



Bilkent University  
Department of Computer Engineering

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# Senior Design Project

*Recroute*

## User Manual

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# 1 Getting Started

## 1.1 What is Recroute

Recuroute is an online recruitment platform that facilitates the stages in the recruitment process. This platform allows recruiters to test and evaluate job applicants on a single system. A recruitment process can be defined using recruitment flows in Recroute. A flow consists of creating application forms, creating tests to measure technical proficiency and interviewing the applicants. Companies can create application forms for a job advert, and those who apply to this advert can reach the form and fill it. In addition to that, candidates can be found from LinkedIn with the aid of Recroute Chrome extension. Recroute Chrome extension is an extension for Google Chrome which helps recruiters to send invitation mail for inviting a possible candidate. Extension is able to send an invitation while viewing the LinkedIn profile of a candidate.

## 1.2 System Requirements

Recuroute is a web application and can be accessed using any web browser capable device. Recroute is tested and verified on Mozilla Firefox, Google Chrome and Safari web browser. However, to be able to reach the best capacity of the Recroute web application, we recommend using Recroute Chrome extension with it. Since browser extensions are not available on mobile platforms, Recroute is recommended on computers using the latest version of Google Chrome. The following system requirements are needed for Google Chrome [1].

### 1.2.1 Windows

- Windows 7, Windows 8, Windows 8.1, Windows 10 or later
- An Intel Pentium 4 processor or later that's SSE3 capable

### 1.2.2 Mac

- OS X El Capitan 10.11 or later

### 1.2.3 Linux

- 64-bit Ubuntu 18.04+, Debian 10+, openSUSE 15.2+, or Fedora Linux 32+
- An Intel Pentium 4 processor or later that's SSE3 capable

## 1.3 Download & Installation

Since Recroute is a web application deployed and maintained by our team, no installation or download is required. Recroute Web can be accessed from <http://recroute.co> website using a web browser.

Recroute Chrome Extension can be installed from [this page](#).

## 2 Using Recroute Web

### 2.1 Landing

Our landing page has three sections. These sections are Home, About and Team sections. There are Home, About, Team and Login buttons at the top. The initial page corresponds to the Home section of the landing page. You can either scroll down to get to the About or Team parts,, or you can directly click buttons at the top and navigate to that section of the landing page. Also, as you scroll down the page, the four buttons at the top remain at the same place, so you can choose to click them at any section of the landing page. By clicking the Login button you will be directed to login screen and if you do not have an account you can create an account from there.

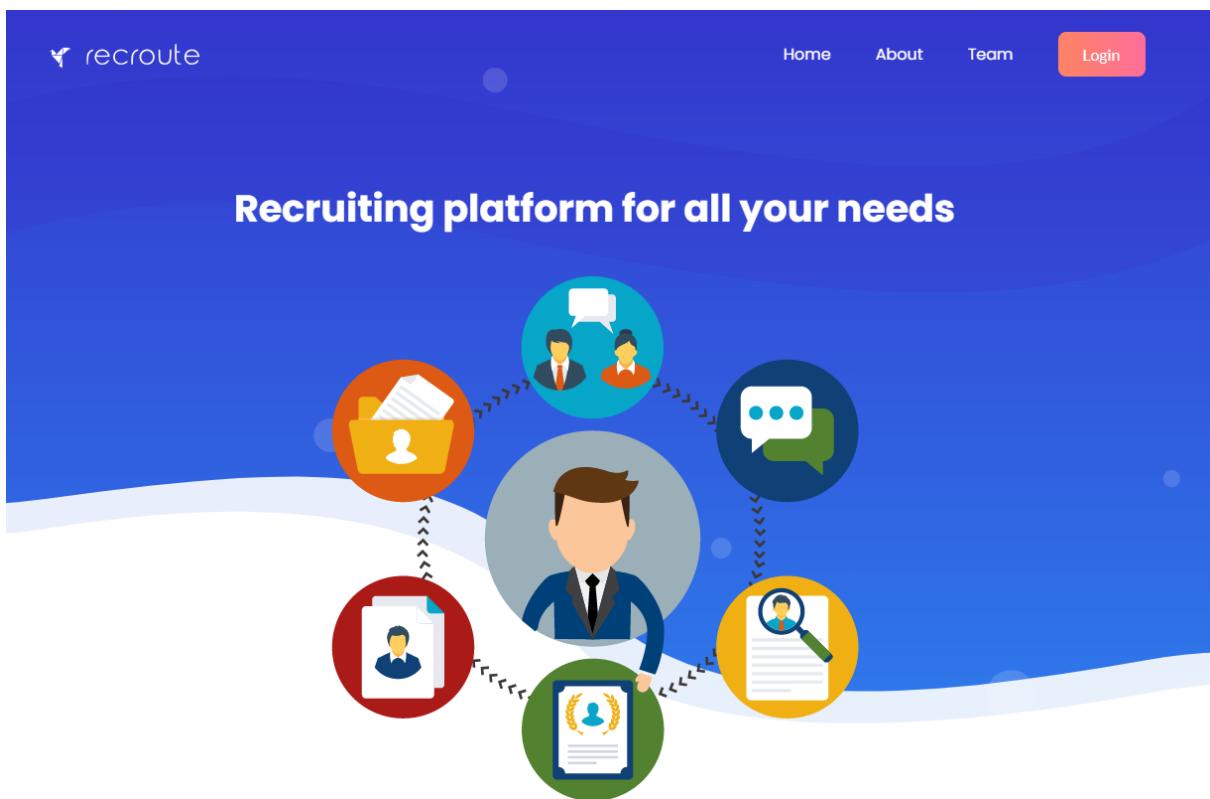


Figure 1: Home Section of the Landing Page

## Create a **job application** in minutes

You can build a job application with different stages, without the need for coding.

After creating the job application and sharing it with the people, all you need to do is to wait for the candidates to apply.

Then, all the recruitment process can be automated and monitored with email notifications.

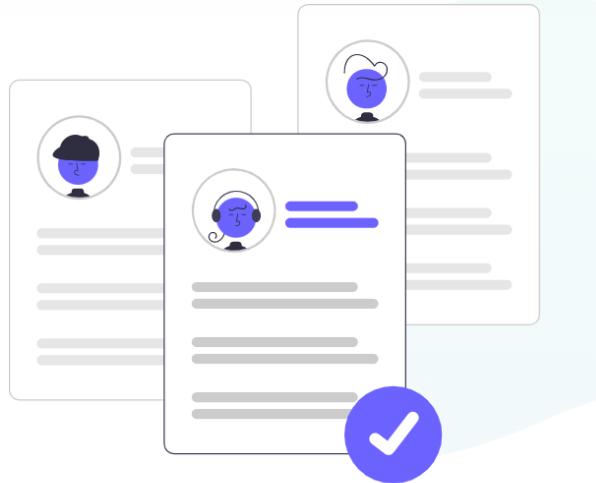


Figure 2: About Section of the Landing Page

## Add **forms and tests** to a job application

You can create professional-looking forms and tests with no coding and add them to any job application flow.

Forms are fully customizable and can be used to collect information from applicants.

Tests are also fully customizable and can be used to evaluate the applicants. There is a built-in code editor which can be used to assess the technical knowledge of the applicant by asking coding questions.

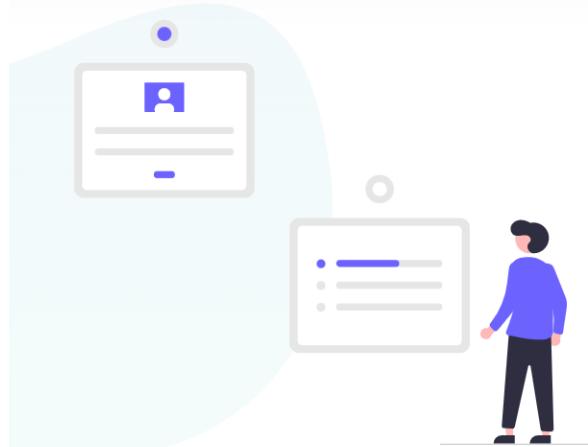


Figure 3: About Section of the Landing Page

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## Arrange **interviews** with the applicant

In Recroute, interviewing process can be automated as well. If the applicant is made to the interview stage, a Zoom meeting is created and both sides are notified about the meeting. After the meeting, interviewer can give feedback about the interview and decide on passing the applicant to next stage.



Figure 4: About Section of the Landing Page

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## **Invite** people to a job application

After preparing the job application and activating it, you can invite people to the job application. Invitation can be done by email, or a direct link to starting form. Also, our Chrome Extension can be used to send invitation mail to a person from his/her LinkedIn profile page.



Figure 5: About Section of the Landing Page

## Manage the process from submissions page

While getting submissions for a job application, you can control the applicants at the same time.  
 Applicants can be filtered and sorted by their submissions to the stages of the job application.  
 Also, it is possible to decide on which applicants should continue to next stage from submissions page.

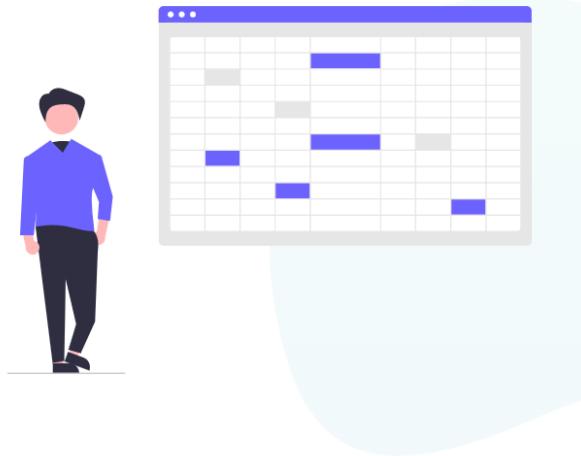


Figure 6: About Section of the Landing Page

## 2.2 Flows

All the recruitment flows belonging to the company are listed in the Flows Page. As a default, All Flows button is selected. In this page, the user can perform different actions such as creating a new flow, filtering listed flows using search bar and doing some operations related to selected flow in the list.

