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Project Title

"RMS - Recruitment Management System" a web application platform to hold all the processes of employment for the organization.

Contents

- Introduction
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Introduction:

RMS (Recruitment Management System) is a web based application which will help to connect with jobseeker and organization. Jobseekers can browse & search jobs also they can see job details. In this application, any jobseeker can apply for suitable job based on their qualification. It's an free and fully open-source web application for all type of job seeker. On the other side, organization will find their perfect candidates also can hire candidates easily. By using recruiting system, HR managers can reach a larger pool of potential employees and speed up the hiring process.

These solutions are intended to increase the efficiency of both recruiters and jobseekers.

Motivation:

To develop a user friendly recruiting system is to optimize the recruitment process for an organization. Besides, the qualified applicants could be sort by this system based on their qualification and company requirements.

This system also provides the global platform for both – jobseeker and the organization, where the jobseeker can find their dream jobs and organization can find the right candidate to fulfill staff requirements.

This system will help to fast and efficient recruiting process can reduce costs, enhance a company's reputation both from a market and candidate perspective and ensure that the very best talent is identified, engaged and brought into the business.

Objective:

- System will help to make recruiting processes more efficient and less expensive.
- Users can view job circular and job information.
- Recruiters will post an online job circular through HR where job seeker can apply for suitable job based on their qualification.
- Recruiters will find their perfect candidate also can hire candidates easily.
- Hopefully this system will be well contributed to our Organization and job seeker.

Benefits:

- System will be user friendly interface
- Improves recruitment process
- Better communication and efficiency
- Automates the recruiting process
- Improves quality of hires
- Site will be popular all over the Bangladesh.
- Site will create new platform for the recruiters & job seeker.

Stakeholder:

- Job Seeker
- HR (registered)
- Hiring-Manager (registered)
- Employee (registered)

Functional Requirements:

- System will allow job seeker to find job search & job details.
- System will allow job seeker to apply job.
- System will not allow HR to login with invalid email or password.
- System will allow HR to change password.
- System will allow HR to update personal information.
- System will allow HR to add new job circular & manage job circular.
- System will allow HR to add new candidate & manage candidates.
- System will allow HR to add new employee & manage employees.
- System will allow HR to manage interviews.

Functional Requirements:

- System will not allow HM (Hiring-Manager) to login with invalid email or password.
- System will allow HM to change password.
- System will allow HM to update personal information.
- System will allow HM to manage interview reports.
- System will allow HM to manage candidate reports.
- System will allow HM to manage job reports.

