

# SYSTEM STUDY

**Date:** 04/09/2023

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## **Project Overview:**

The Project entitled “Employee Recruitment System” aims at narrowing the gap between employer and jobseekers. It is designed to facilitate the entire recruitment process, from job posting to candidate selection offering a seamless experience for both employers (recruiters) and job seekers (candidates) and provides administrators with tools to manage the system efficiently.

## **To What Extent the System is Proposed For:**

The proposed system is primarily proposed for both jobseekers and recruiters within organizations. It aims to empower job seekers to discover, apply for, excel in their desired career opportunities and assist recruiters to make the hiring process efficient and transparent reducing time and effort.

## **Specify the Viewers/Public Involved in the System:**

The viewers/public involved in the system include administrators, jobseekers, recruiters.

List of Modules Included in the System:

- a) Administrator Module
- b) Candidate Module
- c) Recruiter Module

## **Identify the Users in Your Project:**

Admin

Recruiters

Candidates

**Who Owns the System?:**

The system is owned by an individual or a group of entrepreneurs who may create and own a job portal as a business venture.

**System is Related to Which Firm/Industry/Organization?:**

The system is related to the Human Resources industry and it serves as a platform that connects job seekers (candidates) with employers and organizations (recruiters) to facilitate the hiring process.

**Details of Person or resources contacted for Data Collection?**

Job Boards and Websites

Social Media and Professional Networks

Third-Party Data Providers

Open Forums

**Questionnaire to Collect Details About the Project:**

**Q: What challenges are you currently facing in your recruitment firm that this system aims to address?**

**A:** Our current recruitment process is time-consuming and lacks efficiency. We struggle with managing a large volume of candidate applications, coordinating with clients, and ensuring a seamless interview process. Additionally, tracking candidate progress and maintaining a centralized database has proven challenging.

**Q: How is user authentication and authorization currently managed within your recruitment operations?**

**A:** User authentication primarily relies on username and password credentials. We must ensure secure user authentication by utilizing Django's built-in authentication system and security best practices to safeguard user data.

**Q: Could you describe the types of services and job listings you offer, and how are they currently managed?**

**A:** We offer a range of recruitment services across various industries. Currently, these services are managed through spreadsheets, email communication, and manual documentation. There is a need for a centralized system in handling a large number of users, job postings, and concurrent activities without compromising system performance.

**Q: How do you currently monitor the performance of your recruitment operations, including candidate placements and client satisfaction?**

**A:** Performance monitoring is currently decentralized, making it challenging to assess the overall effectiveness of our recruitment efforts. We lack a centralized dashboard for real-time insights. The system aims at implementing a rating and review system with moderation functionalities to ensure the authenticity and fairness of reviews

**Q: Are there any machine learning modules or features you envision for this recruitment system?**

**A:** While not a central focus, we see potential for machine learning modules to enhance candidate matching and recommendation capabilities, improving the efficiency of our recruitment process such as Resume tracking, Job Recommendations, etc.

**Q: What is the expected timeline for implementing the recruitment system?**

**A:** We anticipate that the implementation of the recruitment system will take around 8-10 months.

**Q: What budget considerations are there for this project?**

**A:** We have allocated a budget that includes software development costs, hardware infrastructure, premium softwares and tools, licenses and ongoing operational expenses.

**Q: Do you have any specific security and privacy requirements for candidate and client data, ensuring compliance with data protection regulations?**

**A:** Yes, we have powerful security and privacy requirements to protect candidate and client data, including encryption, access controls, and compliance with relevant data protection regulations.

**Q: Are there any existing software or systems that need to be integrated with this recruitment system?**

**A:** Yes, we have existing systems for HR management and client relationship management that need to be integrated with the new recruitment system for seamless data exchange and efficiency.

## **Feasibility Study:**

A feasibility study is the cornerstone of any significant project, and the development of a project is no exception. It is a rigorous and systematic examination of the proposed project, assessing various dimensions that collectively determine its viability and potential for success.

- ❖ Technical feasibility
- ❖ Economic feasibility
- ❖ Operational feasibility

### **Technical feasibility:**

Technical feasibility involves study to establish the technical capability of the system being created to accomplish all requirements to the user. The system should be capable of handling the proposed volume of data and provide users and operating environment to increase their efficiency. This aspect evaluates whether an organization possesses the technical capabilities and infrastructure required to develop and maintain the system. It considers factors such as software development tools, hardware, and database management. It encompasses several key aspects that are crucial for the successful development and deployment of the system such as Infrastructure Assessment, compatibility, scalability, data security and privacy.

### **Economic Feasibility:**

Economic feasibility is the pragmatic evaluation of the financial aspects associated with developing and maintaining the system. The financial aspect examines the costs associated with system development, implementation, and long-term operation. It factors in initial development costs, software licensing fees, hardware procurement, and ongoing expenses like maintenance and support. By calculating potential return on investment (ROI), organizations can gauge whether the project aligns with their financial objectives considering factors like reduced recruitment costs, time savings, improved candidate quality, and enhanced operational efficiency. This involves a meticulous examination whether the organizations operate within budgetary constraints. It ensures that the project is financially sustainable without straining the organization's resources.

**Operational Feasibility:**

Operational feasibility addresses the practicality and usability of the system within the organization. It encompasses several considerations that directly impact the successful implementation and adoption of the system. The proposed system should seamlessly align with existing HR and recruitment processes. Operational feasibility evaluates how well the system complements current workflows and practices. It also assesses whether it introduces unnecessary disruptions or complexity. The success of the project depends on user adoption. Operational feasibility examines whether the system is user-friendly and intuitive. It assesses how well users, including recruiters and candidates can navigate and utilize the system without extensive training or frustration. Resources, including human capital, time, and technology, are finite. Operational feasibility ensures that the organization has the necessary resources to support the system effectively. It considers factors such as staffing, training, ongoing support needs and looks at the long-term sustainability of the system, including how well it can adapt to changing organizational needs and technological advancements. The project is not a short-term solution. It is a strategic asset meant to serve the organization for years to come.

In conclusion, the development of an Employee Recruitment System holds the promise of transforming and optimizing the recruitment processes of organizations. However, this transformation begins with a comprehensive feasibility study, a process that is multifaceted and essential to the success of the project. Technical feasibility ensures that the system is built on a strong foundation, capable of handling the demands of modern recruitment. Economic feasibility balances the costs and returns associated with the project, ensuring that it aligns with the organization's financial objectives. Operational feasibility focuses on practicality and user experience, ensuring that the system integrates seamlessly with existing processes and is readily adopted by users. Schedule feasibility keeps the project on track, respecting the organization's time constraints.