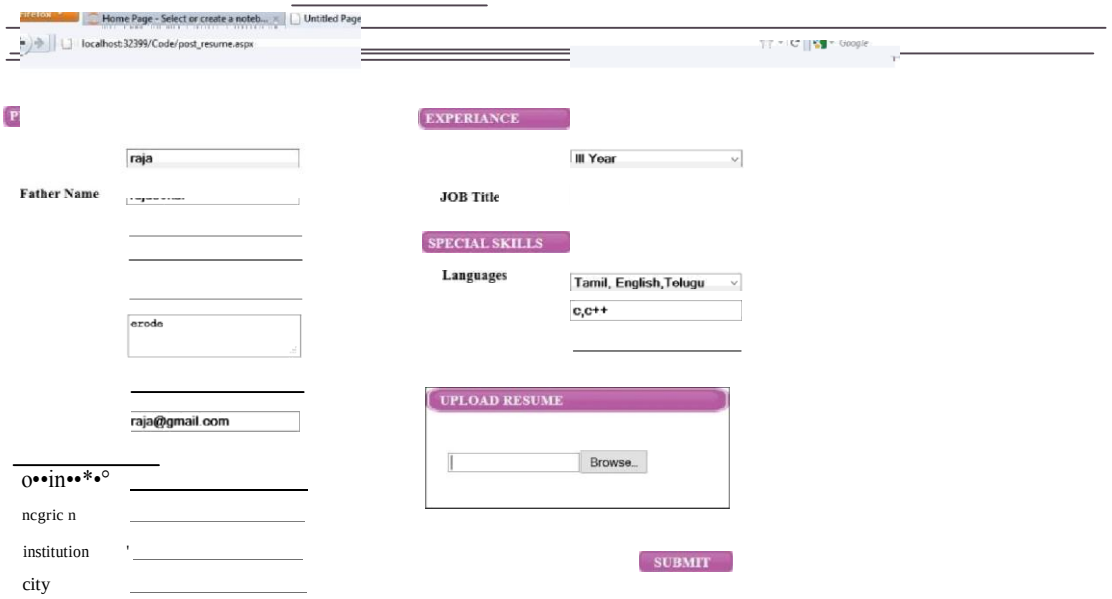
Candidate Type
Degree Holder
Age
25
Qualification
BSc-CS
Experiance
1 Year
Working Hours
09.00 AM to 6.30 PM
Salary Level
>5000
Rules and Regulations
Degree Certificate hold -> 1 Year



	Reference	Candidate Name	Gender	Qualification	Job Title
Online Test Login	4	Uma	Female	BSc-CS	Programmer
Online Test Login	8	Kalai	Female	BSc-CS	Designer
		Saranya			
Online Test Login	10	Lilly	Female	BSc-CS	Programmer
Online Test Login	11	Kathir.k	Male	BSc-CS	Programmer
Online Test Login	12	Manju	Female	BSc-CS	Programmer
Online Test Login	13	AaL+c	Male	BSc-CS	Programmer

SOURCE CODE

```
Partial Class admin

    Inherits System.Web.UI.Page

    Public ref, can_name, gender, qual, job_title As String

    Protected Sub Page_Load(ByVal sender As Object, ByVal e As
    System.EventArgs) Handles Me.Load
LinkButton1.Attributes.Add("onmouseover", "this.style.color='green'")
LinkButton1.Attributes.Add("onmouseout","this.style.color='Blue'")
    LinkButton2.Attributes.Add("onmouseover",
"this.style.color='green'") LinkButton2.Attributes.Add("onmouseout",
"this.style.color='Blue'")
    LinkButton3.Attributes.Add("onmouseover",
"this.style.color='green'") LinkButton3.Attributes.Add("onmouseout",
"this.style.color='Blue'")
    LinkButton4.Attributes.Add("onmouseover",
"this.style.color='green'") LinkButton4.Attributes.Add("onmouseout",
"this.style.color='Blue'")
    LinkButton5.Attributes.Add("onmouseover",
"this.style.color='green'")
LinkButton5.Attributes.Add("onmouseout","this.style.color='Blue'")
    LinkButton6.Attributes.Add("onmouseover",
"this.style.color='green'") LinkButton6.Attributes.Add("onmouseout",
"this.style.color='Blue'")
End Sub

Protected Sub LinkButton7_Click(ByVal sender As Object, ByVal e As
System.EventArgs) HandlesLinkButton7.Click
    ref = Session("ref")

    can_name = Session("can_name")
```

```
    gender = Session("gender")
    qual = Session("qual")

If uname.Text = "Admin" And pswd.Text = "Admin" Then
    Session("log") = "Admin"
    Response.Redirect("default.aspx")
End If
If ref <> "" And can_name <> "" And gender <> "" And qual <> "" And
job_title <> "" Then
    If uname.Text = "Test" A nd pswd.Text = "Test" Then
        Response.Redirect("writ_test.aspx") Session("ref")
        = ref
        Session("can_name") = can_name
        Session("gender") = gender
        Session("qual") = qual

        End If
    End If
End Sub

    Protected Sub LinkButton8_Click(ByVal sender As Object, ByVal e
As System.EventArgs) HandlesLinkButton8.Click
        Session("log") = "User"
        Response.Redirect("default.aspx")
    End Sub
End Class
    Imports System.Data.SqlClient
    Imports System.Net.Mail
Partial Class post_resume
    Inherits System.Web.UI.Page
    Dim imageByte As [Byte]() = Nothing

    Dim con As New SqlConnection("server=DESKTOP-
3H4OORJ\SQLEXPRESS;database=HumanResource;user
id=sa;pwd=sql;")
```