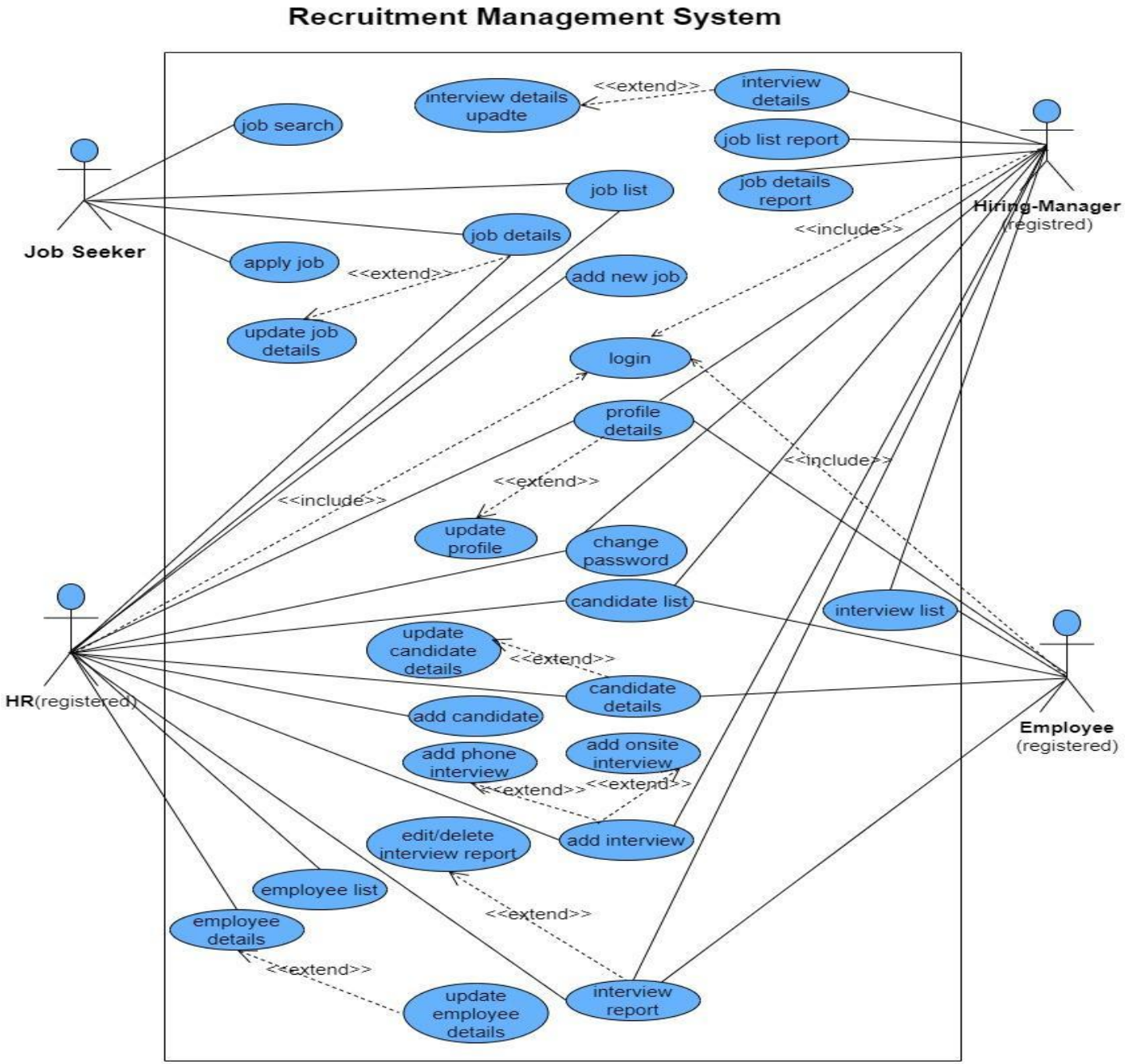
Functional Requirements:

- System will not allow Employee to login with invalid email or password.
- System will allow Employee to change password.
- System will allow Employee to update personal information.
- System will allow Employee to view interview list reports.
- System will allow Employee to view candidate list reports.

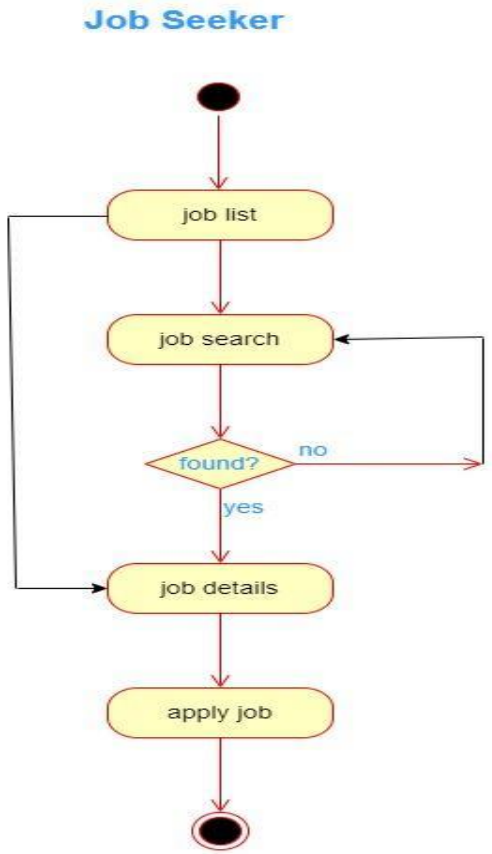
Non-Functional Requirements:

