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RMS - Recruitment Management System

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For the purpose of fulfilling the requirements for the Bachelor of Science in Computer Science and Engineering, this project report has been submitted.

ACKNOWLEDGEMENT

There is a race for survival in today's competitive world, and they must win by taking the initiative. The endeavor connects academic study with real-world application. I decided to participate in this unique project out of this desire. I would first like to express my gratitude to Allah Ta'ala, the Almighty, who has shown me the way to live a good life. This endeavor could not have been accomplished without His grace. A special thanks goes out to my parents, who have supported and loved me all the way to this point.

I feel compelled to discuss the chance to study at Daffodil International University. I want to express my sincere gratitude to **Professor Dr. Touhid Bhuiyan, Head of the Department of Computer Science and Engineering**. Filled with all the esteemed professors who enjoy imparting knowledge to me in a clear and engaging manner. They are a welcome addition to my journey, and I am thankful for them.

I have a special responsibility to Daffodil International University, and will do so under the constant supervision of **Ms. Tania Khatun**, in order to provide them with the information they need, to respect their initiative, and to enlist their aid in finishing the project.

Finally, I would like to express my gratitude to my DIU classmate and fellow batchmate for their kind assistance and consolation in enabling me to complete this task.

ABSTRACT

In our culture today, managing human resources in firms, corporations, or organizations is a huge task for management. The Recruitment Management System (**RMS**) is the project's main objective for that reason.

Therefore, this project's objective was to develop a recruitment management system that regulates corporate hiring practices while reducing hiring costs.

Throughout the project's development, an evaluation of current systems and procedures was carried out.

The system was modeled using UML diagrams as well as use case, activity, and sequence diagrams.. The frontend uses Bootstrap, the backend uses PHP (Laravel), and the database is created using a database management system. The implementation's integrated development environment (IDE) is Visual Studio Code. The system is developed using PHP, MySQL, HTML, CSS, JQuery, and Bootstrap.

Effective recruitment management and the provision of a platform through which people can apply for suitable employment and recruiters can find their ideal candidates whenever it is convenient for them are the project's outcome and conclusion.

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CHAPTER 1: INTRODUCTION

1.1 Introduction

RMS (Recruitment Management System) is a web based application that will help connect job seekers and organizations. Job searchers have access to job listings and the ability to search for jobs. Any job seeker can use this application to submit an application for a position that matches their qualifications. All job seekers can use this free, open-source website application. On the other hand, firms will quickly be able to hire applicants and locate their ideal candidates. HR managers can hire more quickly and access a bigger pool of candidates by employing a recruiting system.

The recruitment process for an organization can be optimized by creating a user-friendly system. Additionally, this system might rank potential candidates according to their credentials and employer needs.

This method will aid in a quick and effective hiring process that can cut expenses, improve a firm's standing with customers and job candidates, and guarantee that the greatest talent is found, engaged with, and hired into the organization.

These solutions aim to boost the effectiveness of both job searchers and recruiters.

1.2 Project overview

We consider a company whose hiring procedure we can automate but which presently employs a manual procedure. Manual hiring requires time, increases the likelihood that the wrong individuals will be hired, costs the company money, or, to put it another way, is not a good economic approach.

Selecting potential candidates for available positions and employing those that meet the organization's standards are both parts of the recruitment process. The primary responsibility of the recruitment management system is to identify potential employees that the business needs in order to help it find the best candidate who can help it find the best candidate who can help it achieve its objectives.

Recruitment is the deliberate process of building a pool of qualified candidates for a position within a company. The hiring and selecting procedure used by a corporation is very important. Employing qualified individuals can encourage stability and expansion.

RMS (Recruitment Management System) is a web-based application that connects employers and job searchers. RMS wants to increase the efficiency of both recruiters and job seekers.

1.3 Project Purpose

A comprehensive system for managing the entire hiring process inside a business is known as a recruitment management system (RMS). It makes it easier for HR divisions inside a firm to share information. Similar to systems for performance management, payroll, and other systems, systems for recruitment management aid in streamlining hiring procedures and successfully managing hiring. The recruitment management system's main attributes, capabilities, and advantages are listed below:

- The entire hiring procedure should be organized and carefully planned.
- It makes it simpler to quickly, accurately, and consistently process applications from different applications.
- Reduces the cost and time of hiring by a certain amount.
- It helps with incorporating and integrating the various links, such as the company's official website's application system, unsolicited applications, recruitment outsourcing, and handing off final decision-making to the primary recruitment process.
- It maintains a live, automated database of applicants, simplifying talent management and enhancing the efficiency of the hiring process.
- It provides a flexible, automated, and interactive interface for job applicants, the company's hiring team, and the online application process.
- The site will be popular all over Bangladesh.
- The site will create a new platform for recruiters and job seekers.

The Recruitment Management System (RMS), a cutting-edge information system technology, aids in accelerating the hiring process while saving recruiters' time and money.

1.4 Background

I want to create a user-friendly system based on a recruitment management system where the provider and the requester may both choose whatever services they want to offer. I worked hard to create a comprehensive system that will be reliable, secure, and most all, easy to use.

1.5 Benefits and Beneficiaries

Online RMS offers the following advantages:

- The system's user interface will be welcoming, enhancing the hiring process.
- Improves recruitment process.
- Improved efficiency and communication.
- The hiring procedure is automated.
- Improves quality of hires.
- Reduces the cost and time of hiring by a certain amount.
- Site will be popular all over Bangladesh.
- The website will provide a new platform for Recruiters and Job Seekers.

1.6 Stakeholders

A person who could influence or be impacted by a project, strategy, or organization is referred to as a stakeholder. They could be internal or external, senior or junior, and at any level. The recruiters and job searchers are the system's stakeholders.

- Job-Seekers.
- Recruiters (HR, Hiring-manager, Employees).

1.7 Proposed System Model

I created this model to create a simple user interface for this technology. In order to understand and control the system architecture, I constructed this model.

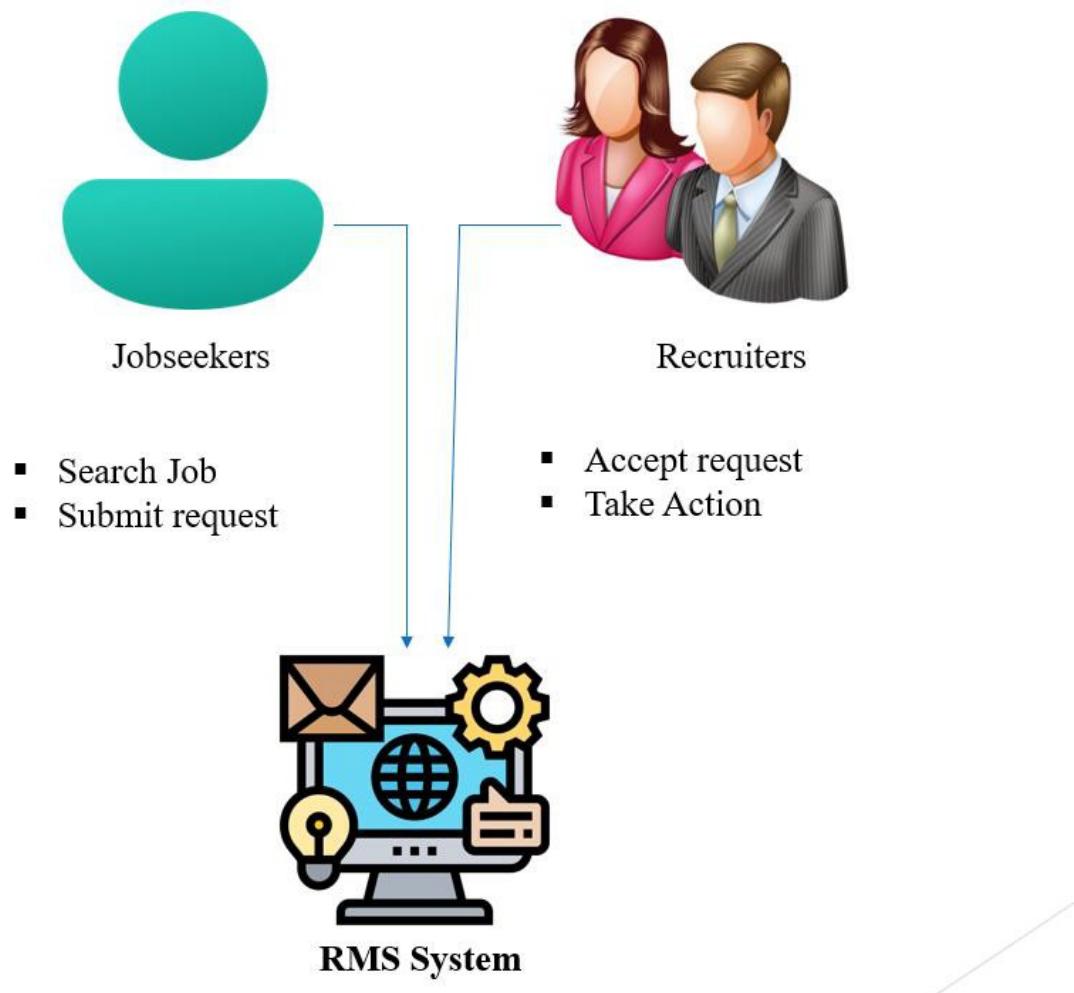


Figure : 1.7: Proposed System Model

1.8 Modules of the RMS

This system has four types of stakeholders. These are given below:

1.8.1 Module of Job Seekers

- Job Seekers will be searched for their suitable jobs as per qualification.
- They will be viewed for job details.
- They will apply for these jobs easily.

1.8.2 Module of HR

- User authentication is handled via the login module.
- HR will manage to update profile and change password.
- HR will manage job maintenance.
- HR will manage candidates' maintenance.
- HR will manage employee maintenance.
- HR will manage interview maintenance.
- HR will manage the candidate's note maintenance.

1.8.3 Module of Hiring-Manager (HM)

- User authentication is handled via the login module.
- HM will manage to update profile and change password.
- HM will manage candidate interviews.
- HM will manage candidates' reports.
- HM will manage job reports.

1.8.4 Module of Employees

- User authentication is handled via the login module.
- Employees will manage to update profiles and change passwords.
- Employees will manage candidate interviews.
- Employees will manage candidates' reports.

1.9 Project Schedule

If I want to do the job on time, I must rapidly create a schedule. Additionally, it entails communication with urgent responsibilities.