```
    Dim com, com1, com2 As New SqlCommand
    Dim qry, qry1, qry2 As String
    Dim adp, adp1 As New SqlDataAdapter
    Dim ds, ds1 As New Data.DataSet
    Dim dr As SqlDataReaderDim s As String

    Dim var, var1, var2, var3, cref, cname, cno, mid, caddr, rp, ctry, sms
As String
    Protected Sub But_sub_Click(ByVal sender As Object, ByVal e As
System.EventArgs) HandlesBut_sub.Click
    If can_name.Text = "" Or fat_name.Text = "" Or occu.Text = "" Or
gender.Text = "" Or age.Text = ""Or addr.Text = "" Or cont_no.Text =
"" Or mail_id.Text = "" Or qual.Text = "" Or degree.Text = "" Or
institute.Text = "" Or city.Text = "" Or yrs.Text = "" Or comp_skill.Text
= "" Or hobbies.Text = "" Then

        cmd.Text = "Please Fill Empty Fields"s
        = 0
    Else

        s = 1

End If
Dim StrImageContentType As String

    If FileUpload1.HasFile And FileUpload1.PostedFile IsNot Nothing
Then

        Dim file As HttpPostedFile = FileUpload1.PostedFile
        imageByte = New [Byte](file.ContentLength - 1) {}
        StrImageContentType = FileUpload1.PostedFile.ContentType
                file.InputStream.Read(imageByte, 0, file.ContentLength)
    If StrImageContentType = "application/msword" And s = 1 Then
    Dim SqlCommand = New SqlCommand("insert into
post_res(can_name,fat_name,occu,gender,age,addr,cont_no,mail_id,qual
,degree,institution,city,yrs,job_title,lang,comp_skill,hobbies,resume)valu
```

```
es(@can_name,@fat_name,@occu,@gender,@age,@addr,@cont_no,@
mail_id,@qual,@degree,@institution,@city,@yrs,@job_title,@lang,@c
omp_skill,@hobbies,@resume) ", con)
    con.Open()
        SqlCommand.Parameters.AddWithValue("@can_name",
    can_name.Text.Trim())
    SqlCommand.Parameters.AddWithValue("@fat_name",
    fat_name.Text.Trim())
    SqlCommand.Parameters.AddWithValue("@occu",
    occu.Text.Trim())
    SqlCommand.Parameters.AddWithValue("@gender",
    gender.Text.Trim())
    SqlCommand.Parameters.AddWithValue("@age", age.Text.Trim())
    SqlCommand.Parameters.AddWithValue("@addr",
    cont_no.Text.Trim())
    SqlCommand.Parameters.AddWithValue("@mail_id",
    mail_id.Text.Trim())
    SqlCommand.Parameters.AddWithValue("@qual",
    qual.Text.Trim())
    SqlCommand.Parameters.AddWithValue("@degree",
    degree.Text.Trim())
    SqlCommand.Parameters.AddWithValue("@institution",
    institute.Text.Trim())
    SqlCommand.Parameters.AddWithValue("@city", city.Text.Trim())
    SqlCommand.Parameters.AddWithValue("@yrs", yrs.Text.Trim())
    SqlCommand.Parameters.AddWithValue("@job_title",
    job_title.Text.Trim())
    SqlCommand.Parameters.AddWithValue("@lang",
    lang.Text.Trim())
    SqlCommand.Parameters.AddWithValue("@comp_skill",
    comp_skill.Text.Trim())
    SqlCommand.Parameters.AddWithValue("@hobbies",
    hobbies.Text.Trim())
```

```
SqlCommand.Parameters.AddWithValue("@resume", imageByte)
SqlCommand.ExecuteScalar()
con.Close()

cmd.Text = "Your Resume Posted Successfully"