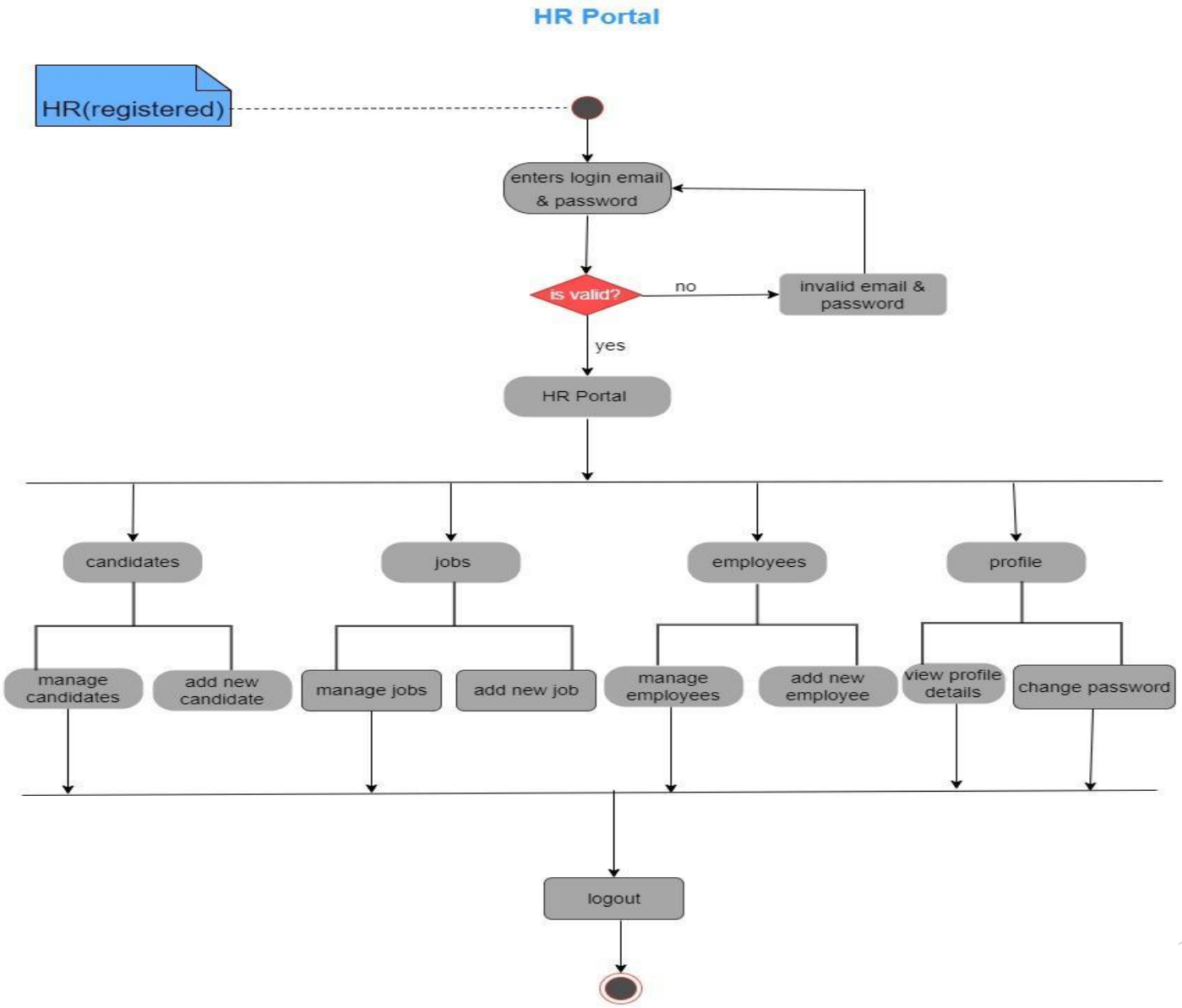
- This application is secure for every kind of its users, because there is facility of session management. If any user logout from this system then nobody will be able to access his profile without knowing his confidential password.
- The database used here is robust, reliable & fast. So users will have to wait for the output very short time.
- This application can be accessed from any type of platform.
- There is no case of redundancy in the database so it will not take extra memory space.

