

TRAINING AND PLACEMENT PORTAL.

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Abstract—Conducting a campus recruitment drive seems easy. It is only when you dig deeper do you realise the amount of planning and execution that goes into making a recruitment drive successful. The three main reasons why hiring managers are inclined towards campus recruitment are:

1. Ability to hire a large number of quality candidates in a short span of time.
2. Serves an important tool for brand promotion
3. Improves retention rate

As a placement officer, you need to coordinate with all the companies visiting the campus for placement as well as the students registering for campus placement. Therefore, communication is instrumental in the success of your campus placement drive. So, it's imperative that you don't have any lapses in communication. All the important information related to placement activities must be promptly relayed to the students.

Now, you have your work cut out for you as you need to simultaneously manage the data of all the companies and students. Imagine that you have to manually collate and manage the data of every student and organisation on multiple spreadsheets. To top it off, you have to personally create reports that need to be submitted to the organisations. This is not only strenuous but also prone to errors and lapses.

Recruiters are now slowly moving away from traditional methods of recruitment towards a more data driven approach that not only helps streamline the process but also reduces manual labour and minimises paperwork. That's why online portal is necessary.

Keywords—Off-campus recruitment, pooled driver, hiring trained candidates, data driven recruitment.

I. INTRODUCTION (HEADING 1)

Campus recruitment drive is the best process a company can follow to hire new candidates in large numbers. This is because the company has the option of hiring robust and talented candidates who can be trained and groomed as per the job requirements. Training on the job helps the employees understand the company culture and adapt to the technologies used in it. Any growth oriented organisation needs to chalk out a hiring plan before conducting a campus recruitment drive that involves large scale hiring. With the increasing demand for the right talent and increasing number of companies flocking to those colleges, a concrete

recruitment plan is the only way by which the HR team of a company can avoid the last-minute chaos and conduct a smooth drive.

II. PROBLEM IDENTIFICATION.

Traditional recruitment process is not meeting students requirement. Because of availability of huge data and lack of communication, students have missed placement opportunities.

A. Objective of projects.

1. To improve data management and communication between students and college officials.
2. To make interactive platform for students, alumni, companies and college officials.
3. To provide timely recruitment information along with proper interview strategy.

B. Expected outcome.

1. Increased college recruitment rate.
2. Providing placement, summer and winter internship.
3. Increased awareness and interaction with T&P Department. Students will never miss an important announcement from Training and Placement Department.

III. THE CHANGING RECRUITMENT TRENDS.

If you want to get ahead of your competition and meet your recruitment numbers on time it's crucial for you to know what's trending in the recruitment world. Becoming stagnant, even in your talent acquisition strategy can be dangerous for your company. If you do not want to lose your ability to gain fresh talent fast, it's important that you are continuously learning what's new and trending.

A. Off campus recruitment.

Off-campus placements are mass recruitment drives organised by companies at a single place usually at the company office in an attempt to hire a huge number of top fresh talent without having to travel to individual campuses. Off-campus recruitment was a strategy that was not very popular among major companies in the past. However,

looking at how smaller companies were benefiting from off-campus drives this type of recruitment has become very popular among Major corporates and startup too. Multinational IT companies with over 400,000 employees, now use this method of recruitment to attract a large pool of candidates without having to invest a lot of time, money and resources into their recruitment process. If you're a company that needs to complete recruitments in a short period of time you can consider organising an off-campus drive. Off-campus drives will help you reduce travelling cost and will also enable you to screen a large pool of candidates across

B. Pooled Drives.

Another trending recruitment strategy is pooled recruitment drives. Just like off campus drives pooled campus drives was not a popular recruitment strategy. Companies preferred to visit only premium colleges individually to hire candidates. However, with an increase in the requirement to hire fresh candidates, this method proved to be inefficient and slow. Major companies were not able to meet their recruitment number on time and had a limited scope. An e-commerce giant with over 50,000 employees and that recruits a minimum of 1000 employees every year for both technical and non-technical roles resorted to pooled drives to meet their hiring number. This way the company did not need to travel from one campus to the other to conduct recruitment drive but instead saved a lot of recruitment travel cost and time by conducting the drive at a single campus. Now, major IT giants and Paymasters in the industry have also started to embrace the concept of pool driver.

