

Project

«GAP Recruitment Portal»

Stage

«Implementation»

Document

«GAP HR – BPM Integration Document»

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# 

# Introduction

This document identifies the integration needed between BPM and GAP Recruitment Portal.

# Integration Framework

GAP RECRUITMENT PORTAL

BPM

DMS

1. **Candidate fills and Submits Job Application for a Job Position**
   1. Portal Consumes a BPM Rest Based API and posts Application Data in JSON format to initiate BPM Workitem
   2. Portal Consumes a DMS SOAP Based API and archives attachments and application metadata information in DMS

Note: Portal Notifies Candidate for successful Job Application Submission.

1. **HR reviews Job Application and wants to view documents attached with Job Application (Repeats)**
2. BPM Consumes a DMS SOAP Based API to retrieve associated stored documents with the Job Application
3. **HR acts and decides for Job Application next step (Repeats)**
4. BPM Consumes a Portal Rest Based API and posts Application Status in JSON format to update Job Application in Portal

Note: BPM Notifies Candidate via email of the Application Status and Next Steps (if any)

1. **Candidate Updates Job Application with Event [Tests, Interviews] Appointments (Repeats)**
2. Portal Consumes a BPM Rest Based API and posts Application Data in JSON format to update BPM Workitem

**Notes:**

1. For mail notifications, Portal, BPM, DMS will be utilising GAP’s SMTP Server.
2. BPM Statuses will be mapped to Portal Statuses for Candidate and HR Personnel
3. For Integrations, GAP will utilise Enterprise Integration Bus

# GAP HR Portal to BPM Recruitment Process

Portal Consumes a BPM Rest Based API and posts Application Data in JSON format to initiate BPM Workitem

|  |  |
| --- | --- |
| URL | Need a URL to post data from Portal to IBM BPM. |
| Request | JSON Format data having data of Job Application [User/Job/Application] |
| Response | JSON format data having Application Id of BPM |

**Request Data:**

|  |  |
| --- | --- |
| job\_apply\_id | Job Application id of GAP HR Portal |
| language | Language used by applicant |
| applied\_date | Date when the application is submitted |
| first\_name | First name of the Applicant |
| last\_name | Surname of the Applicant |
| gender | 0/1 0=Male, 1=Female |
| date\_of\_birth | mm/dd/yyyy format. E.g 04/20/2017 |
| email | Applicant’s email id |
| phone | Applicant’s Phone number |
| note | Notes if any |
| nationality | Nationality of Applicant |
| id\_card\_no | ID Card Number |
| passport\_no | Passport Number |
| arc\_no | ARC Number |
| facebook | Facebook profile URL |
| google | Google+ profile URL |
| linkedin | Linked in profile URL |
| website | Personal Website if any |
| employment\_status | Employed/unemployed |
| available\_start\_date | mm/dd/yyyy format. E.g 04/20/2017 |
| criminal\_record | 0/1 E.g; 0= No, 1=Yes |
| bankrupt | 0/1 E.g; 0= No, 1=Yes |
| driving\_license | Driving licence number e.g; a,b,c,d ,n=none |
| street\_name | Street name for Address |
| street\_number | Street number for Address |
| postal\_code | Postal Code |
| country | Country name with country id. E.g; array(‘1’=>’India’) |
| state | state name with state id. E.g; array(‘1’=>’Gujarat’) |
| city | city name with city id. E.g; array(‘1’=>’Surat’) |
| home\_phone | Home phone number, If any |
| mobile\_phone | Mobile Phone number, If any |
| secondary\_email | Secondary Email Id |
| educational\_level | Educational level array E.g;  array("1"=>"High School","3"=>"Postgraduate") |
| field\_of\_study | Field Of Study array E.g;  array("1"=>"Computer","2"=>"I.T") |
| certifications | Certifications array , E.g;  array("1"=>"certification1","2"=>"certification2") |
| language\_knowledge | Language known to Applicant. It will be in array format |
| same\_work\_experience | Experience in same profile. Simple text |
| general\_work\_experience | Overall experience |
| available\_start\_date | Date from when the Applicant is available for joining. mm/dd/yyyy format. E.g 04/20/2017 |
| secondary\_email | Applicant’s Secondary Email address |
| application\_status | Job application status. 0-draft,1-submitted,2-progressed to test,3-progressed to interview,4-close,5-cancelled, 6= Pass, 7= fail |
| job\_location | Job Location |
| job\_title | Title of the job opening |
| job\_code | Job code |
| job\_description | Description of Job |
| job\_responsibilities | Responsibilities |
| job\_tasks | Tasks |
| job\_qualifications | Qualification Required for the job |
| job\_offer\_package | Job offerings |
| job\_contact\_phone | Contact person phone number |
| job\_contact\_email | Contact person Email id |
| job\_start\_date | Date from which this opening is open |
| job\_status | Status of this opening |
| company\_name | Company Name |
| company\_contact\_phone | Company Contact Phone number |
| company\_contact\_email | Company Contact Email Id |

