

# WUZZUF

## Egypt's #1 Online Recruitment Job Site

### Team Members

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# 1. Why we selected this business?

Because as we are undergraduate students seeking for an internship or part-time job, so we need an intermediate between the companies offering these opportunities and us. Recruitment Sites can connect jobseekers with the employers to apply to a specific job. Many of our collegemates use this site “Wuzzuf” frequently and have an enough knowledge about using this site so we took their advices in doing this research .

## 2. The business and the main functions

- Solving an extreme problem that concerns all of the youth which is the Unemployment problem. The business in a small words is to provide an online mean to offer jobs to the applicants in an easy form.
- Filtering the jobs for each user based on its skills and fields of experience.
- Each company can post the description of its job and the position it offers.
- Each user can register in /sign up and attach its CV.
- Each user can specify their skills and fields of study and show the certificates they have gained during their academic live and the courses they have taken in an easy way.

### 3. Size of the business

- **Number of Employees:** 51-100
- **Number of customers (Companies):** 14,000+ employers/month and about 9,000 open jobs/day.
- **Average purchase per customer (Companies):** 1,050 L.E./month
- **\*\*It's a free site for the (Jobseekers).**

### 4. Main Departments within the organization structure

- IT
- Marketing
- Accounting
- HR
- Customer Service



## 5. The Main Work Cycles

1. Periodically checking the safety of the site against the security problems.
2. Making a general ledger in order to produce the periodic financial reports of the site.
3. Screening for a new companies to be partners with them.
4. Registering the jobseekers.
5. Processing the raw data of people using the site to make an analysis and choose decisions.
6. Adding enhancements and solving the bugs.
7. Saving the data of the users to the database and fetching it when needed.
8. Increasing use of social media, where people see the advertisements to increase # of users.
9. Choosing the best business of the month to encourage the others.
10. Sourcing candidates using web sourcing, social sourcing and employee referral programs.
11. Taking legal action about fake accounts and sham clients or sham companies.



## 6. Factors to prioritize the work

- A. Cost of hosting servers to hold users data and to response to the clients in a way that prevent overloads.
- B. Duration of adding or modifying posts to the CMS.
- C. The quality of the customer service .
- D. Total of employees needed to develop and update the site.
- E. Time necessary for the companies to answer the jobseekers.
- F. The actual current number of the users in the system (in order to decide who are the people who don't open the site frequently).
- G. Problems in the GUI of the site, so it's an important factor that will highly affect the revenues.
- H. Reviewing the sales movement and it is outcome.
- I. The date and holidays, as in summer vacations the number undergraduates who are seeking for summer internships are more than other times.



# 7. The technique of prioritization

The used method for prioritizing is theme screening, the rows are the work cycles number of number 5, and the columns represent the factors used to prioritize the work cycle against each other. The higher score the work priority, the higher priority it gains.