1.9.1 Gantt Chart

| activities | W1 | W2 | W3 | W4 | W5 | W6 | W7 | W8 | W9 | W10 | W11 | W12 |
|-----------------|-----|-------|-------|--------|-------|-----|-------|--------|-----|-------|-------|--------|
| Market Research | Red | Green | | | | | | | | | | |
| Specifications | | Red | Green | Yellow | | | | | | | | |
| Planning | | | Red | Green | | | | | | | | |
| Design | | | | Red | Green | | | | | | | |
| Development | | | | Green | Green | Red | | | | | | |
| Testing | | | | | | | Green | Yellow | | | | |
| Assessment | | | | | | | | | Red | Green | | |
| Documentation | | | | | | | | | | Green | Green | Yellow |

Figure 1.9.1: Gantt Chart

1.9.2 Release Plan and Milestone

The release plan and milestones are given below:

| Activities | Duration in week | Total week |
|------------------|------------------|------------|
| Research | W1, W2 | 2 |
| Specifications | W2, W3, W4 | 3 |
| Planning | W3, W4 | 2 |
| Design | W4, W5 | 2 |
| Development | W4, W5, W6, W7 | 4 |
| Testing | W7, W8 | 2 |
| Assessment | W9, W10 | 2 |
| Documentation | W10, W11, W12 | 3 |
| Software release | W12 | 1 |

Figure 1.9.2: Release Plan

1.10 Objectives

The creation of a recruiting management system is the aim of this project. This target will be achieved using the following objectives:

- The recruitment management system should be designed or modeled.
- System will help to make recruiting processes more efficient and less expensive.
- Users can view job circular and job information.
- This system must be dependable and simple enough for users of average intelligence to use.
- The output must be accurate, timely, and comprehensive.
- The processes for hiring new employees will become more effective and affordable with the use of a system.
- Hopefully this system will be well contributed to our Organization and job seeker.

Any environment should support this web application. Data security must be taken seriously in the design. This could be provided through a login function that accepts usernames and passwords from both administrators and users. Thus, administrative responsibilities are considerably streamlined.

CHAPTER 2: REQUIREMENT ENGINEERING

2.1 Functional Requirements

They are defined by the functional needs of a system or component. The system's actions are specified. User-stated functional needs are provided. It is vital to adhere to these requirements. It is necessary to comply with these standards.

The following are the "Recruitment Management System's" functional prerequisites:

2.1.1 Functional Requirements for Job Seekers & HR

- The system will allow job seekers to search for jobs and job details.
- The system will allow job seeker to apply job
- The system will not allow HR to login with an invalid email or password.
- The system will allow HR to change passwords.
- The system will allow HR to update personal information.
- The system will allow HR to add new job posts and manage job posts.
- The system will allow HR to add new candidates and manage candidates.
- The system will allow HR to add new employees and manage employees.
- The system will allow HR to manage interviews.

2.1.2 Functional Requirements for Hiring-Manager

- The system will not allow HM (the hiring manager) to login with an invalid email or password.
- The system will allow HM to change passwords.
- The system will allow HM to update personal information.
- The system will allow HM to manage interviews.
- The system will allow HM to manage candidate reports.
- The system will allow HM to view job reports.

2.1.3 Functional Requirements for Employees

- The system will not allow employees to login with an invalid email or password.
- The system will allow employees to change passwords.
- The system will allow employees to update personal information.
- The system will allow employees to manage interviews.
- The system will allow employees to manage candidate reports.

2.2 Non-functional Requirements

Non-functional requirements are those that are not directly related to the functions that the system performs. They may be in a position to relate to changing system properties like dependability, responsiveness, and storage capacity. On rare occasions, nonfunctional requirements may be connected to system features. The prominent qualities of the system may be either suggested or demanded by these situations. The system's usability, security, accessibility, and other new features might then be assessed by them. As a result, they frequently transcend beyond specific functional requirements in terms of fundamentality. Users of the system frequently find workarounds for system functions that don't usually fix their problems. Thus, the system might not be useable as a whole if a non-functional criterion is not met.

The following are "Recruitment Management System"'s non-functional requirements:

- **Security:** This application is secure for all users due to the management of sessions. In the event that a user logs out of the system, no one will be able to access their profile without knowing their private password.
- **Speed:** The system should be able to provide users with quick results based on their selections.
- **Robustness:** The system should be able to effectively and quickly recover from errors.
- **Reliability:** The system should only produce a small percentage of errors, and downtime should be minimal.
- **Size:** The database won't use more memory because there are no redundant instances in it.
- **Ease of use:** The system should be easy to use and have a straightforward user interface.
- **Portability:** The System must function correctly on a variety of platforms.

CHAPTER 3: SYSTEM ANALYSIS, DESIGN & SPECIFICATION

3.1 Development Model

The "Recruitment Management System" project is being developed using a model for incremental improvement. The waterfall model's flaws are addressed by this model.

These models exhibit excellent performance when a project is separated into a number of independent, stand-alone components that operate independently of one another. Iterative enhancement and fast application are the two concepts that comprise incremental process models.

Multiple design iterations are permitted by the iterative enhancement paradigm but not by the waterfall model. A product is made public after each cycle. Lessons learned have an impact on the cycle that follows.

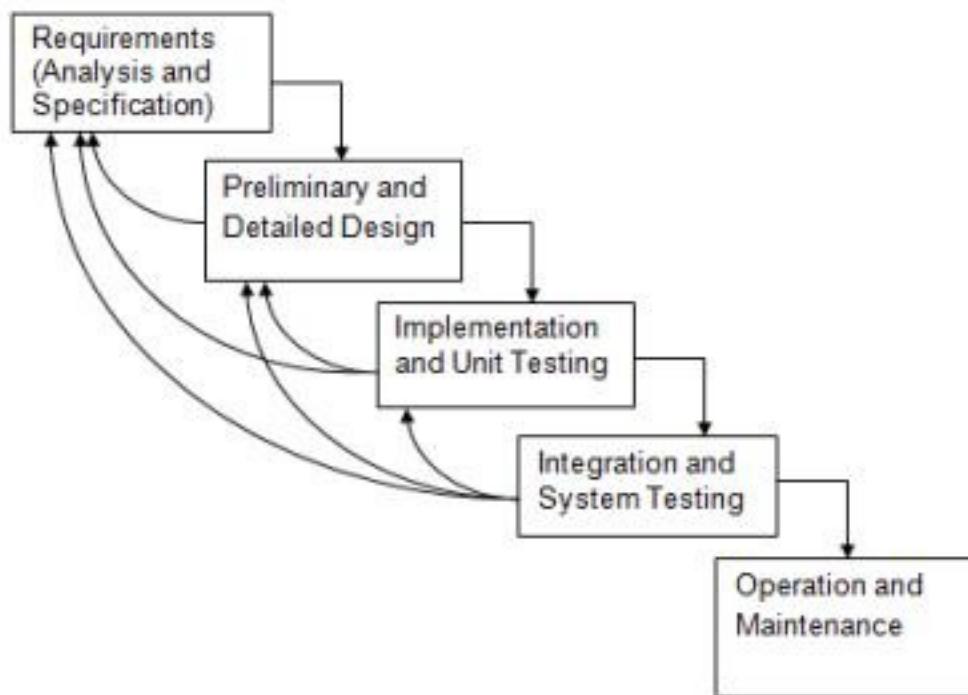


Figure 3.1: Iterative Enhancement Model

3.2 Use Case Diagram



Figure 3.2: Use Case Diagram

3.2.1 Use Case Description

| | |
|--|--|
| Use Case 1 | Authentication of Users |
| Brief Description | The user is given access to the system using just this one module. |
| Actor(s) | Users |
| Flow Of Events | <p>Basic Flow:</p> <p>When a user accesses a web page, the use case begins.</p> <ol style="list-style-type: none">1. The URL for the page is entered by the user.2. The user logs in using their credentials.3. The system shows the home page. <p>Alternative Flow:</p> <p>Users with false information are not allowed access to the recruitment platform.</p> |
| Level | User use case |
| Parameters | Input: user login details Output: Based on user type the recruitment platform homepage |
| Pre-Conditions | All users must: <ul style="list-style-type: none">· You must have a valid user account.· Have a working Internet connection. |
| Post-Conditions (Success End) | If the use case is successful, the user is granted access to the system. |

| | |
|--|--|
| Use Case 2 | Job Seeker Use Case: |
| Brief Description | The job seekers access the system easily. |
| Actor(s) | Job Seeker |
| Flow Of Events | <p>Basic Flow:</p> <p>When a job seeker accesses a web page, the use case begins.</p> <ol style="list-style-type: none"> 1. The URL for the page is entered by the job seeker. 2. The system will allow to search job also view job details 3. Job seekers can apply for jobs easily by filling out a form. <p>Alternative Flow:</p> <p>Applicants who provide false information are not accepted through the application platform.</p> |
| Level | Job Seeker use case |
| Parameters | Input: The job Seeker corrects information. |
| Pre-Conditions | All job seekers must: <ul style="list-style-type: none"> · Type the correct URL. · Have a working Internet connection. |
| Post-Conditions (Success End) | If the use case is successful, the job seeker will get a successful notification from the system. |

| | |
|--|---|
| Use Case 3 | HR Use Case |
| Brief Description | This HR (authenticated) use case is used for job maintenance, candidate maintenance, employee maintenance, and managing candidates' interviews and notes. |
| Actor(s) | HR |
| Flow Of Events | <p>Basic Flow:</p> <p>When a HR accesses a web page, the use case begins.</p> <ol style="list-style-type: none"> 1. The URL for the page is entered by HR. 2. The system displays the view page and the job list with status. 3. The user selects a position from the list and clicks the view option. 4. The system shows information about each applicant. 5. The user selects the editing option. 6. The system displays the editable form. 7. The user selects the update option after making some changes to the applicant's data. 8. A confirmation message is shown after the system updates the data. 9. The user creates the candidate's interview and notes. 10. The user views phone-interview and onsite-interview lists also can be editable and delete 11. The system will allow you to update your profile and change your password. |
| Level | HR use case |
| Parameters | HR has full permission to work on all modules in this system. |
| Pre-Conditions | <p>HR has must:</p> <ul style="list-style-type: none"> · Type the correct URL. · Have a working Internet connection. |
| Post-Conditions (Success End) | If the use case is successful, HR will get successful notification from the system in every module. |

