**Software Requirement Specification on Employee Recruitment System**

Introduction

1.1 Purpose

The purpose of this document is to outline the functional and non-functional requirements for the development of an Employee Recruitment System.

This system aims to streamline and automate the recruitment process within the organization.

1.2 Scope

The Employee Recruitment System will cover the end-to-end recruitment process,

starting from job posting to candidate selection and onboarding. It will facilitate the collaboration between recruiters,

hiring managers, and candidates while maintaining data security and privacy.

**The Employee Recruitment System will provide the following functionalities:**

User registration and authentication

Job posting and management

Candidate application submission

Resume and candidate profile management

Applicant screening and selection

Interview and assessment management

Reporting and analytics

Functional Requirements

3.1 User Management

3.1.1 Registration

- The system shall allow candidates and recruiters to register by providing necessary information.

- The system shall validate and verify user registration details.

3.1.2 Authentication

- The system shall authenticate users based on their credentials.

- The system shall implement secure authentication mechanisms like username/password or two-factor authentication.

3.2 Job Posting and Management

3.2.1 Create Job Posting

- Recruiters shall be able to create job postings with details such as job title, description, requirements, and location.

- The system shall support formatting options and attachments for job postings.

3.2.2 Edit Job Posting

- Recruiters shall be able to edit and update job postings, including status updates and expiration dates.

3.3 Candidate Application

3.3.1 Search and Apply

- Candidates shall be able to search and view job openings based on different criteria.

- Candidates shall be able to submit their applications with relevant documents, including resumes and cover letters.

3.3.2 Application Tracking

- The system shall track the status of candidate applications and provide notifications to candidates regarding their progress.

3.4 Resume and Candidate Profile Management

3.4.1 Create and Update Profile

- Candidates shall be able to create and manage their profiles, including personal information, work experience, education, and skills.

- Candidates shall be able to upload and update their resumes and other supporting documents.

3.5 Applicant Screening and Selection

3.5.1 Review Applications

- Recruiters shall be able to review and evaluate candidate applications.

- Recruiters shall have access to application details, including resumes and supporting documents.

3.5.2 Shortlisting and Ranking

- Recruiters shall be able to shortlist and rank candidates based on predefined criteria.

3.6 Interview and Assessment Management

3.6.1 Schedule Interviews

- Recruiters and hiring managers shall be able to schedule interviews with selected candidates.

- The system shall send interview notifications to candidates.

3.6.2 Conduct Assessments

- The system shall provide tools for conducting assessments, tests, or other evaluation methods.

3.7 Reporting and Analytics

3.7.1 Generate Reports

- The system shall generate reports on recruitment such as the number of applicants, time-to-hire, or source of candidates.

3.7.2 Analytics

- The system shall provide analytics and insights to improve the recruitment