**Recruitment System**

**Problem Statement**

A Recruitment Management System is a software solution designed to streamline and automate the hiring process for organizations, making it easier to attract, evaluate, and select qualified candidates. It addresses the inefficiencies of traditional hiring methods by leveraging modern technology to improve speed, transparency, and fairness. The goal is to simplify recruitment for employers and improve the job-seeking experience for candidates.

The current conventional system has following limitations**:**

1. **Slow Hiring Process**:

* Traditional recruitment processes are often lengthy and inefficient, leading to delays in filling open positions and causing businesses to miss out on top talent.

1. **Poor Candidate Matching**:

* Many platforms fail to accurately match job requirements with candidate skills and experience.
* Human bias and outdated matching algorithms result in irrelevant applications.
* Bots and spam profiles further flood platforms, lowering the chances of finding suitable candidates.

1. **Resume Screening Issues**:

* Keyword-based screening often rejects qualified applicants.
* Talented candidates may be overlooked if their resumes don't align with rigid filters.

1. **Lack of Transparency**:

* Applicants often don’t receive updates about their application status.
* Employers struggle to track candidate progress and decision-making metrics in real time.

1. **Slow and Unresponsive Systems**:

* Job seekers face complex, multi-step application processes that are time-consuming.
* Employers face workflow delays in reviewing and shortlisting applicants.

1. **High Costs for Employers**:

* Existing platforms charge high fees but don’t always deliver quality hires.
* Startups and small businesses often find these services unaffordable.

To overcome these limitations, we propose an AI-powered, modular Recruitment Management System with the following features: The features of the proposed system are:

Reduce paperwork and save time and money with mobile and cloud-based attendance

management system

⎫Eliminate duplicate data entry and errors in time and attendance entries

⎫Improve visibility to track and manage student’s attendance & absenteeism across

multiple campuses

⎫Track the attendance of students.

⎫Keep the parents informed about the student’s performance

**1. Secure and Verified Profiles:**

* All users (employers and job seekers) must submit ID proof (e.g., Aadhar, Passport). Companies must verify their business registration to post jobs.

**2. AI-Powered Job & Candidate Matching:**

* AI will analyze candidate experience, skills, and portfolios instead of relying on keywords. Jobs and candidate suggestions will be personalized based on preferences, experience, and goals.

**3. Fun & Real-Time Notifications:**

* **Creative Application Updates**:  
  Engaging status updates like “Your application is under review” make the experience interactive.
* **Instant Alerts for Employers**:  
  Employers get notified when candidates respond or complete assessments.
* **Interview Reminders**:  
  Candidates receive motivational reminders like “Your big day is tomorrow! 🎤”

**4. Faster and Transparent Hiring:**

* **Real-Time Application Tracking**:  
  Statuses like “Applied → Under Review → Interview → Hired” keep both parties informed.
* **Automated Interview Scheduling**:  
  AI matches mutual availability to schedule interviews automatically.

**5. Spam & Fake Application Control:**

* The system will detect fake profiles, spam bots, and suspicious activities like mass applications or mismatched data. Candidates must tailor each application; bots and mass spam are filtered out. Candidates can rate interview experiences, promoting accountability and trust.

**6. Affordable Pricing Model:**

* **Freemium Plan for Startups**:  
  Small businesses can post limited jobs for free; premium features come at affordable costs.
* **Subscription Access for Employers**:  
  Unlimited job posts, smart matching, screening tools, performance insights, and interview coordination are included.

**7. Gamified Skill Tests:**

* **Interactive Assessments**:  
  Candidates complete role-specific tests (e.g., coding tasks, marketing cases). Top performers receive verified skill badges.

**Initial Requirement Documents**

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| --- | --- |
| Title of the Project | Recruitment System |
| Stakeholders involved in Capturing Requirements | Administrator, Developer, Project Manager |
| Techniques used for Requirement Capturing | Interviewing and brainstorming |
| Name of the person along with designations | Aiman Raza - Project Manager  Aizanul Haque and Agrim Kansal- Developer |
| Date | March 2025 |
| Version | 1.0 |
| **Consolidated list of Initial Requirements:**   1. The system should be implemented as a web-based and mobile-responsive platform accessible via the internet. 2. The system shall be able to generate secure login IDs and passwords for all users upon registration. 3. There are three main types of users in the system: **Job Seeker**, **Employer**, and **Administrator**. 4. The administrator shall be able to add, remove, or manage employer accounts. 5. The administrator shall be able to read/edit job seeker data. 6. The administrator shall be able to add, remove, or deactivate job seeker profiles. 7. The administrator shall be able to read/edit employer company profiles and job postings. 8. The administrator shall be able to create, update, or delete job listings on behalf of employers (if needed). 9. The administrator shall be able to verify employer details and job seeker documents for authenticity. 10. The employer shall be able to create, edit, and delete job postings. 11. The employer shall be able to assign job roles to job postings and set application criteria. 12. The system should be able to record job applications submitted by job seekers. 13. The system should allow job seekers to apply for multiple job openings, subject to daily limits and customization rules. 14. The administrator shall be able to delete/update fraudulent or inactive job postings. 15. The administrator should be able to monitor suspicious behavior like spam applications or duplicate profiles. 16. The employer should be able to view the list of applicants for each job posting. 17. The employer should be able to shortlist, reject, or schedule interviews for applicants. 18. The system should generate automated notifications and application status updates for all users. 19. Job seekers should be able to register, upload resumes, and enter their career details and preferences. 20. Job seekers, employers, and administrators should be able to view application history and job activity logs. 21. All users should be able to change their passwords and manage account settings securely. | |

**USE CASE DIAGRAM**