 A screenshot of the 'Flows' page. On the left, there's a sidebar with a 'CREATE FLOW' button and four tabs: 'All Flows >' (selected), 'Actives', 'Favorites', and 'Archived'. The main area lists 14 recruitment flows, each with a checkbox, a star icon, the flow name, the number of applicants, stages, and status (Active or Inactive). To the right of each flow are 'Share', 'Edit', 'Submissions', and 'Delete' buttons. A search bar labeled 'Search Flow...' is at the top right. The flows listed are:
 

Flow Name	Applicants	Stages	Status	Action Buttons
Senior Frontend Developer	42	4	Inactive	Share Edit Submissions Delete
Junior UI Developer	2	3	Active	Share Edit Submissions Delete
Junior Data Analyst	0	1	Inactive	Share Edit Submissions Delete
HR Generalist	0	2	Inactive	Share Edit Submissions Delete
Senior JavaScript Developer	4	4	Active	Share Edit Submissions Delete
Senior SecOps Engineer	0	1	Inactive	Share Edit Submissions Delete
Senior PHP Developer	0	5	Active	Share Edit Submissions Delete
UI/UX Designer	1	4	Active	Share Edit Submissions Delete
SEO Specialist	0	2	Inactive	Share Edit Submissions Delete
Full Stack Developer	0	7	Inactive	Share Edit Submissions Delete
DevOps Engineer	0	10	Active	Share Edit Submissions Delete

Figure 7: Flows Page

If the user clicks the Create New Flow button, a modal appears which enables the user to enter a name for the flow that will be created. After the user clicks the Create button, the Flow is added to the flows list.

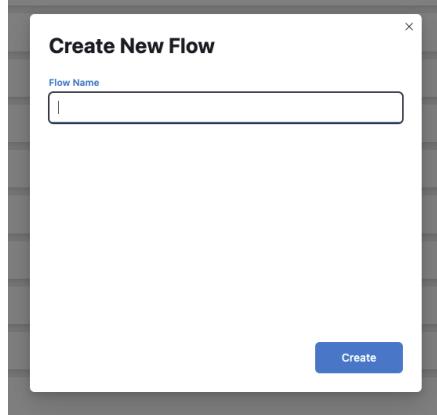


Figure 8: Create New Flow Modal

Each flow is shown on a simple card. If the user clicks a card, it redirects the user to the Flow Builder Page. Also, each card includes information about the number of applicants, stages in the flow and current status of the flow. There are 4 different buttons on the card. Edit button directs the user to the Flow Builder Page to edit the flow. The Submissions button redirects the user to the Submissions Page, which shows detailed information about the applicants and submissions in specified flow. The Delete button enables the user to delete the specified flow.



Figure 9: Inactive Flow Card

The share button is used to open the Share Flow Modal, which enables users to share the flow link with potential applicants.



Figure 10: Active Flow Card

After clicking the Share button, Share Flow Modal appears. In this modal, users can copy the link of the flow and open it in a new tab. The user can also invite the potential applicants by entering their emails and clicking the send invite button.

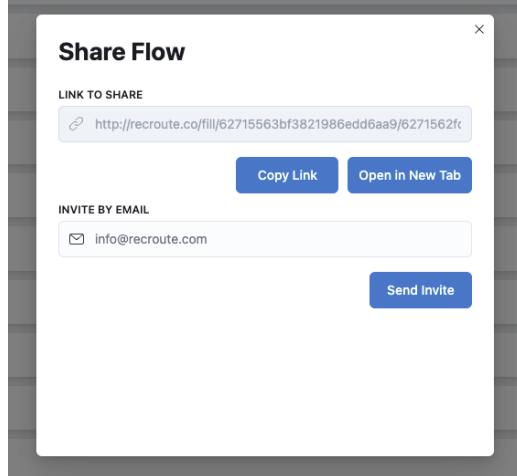


Figure 11: Share Flow Modal

## 2.3 Builders

### 2.3.1 Flow Builder

In the Flow Builder Page, the user can see all the stages in the flow with their passing conditions. Also, the user can edit the stages, update the flow status and share it with potential applicants.

If the flow is not active yet, the user encounters with the screen given below:

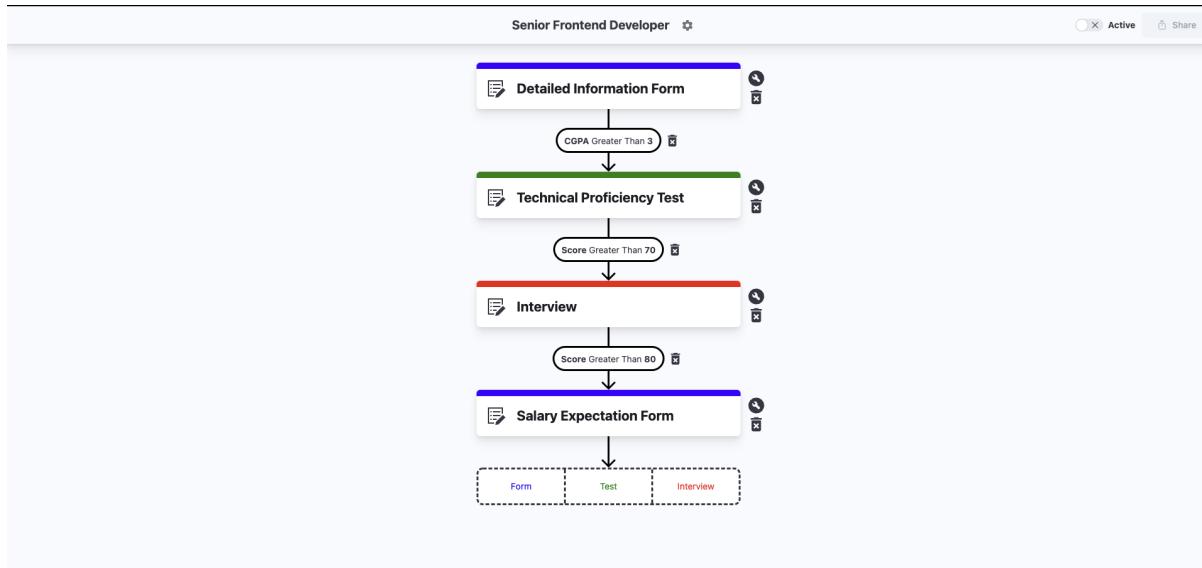


Figure 12: Flow Builder Page

Each stage is shown on a card with its name. If the user wants to delete the stage from the flow, the trash button should be clicked. If the user clicks the card, it directs the user to the relevant builder page.

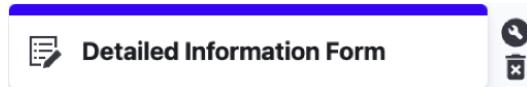


Figure 13: Form Stage Card

If the settings button is clicked, the right panel appears, which allows the user to specify duration for that stage. If the user toggles on the specify duration, a date picker appears which allows the user to set the start and end date for that stage.

A screenshot of a "Settings" panel. It includes a "Specify Duration" toggle switch (which is turned on), a "Start Date" field showing "05/04/2022 11:42", an "End Date" field showing "05/26/2022 11:42", and a "Save" button.

Figure 14: Right Panel for Form Stage

After the user clicks the settings button for a test stage, the right panel appears, and it allows the user to set the test duration and specify duration for that stage.

A screenshot of a "Settings" panel for a test stage. It includes a "Specify Duration" toggle switch (turned on), a "Start Date" field showing "05/05/2022 00:14", an "End Date" field showing "05/25/2022 00:14", a "Test Duration" input field containing "120" with a dropdown menu showing "Minutes", and a "Save" button.

Figure 15: Right Panel for Test Stage

If the settings button of an interview stage is clicked, the right panel appears. It allows the user to specify duration, set the interview length and specify the interviewers who will do the interviews.

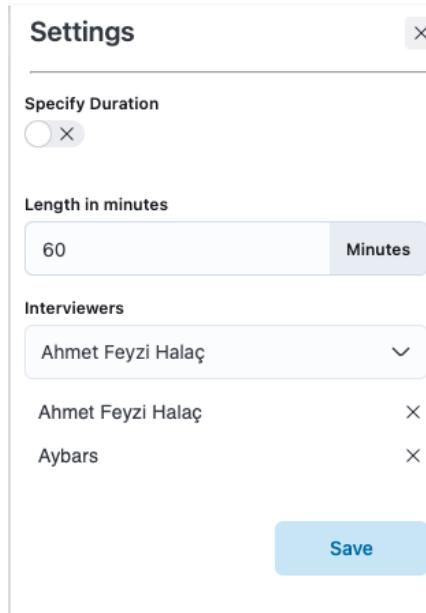


Figure 17: Right Panel for Interview Stage

The user can set a passing condition by clicking the condition field between two stages. If there is any passing condition, it is shown on the condition field. Otherwise, the condition field is shown as an empty circle.

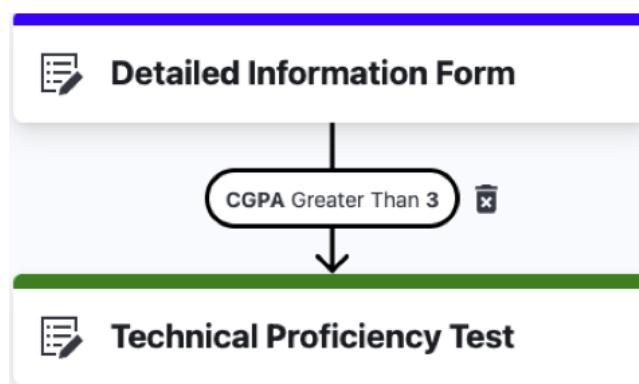


Figure 18: Condition Field between Two Stages

If the user clicks the condition field, a modal appears on the screen which allows the user to update the passing condition.

**Condition**

Form Field  
CGPA

Operation  
Greater Than

Comparison Value  
3

Save

Figure 19: Condition Modal for a Form Stage

On the form field dropdown, the user can select a form component that will be used to set a passing condition.

**Condition**

Form Field  
CGPA |

- ✓ CGPA
- Courses Taken
- Career Header
- Prior Experience
- CV Upload
- Programming Languages
- Currently Working

Save

Figure 20: Form Field Dropdown Options

After selecting a form component, the operation dropdown asks the user to select an operation type.

The screenshot shows a 'Condition' modal with a 'Form Field' section containing 'CGPA'. Below it is an 'Operation' section with a dropdown menu open, showing options: Equals, Not Equals, Greater Than (selected), Less Than, Greater Than or Equal, and Less Than or Equal. A 'Save' button is at the bottom right.

Figure 21: Operation Dropdown Options

Lastly, the user specifies the value that will be compared.

The screenshot shows a 'Comparison Value' input field containing the number '3'.

Figure 22: The Field to Enter a Comparison Value

If the stage where the condition will be applied is a test or an interview stage, the total score can be compared as a default. Possible operation types are the same as the ones in the number field in the form stage.

