# Software Requirements Specification

### For

# Job Recruitment Portal

### Version 1.0 approved

### Prepared by Folio3 Summer Internship Team 6

### Jobia

### Dated: 28th June, 2022

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# Revision History

| Name | Date | Reason For Changes | Version |
|------|------|--------------------|---------|
|      |      |                    |         |
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# 1.    Introduction

## 1.1    Purpose

With the growing world, it has become difficult for people to find their desired job. Also, choosing the right fit from the market according to the job description is a challenging task to perform. Therefore, it is essential to provide a platform to both stakeholders; job seeker and the enterprise, to minimize the stress of applying and screening respectively.

The HR team has to perform a long hiring process before shortlisting the candidate for the job. Numerous candidates apply for one position at a company. Filtering out irrelevant resumes manually is a tedious and time consuming task. Moreover, seeking for the most appropriate job is a stressful activity.

Our product Jobia caters both stakeholders effectively by following the tagline "Upload, sit back and relax". The system minimizes HR work of manual screening and job searching efforts of job seekers. This way both the stakeholders can upload their respective details, sit back, wait and watch.

## 1.2    Document Conventions

The formation of this SRS is basic. Strong faces and spaces are utilized on broad subjects or potentially explicit focal points. The rest of the document is composed utilizing the standard textual style, Times New Roman, 12 text dimensions. However the headings are composed with Times New Roman, 14 text dimensions and 18 text dimensions.

## 1.3    Intended Audience and Reading Suggestions

This SRS document is considered for the requirement engineer, domain expert, project developer and project manager. This project is useful for the office staff, technologists as well as for the upper management.

## 1.4    Product Scope

The significant requirement of the desired system will be to hold different sorts of information. It stores all job descriptions for each organization. The framework will likewise have to store resume content of each job seeker. At last, the system generates resumes according to the inputted data and matches the resumes with available job descriptions. Furthermore, it forwards the appropriate and matched resume to that company and notifies the candidate. The framework should do a ton of data processing and computations internally. That is the principle reason for the framework.

### 1.5    References

IEEE Software Engineering Standards Committee, Version 1.0, "IEEE Standard 830-1998", IEEE Recommended Practice for Software Requirements Specifications (SRS), Dated: October 20th, 1998.

# 2.    Overall Description

## 2.1    Product Perspective

The framework spins around a central information structure, typically a database, and an assortment of autonomous segments which work on the central information structure. All the information about the job seeker and the organizations will be stored in the database. The system will generate the resumes based on the information fed to it. The framework operates as a moderator between job seekers and organizations. It finds the best fit in terms of the most appropriate resumes and forwards it to the specific company. This way the product assists its stakeholders by fulfilling their needs.

## 2.2    Product Functions
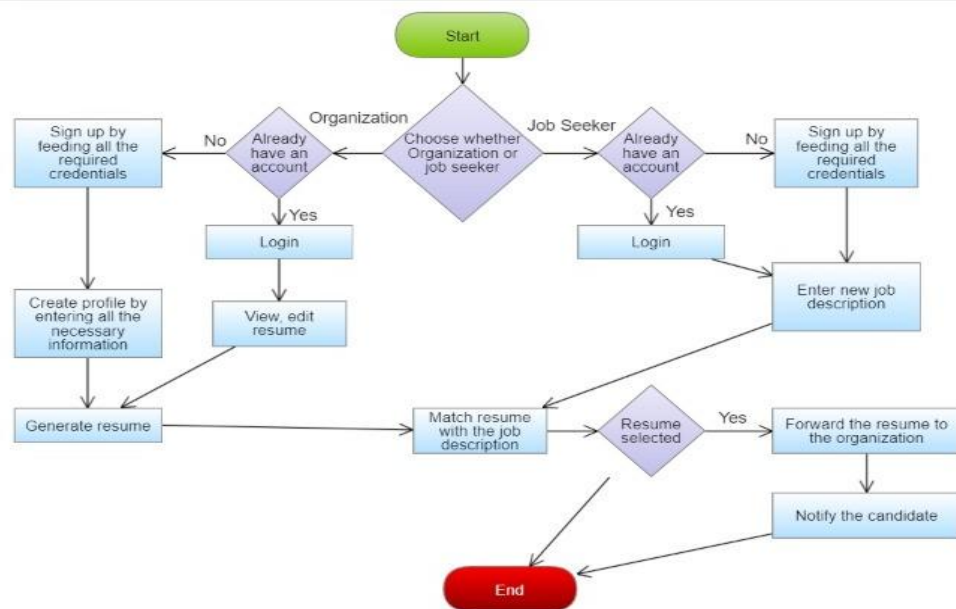


*Figure 1: Data Flow Diagram*

## 2.3    User Classes and Characteristics

Job seekers must create their account by entering authentic details. After the account has been created, their information will be stored in the database which

