LITERATURE SURVEY FOR CAMPUS RECRUITMENT SYSTEM

INTRODUCTION

Recruitment is one of the major functions of HRM. It helps the manager to attract and select best candidates for the organization. Parry & Wilson (2009) stated that "recruitment includes those practices and activities carried out by the organization with the primary purpose of identifying and attracting potential employees". As success of service sector as in case of civil aviation industry depends upon the human capital, recruitment & selection of the right people into the service business is crucial to achieve organizational success (Zheng, 2009). Raymond J. Stone (2005) in the fifth edition of his book Human Resource Management defines recruitment as the process of 'seeking and attracting a pool of applicants from which qualified candidates for job vacancies within an organization can be selected.' According to Edwin B. Flippo, "Recruitment is the process of searching the candidates for employment and stimulating them to apply for jobs in the organization". (1979) Recruitment is an activity that links the employers and the job seekers. So we can say that recruitment is a process of finding and attracting capable applicants for 19 employment. The process begins when new recruits are sought and ends when their applications are submitted. The result is a pool of applications from which new employees are selected. In simple terms, recruitment is understood as the process of searching for and obtaining applicants for jobs, from among whom the right people can be selected. Though, theoretically, recruitment process is said to end with the receipt of applications, in practice the activity extends to the screening of applications so as to eliminate those who are not qualified for the job.

LITERATURE REVIEW

The condition of the labor market plays a big role in determining the recruitment sources for the organization. During periods of high unemployment, organizations may be able to maintain an adequate supply of qualified applicants from unsolicited resumes alone. A tight labor market, one with low unemployment, may force the employer to advertize heavily and/or seek assistance from local employment agencies. (Snell, 2012) Labour-market conditions in a local area are of primary importance in recruiting for most non-managerial, supervisory and middle-management positions. (Mandy, 1981) However, so far as recruitment for executive and professional positions is concerned, conditions of all India market are important. 20 Another external factor is political and legal considerations. Reservation of jobs for SCs, STs, minorities, and OBCs is a political

decision. There is a strong case for giving preference to people hailing from less-advantaged sections of the society. Reservation has been accepted as inevitable by all sections of the society. The Supreme Court also has agreed upon 50 percent reservation of seats and jobs. In India, we have central and state acts dealing with labour. They cover working conditions, compensation, retirement benefits, and safety and health of employees in industrial establishments. There are acts which deal with recruitment and selection. We have the Employment Exchange (Compulsory Notification of Vacancies) Act, 1959, which mandates that employers (industrial establishments employing 25 workers each and above) must notify the vacant positions to the employment exchanges. The Apprentices Act 1961, the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979, the Factories Act, 1948, and the Mines Act, 1952 also deal with recruitment. Above all these, we have the Constitution which prohibits discrimination in matters of employment and also provides for protective discrimination to the less-priviledged sections of the society. Preferences to sons of the soil is another political factor. Political leaders clamour that preferences must be given to the people of their respective states in matters of employment. The employment brand of the organization also matters in attracting large number of job seekers. Blue chip companies attract large number of applications. Often, it is not 21 the money that is important. It is the perception of the job seekers about the company that matters in attracting qualified prospective employees.

Online Campus Recruitment System Strategies

A major internal factor that can determine the success of the recruiting program is whether or not the company engages in Human Resource Planning. In most cases, a company cannot attract prospective employees in sufficient numbers and with required skills overnight. It takes time to examine the alternatives regarding the appropriate sources of recruits and the most productive methods for obtaining them. Once the best alternatives have been identified, recruiting plans may be made. (Mandy, 1981) Effective HRP greatly facilitates the recruiting efforts. Size is another internal factor having its influence on the recruiting process. An organization with one hundred thousand employees will find recruiting less problematic than an organization with just one hundred employees. Cost of recruiting is yet another internal factor that has to be considered. Recruiting costs are calculated per new hire and the figure is considerable now-a-days. Recruiters must, therefore, operate within budgets. Careful HRP and forethought by recruiters

can minimize recruitment costs. One cost saving measure, for instance, is recruiting for multiple job openings simultaneously. The best solution is to use proactive personnel practices to reduce employee turnover, thus, minimizing the need for recruiting. Evaluating the quality, quantity and costs of recruitment helps ensure that it is efficient and cost-effective. (Werther, 1993) Finally, an organization registering growth and expansion will have more recruiting on hand than the one which finds its fortunes declining

