//Question 3

Business entities and business operations needed while developing the case study as a solution for employee recruitment system Software Requirement Specification

Business Entities:

Organization: Represents the organization for which the recruitment system is developed. It includes information such as the company name, address, industry, size, and other relevant details.

Job Position: Represents a specific role or position within the organization that needs to be filled. It includes details such as job title, department, responsibilities, required qualifications, and any other job-specific information.

Candidate: Represents individuals who are applying for the job positions within the organization. It includes details such as name, contact information, resume/CV, skills, experience, and other relevant information.

HR (Human Resources): Represents the HR department or the individuals responsible for managing the recruitment process. It includes details such as HR personnel names, contact information, responsibilities, and any other relevant information.

Hiring Manager: Represents the individual or department within the organization responsible for making the final decision on hiring candidates for specific positions. It includes details such as the hiring manager's name, contact information, and any other relevant details.

Business Operations-

Job Posting: The operation of creating and publishing job postings or vacancies for various positions within the organization. It involves specifying the job details, required qualifications, responsibilities, and other relevant information.

Application Submission: The operation of candidates submitting their applications for specific job positions. It includes providing their personal information, uploading their resumes/CVs, and any other required documentation.

Resume Screening: The operation of reviewing and evaluating the submitted resumes/CVs to shortlist candidates who meet the initial requirements for a particular job position.

Interview Scheduling: The operation of arranging and scheduling interviews with shortlisted candidates. It involves coordinating availability, sending interview invitations, and managing the interview schedule.

Interviewing: The operation of conducting interviews with candidates, which may include different rounds such as phone interviews, video interviews, and in-person interviews. It involves assessing candidates' qualifications, skills, and suitability for the job position.

Candidate Evaluation: The operation of evaluating candidates based on their performance in interviews, assessing their qualifications and experience, and comparing them against the job requirements.

Decision Making: The operation of making final decisions on hiring candidates for specific positions. It involves the hiring manager reviewing candidate evaluations and determining the most suitable candidate(s) for the job.

Onboarding: The operation of welcoming and integrating the newly hired employee into the organization. It includes activities such as completing paperwork, providing orientation and training, and setting up necessary accounts and access.