C. Hiring trained candidate.

Another recruitment trend that companies have seen benefits from implementing is hiring trained candidates. A Major corporate giant seeking to acquire only the fresh candidates from the market before their competitors came up with a strategy to hire trained candidates. How? By making an alliance with certain colleges, where they train students for a selected period of time and at the end of the training period those students are evaluated and offered employment on passing the evaluation and interview. Through this method, the company saw an improvement in their quality of hires and also found that they saved a lot of time on training these new hires on the job. This increased the productivity to expense ratio of the company and largely increased the overall utility of employees too. Companies are even collaborating with third-party certification and training companies to conduct these training sessions. Soon this too will become a popular recruitment trend in 2019 as it assures company is assured of obtaining quality hires through this strategy.

D. Automation.

Seeking the assistance of automation to make your HR recruitment easier and more organised is soon becoming a necessity for most companies looking to fill positions in 2019. Indian will soon account for more than half of Asia's workforce with these stats how will companies keep up with

the ever-increasing influx of skilled candidates? By Automating parts of the recruitment process. This will not only save you time and money but also help eliminate prejudice in recruitment. Most Fortune 500 companies have all turned to AI-powered recruitment to meet their hiring numbers. Yes, recruitment automation has been around for a while but now companies are looking for recruitment software that can go beyond HRIS. Now companies are adapting software that provides Applicant Tracking System (ATS) and Recruitment Marketing Software on a single platform to make recruitment easier. Companies these days are resorting to recruitment automation tools to make their recruitment process more streamlined and simplified. Companies that have not yet implemented automation in their recruitment process stand to lose top talent to their forward-thinking competitors.

E. Data-driven recruitment.

A recruitment trend that has companies picking out top talent from the right colleges in time is data-driven recruitment. IT companies seeking to make smarter recruit this year have started using past data they acquired from HR technology such as Applicants Tracking Systems and Recruitment Marketing Platforms to make important recruitment and hiring decisions like which college to target, the skill sets required to do the job right and more. In 2019, companies will use the data-driven recruitment strategy to find, attract, engage, nurturing and convert candidates into applicants and employees. Planning your future or current recruitment strategy on past data is a great way to save time especially with campus recruitment. This trend or strategy will help you shortlist the right colleges and define the skills needed for a job role easily, therefore enabling you to scan and find potential candidates faster.

IV. PORTAL REQUIREMENTS SPECIFICATIONS AND PORTAL SCOPE.

A. ALUMNI REVIEWS AND INTERACTION.

Alumni are the brand ambassadors of your institution. They are the people who were once closely associated with your institution and thus, strongly endorse your brand's core values. They might also share their college experience with friends, co-workers, current and prospective students which helps promote your college. Moreover, they give back to the institution in more ways than one as they often provide financial support and offer to help students in their areas of expertise. Therefore, it's essential to have good relations with them and keep them updated regarding the progress of the institution. As the TPOs are an essential link between the students and organisations, they must coordinate with them both. Details of the companies visiting the campus for placement, job profiles, date and venue of the interview and recruitment process must be relayed accurately and promptly to the students. The college officials must also communicate with organisations as they need to stay abreast with details such as information related to the company, job profiles they are recruiting for and remuneration offered. Effective communication is key to an organisation's success.

It's absolutely crucial for students and college officials to be in sync in order to have a smooth and a hassle-free placement drive. As the future of students is at stake, you must ensure that there's no lapse in communication. They must be immediately informed about all the important placement related activities that they must be aware of. Therefore, you need to have a communication platform in place where students, alumni and placement officials can interact with each other.