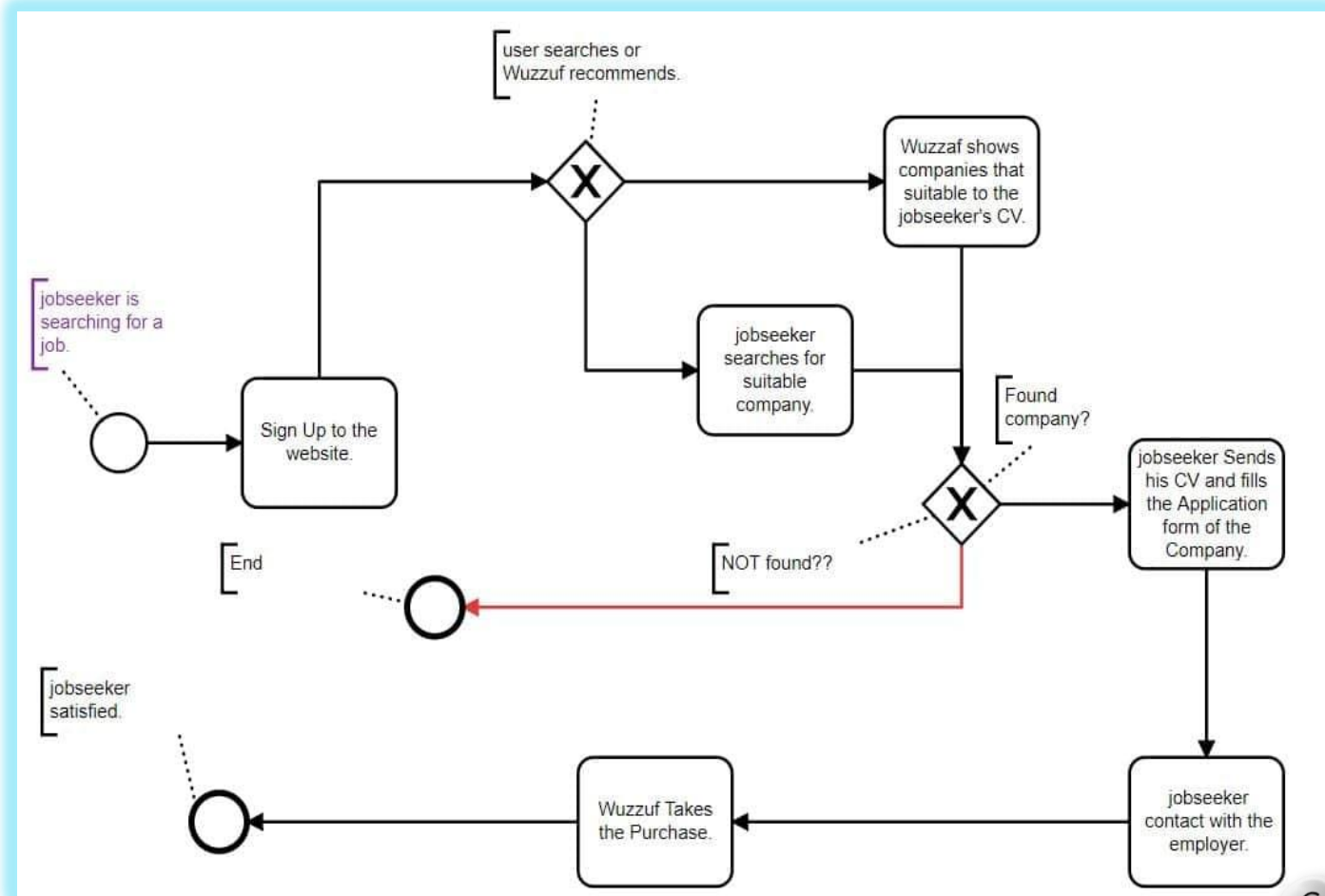
	A	B	C	D	E	F	G	H	I	Score	Rank
1	+	+	-	+	-	0	-	-	-	-2	7
2	0	-	-	+	-	+	-	+	+	0	6
3	-	0	+	-	+	0	-	+	+	1	5
4	+	-	+	-	0	+	+	-	+	2	4
5	0	0	-	0	+	+	0	+	0	2	4
6	0	+	0	+	+	+	+	0	-	4	2
7	+	+	-	0	-	+	0	-	0	0	6
8	0	+	+	0	-	+	+	-	+	3	3
9	-	0	+	-	+	-	+	+	-	0	6
10	0	+	+	+	+	+	-	+	0	5	1
11	+	0	0	+	+	+	-	-	0	2	4

## 8. The selected function:

### Filtering and Recommending Jobs

For each applicant need a suitable for his skills, this website function should filter the jobs and show the jobs related to his skills and knowledge by investigating his/her experience.

## 9. BPMN for the selected work cycle





## 10. Point of the congestion

### Problem

- The point of congestion that a fail in the system may happen when a user searches for a job. As there's when many users more than expected search at the same time, this leads the server to be busy (dropped), and this will not be good at all.



### Solution

- We should see the statistics of visiting the site and how many search happen in the day, month and year. According to this we make our decision whether we need the server to be larger or not, also to add some helper functions to the ease of the use of the site so you get the work done in the shortest possible time.

## 11. ERP Modules that are required

Our system will use The Finance & Accounting and Customer Relationship Management (CRM) modules. They're very important to our site, as It's necessarily based on companies and other startups that want to employee people. so it's necessary for these companies to have secure payments and should be recorded regularly as a part of Finance Resource Management. These payments will be returned to the site that may be in month or yea. Any user of WUZZUF can send feedback to us which will help in enhancing the performance of the site, this feedback is considered the communication between WUZZUF and its users as a function of the customer service and support and showing how mush is the customer spending.