- **ONLINE Fundraising**

There can be no doubt anymore about the importance of charities having an online strategy and raising funds online. Most surveys and research show that nearly all charities have some sort of online presence, and the remaining few that don't are well on their way to being there. The question for most charities now regarding online fundraising isn't whether to be online, but rather relate to the quality of their online presence, their own expectations about being online, and how they continue to remain relevant for their donors. And these issues are all connected. Make it easy for people to donate when they are visiting your website It is crucial to have a "donate now" button on your website — not just on the home page, but on all pages of the site. The button should take the visitor directly to a page where they can make a donation. The more clicks on the way to make a gift, the less likely a person will be to follow through with their intention to give. A direct link from your home page makes giving easy. If your site has a navigation menu (a list of options, usually near the top or along the left side of the page), adding a "donate now" button will ensure that supporters are only one click away from making a gift at any time, no matter what page of your site they are visiting. Tip Two: Drive traffic to your website, and give visitors good reasons to go there As you begin to drive traffic to your website, you will want to make sure it is kept interesting, accurate, and most important, current — this will add to the enticement for a visitor to give, not just once, but perhaps whenever they visit the site. The tips that follow offer some initial ideas, but driving people to your site requires constant creativity. As well, it requires knowing your public. Your offline work in getting to know your current and potential supporters can help you decide what website content would be useful or interesting to them.

EXISTING SYSTEM:

As stated earlier, recruitment refers to the process of identifying and attracting job seekers so as to build a pool of qualified job applicants. The process comprises of five interrelated stages: (i) planning, (ii) strategy development, (iii) searching, (iv) screening, and (v) Evaluation and control. The ideal recruitment program is the one that attracts a relatively large number of qualified applicants who will survive the screening process and accept positions with the organization when offered. Recruitment program can miss the ideal in many ways: by failing to attract an adequate applicant pool, by under/over selling the organization, or by inadequately screening applicants before they enter the selection process. (Heneman, 1986) Thus, to approach the ideal, individuals responsible for recruitment process must know how many and what types of employees are needed, where and how to look for individuals with the appropriate qualifications and interests, what inducements to use or avoid for various types of applicants groups, how to distinguish applicants who are under qualified from those who have a reasonable chance of success, and how to evaluate their work.

ADVANTAGES Of PROPOSED SYSTEM

● Companies find employees faster.

● Companies reach more candidates by “casting a wider net,” which results in finding better people.

● The life of the recruitment ad is much longer than paper-based ads. Also, the ad can be changed any time.

● Intelligent systems, such as Resumix.com, can evaluate resumes reducing the number of potential candidates found on the Internet to a manageable number.

● Recruiting costs are significantly lower with online recruitment.

● Companies can post very detailed descriptions of the available jobs as well as answers to FAQs. This additional information attracts more applicants and saves time for recruitment personnel.

● Applications can be made electronically, saving data entry time and reducing errors.

DISADVANTAGES OF PREVIOUS SYSTEM:

- Companies cannot reach job seekers who are not on the Web
- It is not useful for jobs for which the relevant labor market is local.
- The competition for candidates increases, since it is easy for other companies to find the same candidates.
- Lot of resumes online are overstating qualifications, while others may not express the real value of a candidate. Thus, on one hand the company may waste time to meet a poor candidate but not give an interview to a good one.