will be used for future logins. Signing up will lead them to a page where they enter all the essential information needed for the creation of a resume. The submit button on this step will generate their resumes. Moreover, they can view, update or delete the information mentioned in their resumes anytime they wish to.

Likewise, organizations shall create their accounts to move into the system. All the signup details will be stored in the database. This information will be used at the time of login. Further, the organization can add job description for their vacant position. They have the control to view, update and delete the job description if they desire to.

## 2.4    Operating Environment

Hardware
- Intel Pentium 4 or later
- 2 GB RAM
- 500 GB SSD
- 1 GB Network adapter
- 10/100-BaseT NICs
- 32X CD Reader
- 4X CD Writer

Software
- Microsoft Windows 2019 Server
- Microsoft Windows 8 or later
- mySQL
- React
- Next.js
- TCP/IP Protocol
- Windows Primary Domain Controller

## 2.5    Design and Implementation Constraints

*The network server utilized by users as of now meets or surpasses the requirements. However, some organizations might not choose to trust our service with their data. Similarly, many job seekers will be unwilling to pay the subscription charges. Hence, advertisements on socials might be needed to motivate our users to trust the product and avail the services.*

## 2.6    User Documentation

Since the accomplishment of this framework depends vigorously on client acknowledgment, the UI configuration was altogether considered. As referenced beforehand, most job seekers of this framework will be amateurs and consequently an oversimplified and natural interface is compulsory. Hence, we

concluded that different user manuals and training sessions will be uploaded on youtube.

## 2.7    Assumptions and Dependencies

The current equipment circumstance for job seekers is very acceptable. The machines are generally new and above and beyond to deal with the basic database systems we are proposing. It is obvious to see that the current equipment at organizations matches or surpasses the requirements. The server runs at 5 GHz, and has a sizable amount of RAM and free hard drive storage for the new framework. Every customer machine has satisfactory processor force, RAM and hard drive storage to utilize the website too.

The network at user is set up as a straightforward shared, Windows™ Network TCP/IP. At present, it is for the most part utilized for email, the Internet, printing and document sharing. The links are Ethernet copper, able to communicate at 10 Mbps. The machines are at a satisfactory distance separated, and the outstanding burden can be part and proficiently directed by the exchanged center point.

The situation of software at an organization is great. They have Microsoft Windows 2019 Server running on their worker and Microsoft Windows 10 Professional running on each worker's machine. They have Microsoft Office 365 Professional on each machine, which incorporates Microsoft Access. Furthermore the HR departments have stable internet connection as well.

# 3.    External Interface Requirements

## 3.1    User Interfaces

- The UI of Jobia shall be designed for a specific target audience whose socio-cultural background, previous knowledge, and expectations have been comprehensively analyzed during the requirement analysis phase of a software development life cycle.
- The UI shall be designed in such a way as to build upon that group's background and to work towards sufficing its respective expectations.
- The UI of Jobia shall therefore take into account the particular conception of privacy of the intended target audience.
- The UI of Jobia shall provide noticeable feedback to all actions triggered by the user. It shall likewise provide meaningful feedback, if the system state changes due to asynchronously or externally triggered events. In the event of a change of state, Jobia shall provide information sufficient to complete the user's task effectively.