The screenshot shows a 'Condition' modal with a 'Total Score' section containing 'Total Score'. Below it is an 'Operation' section with a dropdown menu open, showing options: Equals, Not Equals, Greater Than (selected), Less Than, Greater Than or Equal, and Less Than or Equal. A 'Comparison Value' section contains the number '70'. A 'Save' button is at the bottom right.

Figure 23: Condition Modal for Test and Interview Stages

The user can also add a new stage to the flow by selecting a stage type from the dotted rectangle.



Figure 24: Dotted buttons to select a new stage type

If the interview is selected, it is directly added to the flow. However, if the selected stage type is test or form, the left panel opens which allows the user to select a form or test template. After clicking the template, the selected template is added to the flow. If the user wants to create a new form, the Create New Form Template button should be clicked. The same is true for adding a new test stage.

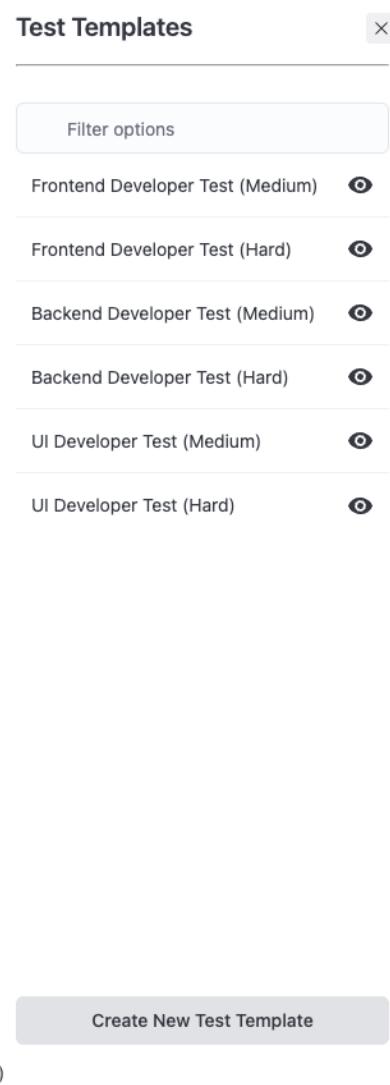
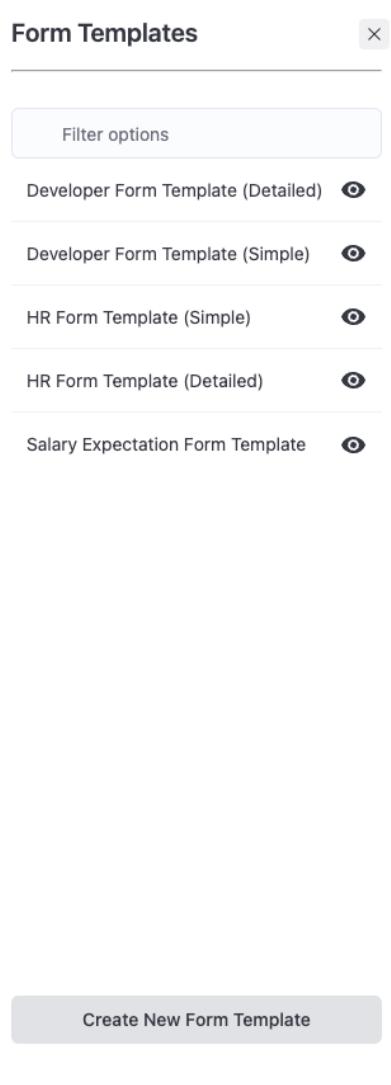


Figure 25: Left panel if New Stage is Form

Figure 26: Left Panel if New Stage is Test

Additionally, the header part provides some functionalities to the user. The user can also change the flow name by clicking the flow name field. Also, the status of the flow can be updated by making the Active switch on or off. If the flow is active, the Share button becomes clickable. If it is clicked, Share Flow Modal appears as it is explained in the Flows Page.



Figure 27: Flow Builder Header to Edit Flow Name

If the flow is active, the user cannot make changes related to the stages. The system warns the user and allows only to change the flow status and share the flow with potential applicants.

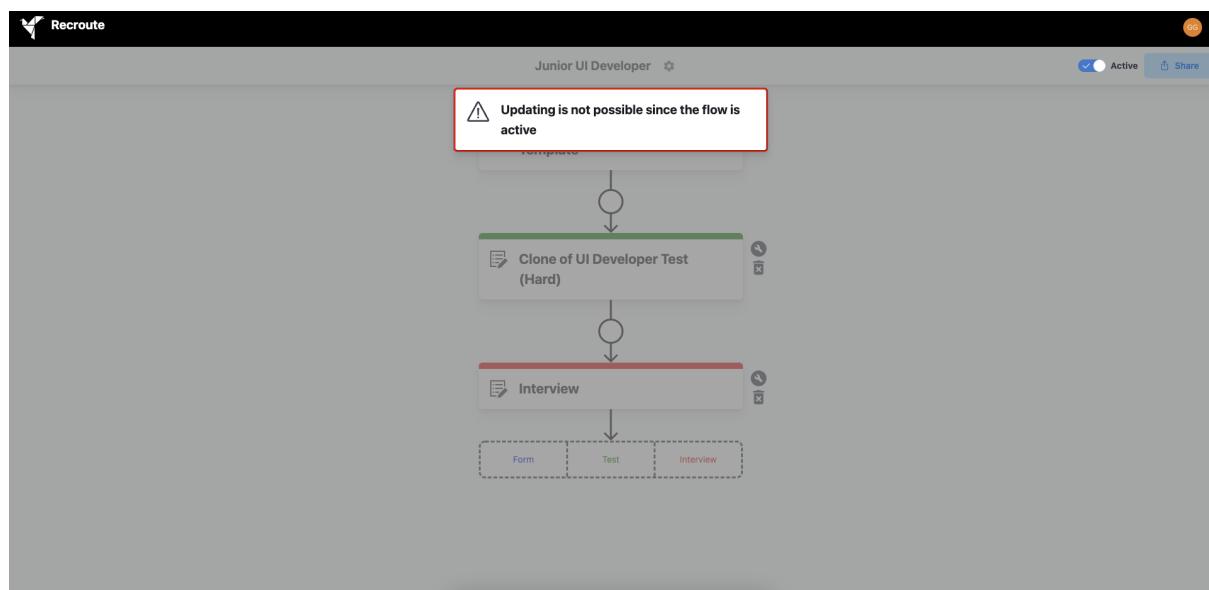


Figure 28: Flow Builder Page If The Flow is Active

## 2.3.2 Test Builder

Test Builder Page allows users to manipulate the existing test or create a new test from scratch.

The screenshot shows a 'Clone of Frontend Developer Test (Medium)' page. On the left, there's a sidebar with icons for settings, trash, and a plus sign, and a button to 'Add New Question'. The main area has two sections: one about static typing with checkboxes for Java, Go, JavaScript, C, Python, and PHP, where C is selected; and another about anagrams with sample code in JavaScript:

```
1. /*  
2. * Complete the function below according to the question.  
3. */  
4.  
5. function desiredFunction(input) {  
6. // Write your code here.  
7. return input;  
}
```

Figure 29: Test Builder Page

If the user wants to add a new question to the test. It clicks the Add New Question button at the upper left corner. When it is clicked, the left panel appears. There are 3 different tabs on the panel. These are Basic, My Questions and Pool.

In the Basic tab, three different question types are listed and the user makes some changes on the added question to make it what they want.

The screenshot shows the 'Questions' panel with the 'BASIC' tab selected. It lists three question types: Open Ended, Multiple Choice, and Coding.

Figure 30: Left Panel with Basic tab selection

In the My Questions tab, the user's own questions are listed and the user can select one of them to add it to the test. Also, the user can preview the question by clicking the preview button next to the question.

The screenshot shows a dark-themed interface with a top navigation bar containing the Recroute logo and a search bar. Below this is a sidebar with a 'Questions' header. Three tabs are visible: 'BASIC' (disabled), 'MY QUESTIONS' (selected and highlighted in blue), and 'POOL'. Under each tab, there is a list of question titles with circular icons to their right. The 'MY QUESTIONS' section contains four items: 'Anagrams', 'Left Rotation', 'Running Sum of 1D Array', and 'Sort Array by Parity'.

Figure 31: Left Panel with My Questions Tab

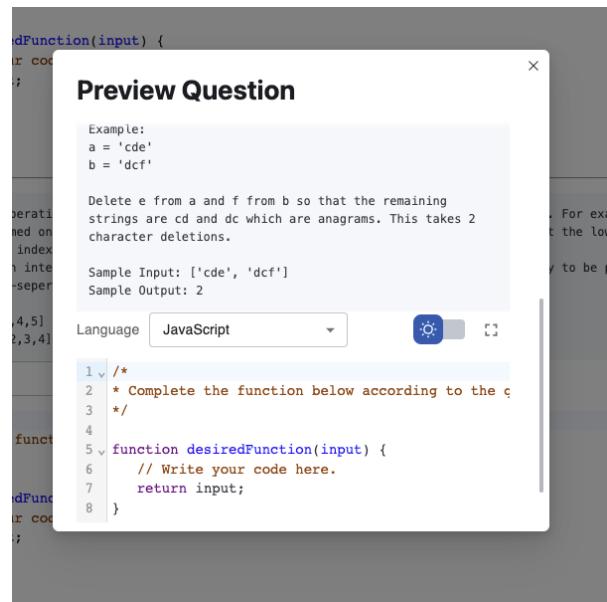


Figure 32: Preview Question Modal

The Pool tab is used to select a question from the pool which is publicly available. Once the Pool tab is selected, different category names are listed. After the user selects a category, all the questions belong to the selected category are listed. Again, the user can preview the question as in the My Questions tab.

The screenshot shows the Recroute platform's interface. At the top, there is a dark header bar with the Recroute logo. Below it, the left panel has a title 'Questions' and tabs for 'BASIC', 'MY QUESTIONS', and 'POOL'. The 'POOL' tab is currently selected. The right panel is titled 'Array Manipulation' and lists several challenges:

Category	Challenge
Array Manipulation	Left Rotation
String Manipulation	Running Sum of 1D Array
Dynamic Programming	Richest Customer Wealth
Greedy	Shuffle The Array
Sorting	Number of Good Pairs
Depth-First Search	Concatenation of Array
Hash Table	

Each challenge entry in the right panel includes a small circular icon with a gear symbol followed by three vertical dots.