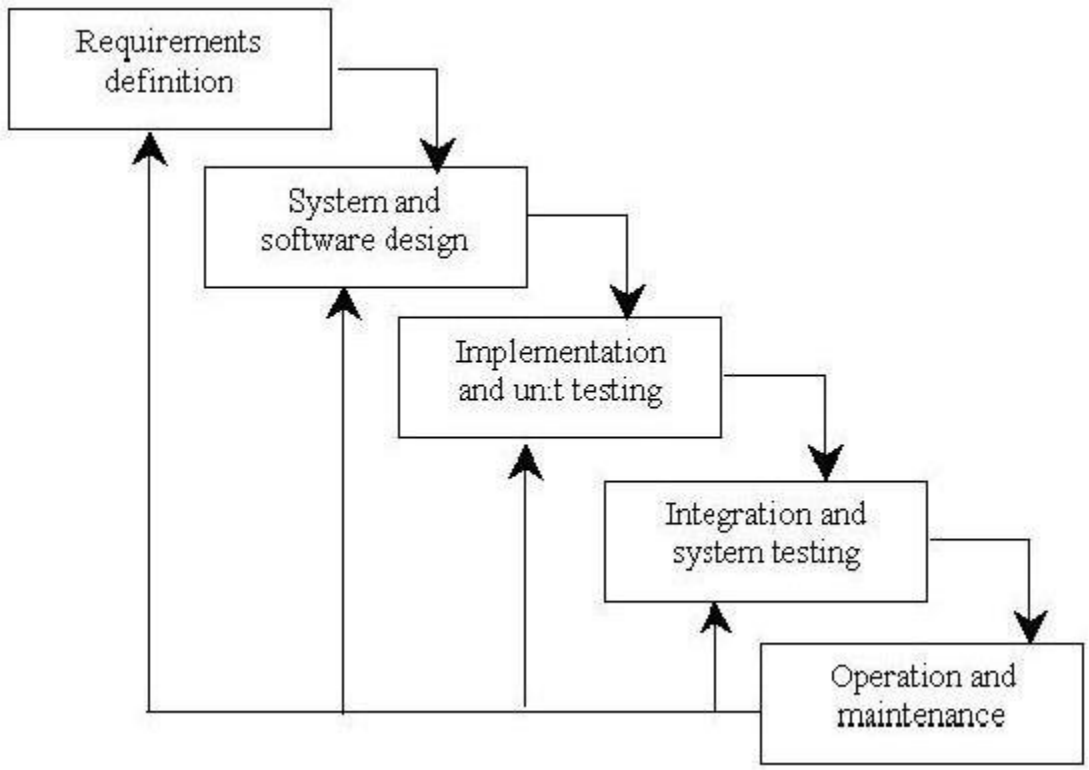
PROPOSED SYSTEM

Every company should understand that people are their best commodity. Without qualified people who are good at what they do, any company would be in serious trouble. In the long run, the retention of existing employees saves companies money. Studies have found that the cost of replacing lost talent is 70 to 200 percent of that employee's annual salary. There are advertising and recruiting expenses, orientation and training of the new employee, decreased productivity until the new employee is up to speed, and loss of customers who were loyal to the departing employee. Finding, recruiting, and training the best employees represents a major investment. Once a company has captured talented people, the return-on-investment requires closing the back door to prevent them from walking out. (Kaye et al, 2000) When an employee leaves a company for a direct competitor, there is always a chance that he will take important business strategies and secrets with him to be explained by the competition. This is yet another reason why the retention of employees is so crucial to some businesses. While this practice seems a bit unscrupulous, it stills happens quite frequently. As Bill Leonard stated in HR Magazine: "Because employers know that the best-qualified applicants will come directly from competitors, recruiting and hiring employees away from mother of inventive and sometimes controversial business practices. Recruiting and hiring from your competitors is probably as old as business itself. But what is new—and a hot 91 topic among employers – is how to attract and retain qualified candidates in a highly competitive labor market while also preventing their own intellectual capital from winding up in the hands of competitors". (Bill, 2001) One way for a company to prevent employees from giving valuable information to competitors is to make it a policy to enforce strict confidentiality agreements amongst its employees. The existence of such

agreements could in fact deter a competitor from hiring a valuable employee because they might not want to risk possible legal entanglements with the other company. Of course, all this could possibly lead to animosity with the employee who could feel that his or her options are being limited. Many employees don't always remember signing such a document, so a copy of it should always be kept on file for the employee to refer to. This area could prove to be a highly sensitive one between employer and employee, so extreme caution is suggested in all instances. Many times, customers and clients do business with a company in part because of the people. Relationships are developed that encourage continued sponsorship of the business. When an employee leaves, the relationships that employee built for the company are severed, which could lead to potential customer loss.

METHODS

- **WATERFALL MODEL**



a) **Requirement Analysis & Definition:** This phase is focused on possible requirements of the system for the development are captured. Requirements are gathered subsequent to the end user consultation.

b) **System & Software Design:** Prior to beginning the actual coding, it is inevitable to understand what actions are to be taken and what they should like. The requirement specifications are studied in detail in this phase and the design of the system is prepared. The design specifications are the base for the implementation and unit testing model phase.

c) **Implementation & Unit Testing:** Subsequent to receiving the system design documents, the work is shared into various modules and the real coding is commenced. The system is developed into small coding units. These units are later integrated in the subsequent phase. Every unit is tested for its functionality.

