

JOB RECRUITMENT SYSTEM

SOFTWARE REQUIREMENT SPECIFICATION

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1. INTRODUCTION

1.1 Purpose

The recruitment and selection process is the major function of the human resource department and the recruitment process is the first step towards creating the competitive strength and the recruitment strategic advantage for the organizations.

Recruitment process involves a systematic procedure from sourcing the candidates to arranging and conducting the aptitude test and requires many resources and time.

1.2 Scope

To structure the recruitment policy of a company for different categories of employees.

To analyze the recruitment policy of the organization and to provide a systematic recruitment process.

1.3 Definition

The Recruitment Process is immediately followed by the selection process i.e. through aptitude test, grading and the decision making, conveying the decision and appointment formalities.

Recruitment is the process of selecting the most suitable candidate for a specific job requirement.

1.4 References

This web application has been prepared on the basis of discussion with Team members and also taken information from following websites,

Google.com

Wikipedia.org

1.5 Technologies To Be Used

- CMS -WordPress
- HTML-CSS

1.6 Overview

This SRS document contains the description about the website. It also gives the functional and non-functional requirement.

2. OVERALL DESCRIPTION

The following description gives the general factors that affect the system and its requirements.

Candidate should finish his/her degree and should have a proper certificate while applying for a job and the candidate should satisfy the eligibility criteria.

The resume should be in the form that company specified while advertising.

The HR has the full permission to select or reject the candidate for interview.

If the candidate is selected for the particular job, all details about the candidate will be added to the company database and the modification can also be done.

2.1 Project Perspectives

Candidate's aptitude grade and resume plays a major role in the recruitment process.

The necessary details of the candidate have to be submitted to the HR of the selected company.

Verification has been done by the HR.

Selected candidate should be call to Interview.

HR intimates the selected candidate.

Finally, Candidates can accept or reject his offer letter.

2.4 Assumptions and Dependencies

The project is done on the basis of selection of candidates for the company

Every user should be comfortable working with computers and net browsing.

He should be aware of the Recruitment System.

Users must have a comfortable knowledge of the English language.

3. REQUIREMENTS

This section describes in detail all the functional and non-functional requirements.

1. Notify Vacancy

The HR head of a particular region shall inform details about the vacancy to candidates.

Pre-Condition: Vacancy must exist.

Post-Condition: Details about the vacancy are informed.

2. Fill Referral Form

Online forms are filled by the Candidate .HR head process the filled forms .HR heads selects the list of eligible candidates.

Pre-Condition: Online form must exist. (All the mandatory fields should be filled by the candidate)

Post-Condition: Forms filled are stored in an Information System for processing. The filled forms are sent to the HR. The HR head produces the list of eligible candidates.

3. Interview Process

The Interviews are conducted by the HR head of the region that has the vacancy. The list of selected candidates is obtained after the interview process.

Pre-condition: Study the job description carefully and make sure your application and/or resume compliments what the company is looking for. Plan what to wear to your interview.

Post-Condition: if you get the job, go celebrate! Immediately send thank-you letter. Negotiate your salary when you are offered the job. If you didn't despair, just start again.

Status

Candidate is informed about the selection of the job. Candidate accepts the job offer to fill the vacancy. Or Candidate rejects the offer letter. Candidate application is rejected.

Pre-Condition: Candidate is selected for the job.

Post-Condition: Candidate accepts or rejects the offer.

3.2 User Characteristics

The Users are the candidates who should complete his/her degree with percentage above 80).

3.3 Usability

The system shall allow the users to access the system form the internet using HTML or its derivative technologies. The system uses a web browser as an interface.

Since all users are familiar with the general usage of browsers, no specific training is required.

The system is user friendly and self-explanatory.

3.4 Reliability

The system has to be very reliable due to the importance of data and damages incorrect or incomplete data can do.

Availability

The system is available 100% for the user and is used 24 hours a day and 365 days a year.

The system shall be operational 24 hours a day and 7 days a week.

Mean Time between Failures (MTBF)

The system will be developed in such a way that it may fail once in a year.

Mean Time to Repair (MTTR)

Even if the system is fails, the system will be recovered back up within an hour or less.

Accuracy

The accuracy of the system is limited by the accuracy of the speed at which the employee of the library and users of the library use of the system.

Access Reliability

The system shall provide 100% access reliability.

1.5 Performance**Response Time**

The splash page or information page should be able to be downloaded within a minute using a 56k modem. The information is refreshed every two minutes. The system shall respond to the member in not less than two seconds from the time of the request submittal. The system shall be allowed to take more time when doing large processing jobs.

Throughput

The number of transactions is directly dependent on the number of users.

Capacity

The system is capable of handling 250 users a time.

1.6 Supportability

The system designers shall take in to considerations the following supportability and technical limitations.

Internet Protocols

The system shall comply with the TCP/IP protocol standards and shall designed accordingly.

Maintenance

The maintenance of the system shall be done as per the maintenance contract.

Standards

The coding standards and naming conventions will be as per the American standards.

1.7 Design Constraints

The user should have sufficient knowledge of computers.

The users must know the English language, as the user interface will be Provided in English.

3.8 Interfaces

3.8.1 User Interfaces

Our system will make use of the existing web browser such as Microsoft internet explorer or Mozilla.

3.8.2 Hardware Interfaces

Operating system: windows 9x or above, MAC or UNIX.

Pentium 2.0 GHz or higher

RAM: 256 Mb or more

Hard drive: 10 GB or more

3.8.3 Software Interfaces

Client on internet: Web Browser, Operating System (any)

Web Server: WAS, Operating System (any)

Database Server: DB2, Operating System (any)

3.8.4 Communication Interfaces

The Recruitment System will be connected to the World Wide Web.

3.9 Licensing Requirements

The usage is restricted to the person who is purchasing the Recruitment System and signs the maintenance contract.

3.10 Legal, Copyright and Other Notices

Recruitment system is a trademark of AJ College of technology and cannot be used without its consent.

1. Interview Process