| | |
|--|--|
| Use Case 4 | Hiring-Manager (HM) Use Case |
| Brief Description | On recruitment, the hiring manager (authenticated) reviews candidate interview lists. He or she will take the interview as a phone interview or on-site interview and also be able to view job lists with details. |
| Actor(s) | Hiring-Manager |
| Flow Of Events | <p>Basic Flow:</p> <p>When a HM accesses a web page, the use case begins.</p> <ol style="list-style-type: none"> 1. The URL for the page is entered by HM. 2. The system displays the view page and the jobs list. 3. The user views the candidate's interview lists with their status. 4. The system shows information about each applicant. 5. The system shows interview information about each applicant. 6. The user takes the interview as a phone interview or an on-site interview. 7. The user selects the update option after making some changes to the applicant's data. 8. A confirmation message is shown after the system updates the data. 9. The user reviews the phone interview as well as the onsite interview details report. 10. The system will allow users to update profiles and change passwords. |
| Level | Hiring-Manager Use Case |
| Parameters | HM has the authority to integrate all modules contained within the HM-Portal into the system. |
| Pre-Conditions | HM has must: <ul style="list-style-type: none"> · Type the correct URL. · Have a working Internet connection. |
| Post-Conditions (Success End) | If the use case is successful, HM will get a successful notification from the system in every module. |

| | |
|--|--|
| Use Case 5 | Employee Use Case |
| Brief Description | On recruitment, the employee (authenticated) sees the candidate's interview lists. He or she will take the interview as a phone interview or Onsite-Interview on-site . |
| Actor(s) | Employee |
| Flow Of Events | <p>Basic Flow:</p> <p>When an employee accesses a web page, the use case begins.</p> <ol style="list-style-type: none"> 1. The URL for the page was entered by an employee. 2. The user views the candidate's interview lists with their status. 3. The system shows information about each applicant. 4. The system shows interview information about each applicant. 5. The user takes the interview as a phone interview or an on-site interview. 6. The user reviews the phone interview as well as the onsite interview details report. 7. The system will allow users to update profiles and change passwords. |
| Level | Employee use case |
| Parameters | Employee has permission to work all modules inside the Employee-Portal into the system. |
| Pre-Conditions | Employees have must: <ul style="list-style-type: none"> · Type the correct URL. · Have a working Internet connection. |
| Post-Conditions (Success End) | If the use case is successful, the employee will get a successful notification from the system in every module. |

3.3 Activity Diagram

A flow chart used to depict the sequence of events is called an activity diagram. The event can be viewed as one of the system's operations, so the control flow is drawn from one operation to the next. This flow could be concurrent, parallel, sequential, branched, or all of the above. The

Each system user's activity diagram is shown below:

3.3.1 Activity Diagram for Job Seeker

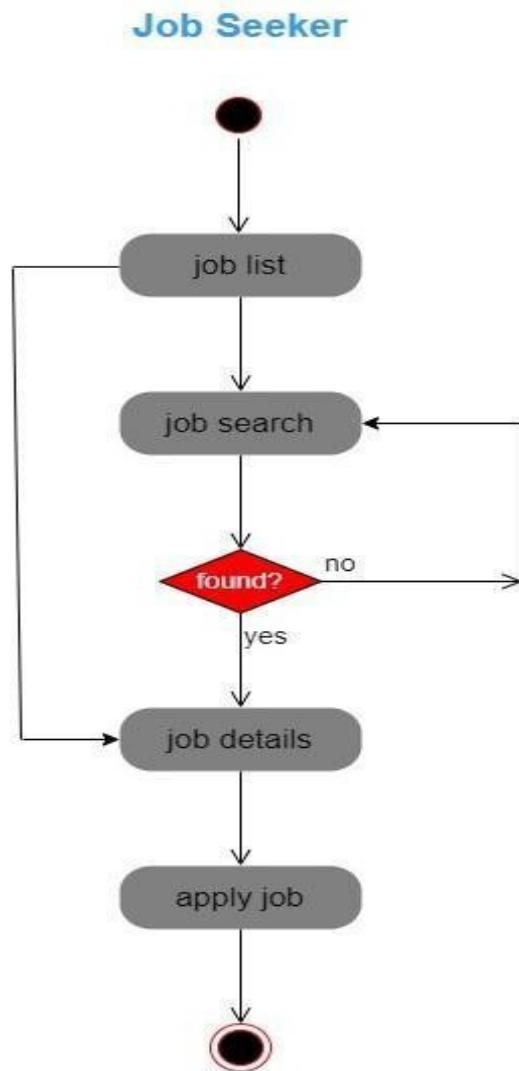


Figure 3.3.1: Activity Diagram for Job Seeker

3.3.2 Activity Diagram for HR

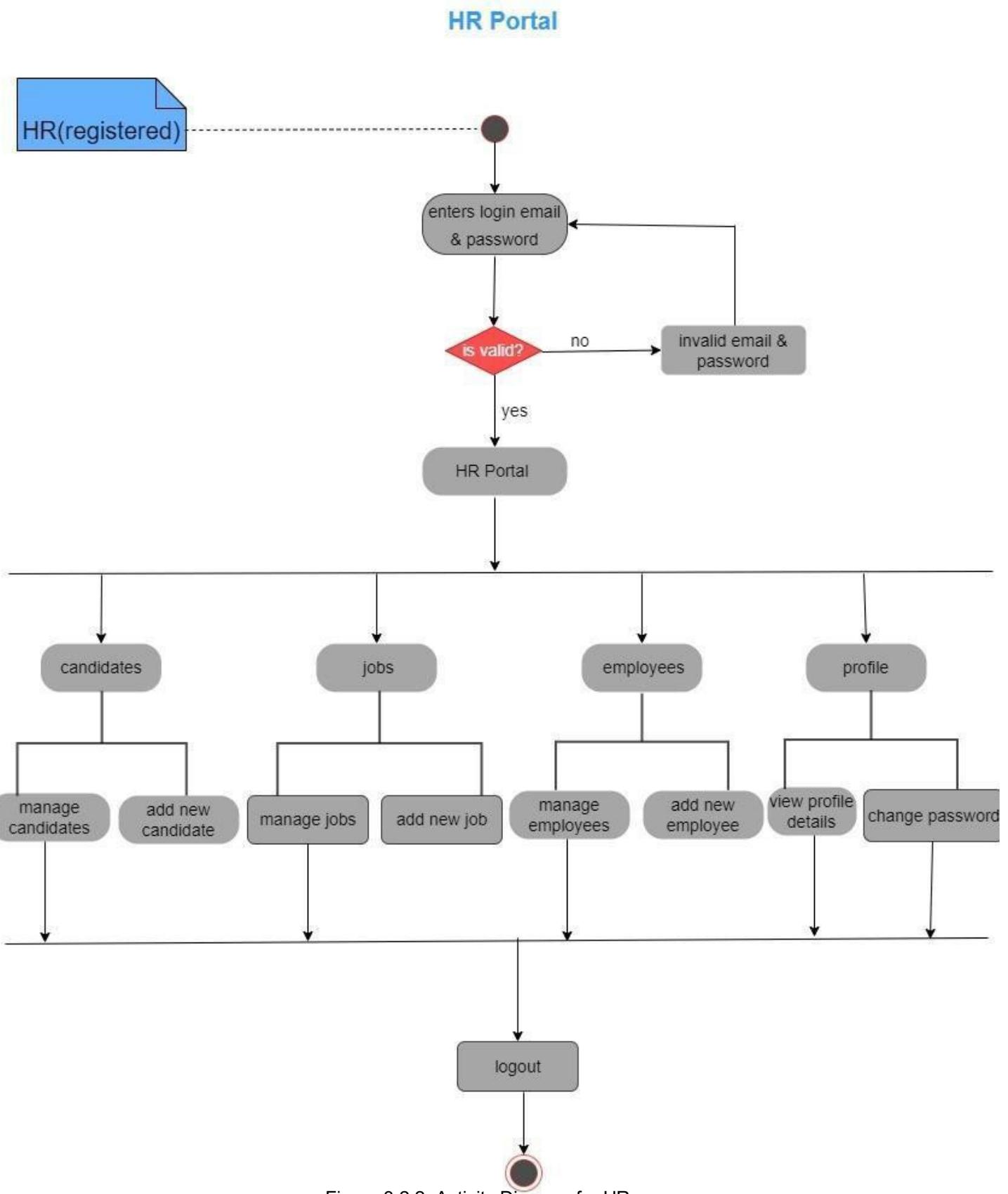


Figure 3.2.2: Activity Diagram for HR

3.3.3 Activity Diagram for Hiring-Manager

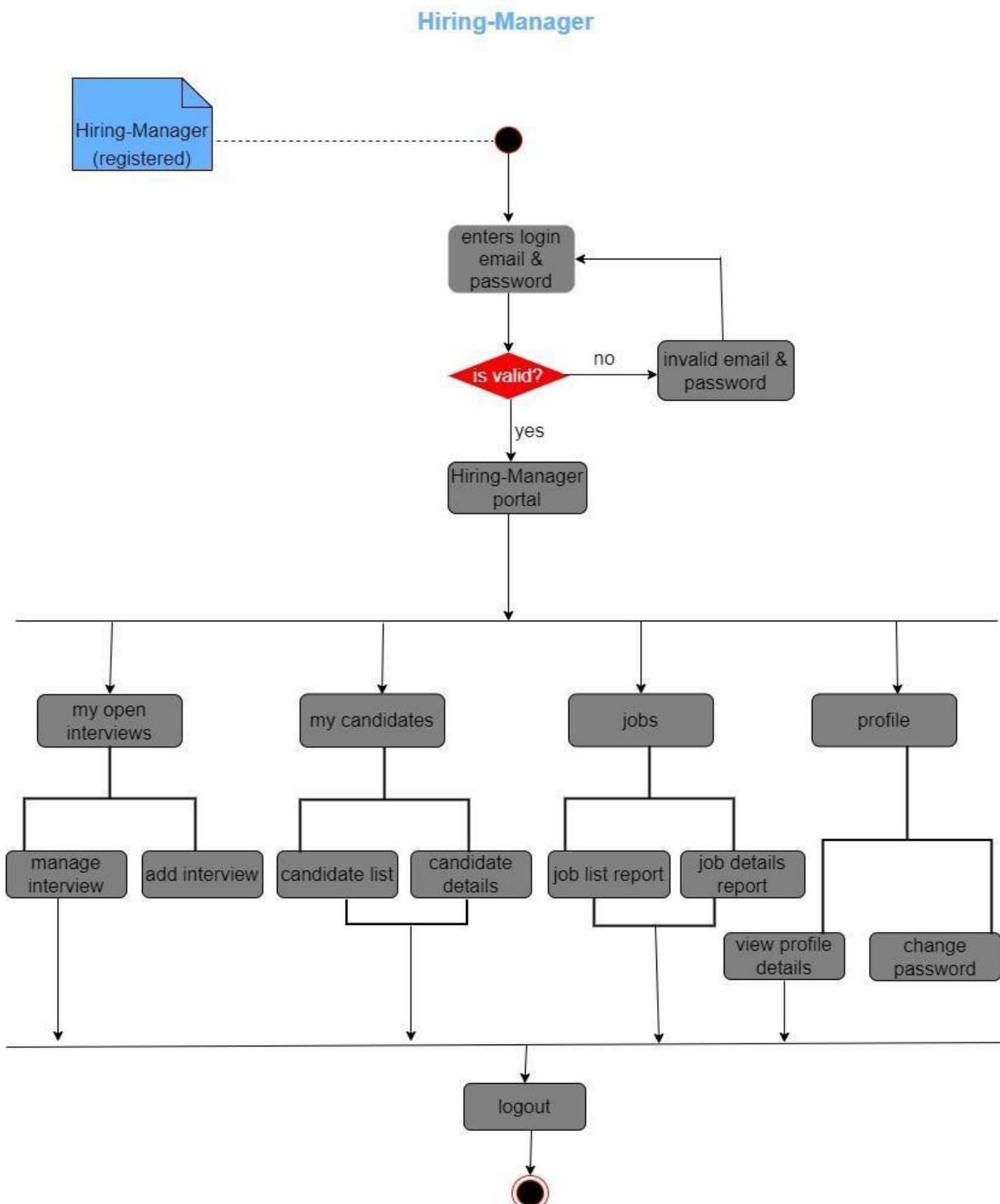
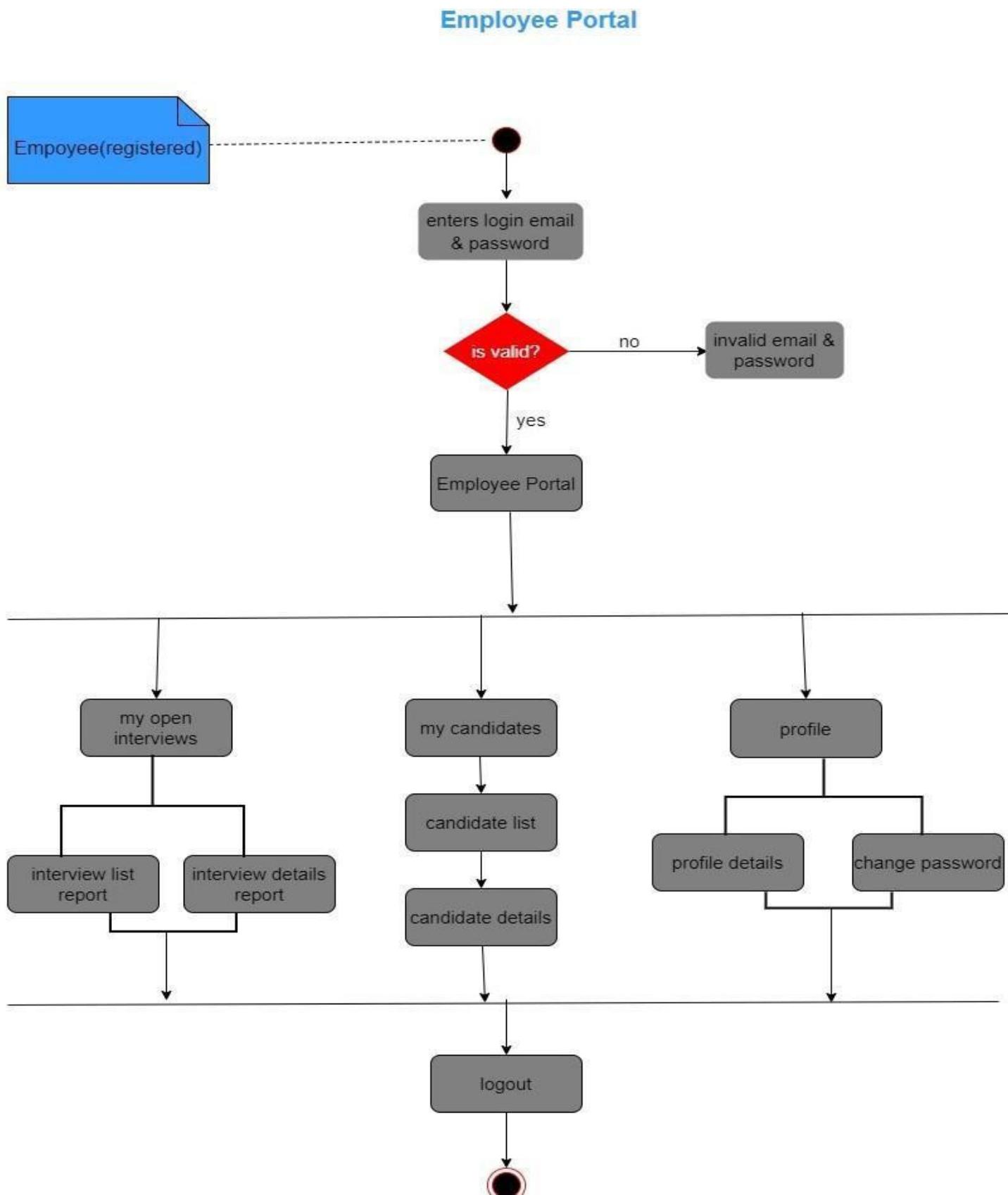