USE CASE DIAGRAM

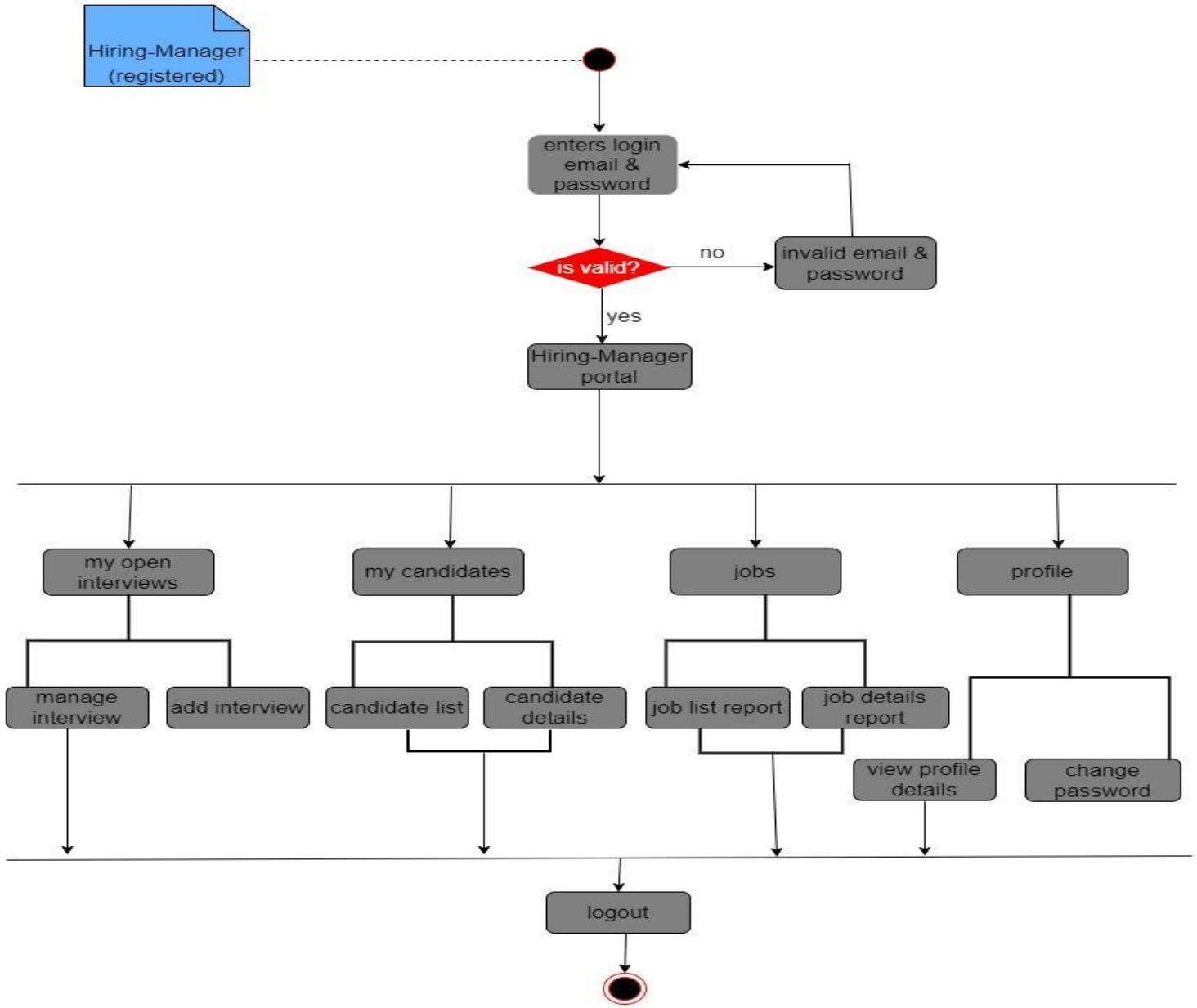

Recruitment Management System
Job Seeker
HR(registered)
Hiring-Manager
(registred)
Employee
(registered)
job search
interview details upadte
<<extend>>
interview details
job list report
job details report
job list
job details
apply job
<<extend>>
add new job
update job details
<<include>>
login
profile details
<<include>>
<<extend>>
<<include>>
update profile
change password
candidate list
interview list
update candidate details
<<extend>>
candidate details
add candidate
add phone interview
add onsite interview
<<extend>>
<<extend>>
edit/delete interview report
add interview
employee list
employee details
<<extend>>
<<extend>>
update employee details
interview report