d) **Integration & System Testing:** The modules that are divided into units are integrated into a complete system and tested for proper coordination among modules and system behaves as per the specifications. Once the testing is completed, the software product is delivered to the customer.

e) **Operations & Maintenance:** It is a never ending phase. Once the system is running in production environment, problems come up. The issues that are related to the system are solved only after deployment of the system. The problems arise from time to time and need to be solved; hence this phase is referred as maintenance.
Unlike the waterfall model, the phased model is suitable if the work can be grouped into separate units and delivered in steps rather than everything once and together, by different teams. Consider a system that consists of 4 subsystems, each being developed by a separate team. In the end all the 4 subsystems make up one complete system, giving the flexibility of breaking the system down in 4 parts and allowing each being developed separately. It's more like a collection of mini projects run by different teams approach.

➢ TECHNOLOGY SURVEY

- **WHY .NET IS USED?**

The .Net Framework provides the necessary compile time and run-time foundation to build and run any language that conforms to the Common Language Specification (CLS).The main two components of .Net Framework are Common Language Runtime (CLR) and .Net Framework Class Library (FCL).

The Common Language Runtime (CLR) is the runtime environment of the .Net Framework that executes and manages all running code like a Virtual Machine. The .Net Framework Class Library (FCL) is a huge collection of language-independent and type-safe reusable classes. The .Net Framework Class Libraries (FCL) is arranged into a logical grouping according to their functionality and usability is called Namespaces. The Common Language Runtime (CLR) uses metadata to locate and load classes, generate native code, provide security, and execute Managed Code. Both Microsoft Intermediate Language (MSIL) and Metadata assembled together are known as Portable Executable (PE) file. Portable Executable (PE) is supposed to be portable across all 32-bit operating systems by Microsoft .Net Framework.

Microsoft .Net Languages Source Code is compiled into Microsoft Intermediate Language (MSIL). MSIL we can call it as Intermediate Language (IL) or Common Intermediate Language (CIL). Microsoft Intermediate Language (MSIL) is a CPU independent set of instructions that can be converted to the native code. Metadata also created in the course of compile time with Microsoft Intermediate Language (MSIL) and stored it with the compiled code. Metadata is completely self-describing. Metadata is stored in a file called Manifest, and it contains information about the members, types, references and all the other data that the Common Language Runtime (CLR) needs for execution.

During the runtime the Common Language Runtime (CLR)'s Just in Time (JIT) compiler converts the Microsoft Intermediate Language (MSIL) code into native code to the Operating System. The native code is Operating System independent and this code is known as Managed Code, that is, the language's functionality is managed by the .NET Framework. The Common Language Runtime (CLR) provides various Just In Time (JIT) compilers, and each works on a different architecture depends on Operating Systems, that means the same Microsoft Intermediate Language (MSIL) can be executed on different Operating Systems.

With the help of its versatile and dynamic library it ensures top level security and rapid development at the same time. .NET is language neutral. The three most common languages in .NET are C#, Visual Basic, and Delphi. But many others exist for .NET as well, including FORTRAN, Smalltalk, and others. But .NET is more than just language neutral. The .NET framework is a great choice when it comes to deliver multiple web based applications as per the latest market trends. It makes complex application looks easier and enables development of both web based and desktop based application in a much better and faster way. .NET brings all the languages together through its CLR (Common Language Runtime) and CTS (Common Type System). The CLR and CTS allow all the languages to use assemblies produced by other languages as if they were produced by the same language. There is no more awkward translation of parameter types, calling conventions, or naming conventions. Now, C# users can use all code produced by Delphi programmers, Visual Basic users can use all code produced by C# developers, and any combination of languages. Some beneficial use of .NET framework:

- ✓ It significantly decreases the quantity of code necessary in large web applications which are developed in .NET framework.
- ✓ Web applications developed in ASP.NET are secure as Windows confirmation and configuration can be attained for every application.
- ✓ This development provides WYSIWYG (What You See Is What You Get).
- ✓ It provides server controls and blueprints with capability of drag and drop and involuntary operation.
- ✓ HTML code and source code are separated so changes can be done easily inASP.NET framework.