## 3.2    Hardware Interfaces

|  | Windows | Mac | Linux |
|---|---|---|---|
| Operating System | Windows 8 or later | macOS Sierra 10.12 or later | 64-bit Ubuntu 14.04+, Debian 8+, openSUSE 13.3+, or Fedora Linux 24+ |
| Processor | Intel Pentium 4 or later | Intel | Intel Pentium 4 or later |
| Memory | 2 GB minimum, 4 GB recommended | | |
| Screen Resolution | 1280x1024 or larger | | |
| Application Window | 1024x680 or larger | | |
| Internet Connection | Required | | |

## 3.3    Software Interfaces

Jobia is a web based portal hence it will mostly run on either Windows, Linux or macOS that contains an internet browser such as Google Chrome, Internet Explorer, Opera, Firefox, UC Browser, Brave, Safari or any other browser that supports React and Next.js.

Since the back-end data will be maintained by the administration databases will be required to store information of users, organizations and the jobs they create. Hence, for now local databases will be created using mySQL.

## 3.4    Reliability Interfaces

High dependability is of principal significance, so a stable working website and stable databases are needed. This website should be accessible at 24 hours 7 days a week. Since cybercrime is increasing in modern days, hence an SSL certificate will be needed upon deployment. Data collected from organizations and users, especially regarding payment details must be kept confidential. Furthermore, data privacy must be maintained.

# 4.    System Features

## 4.1    CV/Resume Build

The job seekers need to create an account on our website during which the system will ask for all the necessary details for a cv/resume. By using this information, the system will generate a cv/resume which will be used for job applications.

## 4.2    Job Portal

The website will have a job portal on which organizations, joining our website, will upload a recruitment offer. However, that recruitment offer will only be visible to the system and the owner organization of that offer. Through this portal the system will be able to connect the suitable candidates to the organization to view. Hence, achieving one of the core functionality of the project.

## 4.3    Forward CV/Resume to the Suitable Job Position

As the organizations upload a job recruitment position on the website, the system will start comparing the cv/resume of all the job seekers with that job position requirement one by one. If the system is able to match the requirements with the cv/resume, it will forward that cv/resume to the database of that job position making that job seeker an applicant of that position.

## 4.4    Notification

Whenever the system will be able to match the job requirements with the user cv/resume and get more than 70% results, then the system will forward the cv/resume to that job offer. At the same time, the system must notify the job seeker whose cv/resume has been forwarded about this certain action and provide all the details.

# 5.    Other Nonfunctional Requirements

## 5.1    Security Requirements

Admittance to any account on the website will be allowed through a passage of a login name and a password which will be validated by the system through the database. Job seekers' resumes will be forwarded based on only the condition that more than 70% requirements must match with the job description by organizations.

### 5.2    Lifecycle Requirements

The website should be upgradeable so it can coordinate with the requirements of the organizations and job seekers as it changes. The improvement time ought to likewise be more limited than a half year as this is as far as possible the organization set for the system. The programming dialects and platforms chosen for this website are adaptable enough to permit simple moves to be created for the not so distant future. Advancement time for our project has been assessed at 4 months.

### 5.3    Economic Requirements

Since it is an internship project and initially it will run on localhost, hence, no economic requirements are needed. However, later when this website will be deployed for public use, the cost of purchasing hosting and domain will be used. Furthermore, in order to secure the website an SSL certificate must be purchased. In addition, cost on SEO will also be needed in order to bring the webpage on top of the search engine to generate more traffic and get more attention. Advertisement cost will also be required.

After almost an year the webpage will start generating the revenue with respect to the amount of traffic it is generating and the amount of job seeker and organizations approaching our website for job recruitment, as each account subscription cost

# 6.    Conclusion

Considering the above investigation, we feel that these plan boundaries will be adequate to make a completely utilitarian, simple to use and extremely amazing job recruitment website. We have referenced essentially every necessity by number in this archive and have managed all others, not explicitly referenced here, beforehand in the Requirements Analysis. This framework configuration demonstrates that each requirement can be achieved or surpassed by following the proposals introduced.

# Appendix A: Brainstorming Session 1

This gathering was a meetup introduction session. We brainstormed on deciding a project that will work for the benefit of the society along with something that will have a business model. We came up with few ideas however, Jobia came up on top after comparing with the other ideas. Hence, a proposal was made.

# Appendix B: Brainstorming Session 2

This gathering was only a casual conversation on how we would continue with this project. We chose to proceed with Jobia as our subject. We felt that our requirements analysis and our practicality study contained enough data for us to continue with the plan stage, so no additional data gathering exercises were booked.