Figure 3.3.3: Activity Diagram for Hiring-Manager

3.3.4 Activity Diagram for Employee



3.4 Sequence Diagram

3.4.1 Sequence Diagram for Job Seeker

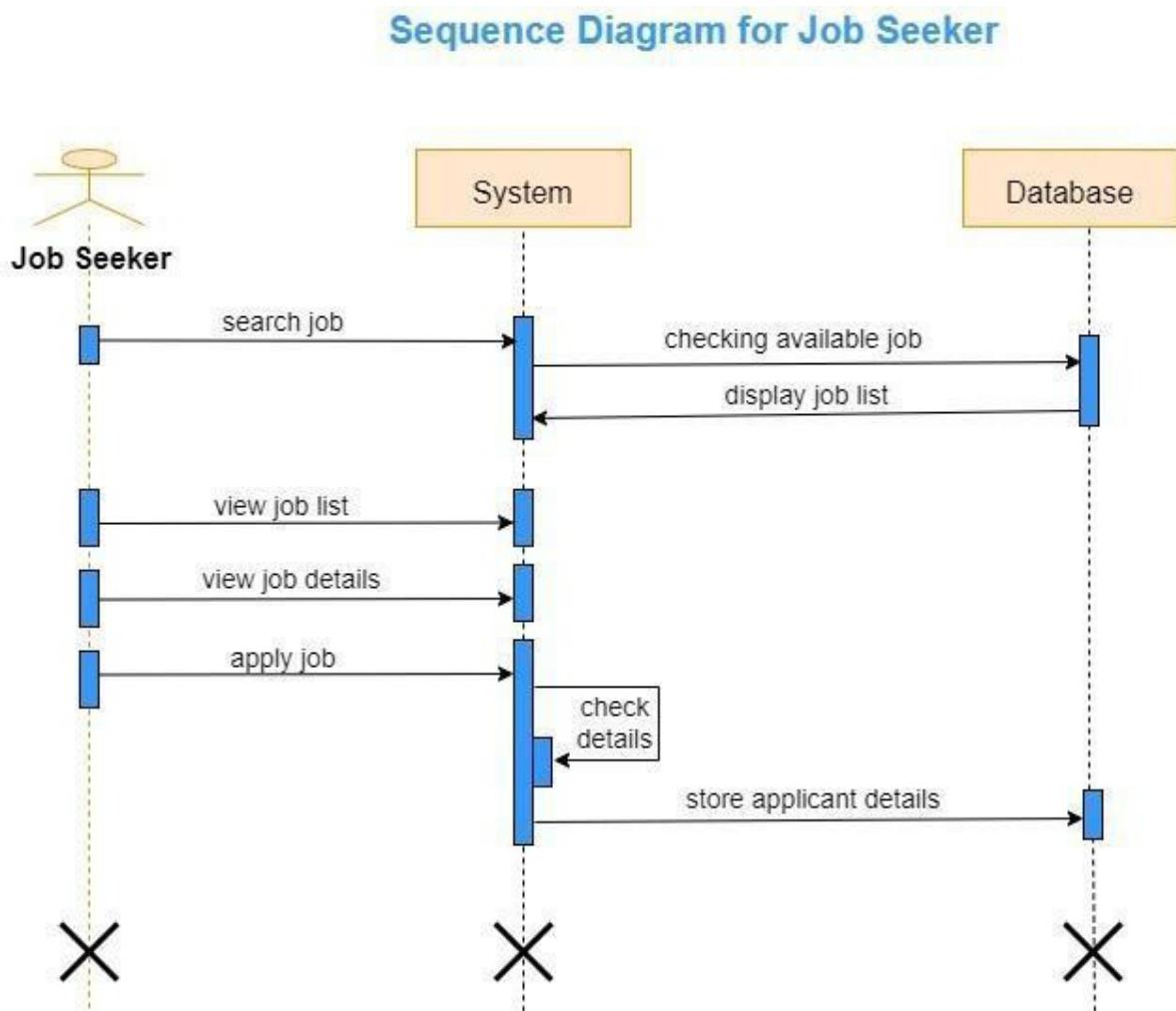


Figure 3.4.1: Sequence Diagram for Job Seeker

3.4.2 Sequence Diagram for HR

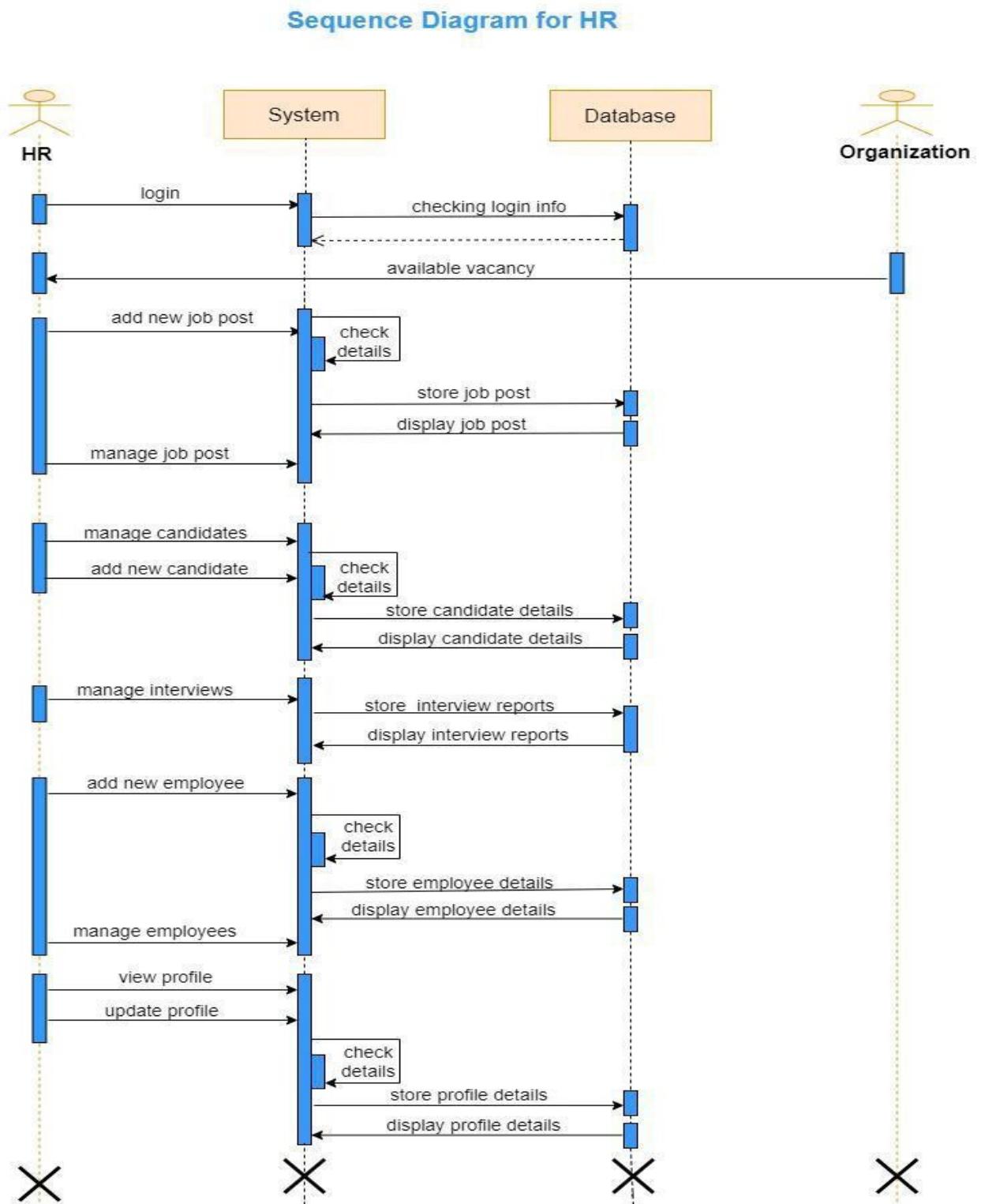


Figure 3.4.2: Sequence Diagram for HR

3.4.3 Sequence Diagram for Hiring-Manager

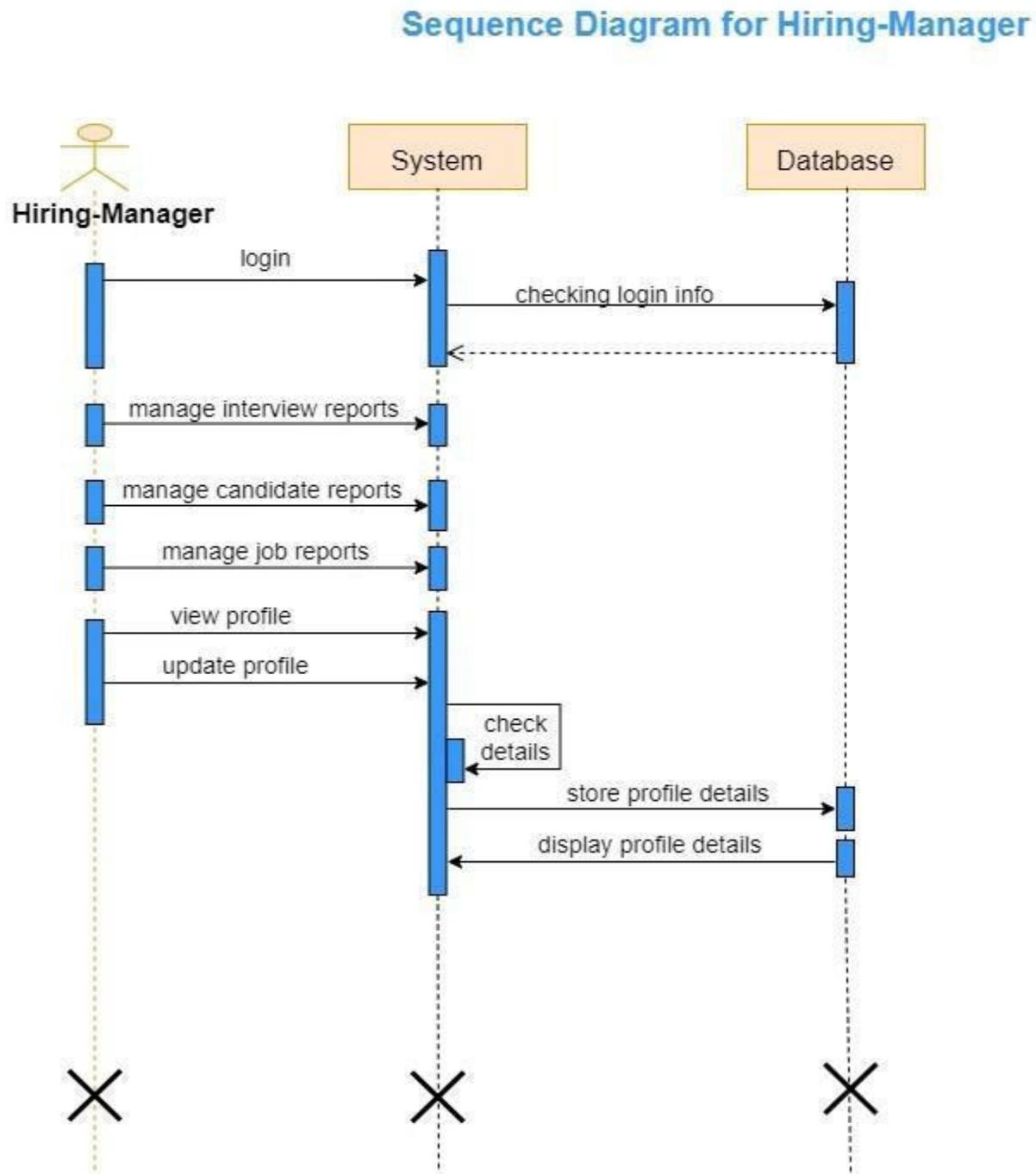


Figure 3.4.3: Sequence Diagram for Hiring-Manager

3.4.4 Sequence Diagram for Employee

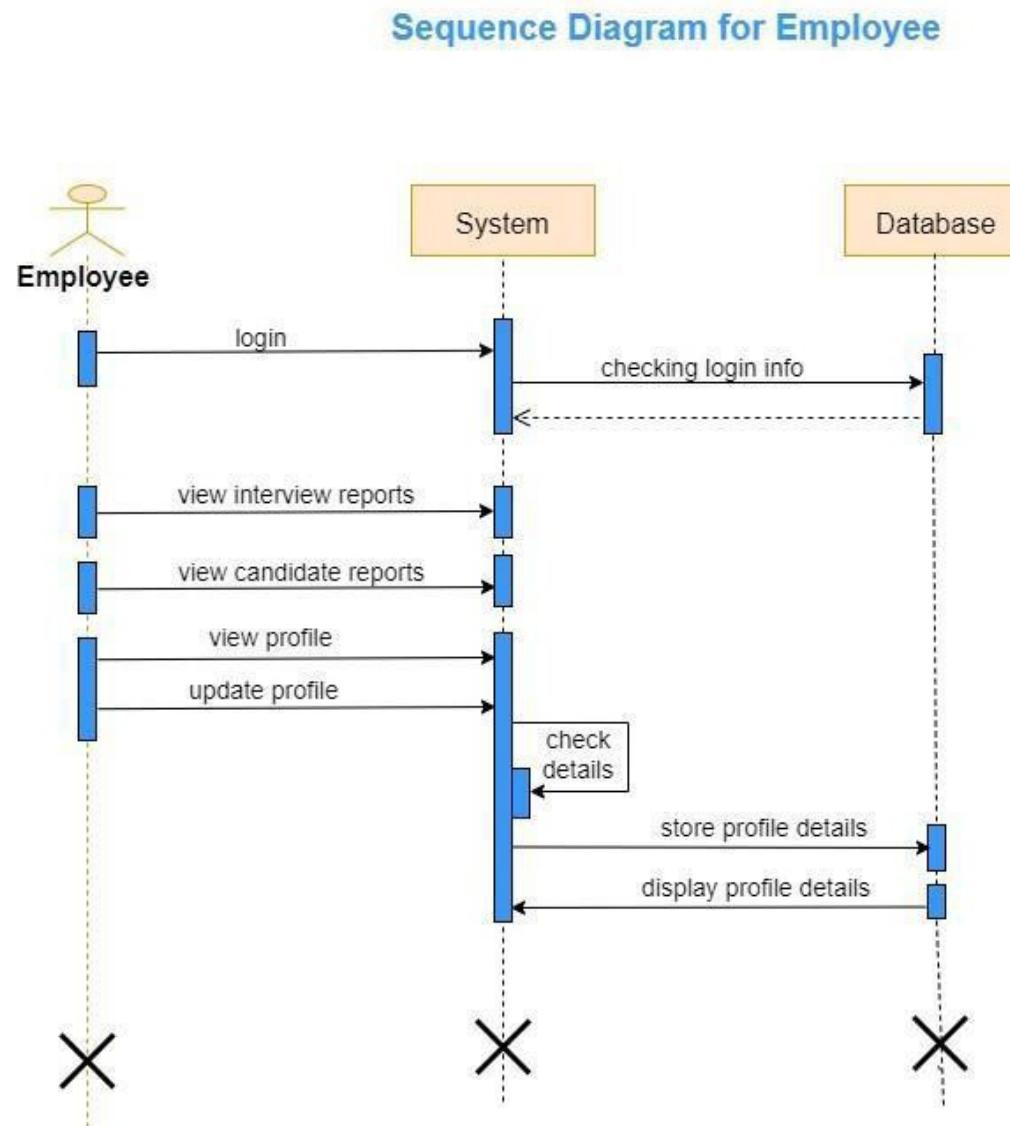


Figure 3.4.4: Sequence Diagram for Employee

3.5 Entity Relationship Diagram

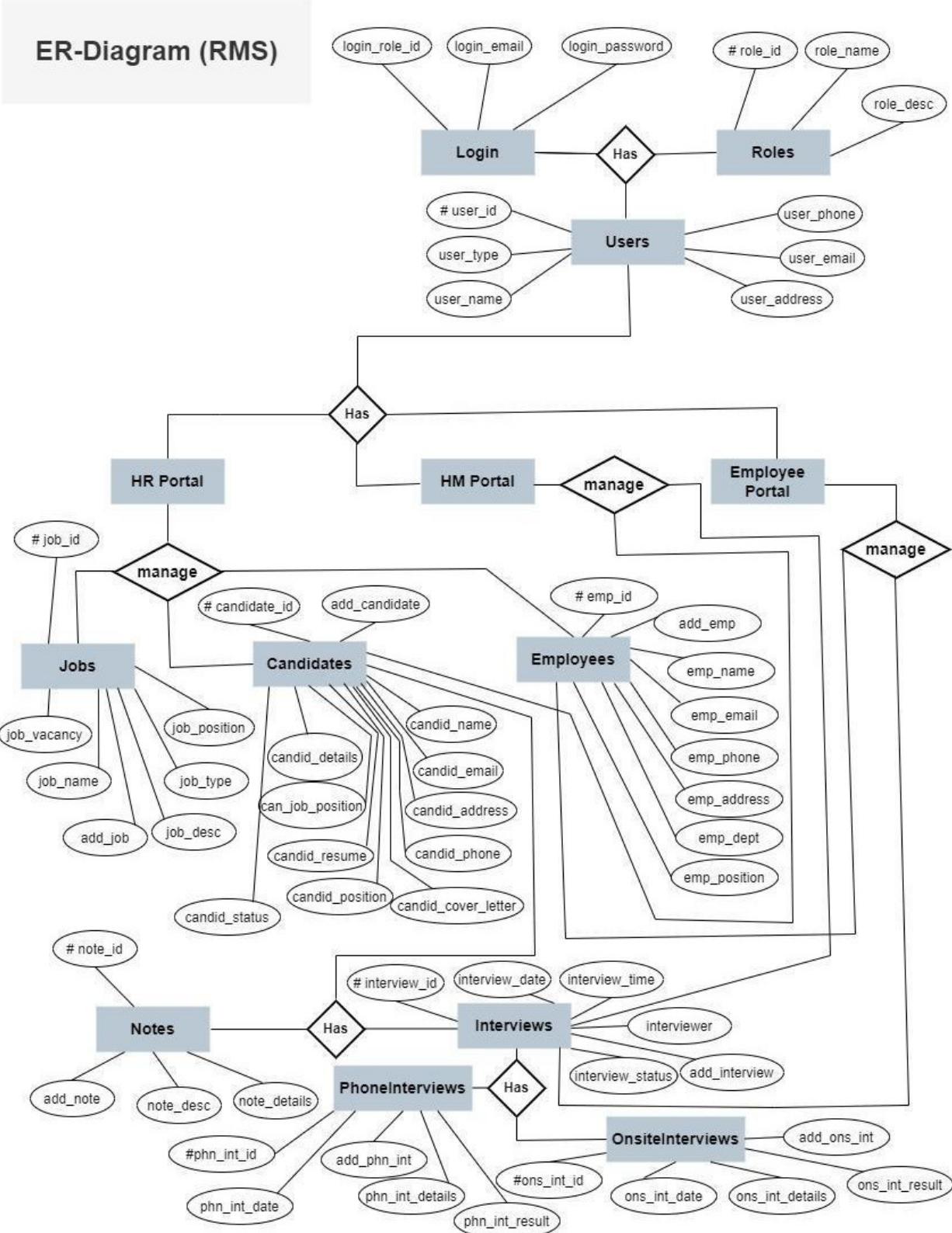


Figure 3.5: Entity Relationship Diagram for RMS

3.6 Class Diagram

Class- Diagram(RMS)

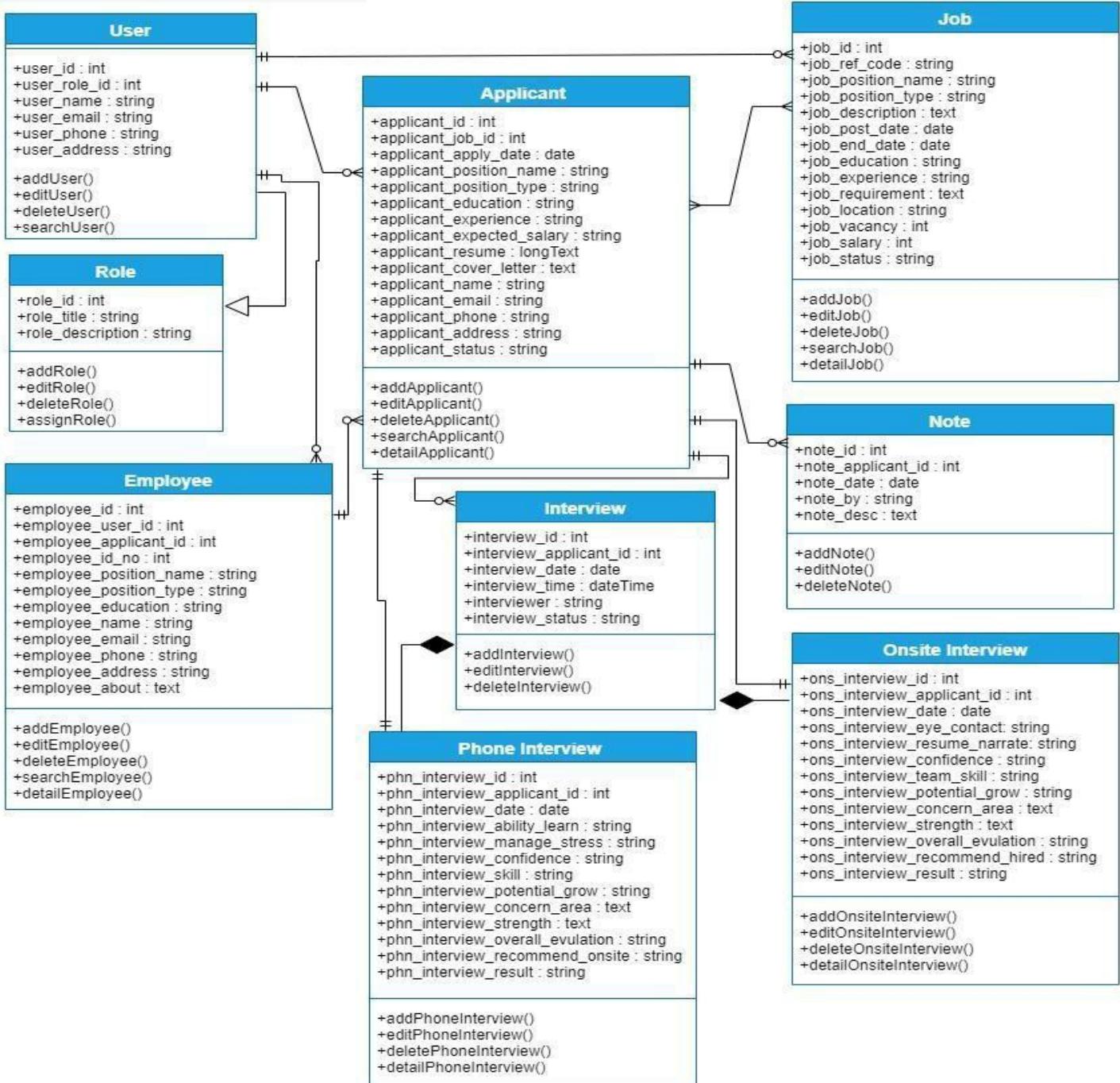


Figure 3.6: Class Diagram for RMS

CHAPTER 4: SYSTEM TESTING

4.1 Feature Testing

Testing new features is viewed as a modification and upgrade to the current feature system. Here, new system capabilities for the most recent system will be shown. These all aim to improve the efficacy, dependability, efficiency, and security of the online application.

4.1.1 Features to be tested

| Features | Priority | Description |
|-----------------------|----------|--|
| Log in | 1 | The identity of the user must be confirmed by the administrator. |
| Log out | 3 | The session must be terminated after logging out. |
| Job Maintenance | 2 | Users must be managed by the jobs module correctly. |
| Apply request | 1 | Job seekers must be submit their request to the system |
| Candidate Maintenance | 2 | Users must manage the candidate module correctly. |
| Employee Maintenance | 2 | Data pertaining to an employee must be saved correctly. |
| Change Password | 2 | When necessary, users can change their passwords. |
| Manage Interview | 1 | The user must manage the interview module correctly. |

Figure 4.1.1: Features priority

4.2 Test Strategies

4.2.1 Test approach

I employed two distinct kinds of testing to make sure my system was of the highest caliber. I mainly focused on functional and structural testing.

- Black box testing, sometimes referred to as functional testing, is testing that overlooks a system's or component's internal workings in favor of concentrating only on the outputs generated in response to selected inputs and execution conditions.
- Testing that considers the internal workings of a system or component is known as white-box testing, also known as structural testing and "glass box testing."

