

Detailed Project Report – Recruitment System

1. Introduction

The Recruitment System is a **web-based application** designed to simplify and automate the hiring process. It connects **job seekers** and **employers** on a single platform, allowing candidates to apply for jobs and employers to manage applications efficiently.

This system is developed using **Java (JSP + Servlet)** for backend, **MySQL** for database, and **HTML, CSS, JavaScript** for frontend.

2. Objectives

- Automate the recruitment process.
- Provide job seekers with a **centralized platform** to apply for jobs.
- Enable recruiters to **post jobs, filter candidates, and track applications**.
- Store candidate data securely in a **database**.
- Improve **transparency and efficiency** in hiring.

3. Features

◆ Admin Module

- Manage job postings.
- View all registered candidates.
- Approve / reject candidate applications.
- Generate recruitment reports.

◆ Recruiter Module

- Post new job openings.
- Review applications.
- Shortlist candidates.
- Schedule interviews.

◆ Candidate Module

- Register and create profile.
- Upload resume.
- Search and apply for jobs.
- View application status.

4. Technology Stack

- **Frontend:** HTML, CSS, JavaScript
- **Backend:** Java (JSP + Servlet)
- **Database:** MySQL
- **Web Server:** Apache Tomcat
- **Tools:** Eclipse / IntelliJ IDEA, MySQL Workbench

5. Database Design

Tables:

- **Users Table** → stores login credentials and roles (Admin/Recruiter/Candidate).
- **Jobs Table** → stores job details posted by recruiters.
- **Applications Table** → links candidates to jobs with status (Applied, Shortlisted, Hired, Rejected).
- **Resumes Table** → stores resume information of candidates.

6. System Architecture

1. **Candidate logs in** → views jobs → applies for suitable jobs.
2. **Recruiter posts jobs** → views list of applicants → shortlists candidates.
3. **Admin oversees** → manages users and ensures smooth process.

7. Advantages

- Reduces paperwork in hiring.
- Easy job application tracking.
- Secure database management.
- Saves time for both candidates and recruiters.
- Accessible from anywhere (web-based).

8. Future Enhancements

- AI-based resume screening.
- Job recommendation engine using Machine Learning.
- Video interview integration.
- Notifications via email/SMS.

9. Conclusion

The Recruitment System is an efficient web application that bridges the gap between job seekers and employers. By automating key recruitment processes, it provides a **faster, transparent, and secure** way to hire the right talent.