Figure 33: Left Panel with Pool Tab Selection

There are 3 icons next to each question. The first one is a settings icon which opens the right panel that enables the user to edit the question.



Figure 34: Settings, Trash and Save Icons For Each Question

Right panel includes different components for different question types. It allows users to edit the question name, description. Also, it enables users to specify the answer for a multiple choice question and to enter the test case inputs for the coding questions.

The screenshot shows the 'Question Settings' panel for a multiple-choice question. At the top right is an orange 'GG' icon. The panel title is 'Question Settings' with a close button. Below the title are fields for 'Name' (containing 'Statically Typed Languages') and 'Description' (containing 'Select all the languages that are statically typed'). Under 'Options', there is a list of programming languages with radio buttons: Java (selected), Go, JavaScript, C (selected), Python, and PHP. There is also a link 'Add Option'. A 'Points' field contains the value '50'. At the bottom is a blue 'Save' button.

Figure 35: Right Panel for Multiple-Choice Question

The screenshot shows the 'Question Settings' panel for a coding question. At the top right is an orange 'GG' icon. The panel title is 'Question Settings' with a close button. Below the title are fields for 'Name' (containing 'Anagrams') and 'Description' (containing a detailed text about anagrams). Under 'Test Cases', there is a table with three rows:

Input	Output	Points	Action
['showman']	2	10	
['cde','abc']	4	10	
['fcrxzwsc']	30	10	

Below the table is a link 'Add New Test Case' and a blue 'Save' button.

Figure 36: Right Panel for Coding Question

If the user clicks to the trash icon, the question is removed from the test.

Lastly, there is a save icon which opens a model that allows the user to add the specified question to the My Questions section so that the user can use it in other tests. In this model, users specify the question name and select a category from the dropdown options. The user can also add it to the pool by making a public switch on so that other users can also use it.

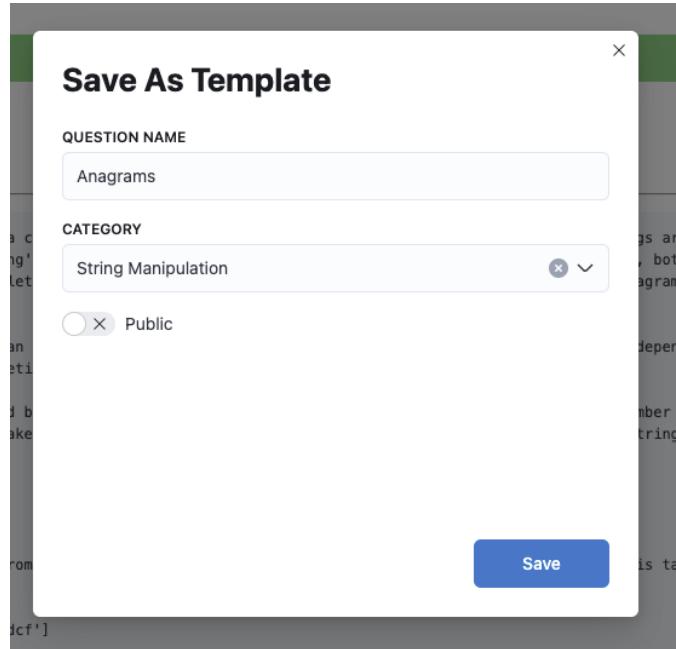


Figure 37: Save as Template Modal

### 2.3.3 Form Builder

Form Builder is the page where you can adjust the components of a form. You can navigate to the form builder page by clicking on a form card at the flow builder page. (Form cards are labeled with blue color)

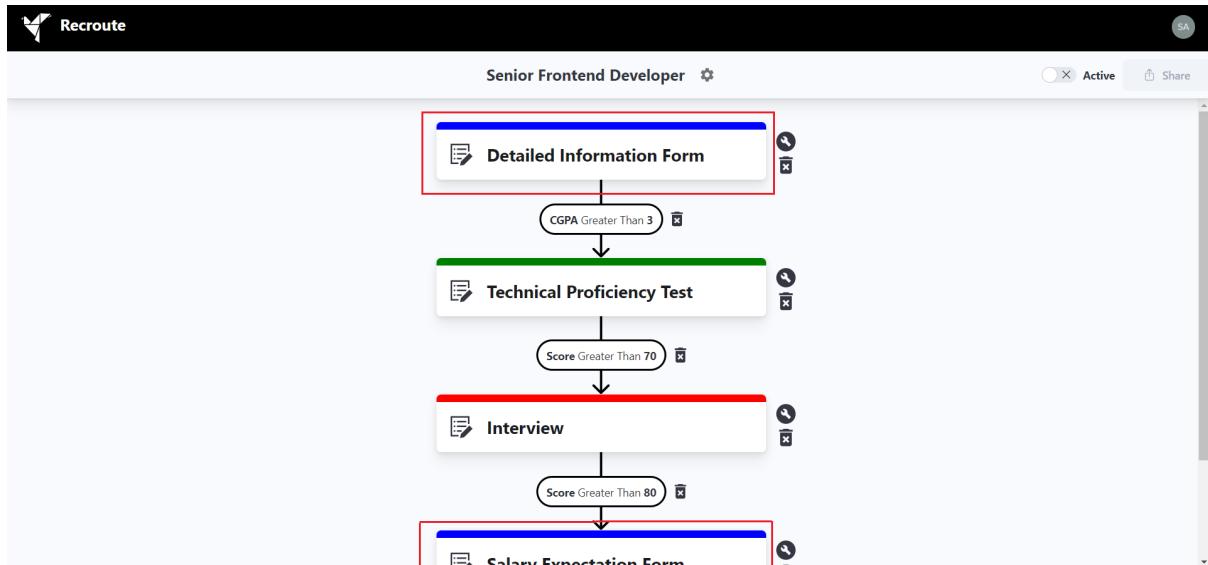


Figure 38: Navigating to Form Builder Page

After navigating to the Form Builder page, you will be welcomed with the below screen. Here in the middle of the screen you can see the form. If you create a new form and then navigate to that form, the initial form would be empty.

The screenshot shows the Recroute Form Builder interface. At the top, there's a header with the Recroute logo and a user icon. Below the header, the title "Detailed Information Form" is displayed. To the left of the main form area, there's a sidebar titled "Add New Form Component" containing icons for various component types: Short Text, Long Text, Number, Address, Full Name, Drop Down, Date Picker, Number, Phone, Upload, Email, Header, Single Choice, and Multiple Choice. The main form area contains sections for "Personal Details" with fields for Name, Surname, Birth Date, Email, Phone Number, Gender (set to Male), and University Details. A "Return to Flow" button is located at the bottom right of the form area.

Figure 39: Form Builder Page

You can add new components to the form by clicking the Add New Form Component button which is on the upper left side of the screen. After you click this button, a left panel opens which includes possible form components. Possible form components are Short Text, Long Text, Number, Address, Full Name, Drop Down, Date Picker, Number, Phone, Upload, Email, Header, Single Choice and Multiple Choice. By clicking a component name from this left panel you can add it to the form. New added components will appear at the bottom of the form.

This screenshot is similar to Figure 39, showing the Recroute Form Builder page. However, the "Add New Form Component" button in the sidebar has been highlighted with a red border. The main form area is identical to Figure 39, displaying the "Detailed Information Form" with its respective fields and sections.

Figure 40: Add New Form Component Button

Figure 41: Left Panel Which Includes Possible Components to Add

Every component has a settings icon on the right of it. When these settings icons are clicked a right panel opens and fields of components can be changed. For example an Address component would have a title and a placeholder for the text field. From the right panel this title and placeholder can be adjusted. When the Save button at the bottom of the right panel clicked, the adjustments about that component are saved and you can see the change on the form.

Figure 42: Settings Icon of each Component

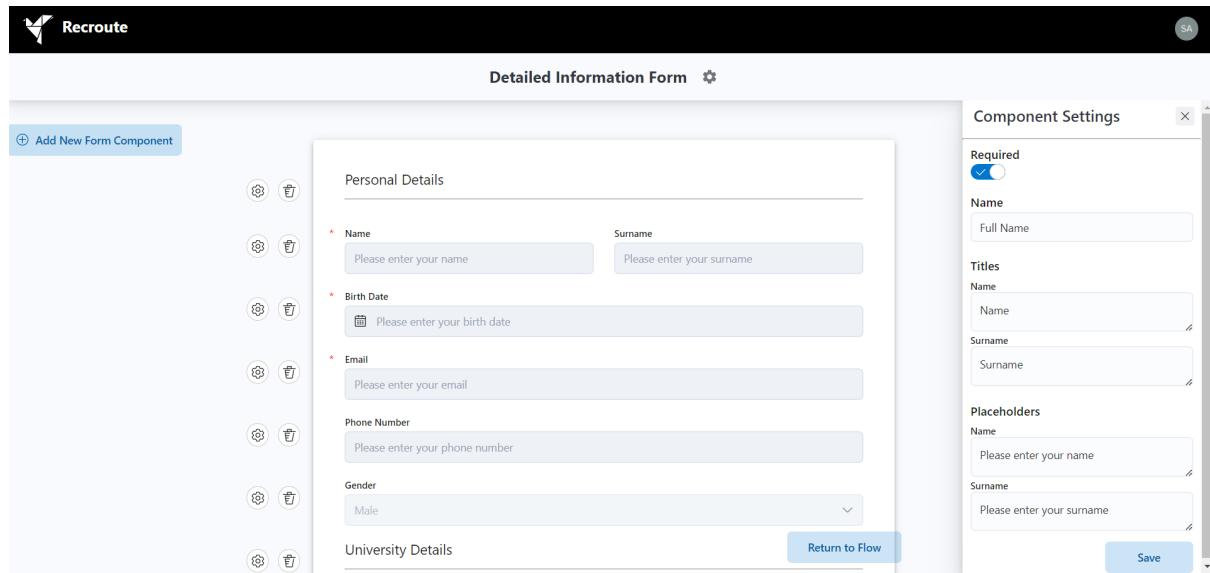


Figure 43: Right Panel that Opens After Clicking Settings Icon of Full Name

When a new component is added to the form it comes with default fields for each component. For example a Single Choice component is added with default options. Components may have different fields respectively. For example, an Address component simply has a title and a text field whereas a Single Choice component has a title and options under it. Therefore each component has different fields to be adjusted. Thus, the right panel can change with respect to different component types.

First of all, every component except the header component has a required check on their right panel. This check is used to make the field required in the actual form so the applicant cannot submit the form without filling or answering this component.