- **ASP.NET:**

ASP.NET is an open-source server-side web application framework designed for web development to produce dynamic web pages. It was developed by Microsoft to allow programmers to build dynamic web sites, web applications and web services. ASP.NET is built on the Common Language Runtime (CLR), allowing programmers to write ASP.NET code using any supported .NET language. The ASP.NET SOAP extension framework allows

ASP.NET components to process SOAP messages. ASP.NET's successor is ASP.NET Core. It is a re-implementation of ASP.NET as a modular web framework, together with other frameworks like Entity Framework. The new framework uses the new open-source .NET Compiler Platform and is cross platform. ASP.NET MVC, ASP.NET Web API, and ASP.NET Web Pages.

ASP.NET Web pages, known officially as Web Forms, are the main building blocks for application development in ASP.NET. There are two basic methodologies for Web Forms, a web application format and a web site format. Web applications need to be compiled before deployment, while a web sites structure allows the user to copy the files directly to the server without prior compilation. Web forms are contained in files with a ".aspx" extension; these files typically contain static (X)HTML markup or component markup. The component markup can include server-side Web Controls and User Controls that have been defined in the framework or the web page.

Disadvantages of C Language:

- C language has no run time checking mechanism.
- It does not support Object Oriented Programming features.
- It has no strict type checking.
- It does not support exception handling.

Disadvantages of C++:

- It is not pure object oriented programming language.
- It is a Platform dependent
- C++ does not give excellent graphics as compare to java.
- It is not case sensitive.
- C++ has less features as compared to Java& C#.
- It is not applicable in web environment.
- Does not provide very strong type-checking.
- C++ code is easily prone to errors related to data types, their conversions.

- Does not provide efficient means for garbage collection.
- No built in support for threads.

Disadvantages of java:

- Slow performance
- No support for low-level programming
- Poor features in GUI
- No control over garbage collection

.NET provides solution to all the above mentioned problems.

• INTRODUCTION TO C#

With the introduction of the .NET framework, Microsoft included a new language called C# (pronounced C Sharp). C# is designed to be a simple, modern, general-purpose, object-oriented programming language, borrowing key concepts from several other languages, most notably Java.

C# could theoretically be compiled to machine code, but in real life, it's always used in combination with the .NET framework. Therefore, applications written in C#, requires the .NET framework to be installed on the computer running the application. While the .NET framework makes it possible to use a wide range of languages, C# is sometimes referred to as THE .NET language, perhaps because it was designed together with the framework.

C# is an Object Oriented language and does not offer global variables or functions. Everything is wrapped in classes, even simple types like int and string, which inherits from the System. Object class.

C# is intended to be the premier language for writing NGWS (Next Generation Windows Services) applications in the enterprise computing space. The programming language C# derives from C and C++; however, it is modern, simple, entirely object-oriented, and type-safe. If you are a C/C++ programmer, your learning curve will be flat.

Contributing to the ease of use is the elimination of certain features of C++: no more macros, no templates, and no multiple inheritances. The aforementioned features create more problems than they provide benefit—especially for enterprise developers.

New features for added convenience are strict type safety, versioning, garbage collection, and many more. All these features are targeted at developing component-oriented software. Although you don't have the sheer power of C++, you become more productive faster. C# based on key points in the following sections:

- Simple
- Modern
- Object-oriented
- Type-safe
- Versionable
- Compatible
- Flexible

- **ADO.NET – DATABASE CONNECTIVITY**

ADO.NET provides a bridge between the front end controls and the back end database. The ADO.NET objects encapsulate all the data access operations and the controls interact with these objects to display data, thus hiding the details of movement of data.

ADO.NET is an object-oriented set of libraries that allows you to interact with data sources. Commonly, the data source is a database, but it could also be a text file, an Excel spreadsheet, or an XML file. For the purposes of this tutorial, we will look at ADO.NET as a way to interact with a data base.

As you are probably aware, there are many different types of databases available. For example, there is Microsoft SQL Server, Microsoft Access, Oracle, Borland Interbase, and IBM DB2, just to name a few.

We know that ADO.NET allows us to interact with different types of data sources and different types of databases. However, there isn't a single set of classes that allow you to accomplish this universally. Since different data sources expose different protocols, we need a way to communicate with the right data source using the right protocol Some older data sources use the ODBC protocol, many newer data sources use the OleDb protocol, and there are more data sources every day that allow you to communicate with them directly through .NET ADO.NET class libraries.

ADO.NET provides a relatively common way to interact with data sources, but comes in different sets of libraries for each way you can talk to a data source. These libraries are called Data Providers and are usually named for the protocol or data source type they allow you to interact with.