## 12. Different possible hosting techniques

- We can't host the application locally because we need our website to be reached by every internet user not just the scope of the company, if we are to have a LAN so it will be only if we need to make an entire private network between us the workers on the site (VPN), in our case here we don't host locally so no pros or cons.
- Hosting on a rented virtual server at a cloud service provider and this is one of the most optimal solutions that we might use.
  - **Pros:**
    - We then will have security scanning malware removal and more important tools as a service by the cloud service provider.
    - That will cost us 10\$-20\$/month on average which is not bad price.
    - It provide scalability property so if there is more requests on our website it will be given additional resources.
  - **Cons:** The service provider may force some limitations you want to come over or the cost of the hosting service may increase at any time.
- We can host on our own servers at a professional data center (co-location) and make the website globally reachable and
  - **Pros:** we will publish the website manually.
  - **Cons:**
    - We then will provide sanctuary perusing, malware removal and so on by ourselves.
    - That will cost us as the usual use of the servers plus the additional cost of the developers who will handle the tools.

## 12. Different possible hosting techniques

- |   |   |
|---|---|
| <ul style="list-style-type: none"><li>• We can rent the entire operation and ERP from a service provider and this way will be the mostly costly way to publish our website so it's not preferable.</li><li>• <b>Pros:</b> that we will have the hosting service highly included with our ERP to avoid any conflicts in managing the site and its other modules.</li><li>• <b>Cons:</b> We will pay the for the service provider more than cloud service provider and we will have less service.</li></ul> | <ul style="list-style-type: none"><li>• We can have a local installation and a remote replication system and this is the secondly most optimal way of hosting our website.</li><li>• <b>Pros:</b><ul style="list-style-type: none"><li>• we are keeping a backup of the hall system in at a remote location for data protection or disaster recovery purposes</li><li>• The website still reachable by the global internet.</li></ul></li><li>• <b>Cons:</b> We don't guarantee that the support will be as good as the case with the service provider.</li></ul> |
| <ul style="list-style-type: none"><li>• <b>Solution:</b> We can use the solution of a rented virtual server at a cloud service provider as it's the most optimal solution in terms of cost and time and scalability.</li></ul>  |   |

## 13. Network Configuration

We are contracting with oracle cloud server to rent virtual server with size 1TB and response rate 1000 traffic/sec and this server also provide security, robustness, reliability and safety that would provide a high performance and scalable size and rate. We should deal with them to get computers that controls and monitors on the server.

## 14. Different approaches to implement the selected solution

- As mentioned solution there is different possible approaches to implement this solution:
- We can rent the virtual server and use firmware through out online reservation of the host.
  - **Pros:** This is not much costly to our startup and easy to implement and does not waste time for reservation.
  - **Cons:** We can not determine switches or topology technique or server software and if there is problem on the oracle company server our host will be damaged.
- We can use ILOM security approach: oracle integrated light out manager is management firmware .
  - **Pros:** Depending on the authorization level granted to system administrators and easy monitor and controlling the system.
  - **Cons:** May be this approach so risky when connecting the serial port to terminal server.
- We can use hardware pack security .
  - **Pros:** It is hardware management agent plugins this system provide high performance and scalability.
  - **Cons:** Some versions has functions does not provide encryption but there is temporal versions have security and high encryption techniques.

# 15. Possible training plans for the personnel

- We can train personnel at once, for example after working hours.
- **Pros:** Personnel will efficiently take the training and can work with the new system without disabling the work they mainly do.
- **Cons:**
  - There will be more salaries for the extra working hours.
  - Training through extra hours would be impossible if personnel are working in different shifts.
  - It will put a huge load on the personnel to do his/her original work hours plus the training hours.
  - So that will cost the company the extra working hours they have taken through the training and the effort the trainers had done to train the trainees.
- On the other hand we can train them a group at a time.
- **Pros:** Personnel will finally take the training and can work with the new system.
- **Cons :**
  - That way would require the training company to provide more training sessions.
  - That would charge us more money.
  - That will also cost us more time and effort to be done by both the trainer and the trainees.



## 15. Possible training plans for the personnel

- Another solution is to make the trainer make online videos of explaining the new system.
  - **Pros:**
    - The trainee can watch them anywhere and at any time.
    - That will reduce the time required to take the training and will reduce the money cost to attend more extra hours like in the first case.
  - **Cons:** This plan of online teaching has a main disadvantage and is that the trainees could droop watching the training videos.
- And as the most optimal solution in terms of cost, time and also effort we can train a group of the staff and then they can train their colleagues “training of trainers” .this will be the training plan we use because of its efficiency.
  - **Pros:**
    - The optimal solution because every trained personnel will train another personnel not the same one training them all.
    - And in that way we don’t put a huge load on all the trainers or even the trainees.
    - We have reduced the time and cost in a great way.

### Ownership Report

Designed by Yusuf Fawzy

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