In addition to the required check; Address, Short Text, Long text, Phone, Number, Date Picker, Upload and Email components have a name, title and placeholder fields that can be changed from the right panel.

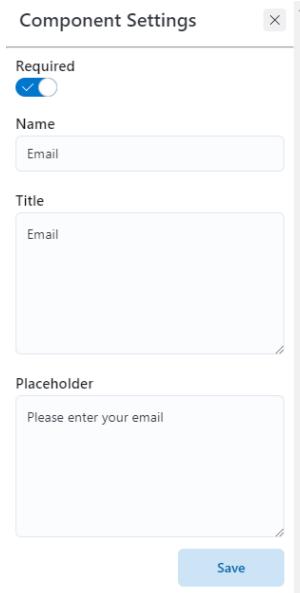


Figure 44: Right Panel of an Email Component

On the other hand, in addition to the required check; Drop Down, Single Choice and Multiple Choice components have a name, title and options fields that can be changed from the right panel. Options' texts can be changed in the right panel by clicking on each option's text. Each option can be deleted by clicking the cross that is placed next to that option or a new option can be added by clicking the Add Option button which is placed under the options.

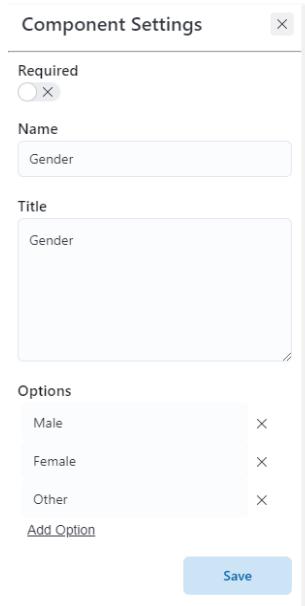


Figure 45: Right Panel of a Single Choice Component Adjusted for Gender Selection

The Full Name component has a required check and in addition to that it has a name field, two title fields and two placeholder fields because the Full Name component consists of two text fields and two titles in the form separated for name and surname.

The screenshot shows the 'Component Settings' dialog box. At the top left is a 'Required' toggle switch, which is turned on. Below it is a 'Name' field containing 'Full Name'. Under 'Titles', there is a 'Name' field. Under 'Surname', there is a 'Surname' field. In the 'Placeholders' section, there are two fields: 'Name' with placeholder 'Please enter your name' and 'Surname' with placeholder 'Please enter your surname'. A blue 'Save' button is located at the bottom right of the dialog.

Figure 46: Right Panel of a Full Name Component

Header component does not have required check because it is not a field to fill by the applicant. It only has a name and title fields to be changed from the right panel.

The screenshot shows the 'Component Settings' dialog box. It contains a 'Name' field with 'Personal Header' and a 'Title' field with 'Personal Details'. A blue 'Save' button is located at the bottom right of the dialog.

Figure 47: Right Panel of a Header Component Adjusted as Personal Details

You can change the name of the form by double clicking the form name written on the top of the page. After you double click you can type the new name.

The screenshot shows a user interface for a 'Detailed Information Form'. At the top, there's a navigation bar with the Recroute logo and a user icon. Below it is a toolbar with various icons for managing components. The main area contains a form titled 'Personal Details' with fields for Name, Surname, Birth Date, Email, Phone Number, and Gender. A 'University Details' section is also present. A blue button labeled 'Return to Flow' is located at the bottom right of the form area. The title 'Detailed Information Form' is highlighted with a red border.

Figure 48: Name of the Form Before Double Click

This screenshot is identical to Figure 48, showing the 'Detailed Information Form' on the Recroute platform. The only difference is that the title 'Detailed Information Form' is no longer highlighted with a red border, indicating it has been selected or modified.

Figure 49: Name of the Form After Double Click

There is a trash bin icon specific for each component. You can delete a component by clicking the trash bin icon on the left of the component to be deleted.

The screenshot shows the Recroute Form Builder interface. At the top, there's a header with the Recroute logo and a user icon. Below the header, the title "Detailed Information Form" is displayed. On the left side, there's a sidebar with a button labeled "+ Add New Form Component". The main area contains a "Personal Details" form component. This component includes fields for Name, Surname, Birth Date, Email, Phone Number, and Gender. Each field is accompanied by a red trash bin icon. At the bottom right of the component, there's a blue "Return to Flow" button.

Figure 50: Deleting a Component by Clicking the Trash Bin Icon

You can return back to the flow builder page from where you came to the form builder page by clicking the Return to Flow button which is on the bottom of the page.

This screenshot is identical to Figure 50, showing the "Personal Details" form component in the Recroute Form Builder. The red box highlights the "Return to Flow" button at the bottom right of the component.

Figure 51: Returning Back to Flow Builder From Form Builder

## 2.4 Submissions

Submissions is the page where you can access and manage the submissions of your job application. You can navigate to a flow's submissions page by clicking the **Submissions** button from the Flows page, like below.

The screenshot shows the Recroute software interface. On the left, there's a sidebar with a navigation bar titled 'CREATE FLOW' containing 'All Flows >', 'Actives', 'Favorites', and 'Archived'. Below this is a list of job openings with their status and submission actions:

- Senior Frontend Developer**: 42 Applicants, 4 Stages, Inactive. Actions: Share, Edit, Submissions (highlighted with a red box), Delete.
- Junior UI Developer**: 2 Applicants, 3 Stages, Active. Actions: Share, Edit, Submissions, Delete.
- Junior Data Analyst**: 0 Applicants, 1 Stage, Inactive. Actions: Share, Edit, Submissions, Delete.
- HR Generalist**: 0 Applicants, 2 Stages, Inactive. Actions: Share, Edit, Submissions, Delete.
- Senior JavaScript Developer**: 4 Applicants, 4 Stages, Active. Actions: Share, Edit, Submissions, Delete.
- Senior SecOps Engineer**: 0 Applicants, 1 Stage, Inactive. Actions: Share, Edit, Submissions, Delete.
- Senior PHP Developer**: 0 Applicants, 5 Stages, Active. Actions: Share, Edit, Submissions, Delete.
- UI/UX Designer**: 1 Applicants, 4 Stages, Active. Actions: Share, Edit, Submissions, Delete.
- SEO Specialist**: 0 Applicants, 2 Stages, Inactive. Actions: Share, Edit, Submissions, Delete.
- Full Stack Developer**: 0 Applicants, 7 Stages, Inactive. Actions: Share, Edit, Submissions, Delete.
- DevOps Engineer**: 0 Applicants, 10 Stages, Active. Actions: Share, Edit, Submissions, Delete.

Figure 52: Navigating to Submissions page

After navigating to the Submissions page, you will be welcomed with the below screen. Here, the first 3 columns (Primary Email, Current Stage and Action) will always be on the left side of the table so that you will know which column you are looking at.

The screenshot shows the main user interface for the Submissions page. On the left, there's a sidebar with a flowchart showing the process: **Detailed Information Form** (13 applications) → **CGPA Greater Than 3** (9 applications) → **Technical Proficiency Test** (8 applications) → **Score Greater Than 70** (5 applications) → **Interview** (4 applications). At the bottom of the sidebar is a green button labeled **SHOW APPROVED**. The main area is a table titled 'Detailed Information Form' with columns: Primary Email, Current Stage, Action, Submission Date, Full Name, Birthdate, Email, Phone Number, Gender, University, and Graduation Date. The table contains 10 rows of applicant data.

Applicant Information			Detailed Information Form								
Primary Email	Current Stage	Action	Submission Date	Full Name	Birthdate	Email	Phone Number	Gender	University	Graduation Date	
seisikowitch0@refer...	Detailed Informati...	<b>NEXT &gt;</b>	03/05/2022 / 21:43	Seth EiseKowitch	08/06/2000	seisikowitch0@refer...	+63 (569) 814-1858		Ecole Spéciale des T...	25/09/2024	
srasmus1@thetimes...	Technical Proficienc...	<b>NEXT &gt;</b>	03/05/2022 / 21:45	Sheba Rasmus	08/04/1978	srasmus1@thetimes...	+1 (412) 997-1745	Female	St. Petersburg State ...	13/09/2022	
skemme2@vcombin...	Detailed Informati...	<b>NEXT &gt;</b>	03/05/2022 / 21:47	Steame Kemme	31/10/1980	skemme2@vcombin...	+62 (551) 495-8475		University of Wisconsin...	03/12/2023	
refl3@creativecomm...	Technical Proficienc...	<b>NEXT &gt;</b>	03/05/2022 / 21:49	Rhetta Reff	08/10/1978	refl3@creativecomm...	+1 (381) 690-3356	Female	University of Pittsburgh...	26/08/2024	
bszymanski4@cnn.c...	Interview		03/05/2022 / 21:51	Bessy Szymanski	02/10/1972	bszymanski4@cnn.c...	+62 (427) 304-3474	Female	Chiba University	26/01/2024	
charold5@cmu.edu	Technical Proficienc...	<b>NEXT &gt;</b>	03/05/2022 / 21:52	Charline Harold	13/05/1989	charold5@cmu.edu	+86 (439) 688-5568	Female	Technological Universit...	09/11/2022	
mbeasley6@uccz.ru	Technical Proficienc...		03/05/2022 / 21:54	My Beasley	23/04/2000	mbeasley6@uccz.ru	+62 (870) 834-6681		Hogeschool Leiden	21/01/2024	
dgalliver7@techcrunc...	Interview	<b>NEXT &gt;</b>	03/05/2022 / 21:59	Danyelle Galliver	25/03/1991	dgalliver7@techcrunc...	+48 (323) 114-2244	Female	Universidad de Cienci...	03/10/2024	
fsuddaby9@cornnews...	Interview		03/05/2022 / 22:21	Fania Suddaby	28/10/1982	fsuddaby9@cornnews...	+265 (530) 776-9283	Female	Prasetya Mulya Busin...	12/05/2024	
dhishisona@discove...	Technical Proficienc...		03/05/2022 / 22:22	Orie Whisson	14/11/1971	dhishisona@discove...	+967 (919) 424-4960	Female	European University ...	06/08/2023	

Figure 53: Main user interface for Submissions page

In order to explain all the elements in this user interface, below figure will be used.

The screenshot shows the Recroute Submissions page with a grid of applicant information. The interface includes filters, pagination, and a detailed information form.