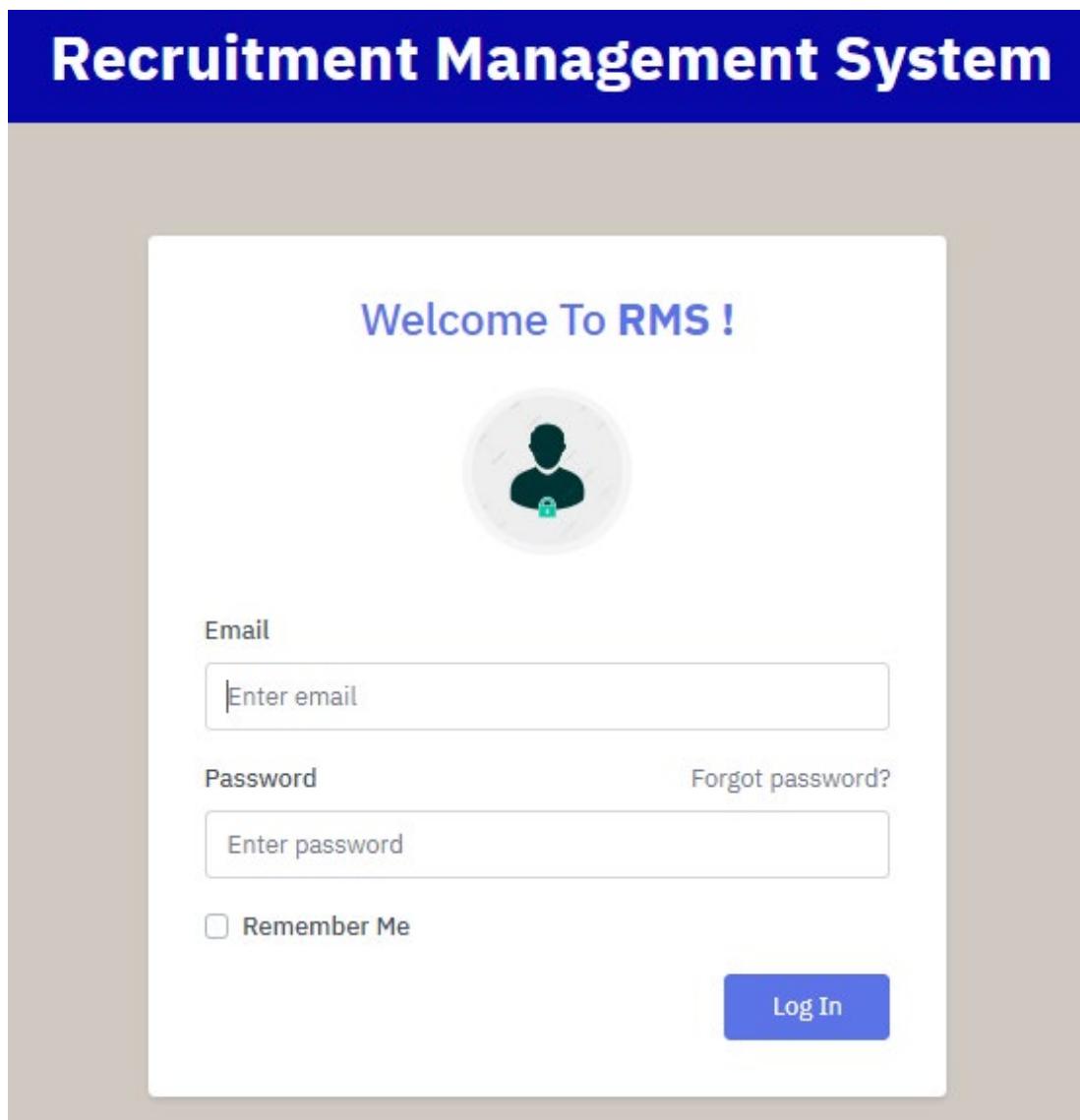
4.2.2 Testing Schedule

| Test Phase | Time |
|-------------------------|---------------------------|
| Testing plan create | 1 Week |
| Unit testing | The period of development |
| Component test | The period of development |
| Testing user interfaces | 2 Weeks |
| Performance testing | 1 Week |

Figure 4.2.2: Features priority table

CHAPTER 5: USER MANUAL

5.1 Login



5.2 Career Page

Careers

Open Positions

| Location | Position | Position Type | |
|---------------------|-----------------------------|---------------------|---------------------------|
| ■ Makati, PH | | | ^ |
| | Operations Research Analyst | Part Time Temporary | + Details |
| | Customer Service Associate | Part-Time Regular | + Details |
| | Customer Service Associate | Part-Time Regular | + Details |
| ■ San Francisco, CA | | | ^ |
| | Operations Research Analyst | Part Time Temporary | + Details |
| | Customer Service Associate | Part-Time Regular | + Details |

5.3 Apply Job Page

Careers

Careers / Operations Research Analyst / Apply

| | | |
|-----------------------------|--------------|--|
| Applied Date * | First Name * | Job Details |
| 12/15/2022 | First Name | Job ID : 1 |
| Job ID | Last Name * | Position Name : Operations Research Analyst |
| -Select- | Last Name | Job Reference : 45433 |
| Educational Qualification * | Full Name * | Position Type : Part Time Temporary |
| -select- | Full Name | Location : Makati, PH |
| Experience * | Email * | |
| -select- | Email | |
| Experience Description * | Phone * | |
| | Phone | |
| | Country * | |
| | Country | |

5.4 HR Portal

The screenshot shows the HR Portal dashboard. On the left, there's a sidebar with a dark blue header 'HR Portal' and a menu bar with 'MENU' and three horizontal lines. Below the menu are four items: 'Dashboard' (selected), 'Candidates', 'Jobs', and 'Employees'. The main area has a title 'Dashboard' and a breadcrumb 'Home / Dashboard'. On the right, there's a table with columns: Position, Position Type, Date Applied, Name, Location, and Status. The table contains seven rows of candidate data:

| Position | Position Type | Date Applied | Name | Location | Status |
|-----------------------------|---------------------|-------------------|------------------|--------------------|-----------|
| Operations Research Analyst | Part Time Temporary | 27 October, 2022 | Adnan Habib | Dhaka, Bangladesh | Active |
| Head of Operations | Full-Time Regular | 28 October, 2022 | Sakil Ahmed | kolkata, India | Qualified |
| Customer Service Associate | Part-Time Regular | 29 October, 2022 | munna vai | Dhaka, Bangladesh | Active |
| Independent Consultant | Contractor | 30 October, 2022 | Md Ahmed | West-Bengal, India | Dormant |
| Project Engineer | Full-Time Regular | 31 October, 2022 | Tasin Uddin Toha | Khulna, Bangladesh | Closed |
| Operations Research Analyst | Part Time Temporary | 01 November, 2022 | Babul Dasss | Delhi, India | Active |
| Operations Research Analyst | Part Time Temporary | 30 October, 2022 | Adnan Habib | CAA, Bangladesh | Hired |

5.5 Manage Candidates

The screenshot shows the 'HR Portal' interface with the title 'Manage Candidates'. The left sidebar has a dark blue theme with sections for 'Dashboard', 'Candidates' (selected), 'Jobs', and 'Employees'. The main area has a light gray header with a search bar and a 'Add New Candidate / Manage Candidates' button. Below is a table with 10 rows of candidate data, each with a small circular status icon. At the bottom, it says 'Showing 1 to 10 of 34 entries' and has a navigation bar with 'Previous' and 'Next' buttons.

| SI | Position | Position Type | Date Applied | Name | Location | Status |
|----|-----------------------------|---------------------|-------------------|------------------|-------------------------|-----------|
| 1 | Operations Research Analyst | Part Time Temporary | 27 October, 2022 | Adnan Habib | Dhaka, Bangladesh | Active |
| 2 | Head of Operations | Full-Time Regular | 28 October, 2022 | Sakil Ahmed | kolkata, India | Qualified |
| 3 | Customer Service Associate | Part-Time Regular | 29 October, 2022 | munna vai | Dhaka, Bangladesh | Active |
| 4 | Independent Consultant | Contractor | 30 October, 2022 | Md Ahmed | West-Bengal, India | Dormant |
| 5 | Project Engineer | Full-Time Regular | 31 October, 2022 | Tasim Uddin Toha | Khulna, Bangladesh | Closed |
| 6 | Operations Research Analyst | Part Time Temporary | 01 November, 2022 | Babul Dasse | Delhi, India | Active |
| 7 | Operations Research Analyst | Part Time Temporary | 30 October, 2022 | Adnan Habib | CAA, Bangladesh | Hired |
| 8 | Head of Operations | Full-Time Regular | 30 October, 2022 | Adnan Habib | Jessore, Bangladesh | Rejected |
| 9 | Operations Research Analyst | Part Time Temporary | 31 October, 2022 | Adnan Habib | Cox's Bazar, Bangladesh | Active |
| 10 | Operations Research Analyst | Part Time Temporary | 30 October, 2022 | Adnan Habib | DK, Bangladesh | Active |

5.6 Candidate Details

HR Portal

Candidate Details

Applied Date: 10/28/2022

First Name: Sakil

Educational Qualification: Masters Degree or Higher

Last Name: Ahmed

Experience: 2 - 4 Years

Full Name: Sakil Ahmed

Experience Description: rgfdskgfk

Email: sakil.ahmed@gmail.com

Phone: 01748088261

Salary Expectation: 50000

Country: India

Resume: Choose File | No file chosen

Download

State: kolkata

City: Habra

Job Details

Position: Head of Operations

Reference Code: 45453

Location: Santa Clara, CA

Position Type: Full-Time Regular

HR Manager Section

HR Portal

Interviews

| Interview Date | Interview Time | Interviewer | Interview Status | Action |
|----------------|----------------|-------------|------------------|---|
| 2022-11-15 | 12:00PM | Md Raju | Declined | Edit Delete |
| 2022-11-09 | 01:00PM | Md Raju | Accepted | Edit Delete |
| 2022-11-10 | 12:00PM | Habib Adnan | scheduled | Edit Delete |
| 2022-11-16 | 08:00AM | Md Raju | scheduled | Edit Delete |

Notes

- Phone Interview
- Onsite Interview

| Notes | Note By | Date Created | Last Update | Action |
|---|-------------|-------------------|-------------------|---|
| Please hire him as soon as possible | Md Raju | 08 November, 2022 | 10 November, 2022 | Edit Delete |
| Please interview him and see if she qualifies for any other positions.... | Habib Adnan | 10 November, 2022 | 10 November, 2022 | Edit Delete |

5.7 HM Portal

The screenshot shows the HM Portal interface. The left sidebar has a dark blue background with white text and icons. It includes links for Dashboard, My Open Interviews (which is highlighted in blue), My Candidates, and Jobs. The main content area has a light gray background. At the top right, there is a user profile icon for 'Habib Adnan' with a dropdown arrow. Below the header, the page title 'My Open Interviews' is displayed, along with a breadcrumb navigation 'Home / My Open Interviews'. A table lists six open interviews with columns for Candidate, Position, Interview Date, Interview Type, and Details. Each row contains a 'Phone' button, an 'Onsite' button, and a 'Details' button.