**Sample Request Data:**

|  |
| --- |
| {"job\_apply\_id":"15","bpm\_job\_id":"","language":"","applied\_date":"2017-04-21 07:43:57","application\_status":"0","first\_name":"ankita","last\_name":"parmar","email":"ankita.sassyinfotech@gmail.com","phone":"51584163","gender":"1","date\_of\_birth":"2017-04-20","nationality":"indian","street\_number":"54524","street\_name":"dggbdd","postal\_code":"415845","country":{"1":"India"},"state":{"1":"Gujarat"},"city":{"2":"Baroda"},"home\_phone":"51541","work\_phone":"51584163","google":"http:\/\/www.google.com","facebook":"http:\/\/www.facebook.com","linkedin":"http:\/\/www.linkedin.com","website":"http:\/\/www.website.com","criminal\_record":"0","declared\_bankrupt":"0","type\_of\_valid\_driving\_license":"a","id\_card\_no":"514639","passport\_no":"52415658","arc\_no":"2132122323","educational\_level":{"1":"High School","3":"Postgraduate"},"field\_of\_study":{"1":"Computer","2":"I.T"},"certifications":{"1":"certification1","2":"certification2"},"language\_knowledge":[{"other\_language":"greek","written\_proficiency":"Good","spoken\_proficiency":"Average"},{"other\_language":"english","written\_proficiency":"Fair","spoken\_proficiency":"Good"},{"other\_language":"Hindi","written\_proficiency":"Average","spoken\_proficiency":"Fair"}],"note":"test note","available\_start\_date":"03\/31\/2017","secondary\_email":"gdf@fcsf.com","employment\_status":"employed","same\_work\_experience":"1-3 years","general\_work\_experience":"Less than 1 year","job\_location":"surat","job\_title":"Senior Executive","job\_description":"Description","job\_responsibilities":"","job\_tasks":"","job\_qualifications":"","job\_offer\_package":"15000","job\_start\_date":"04\/27\/2017","job\_contact\_phone":"","job\_contact\_email":"","company\_name":"new company","company\_contact\_phone":"665356","company\_contact\_email":"xyz@gmail.com"} |

**Expected Response Data:**

|  |  |
| --- | --- |
| **bpm\_job\_id** | **Unique application id of IBM BMP** |
| status | Success/Failure |
| errorCode | If any |

**Sample Response Data:**

|  |
| --- |
|  |

# BPM Recruitment Process to GAP HR Portal

BPM Consumes a Portal Rest Based API and posts Application Status in JSON format to update Job Application in Portal

|  |  |
| --- | --- |
| URL | <http://demosipl.com/gaphr/bpm/get_bpm_data> Will be changed in future once we go live |
| Request | JSON Format data having data of Job Application ID and Status |
| Response | Success or Failure in JSON format |

**Expected Request Data:**

|  |  |
| --- | --- |
| **bpm\_job\_id** | **Unique application id of IBM BMP** |
| **application\_status** | **Full status or ID of status** |

**Sample Request Data:**

|  |
| --- |
|  |

**Response Data:**

|  |  |
| --- | --- |
| status | success/failure |
| errorCode | 101: Error saving data 102: BPM application id does not exists |

**Sample Response Data:**

|  |
| --- |
| {"status":"success"} OR {"status":"failure"," errorCode":"101"} |

Note:   
List Of Status and there meaning:

1 = submitted (When the job application is first submitted into the system)  
2 = progressed to test (When the Applicant is requested for an test type event or shortlisted for an event)  
3 = progressed to interview (When the Applicant is requested for an interview type event or shortlisted for an event)  
4 = closed (When an applicant is selected)  
5 = cancelled (When an application is cancelled)  
6 = Pass (When an Applicant passes the Test/interview)  
7 = fail (When an Applicant passes the Test/interview)

* The fields marked in red needs to be provided by BPM.
* We need BPM web service link for the posting the Job application data (the first service)