ACTIVITY DIAGRAM

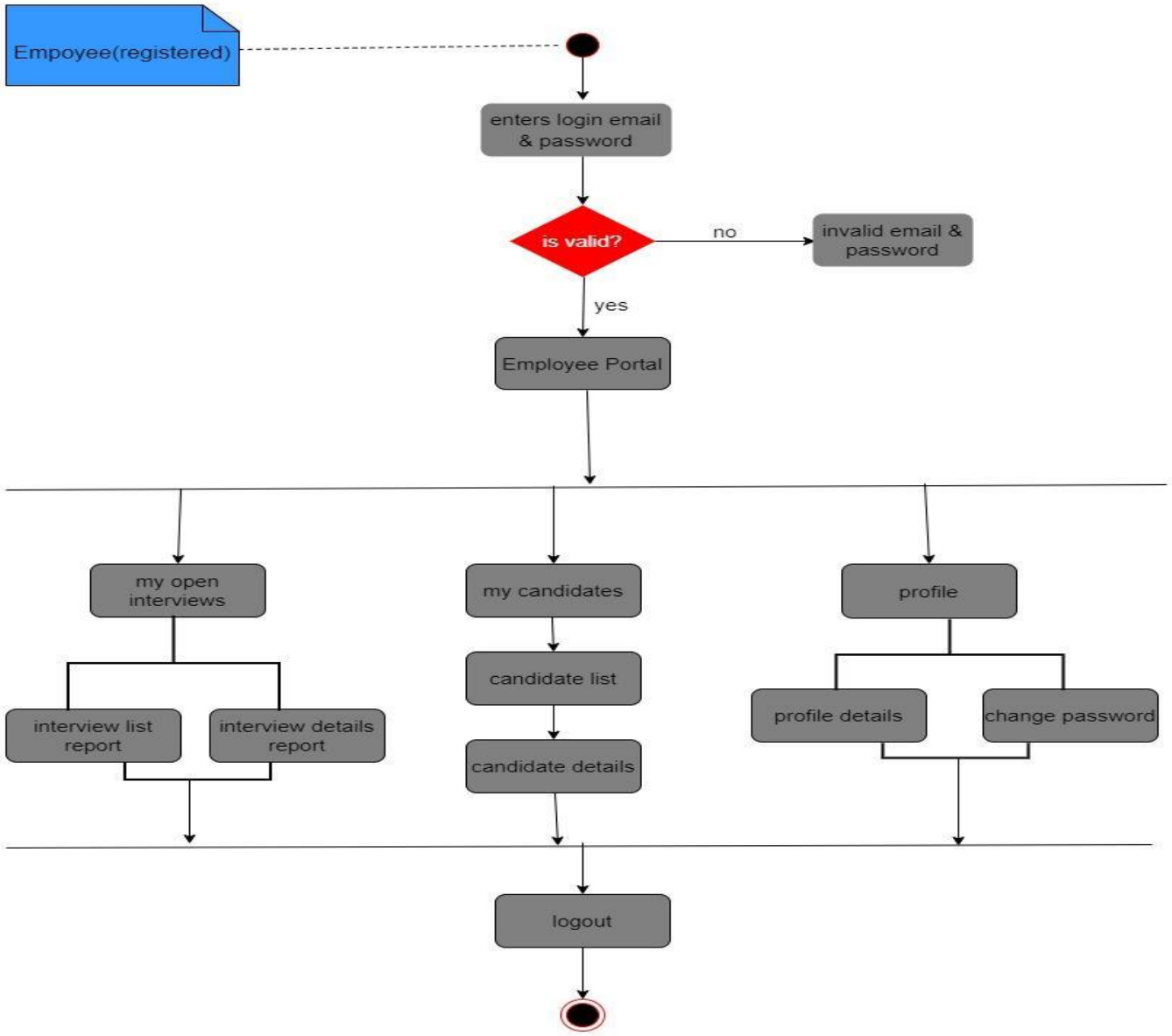

Job Seeker
job list
job search
found?
no
yes
job details
apply job


HR Portal
HR(registered)
enters login email & password
is valid?
no
invalid email & password
yes
HR Portal
candidates
jobs
employees
profile
manage candidates
add new candidate
manage jobs
add new job
manage employees
add new employee
view profile details
change password
logout

