**5.2 Conclusion**

The development of the Recruitment Application has been built successfully and has been tested to run only on web browsers on any operating system. During the development of the system, many challenges were faced and tackled. However, the system has been built well enough to make the recruitment process of any organization easier whereby they can have a record of people that are applying for a job, the people contacted for successful job applications and the people rejected for non-successful job applications as well. The whole process and functionalities the system can perform as well as the data generated from different actions from users could be saved in the cloud and be protected from data corruption and loss of data.

5.3 LIMITATIONS

Due to time and financial constraints, the following are the limitation associated with the whole development and production of the system.

1. The web application was not hosted; therefore it cannot be implemented beyond the local host.
2. Because the web application was not hosted; some facilities like instant mail notifications and so on do not deliver in a speedy way.

5.4 Recommendations

Given the constant increase in the development of Information and Communication Technology [ICT] in every sector of our economy, there arises a need to improve ICT in our economy especially in organizations by the listed ways:

1. Implementing and making use of Recruitment systems in various departments: This will enable organizations to keep track of when last a job opening advertisement was sent out from a specific department and when people are contacted for job opening in the department.
2. Software developers and software engineers should endeavor to create more Recruitment systems to speed up the process of recruiting for different organizations in the society.

5.5 Suggestions for further works

According to the findings made, it has been recorded that Jobberman, Jiji and OLX are currently the web application that serve as media to job seekers. However, findings also found out that the three stated do not allow job seekers keep track if their job application has been approved or declined when their Curriculum Vitae has been reviewed. This has then enabled different type of scammers possess job seekers’ profiles from the stated web applications and enabling the scammers to invite them for fake interviews in other to scam them. In other words, it is suggested that in the real world, better features should be built on Recruitment systems to make job seekers track their job application and also to make job recruiters review job seekers’ information and ability to approve or disapprove their job application and then notifying them immediately on the receipt of their application.