- Numbered Annotations:**
  - 1: Detailed Information Form button.
  - 2: SHOW ALL button.
  - 3: SHOW APPROVED button.
  - 4: Interview stage button.
  - 5: Rows per page dropdown (10).
  - 6: Primary Email filter.
  - 7: Current Stage filter (Technical Proficiency Test).
  - 8: Detailed Information Form button.
  - 9: Toggle Column Visibility button.
  - 10: Refresh button.
  - 11: CGPA Greater Than 3 filter.
  - 12: Score Greater Than 70 filter.
  - 13: Detailed Information Form button.
- Table Headers:**

Applicant Information			Detailed Information Form							
Primary Email	Current Stage	Action	Submission Date	Full Name	Birthday	Email	Phone Number	Gender	University	Graduation Date
- Data Rows:**

seis@owitch0@re...	Detailed Information	NEXT >	03.05.2022 / 21:43	Seth Eislichowitch	08/06/2000	seis@owitch0@re...	+63 (569) 814-1858	Female	Ecole Spéciale des T...	25/09/2024
srasmus1@hetimes...	Technical Proficiency Te		03.05.2022 / 21:45	Sheba Rasmus	08/04/1978	srasmus1@hetimes...	+1 (412) 997-1745	Female	St. Petersburg State ...	13/09/2022
skemme2@combin...	Detailed Information	NEXT >	03.05.2022 / 21:47	Steame Kemme	31/10/1980	skemme2@combin...	+62 (551) 495-8475	Female	University of Wiscons...	03/12/2023
mfif3@creativecomm...	Technical Proficiency	NEXT >	03.05.2022 / 21:49	Rheita Reif	08/11/1978	mfif3@creativecomm...	+1 (361) 690-3356	Female	University of Pittsburg...	26/08/2024
bszymanski4@cnn.c...	Interview		03.05.2022 / 21:51	Bessy Szymanski	02/10/1972	bszymanski4@cnn.c...	+62 (427) 304-3474	Female	Chiba University	26/01/2024
charold5@cmu.edu	Technical Proficiency	NEXT >	03.05.2022 / 21:52	Charline Harold	13/05/1989	charold5@cmu.edu	+86 (439) 888-5566	Female	Technological Universi...	09/11/2022
mbewley6@ucoz.ru	Technical Proficiency Te		03.05.2022 / 21:54	My Bewley	23/04/2000	mbewley6@ucoz.ru	+62 (870) 834-6661	Female	Hogeschool Leiden	21/01/2024
dgalliver7@techcunc...	Interview	NEXT >	03.05.2022 / 21:59	Danyelle Galliver	25/03/1991	dgalliver7@techcunc...	+48 (323) 114-2244	Female	Universidad de Client...	03/10/2024
fsuddaby9@prnewsw...	Interview		03.05.2022 / 22:21	Fania Suddaby	28/01/1982	fsuddaby9@prnewsw...	+265 (530) 776-9263	Female	Prasetya Mulya Busi...	12/05/2024
dwhissona@discove...	Technical Proficiency Te		03.05.2022 / 22:22	Ditie Whisson	14/11/1971	dwhissona@discove...	+967 (019) 424-4960	Female	European University ...	06/09/2023

Figure 54: Explanation of Submissions page user interface

1. You can filter applicants by their current stage with the help of these buttons. For example, the button on the top of the **Technical Proficiency Test** will filter applicants who passed the first stage but didn't solve the **Technical Proficiency Test** yet. Similarly, the button on the bottom of the test will filter applicants who solved the test but couldn't pass to the next stage yet. Example filtering can be seen below.

The screenshot shows the Recroute Submissions page with a grid of applicant information. The interface includes filters, pagination, and a detailed information form. A green circle highlights the 'Current Stage' filter for the 'Technical Proficiency Test' stage.

- Numbered Annotations:**
  - 1: Detailed Information Form button.
  - 2: SHOW ALL button.
  - 3: SHOW APPROVED button.
  - 4: Interview stage button.
  - 5: Rows per page dropdown (10).
  - 6: Primary Email filter.
  - 7: Current Stage filter (Technical Proficiency Test).
  - 8: Toggle Column Visibility button.
  - 9: Refresh button.
  - 10: Detailed Information Form button.
  - 11: CGPA Greater Than 3 filter.
  - 12: Score Greater Than 70 filter.
  - 13: Detailed Information Form button.
- Table Headers:**

Applicant Information			Detailed Information Form							
Primary Email	Current Stage	Action	Submission Date	Full Name	Birthday	Email	Phone Number	Gender	University	Graduation Date
- Data Rows:**

srasmus1@hetimes...	Technical Proficiency Te		03.05.2022 / 21:45	Sheba Rasmus	08/04/1978	srasmus1@hetimes...	+1 (412) 997-1745	Female	St. Petersburg State ...	13/09/2022
mbewley6@ucoz.ru	Technical Proficiency Te		03.05.2022 / 21:54	My Bewley	23/04/2000	mbewley6@ucoz.ru	+62 (870) 834-6661	Female	Hogeschool Leiden	21/01/2024
dwhissona@discove...	Technical Proficiency Te		03.05.2022 / 22:22	Ditie Whisson	14/11/1971	dwhissona@discove...	+967 (019) 424-4960	Female	European University ...	06/09/2023
jmattec@pen.io	Technical Proficiency Te		03.05.2022 / 22:25	Justinian Matte	08/04/1998	jmattec@pen.io	+55 (551) 735-3553	Male	Samara State Techni...	14/04/2023
qkrcyzsdflak1@glomo...	Technical Proficiency Te		03.05.2022 / 22:29	Querida Krcyzsdflak	18/09/1995	qkrcyzsdflak1@glomo...	+86 (315) 715-8285	Female	Ternopil State Ivan Pu...	03/07/2024
eharnott@eeewebs...	Technical Proficiency Te		03.05.2022 / 22:38	Edita Harnott	09/11/2000	eharnott@eeewebs...	+86 (385) 842-4702	Male	National Sports Acad...	06/01/2024
wphinessym@csm...	Technical Proficiency Te		03.05.2022 / 22:39	William Phinessy	26/12/1980	wphinessym@csm...	+1 (627) 751-9103	Male	Fort Hayes State Unive...	27/11/2022
iscrinagen@webede...	Technical Proficiency Te		03.05.2022 / 22:40	Isadore Scrinage	20/04/1977	iscrinagen@webede...	+356 (424) 196-3899	Male	National Central Univer...	25/09/2024
hspowages@epa.gov	Technical Proficiency Te		03.05.2022 / 22:45	Hernando Powage	04/07/2000	hspowages@epa.gov	+1 (440) 627-5510	Male	The American College	04/08/2023

Figure 55: Current stage filter on Submissions page

2. This button will clear the current stage filter explained above. You can also clear the filter by clicking the same button again. If there is no active current stage filter, **Show All** button will be disabled.
3. This button will show only the approved applicants (Applicants who passed all the stages.)

4. How many applicants should be shown on one page can be specified with this panel, like below.

Figure 56: Specify rows per page in Submissions page

5. Navigation through the pages can be done with these buttons.  
 6. Applicants can be filtered by their submission fields with these inputs. It also supports filtering by multiple fields. After filtering is done, you can clear all the filters with the button on the right top, like below.

Figure 57: Filtering applicants by their submission fields

7. Recroute supports conditions between stages such that applicants who meet the condition will be passed to the next stage automatically. However, passing the applicant to the next stage can be also done manually by clicking this **Next** button.  
 8. You can also sort applicants by their submission fields with the help of this button. Again, you can clear the sorting with the button on the right top, like

below.

Applicant Information			Detailed Information Form							
Primary Email	Current Stage	Action	Submission Date	Full Name	Birthdate	Email	Phone Number	Gender	University	Graduation Date
rabrij@google.co.jp	Interview		03.05.2022 / 21:35	Randene Abry	27/02/2001	rabrij@google.co.jp	+48 (801) 988-2404	Female	University of Dubrovnik	30/01/2023
ehannor@feewebs...	Technical Proficiency Te...		03.05.2022 / 21:36	Evita Hamor	09/11/2000	ehannor@feewebs...	+86 (385) 842-4702	Female	National Sports Acad...	06/01/2024
hspowages@epa.gov	Technical Proficiency Te...		03.05.2022 / 22:45	Hernando Spowage	04/07/2000	hspowages@epa.gov	+1 (440) 627-5510	Male	The American College	04/08/2023
seisikovitch0@refer...		Detailed Information	03.05.2022 / 21:43	Seth Eiskovitch	08/06/2000	seisikovitch0@refer...	+63 (569) 814-1858	Male	Ecole Spéciale des T...	25/09/2024
mbevelley@ucoz.ru	Technical Proficiency Te...		03.05.2022 / 21:54	My Bevelley	23/04/2000	mbevelley@ucoz.ru	+62 (870) 834-6661	Female	Hogeschool Leiden	21/01/2024
rufoldp@narod.ru		Detailed Information	03.05.2022 / 22:42	Roy Upfold	09/06/1999	rufoldp@narod.ru	+55 (211) 975-2716	Male	Reformed Church Un...	15/02/2025
asyne13@sina.com.cn		Technical Proficienc...	03.05.2022 / 23:22	Averyl Syne	06/11/1998	asyne13@sina.com.cn	+355 (220) 377-8515	Female	Universidad del Pacific...	10/04/2023
elidreyu@soup.io		Technical Proficienc...	03.05.2022 / 23:12	Emelda Tidey	11/08/1998	elidreyu@soup.io	+7 (934) 726-5759	Female	Suan Dusit Rajabhat ...	06/07/2024
jmatte@pen.io	Technical Proficiency Te...		03.05.2022 / 22:25	Justinian Matte	08/04/1998	jmatte@pen.io	+55 (551) 735-3553	Male	Samara State Techni...	14/04/2023
sbarfropo@facebook...		Detailed Information	03.05.2022 / 22:41	Salomé Barfrop	19/06/1997	sbarfropo@facebook...	+86 (848) 728-6498	Female	Liaoning University	18/07/2023
gkllcross@amazon...		Detailed Information	03.05.2022 / 22:46	Quintina Killcross	06/10/1995	gkllcross@amazon...	+7 (170) 248-6025	Female	National College of Arts	21/03/2023
djedzraszlewiec12@...		Detailed Information	03.05.2022 / 23:21	Darci Jedzraszlewiec	29/07/1995	djedzraszlewiec12@...	+7 (799) 634-2951	Female	University of Targu Jiu	18/02/2025
elammerdingi@blog...		Technical Proficienc...	03.05.2022 / 22:34	Elwood Lammerding	04/04/1994	elammerdingi@blog...	+81 (129) 878-0348	Other	Ryutsu Keizai Universi...	28/07/2023
jdodgsonb@cpanel.net	Interview		03.05.2022 / 22:23	Jamal Dodgson	16/02/1992	jdodgsonb@cpanel.net	+1 (599) 142-5052	Male	Istanbul Arel University	26/11/2022
analivier7@matchm.in...		Interview	03.05.2022 / 21:46	Danivelle Galliver	24/03/1991	analivier7@matchm.in...	+86 (773) 114-7744	Female	Universität für Polit...	03/11/2024

Figure 58: Sorting the applicants by their submission fields

- You can determine which columns should be visible with the help of this button. Clicking this button will open a popup where you can configure the visible columns, like below.