- **INTRODUCTION TO SQL SERVER**

SQL stands for Structured Query Language. SQL is used to communicate with a database. According to ANSI (American National Standards Institute), it is the standard language for relational database management systems. SQL statements are used to perform tasks such as update data on a database, or retrieve data from a database. Some common relational database management systems that use SQL are: Oracle, Sybase, Microsoft SQL Server, Access, Ingres, etc. Although most database systems use SQL, most of them also have their own additional proprietary extensions that are usually only used on their system. However, the standard SQL commands such as "Select", "Insert", "Update", "Delete", "Create", and "Drop" can be used to accomplish almost everything that one needs to do with a database.

A database is one or more lists of values. A computer database is one whose values are stored in a computer medium such as a hard disk. A desktop database is one that is used in one computer. A client/server database is a database that is stored in one computer named a server and other computers named clients connect to the server to access and use the database. Microsoft SQL Server is an application used to create computer databases for the Microsoft Windows family of server operating systems. Microsoft SQL Server provides an environment used to generate databases that can be accessed from workstations, the Internet, or other media such as a personal digital assistant (PDA).

Microsoft SQL Server is a relational database management system developed by Microsoft. As a database, it is a software product whose primary function is to store and retrieve data as requested by other software applications, be it those on the same computer or those running on another computer across a network (including the Internet). There are at least a dozen different editions of Microsoft SQL Server aimed at different audiences and for workloads ranging from small single-machine applications to large Internet-facing applications with many concurrent users. Its primary query languages are T-SQL and ANSI SQL.

- **INTERNET INFORMATION SERVER (IIS)**

Internet Information Services (IIS, formerly Internet Information Server) is an extensible web server created by Microsoft for use with Windows NT family. IIS supports HTTP, HTTPS, FTP, FTPS, SMTP and NNTP. It has been an integral part of the Windows NT family since Windows NT 4.0, though it may be absent from some editions (e.g. Windows XP Home edition). IIS is not turned on by default when Windows is installed. The IIS Manager is accessed through the Microsoft Management Console or Administrative Tools in the Control Panel. These modules are individual features that the server uses to process requests and include the following:

- ✓ **Security modules**: Used to perform many tasks related to security in the request-processing pipeline, such as specifying authentication schemes, performing URL authorization, and filtering requests.
- ✓ **Content modules**: Used to perform tasks related to content in the request-processing pipeline, such as processing requests for static files, returning a default page when a client does not specify a resource in a request, and listing the contents of a directory.
- ✓ **Compression modules**: Used to perform tasks related to compression in the request-processing pipeline, such as compressing responses, applying Gzip compression transfer coding to responses, and performing pre-compression of static content.
- ✓ **Caching modules**: Used to perform tasks related to caching in the request-processing pipeline, such as storing processed information in memory on the server and using cached content in subsequent requests for the same resource.

- ✓ **Logging and Diagnostics modules**: Used to perform tasks related to logging and diagnostics in the request-processing pipeline, such as passing information and processing status to HTTP. sys for logging, reporting events, and tracking requests currently executing in worker processes.

REFERENCES

[1] The focus of organizations must be on how to provide better jobs with great working conditions to retain employees. (Lennart Levi, 2002) Milory (2004)

[2] CareerBuilder research based on CareerBuilder data found that companies with a strong employment brand attract at least 3.5 times more applications per job posting than other companies in the same industry. Employment branding reduces the turnover rate among top performers and increase overall workforce satisfaction. (Dzurilla, 2008)
System http://www.clinictools.org

[3] The Indian Aviation Sector has witnessed tremendous growth in the recent past which is driven by sound demographic, macro-economic, government aided reforms and market dynamics. The three fold increase in consumerism, rising disposable income, booming aviation sector, burgeoning middle class, increasing business travel, government reforms, entry of low cost carriers, increasing competition, etc. have positioned Indian Aviation Sector in a high growth trajectory. (Shah, 2007)

FEASIBILITY STUDY

As the name implies, a feasibility study is an analysis of the viability of an idea. The feasibility study focuses on helping answer the essential question of "should we proceed with the proposed project idea?" All activities of the study are directed toward helping answer this question. Feasibility studies can be used in many ways but primarily focus on proposed business ventures. Farmers and others with a business idea should conduct a feasibility study to determine the viability of their idea before proceeding with the development of a business.