B. Statistics and Data representation.

Representation of data and statistics in a better format will help students to understand the changing recruitment trends. This representation will be different from the traditional tabular method. Responsive pie charts and graph will be used and will be updated after every recruitment drive.

C. Project scope.

Immediate updates regarding placement activities: With Pod, TPOs now have a platform where they can relay all the important information to students. Students can be notified well in advance with decisive information including the companies coming for placement, date and venue of interviews, job description and salary. Additionally, students will receive instant notifications about their performance in interviews.

D. Essential placement interview tips for students.

Alumni are often eager to mentor students and help them out with tips and suggestions to perform well in campus interviews. Pod serves as a knowledge sharing platform for students, alumni and students as both alumni as well as the TPOs can help students come up with an effective strategy for campus placement and provide career support.

V. Functional requirements.

External functional Requirements for the proposed system.

- Software interface :
- Windows or Mac OS.

Platform such as Azure, Docker which could facilitate the deployment of models of production purposes.

VI. Non-Functional requirements.

Campus recruitment might be the most common recruitment practice, but sometimes pulling off a placement drive can be quite ad hoc and chaotic. Every year, companies all over India hire fresh graduates from over 3500 colleges with the primary goal of hiring fresh talent. campus placement is so much more than that! Hiring freshers is also a great way to promote your brand among colleges and a positive candidate experience can prove to be the best possible testimony for an organisation. The way to impress But millennials is something that the HR of every company is on a mission to decode. And we'll bail you out with some quick and handy tips on creating a successful campus placement strategy.

A. COMPELLING CAMPUS PITCH.

With other companies vying for the best candidates from a limited talent pool, it is important to craft a brand image that appeals to all kinds of candidates. While some graduates would like to work in a dynamic startup to further their entrepreneurial dreams, others are looking for a speedy vertical growth and are on the lookout for career opportunities in an MNC. Come up with a pitch that will appeal to all categories of job seekers, making your hunt for the perfect person that much more effective and holistic.

B. Social media is THE place to be.

If you're looking to hire freshers, you don't want to miss out on a slice of the social media pie! Social media is where Gen Z lives and according to stats, more than 35% of recruitment is currently being done through social media. From internships to full time jobs, make a splash in the virtual world with relevant hashtags, cool content and a riveting perspective on why your organisation provides the greatest career opportunities.

VII. System Design.

An architectural diagram is a visual representation that maps out the physical implementation for components of a software system. It shows the general structure of the software system and the associations, limitations, and boundaries between each element.

It is also known as a context diagram. It's designed to be an abstraction view, showing the system as a single process with its relationship to external entities. It represents the entire system as a single bubble with input and output data indicated by incoming/outgoing arrows.

A use case diagram is used to represent the dynamic behavior of a system. It encapsulates the system's functionality by incorporating use cases, actors, and their relationships. It models the tasks, services, and functions required by a system /subsystem of an application. It depicts the high-level functionality of a system and also tells how the user handles a system.

VIII. Advantages.

A good recruitment platform can perform complex or time-consuming tasks with utmost ease and also helps minimise human error. Here's why you should consider using a recruitment platform for your campus recruitment drive.

I. Reduces manual labour : As the complete process is automated, it immediately cuts down on a lot of unnecessary paperwork. Also, as it performs a range of functions, human intervention is not needed in a lot of these intermediate steps.

II. Streamlines the recruitment process : Traditional methods of recruitment are too chaotic as they are not equipped to deal with such an enormous amount of data. A recruitment platform streamlines this huge chunk of data using Artificial Intelligence and Machine Learning and makes the data more easily accessible.

III. Maintains consistency through data standardisation: Standardised formats are available for resume, reports and other infographics so that information is well organised and easily comprehensible.

IV. Real time tracking of applicants : The status of the applicants can be tracked by both you as well as the organisation. Also, details regarding their candidacy, the number of offers that a candidate has received and if they have accepted any placement offers can be easily accessed by you. In addition to tracking, it can also schedule interviews and notify the students regarding the same.

IX. Applications.

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