Applicant Information			Detailed Information Form							
Primary Email	Current Stage	Action	Submission Date	Full Name	Birthdate	Email	Phone Number	Gender	University	Graduation Date
seisikovitch0@refer...		Detailed Information	03.05.2022 / 21:43	Seth Eiskovitch	08/06/2000	seisikovitch0@refer...	+63 (569) 814-1858	Male		
sarasmus1@hetimes...	Technical Proficiency Te...		03.05.2022 / 21:45	Sheba Rasmus	08/04/1978	sarasmus1@hetimes...	+1 (412) 997-1745	Female		
skemme2@ycombin...		Detailed Information	03.05.2022 / 21:47	Stearne Kemme	31/10/1980	skemme2@ycombin...	+62 (551) 495-8475	Male		
reif3@creativecomm...		Technical Proficienc...	03.05.2022 / 21:49	Rhetta Reif	08/10/1978	reif3@creativecomm...	+1 (361) 690-3356	Female		
biszymanski4@cnnc.c...	Interview		03.05.2022 / 21:51	Betsy Szymanski	02/10/1972	biszymanski4@cnnc.c...	+62 (427) 304-3474	Female		
charold5@cmu.edu		Technical Proficienc...	03.05.2022 / 21:52	Charline Harold	13/05/1989	charold5@cmu.edu	+86 (439) 688-5568	Female		
mbevelley@ucoz.ru	Technical Proficiency Te...		03.05.2022 / 21:54	My Bevelley	23/04/2000	mbevelley@ucoz.ru	+62 (870) 834-6661	Female		
dgalliver7@techcrunc...		Interview	03.05.2022 / 21:59	Danyelle Galliver	25/03/1991	dgalliver7@techcrunc...	+48 (233) 114-2244	Female		
fsudabdy9@corinews...	Interview		03.05.2022 / 22:21	Fania Sudabdy	28/10/1982	fsudabdy9@corinews...	+265 (530) 776-9283	Female	Praesidja Mulya Busi...	12/05/2024
dhvissona@discove...	Technical Proficiency Te...		03.05.2022 / 22:22	Doris Whisson	14/11/1971	dhvissona@discove...	+967 (019) 424-4960	Female	European University ...	06/09/2023
jdodgsonb@cpanel.net	Interview		03.05.2022 / 22:23	Jamal Dodgson	16/02/1992	jdodgsonb@cpanel.net	+1 (599) 142-5052	Male	Istanbul Arel University	26/11/2022
jmatte@pen.io	Technical Proficiency Te...		03.05.2022 / 22:25	Justinian Matte	08/04/1998	jmatte@pen.io	+55 (551) 735-3553	Male	Samara State Techni...	14/04/2023
amallinard@skype.com		Salary Expectation F...	03.05.2022 / 22:27	Abby Mallinar	02/03/1978	amallinard@skype.com	+51 (250) 411-5410	Male	United Business Institu...	20/08/2024
dguthee@squarespa...		Interview	03.05.2022 / 22:28	Der Guthe	10/12/1981	dguthee@squarespa...	+62 (631) 321-3367	Male	University of Pristina	20/01/2024
okrivcova10@telenet.be	Technical Proficiency Te...		03.05.2022 / 22:29	Oksana Krvivcova	18/09/1986	okrivcova10@telenet.be	+38 (016) 711-0285	Female	Ternirli State Insti Ph...	01/07/2024

Figure 59: Configuring visible columns in Submissions page

- You can refresh the applicant information with this button.

You can also see the details of a cell in the table by clicking the info button which is shown after clicking the cell, like below.

Figure 60: Seeing the details of a cell in Submissions page

For example, for a coding question, you can see the test case results and code snippet of the applicant in the details panel, like below.

```

function desiredFunction(input) {
    // Write your code here.
    const users = JSON.parse(input);
    return users
        .filter(user => user.id >= 0)
        .sort((a, b) => b.id - a.id)
        .map(user => user.name)
        .join(',')
}

```

Figure 61: Seeing the coding question details

## 2.5 Applicant UI

Applicants are involved in a recruitment flow from the shared flow url. Applicants can access URL from the invite sent to his/her email from the flow share panel, from the invite sent using Recroute Chrome Extension or from a public platform that company may share the URL, such as LinkedIn. Applicant forwarded to the form filling page that Recroute Web platform provides. Rest of the applicant pages are preceded by the form filling page.

## 2.5.1 Fill Form

Fill form page starts with a brief information about the flow and asks for an email for the applicant as can be seen below.

The screenshot shows a landing page for a job application. At the top, it says "You are about to apply for job advert" followed by a red-bordered box containing "Senior Frontend Developer" with a superscript "1". Below this, a message states "Before starting, we need your email address to communicate through the application process." A text input field contains "seisikowitch0@reference.com". At the bottom is a green button labeled "START FILLING" with a red-bordered box below it stating "Only single submission is allowed." with a superscript "2".

Figure 62: Fill form landing page

1. Name of the flow is provided before filling the form.
2. Any errors that may be found in applicant email can be seen under the start filling button such as the second submission trial. If there are any errors, the applicant is not allowed to start filling the initial form.

After the applicant provides a correct email, he/she can move to the form filling page. Example form filling page can be seen below.

Figure 63: Fill form page initials

1. '\*' marking before any field indicates that the corresponding form component is required.
2. Titles are the explanations for the following form component.
3. Submission button can be found at the bottom of the scrollable page.

If there are one or more form fields that are not acceptable by the form, applicants are informed by an error for each unacceptable field. Example form filling page with submission errors can be seen below.

**Personal Details**

\* Name: Aybars Surname: Altinisik

\* Birth Date: 05/21/1998

\* Email: aybars.akinisik@gmail.com  
invalid email 2

Phone Number: +901234567890

Gender: Male

**University Details**

\* University: Bilkent University

\* Graduation Date: Please enter your graduation date  
This field is required 3

\* CGPA: 3.12

Courses Taken: Please enter the software-related courses you have taken in the university

**Career Details**

Prior Experience: Please enter your prior experience (At minimum, specify the company name and date interval you've worked)

CV: resume.pdf Remove

Please select the programming languages you are familiar with

- Java
- JavaScript
- C
- C#
- C++
- Python
- PHP

\* Are you working now?

Yes  
 No

**SUBMIT**

Figure 64: Fill form page error handling

1. A popup appears for a short time to inform that there is a field missing or wrong.
2. Invalid input type is indicated by an error.
3. Required field is indicated by an error.

After a successful form submission, the applicant is informed by a success message which can be seen below.

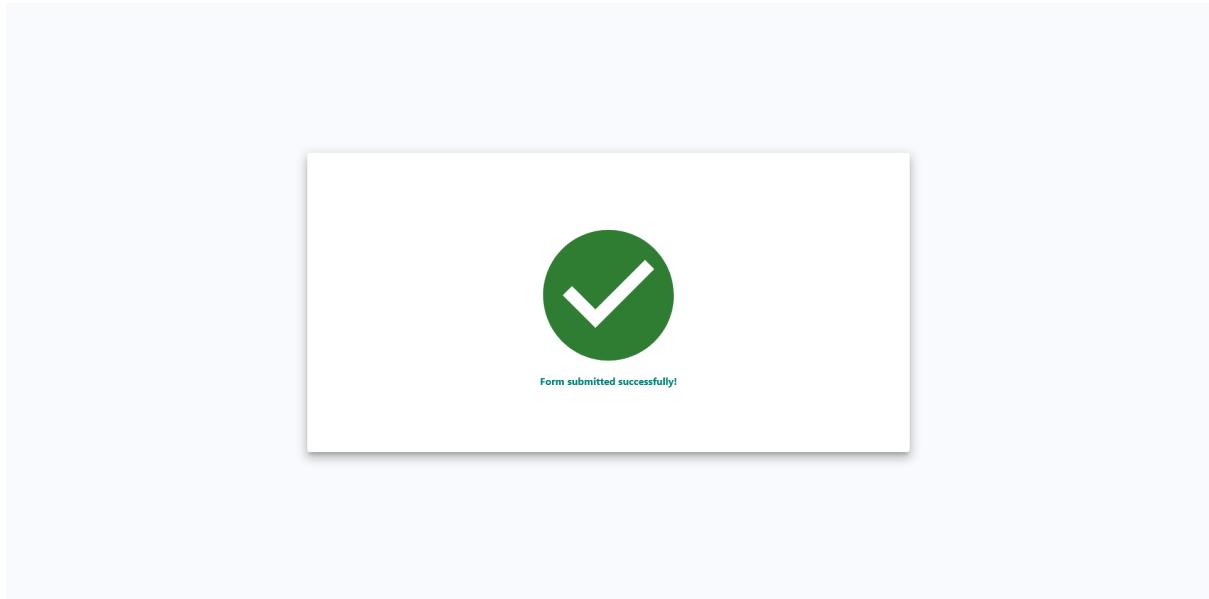


Figure 65: Fill form page success

A success feedback is also provided after each stage to the applicant by an email. Template of the success email for form submission can be seen below.