Try

qry1 = "select comp_ref,job_title,work_hrs,age from job_prof where
qual='" + qual.Text + "'and exp='" + yrs.Text + "' and job_title='"
+ job_title.Text + "'"
    com1 = New SqlCommand(qry1, con)
    adp1 = New SqlDataAdapter(com1)
    ds1 = New Data.DataSet
    adp1.Fill(ds1, "job_prof")
    cref  =  ds1.Tables("job_prof").Rows(0)(0)
    var   =   ds1.Tables("job_prof").Rows(0)(1)
    var1  =  ds1.Tables("job_prof").Rows(0)(2)
    var2 = ds1.Tables("job_prof").Rows(0)(3)


    qry                    =                    "select
comp_name,comp_addr,cont_no,mail_id,country,res_per          from
comp_prof wherecomp_ref='" + cref + "'"
    com = New SqlCommand(qry, con)
    adp = New SqlDataAdapter(com) ds
    = New Data.DataSet
    adp.Fill(ds, "comp_prof")

    cname = ds.Tables("comp_prof").Rows(0)(0)
    caddr = ds.Tables("comp_prof").Rows(0)(1)
    cno = ds.Tables("comp_prof").Rows(0)(2)
    Mid = ds.Tables("comp_prof").Rows(0)(3)
    ctry =  ds.Tables("comp_prof").Rows(0)(4) rp
    = ds.Tables("comp_prof").Rows(0)(5)
```

```
    Try
        Dim message As MailMessage = New MailMessage()
        message.From = New MailAddress("testcrisp@gmail.com")
            message.To.Add("testcrisp@gmail.com")

        message.Body = cname & vbCrLf & caddr & vbCrLf & cno &
vbCrLf & mid & "," & vbCrLf & ctry & "," & vbCrLf & "Your Resume
was Verified by Management. Call for Intreview dt is01.01.2010." &
vbCrLf & "Designation:" & var & vbCrLf & "Thank You" & vbCrLf &
rp

        sms = cname & vbCrLf & caddr & vbCrLf & cno & vbCrLf &
mid & "," & vbCrLf & ctry& "," & vbCrLf & "Your Resume was
Verified by Management. Call for Intreview dt is 01.01.2010.      "
& vbCrLf & "Designation:" & var & vbCrLf & "Thank You" & vbCrLf
& rp

        message.Subject = "Intreview Call"
        message.IsBodyHtml = True
        Dim client As SmtpClient = New SmtpClient() '587
        client.Host = "smtp.gmail.com"
        client.Port = 587
        client.Credentials = New
System.Net.NetworkCredential("testcrisp@gmail.com","9095118988")

        client.EnableSsl = True
        client.Send(message)
        qry2 = "update post_res set status='" + "Mail Sended" + "' where
can_name='" + can_name.Text + "' and fat_name='" + fat_name.Text + "'
and mail_id='" + mail_id.Text + "'"
        com2 = New SqlCommand(qry2, con)
        con.Open()
        com2.ExecuteScalar()
        con.Close()
        cmd.Text = "Mail Send" 'System.Diagnostics.Pro 'Sending SMS
        Catch ex As Exception MsgBox
```

```
            (ex.Message)
        End Try

    Catch ex As Exception

        qry2 = "update post_res set status='" + "Mail Not Sended" + "'
where can_name='" + can_name.Text + "' and fat_name='" +
fat_name.Text + "' and mail_id='" + mail_id.Text + "'"
        com2 = New SqlCommand(qry2, con)
        con.Open()
        com2.ExecuteScalar()
        con.Close()
    End Try
```