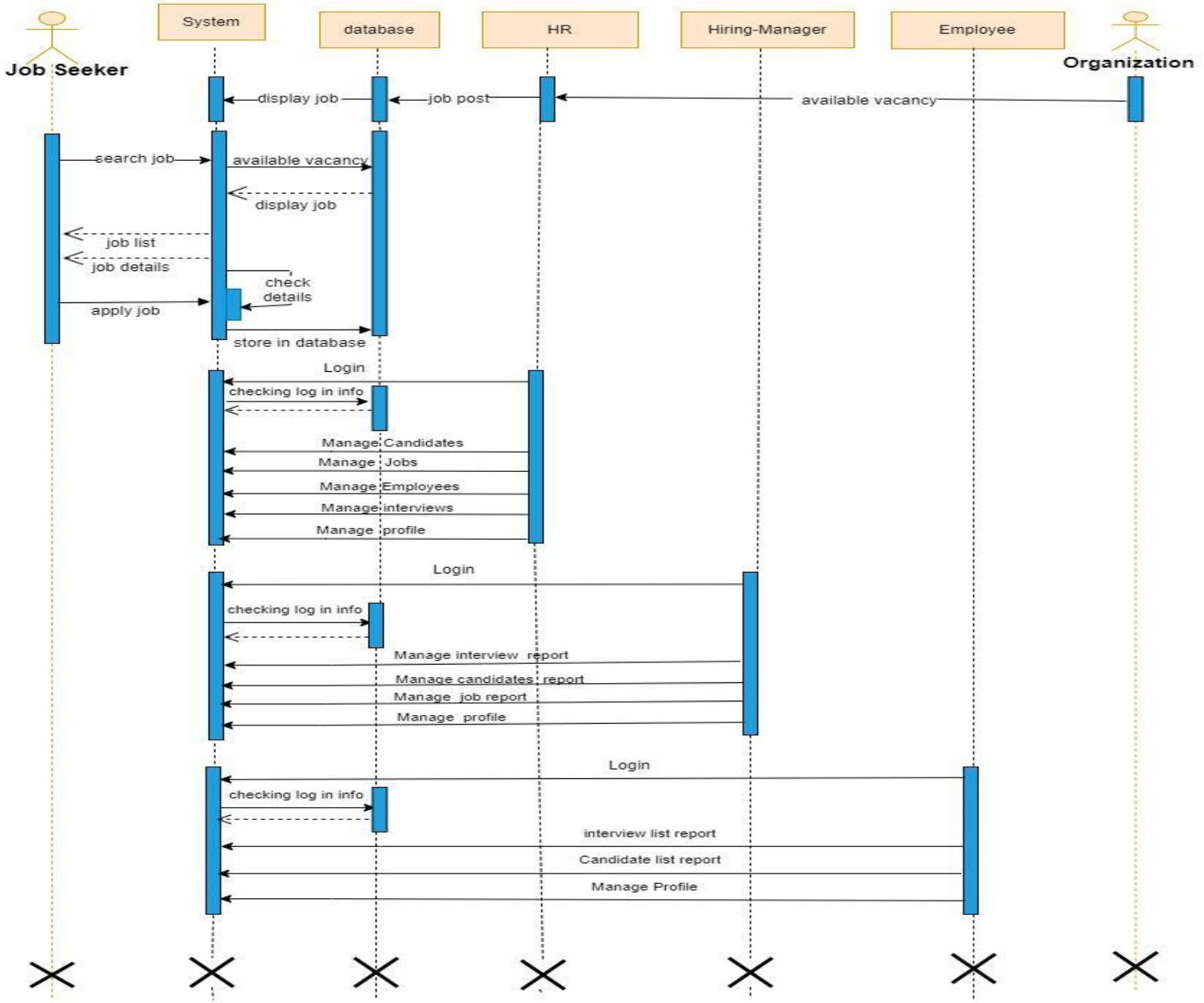
Hiring-Manager



Employee Portal



Sequence Diagram



Tools & Technologies

Frontend Technologies

- JavaScript
- Bootstrap
- HTML/CSS

Backend Technologies

- JavaScript
- PHP
- Laravel Framework
- MySQL

Tools

- VS Code (Code Editor)
- XAMPP (for database)
- GitHub

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

ANY QUESTION?

THANK YOU