| Candidate | Position | Interview Date | Interview Type | Details |
|----------------|-----------------------------|-------------------|----------------|---------|
| Md Sakil Ahmed | Customer Service Associate | 11 November, 2022 | Phone Onsite | Details |
| Md Sakil Ahmed | Customer Service Associate | 17 November, 2022 | Phone Onsite | Details |
| Adnan Habib | Operations Research Analyst | 10 November, 2022 | Phone Onsite | Details |
| munna vai | Customer Service Associate | 17 November, 2022 | Phone Onsite | Details |
| Moga Mulla | Project Engineer | 10 November, 2022 | Phone Onsite | Details |
| Babul Dasss | Operations Research Analyst | 18 November, 2022 | Phone Onsite | Details |

5.8 HM Candidates

The screenshot shows the HM Portal interface. The left sidebar has a dark blue background with white text and icons. It includes links for Dashboard, My Open Interviews, My Candidates (which is highlighted in blue), and Jobs. The main content area has a light gray background. At the top right, there is a user profile icon for 'Habib Adnan' with a dropdown arrow. Below the header, the page title 'My Candidates' is displayed, along with a breadcrumb navigation 'Home / My Candidates'. A table lists six candidates with columns for Position, Date Applied, Name, Location, and Status. Each row contains a 'New' button, a 'Self-Applied' button, an 'Active' button, and a 'Recommended' button.

| Position | Date Applied | Name | Location | Status |
|-----------------------------|-------------------|----------------|-------------------|--------------------|
| Customer Service Associate | 31 October, 2022 | Md Sakil Ahmed | sdf, India | New Self-Applied |
| Customer Service Associate | 31 October, 2022 | Md Sakil Ahmed | sdf, India | New Self-Applied |
| Operations Research Analyst | 31 October, 2022 | Adnan Habib | DK, Bangladesh | Active Invited |
| Customer Service Associate | 29 October, 2022 | munna vai | Dhaka, Bangladesh | Active Recommended |
| Project Engineer | 30 October, 2022 | Moga Mulla | DK, Bangladesh | Active Invited |
| Operations Research Analyst | 01 November, 2022 | Babul Dasss | Delhi, India | Active Recommended |

5.9 HM Job

The screenshot shows the HM Portal interface. On the left, there's a dark sidebar with a 'MENU' section containing 'Dashboard', 'My Open Interviews', 'My Candidates', and 'Jobs'. The 'Jobs' option is highlighted. The main content area is titled 'Jobs' and shows a table of five job listings:

| Position | Position Type | Location | Expiration Date | Published | Action |
|-----------------------------|---------------------|-------------------|-------------------|-----------|---------|
| Operations Research Analyst | Part Time Temporary | Makati, PH | 05 November, 2022 | Yes | Details |
| Independent Consultant | Contractor | San Francisco, CA | 04 November, 2022 | Yes | Details |
| Customer Service Associate | Part-Time Regular | Makati, PH | 10 December, 2022 | No | Details |
| Project Engineer | Full-Time Regular | San Francisco, CA | 08 December, 2022 | Yes | Details |
| Head of Operations | Full-Time Regular | Santa Clara, CA | 10 December, 2022 | Yes | Details |

5.10 Phone Interview

The screenshot shows the 'New Phone Interview' form in the HM Portal. The sidebar on the left is identical to the previous screenshot. The main form has a title 'New Phone Interview' and a header 'Phone Interview with : Md Sakil Ahmed'. It includes fields for 'Interview Date' (set to 11/27/2022) and a 'Characteristics' section with five personality traits each with five rating options ('Poor', 'Fair', 'Average', 'Good', 'Superior').

Characteristics

Assertive Outgoing*

Poor Fair Average Good Superior

Achievement Oriented*

Poor Fair Average Good Superior

Ethusiasm*

Poor Fair Average Good Superior

Verbal Persuasive*

Poor Fair Average Good Superior

Ability to Learn*

Poor Fair Average Good Superior

5.11 Onsite Interview

The screenshot shows the HM Portal interface for creating a new onsite interview. The left sidebar has a dark theme with 'HM Portal' at the top, followed by 'MENU' and options: 'Dashboard', 'My Open Interviews' (selected), 'My Candidates', and 'Jobs'. The main content area is titled 'New Onsite Interview' and shows the following fields:

- Onsite Interview with :** Md Sakil Ahmed
- Interview Date ***: 11/27/2022
- Appearance**
 - Body Language Eye Contact ***:
○ Poor ○ Fair ○ Average ○ Good ○ Superior
 - Resume Clarity Presentation ***:
○ Poor ○ Fair ○ Average ○ Good ○ Superior
 - Presentation of Prior Work***:
○ Poor ○ Fair ○ Average ○ Good ○ Superior
- Characteristics**
 - Achievement Oriented***:
○ Poor ○ Fair ○ Average ○ Good ○ Superior
 - Enthusiasm***:
○ Poor ○ Fair ○ Average ○ Good ○ Superior

5.12 Employee Portal

The screenshot shows the Employee Portal interface under 'My Open Interviews'. The left sidebar has a dark theme with 'Employee Portal' at the top, followed by 'MENU' and options: 'Dashboard', 'My Open Interviews' (selected), 'My Candidates', and 'Jobs'. The main content area is titled 'My Open Interviews' and displays a table of interviews:

| Candidate | Position | Interview Date | Interview Type | Action |
|----------------|-----------------------------|-------------------|----------------|--------|
| Adnan Habib | Operations Research Analyst | 17 November, 2022 | Phone Onsite | |
| Md Sakil Ahmed | Independent Consultant | 20 November, 2022 | Phone Onsite | |
| Moga Mulla | Project Engineer | 15 November, 2022 | Phone Onsite | |
| Moga Mulla | Project Engineer | 09 November, 2022 | Phone Onsite | |
| munna vai | Customer Service Associate | 10 November, 2022 | Phone Onsite | |
| Moga Mulla | Project Engineer | 16 November, 2022 | Phone Onsite | |
| munna vai | Customer Service Associate | 17 November, 2022 | Phone Onsite | |

5.13 Profile Page

The screenshot shows the 'Profile Information' page of the HR Portal. On the left, there's a sidebar with a dark blue background and white text, titled 'HR Portal'. It has a 'MENU' section with links to 'Dashboard', 'Candidates', 'Jobs', and 'Employees'. On the right, the main content area has a header 'Profile Information' with a user icon and the name 'Adnan Habib'. Below this is a profile card featuring a circular logo with 'DIU' and the name 'Adnan Habib' with the title 'Human Resource Manager'. A section titled 'About Me:' contains a brief bio: 'Hi, I am Habib. I have completed BSc degree from Daffodil International University(DIU).'. To the right of the profile card is a large form for updating personal information. The form fields include:

| Field | Value |
|--------------|---|
| Change Image | <input type="button" value="Choose File"/> No file chosen |
| First Name | Adnan |
| Last Name | Habib |
| Full Name | Adnan Habib |
| Department | HR |
| Position | Human Resource Manager |
| Email | hr@embed.com |
| Phone | 01748088262 |
| Country | Bangladesh |
| State | Dhaka |
| City | Mirpur-12 |
| Zip Code | 1216 |

5.14 Change Password

The screenshot shows the 'Change Password' page of the HR Portal. The left sidebar is identical to the one in the previous screenshot. The main content area has a header 'Change Password' with a user icon and the name 'Adnan Habib'. Below this is a form with three input fields: 'Current Password', 'New Password', and 'Confirm Password'. A blue 'Change' button is located at the bottom right of the form.

CHAPTER 6: SUMMARY, CONCLUSION

6.1 Project Summary

The "RMS" project is developing a web application for recruiting to assist firms in managing their hiring procedures. PHP was used to create the RMS program, while HTML, JavaScript, and CSS were added for aesthetics. The backend program for the MySQL database was developed. Review of the social effects of the development of the current recruiting management system.

6.2 Conclusion

Businesses can utilize the Recruitment Management System, or RMS, as a platform to reduce their own hiring expenses while saving time and money. This study has the potential to fully eliminate or greatly minimize the anxiety associated with looking for work. The project's focus is on speedy and effective job seeking. By adding modules or functions that assist applicant testing as well as the recommendation of such individuals to businesses based on their performance and rating on the recruiting platform, the recruiting Management System may be made better.

6.3 Tools and Platform

Hardware specification:

| | |
|------------|-----------------------------|
| processor | 1.6 GHz or faster process |
| RAM | 4 GB |
| Disk space | 8 GB of available hard disk |

Software specification:

| | |
|------------------|--------------------|
| Operating system | Windows 10 |
| Front End | HTML, CSS, JS |
| Frameworks | Bootstrap, Laravel |
| Back End | PHP (Laravel) |
| Text Editor | Visual studio code |
| Database | MySQL |
| Web browser | Google chrome |
| Web server | apache |
| Drawing tools | diagrams.net |

6.4 Limitations

- SMS alert functionality is not offered.
- The portal is not optimized for search engines.
- Possibility of unauthorized access

6.5 Future Scope

Numerous techniques can be used to make something easy to use. The coding can be expanded in certain places to increase functionality. There is currently no integrated system for managing employees (including payroll and leave) in the system that may be put into use soon. At this time, it is not possible to backup the database. Next, we may enable the backup facility to be bundled, allowing actions to be carried out utilizing historical data. As new technology is developed, it will be feasible to upgrade the system and adapt it to the ideal environment. Emerging technologies may be utilized to increase security depending on the kind of securities that will be issued in the future.

Reference Links

- <https://www.caspio.com/apps/recruiting-management/>
- <https://www.slideshare.net/krupalshah1/employee-recruitment-system-srs>
- <https://app.diagrams.net/?src=about>
- <https://www.hrhelpboard.com/recruitment-management-system/benefits-of-recruitment-management-system.htm>
- <https://gitlab.com/dataembed-software-solutiomn/recruitment-management/-/tree/master>
- <https://scholar.google.com>
- <https://www.academia.edu>
- <https://www.javascript.com>
- <https://laravel.com/>
- <https://www.php.net/manual/en/index.php>
- <https://themeforest.net/item/minible-admin-dashboard-template/28481450>

THE END

RMS - Recruitment Management System

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