Feasibility studies allow companies to determine and organize all of the necessary details to make a business work. A feasibility study helps identify logistical problems, and nearly all

business-related problems, along with the solutions to alleviate them. Feasibility studies can also lead to the development of marketing strategies.

AREAS OF PROJECT FEASIBILITY

- **TECHNICAL FEASIBILITY**

Lays out details on how a good or service will be delivered, which includes transportation, business location, technology needed, materials and labor.

- **ECONOMIC FEASIBILITY**

A projection of the amount of funding or startup capital needed what sources of capital can and will be used, and what kind of return can be expected on the investment.

- **OPERATIONAL FEASIBILITY**

Operational feasibility is a measure of how well a proposed system solves the problems, and takes advantage of the opportunities identified during scope definition and how it satisfies the requirements identified in the requirements analysis phase of system development.

BENEFITS OF CONDUCTING FEASIBILITY STUDY

The feasibility report will look at how a certain proposal can work in a long-term basis or endure financial risks that may come. It is also helpful in recognizing potential cash flow. Another important purpose is that it helps planners focus on the project and narrow down the possibilities. Accordingly, a feasibility study can provide reasons not to pursue the said project or proposal. When it comes to the operational aspect, the analysis determines whether the plan has the necessary resources for it to be practicable.

The second part of a good feasibility study should focus on the proposed plan of action and provide a detailed estimate of its costs and benefits. In some cases, a feasibility study may lead to determine that the company could achieve the same benefits through easier or cheaper means.

SOFTWARE REQUIREMENT SPECIFICATION

INTRODUCTION

Charitable Trust is making an important contribution towards strengthening the identity and visibility of internal migrant workers and their families. The trust is based on non-profit focused on community development and capacity building within the local migrant and low-socioeconomic community. Their mission is to ensure a sustainable living environment for migrant and poor families through the provision of categories such as: nutrition, education, health, vocational and life skills training and counseling services. The trust aims to facilitate the creation of an ecosystem to flourish within their adoptive, by leveraging experience in the areas of preservation & strengthening. Admin and member can track the donation status by employee id.

SCOPE

The study reveals the relative importance of asking donors through a charity's website. The single most important take-away from this study is that it is vital for charitable organizations to ensure they have created an easy and effective online giving experience for donors because they are increasingly giving through a charity's website.

GLOSSARY

SQL: Structured query language

Admin: The one who is responsible to manage the entire application called as administrator or admin.

USER REQUIREMENT

The definition for a non-functional requirement is that it essentially specifies how the system should behave and that it is a constraint upon the systems behavior. One could also think of non-functional requirements as quality attributes for of a system.

Modifiability

Requirements about the effort required to make changes in the software. Often, the measurement is personnel effort (person- months).

Portability

The effort required to move the software to a different target platform. The measurement is most commonly person-months or % of modules that need changing.

Reliability

Requirements about how often the software fails. The measurement is often expressed in MTBF (mean time between failures). The definition of a failure must be clear. Also, don't confuse reliability with availability which is quite a different kind of requirement. Be sure to specify the consequences of software failure, how to protect from failure, a strategy for error detection, and a strategy for correction.

Security

One or more requirements about protection of your system and its data. The measurement can be expressed in a variety of ways (effort, skill level, time) to break into the system. Do not discuss solutions (e.g. passwords) in a requirements document.

Usability

Requirements about how difficult it will be to learn and operate the system. The requirements are often expressed in learning time or similar metrics.

SYSTEM REQUIREMENT

The system contains few actors such as:

- **Admin**
- **Student**
- **Visitor**

❖ FUNCTIONAL REQUIREMENT

ADMIN MODULES:

- **Add Student:** Students Registered by admin
- **Add Company:** Companies added and managed by the admin
- **Update Campus Training Timings:** added by the admin such placement class timings.
- **Change Password:** Admin Login Password

STUDENTS MODULES

- **Profile updating:** The profile of Student can be updated
- **View list of Company details:** Student can view the list of Companies
- **View Campus Training Classes :** Timings of Placement classes
- **Give Feed Back:** Write feedback
- **Campus Registration:** Students campus Registration
- **Change Password:** Students login password

❖NON-FUNCTIONAL REQUIREMENT

Non-functional requirements describe how the system works**,** while functional requirements describe what the system should do**.** The definition for a non-functional requirement is that it essentially specifies how the system should behave and that it is a constraint upon the systems behavior. One could also think of non-functional requirements as quality attributes for of a system.

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