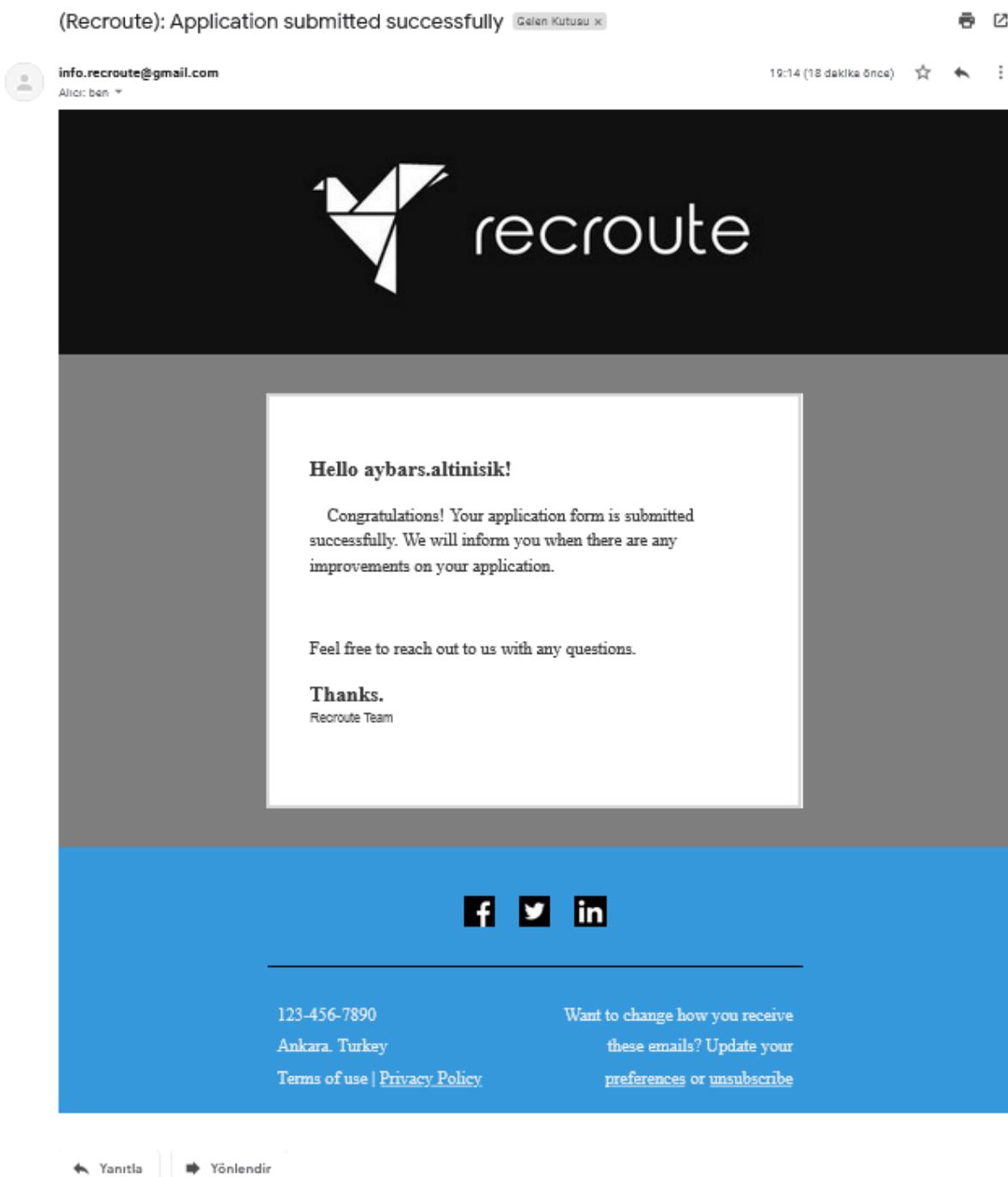


Figure 66: Successful submission email for form

## 2.5.2 Fill Test

The applicant is informed when he/she has been moved to the next stage. This information is sent to the applicant by email with the new URL to access the next stage. New URL is generated for each applicant. Example next stage information mail for test stage can be seen below.

(Recroute): Congrats! Next stage is waiting for you on the Job in Google. [Gelen Kutusu](#)  

info.recroute@gmail.com  
Alici: ben    

 **recroute**

Hello aybars.altinisik!

We would like to inform you that there is an improvement on the application on [Google](#) for the [Senior Frontend Developer](#) position. We are happy to say that the next stage is waiting for you. [Next stage is a test](#) that is prepared by the Google. Detailed information for this stage is provided in the test page that you can access by clicking the button below. We wish you success in your test. Good luck.

[CLICK HERE](#) 

Feel free to reach out to us with any questions.

Thanks.  
Recroute Team

---

123-456-7890  
Ankara, Turkey  
[Terms of use](#) | [Privacy Policy](#)

Want to change how you receive these emails? Update your preferences or unsubscribe

 [Yanıtlı](#) |  [Yönlendir](#)

Figure 67: Next stage feedback email

1. The company name is provided.
2. The name of the flow is provided.
3. Type of the next stage is provided.
4. The URL of the next stage is provided as a button.

Next stage button for a test forwards the applicant to the test stage landing page which includes test information such as test name and test duration. Example landing page can be seen below.

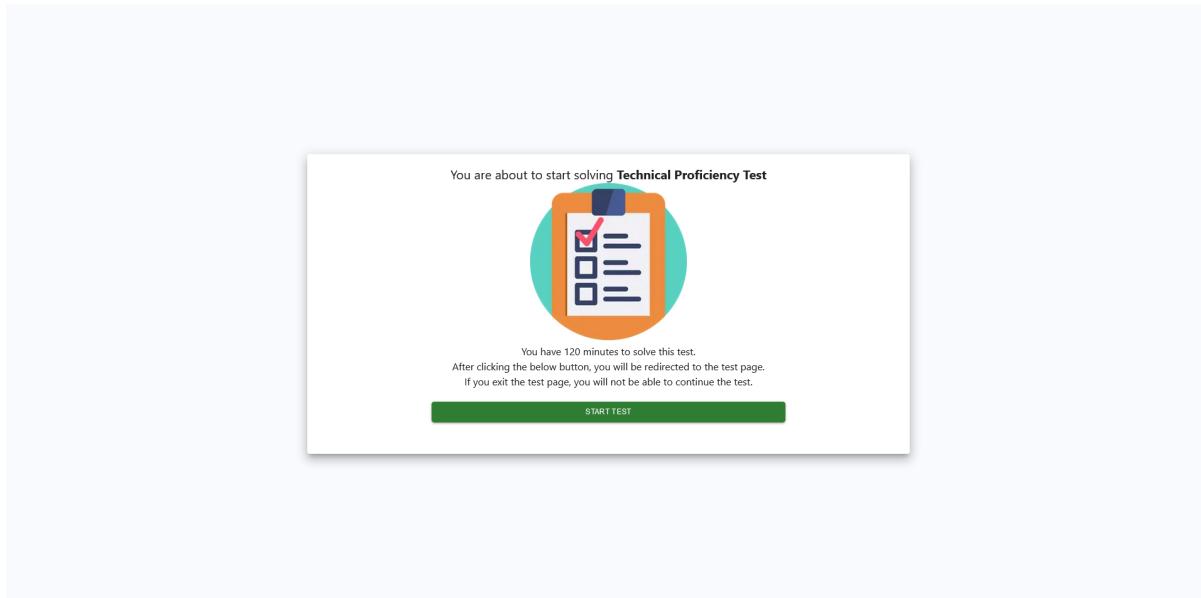


Figure 68: Fill test landing page

Once the applicant starts the test, he/she is able to see the test page as can be seen below.

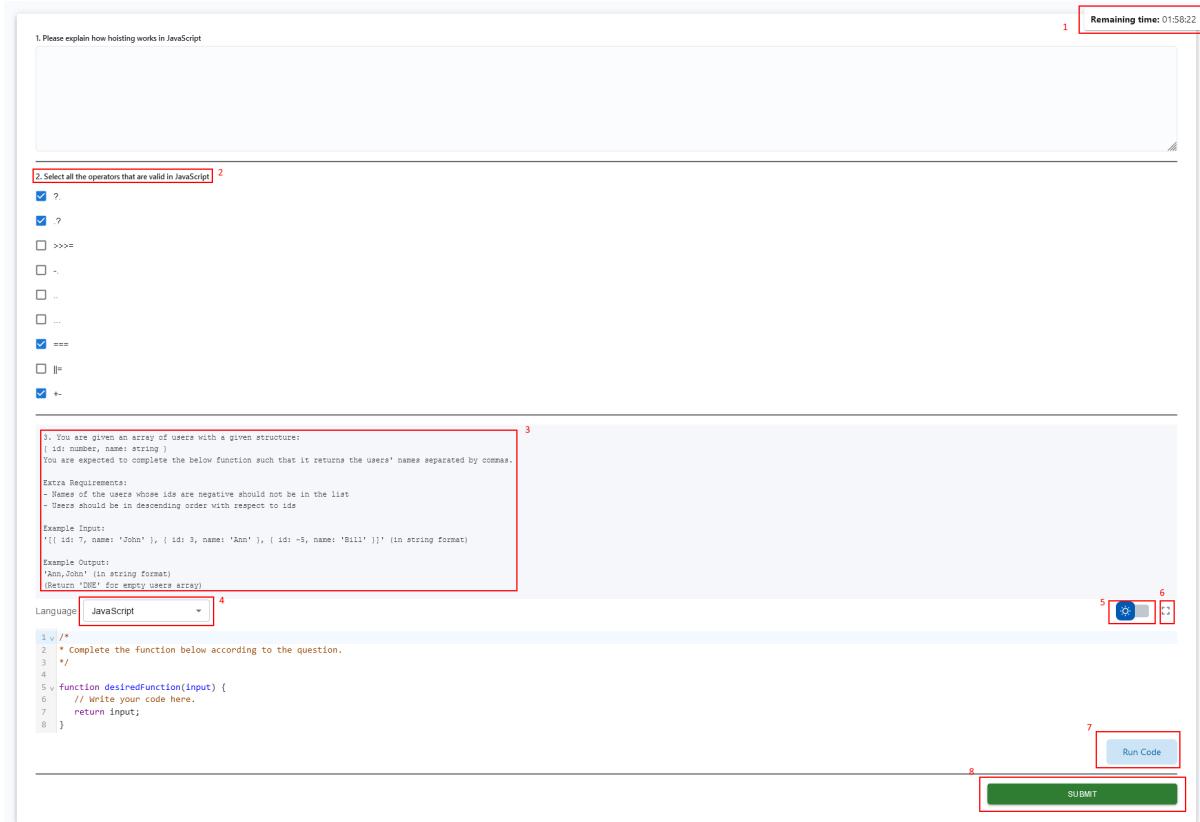


Figure 69: Fill test page

1. Remaining time floating label counts down the time on the top right side of the page.
2. Descriptions of the questions are seen by the applicant.
3. Coding question descriptions are shown in a different font for a better reading experience.
4. Programming language to use as an answer can be selected from the drop down options.
5. Background theme color can be changed to dark mode for the coding pane.
6. Coding pane can be used in fullscreen mode.
7. Run code button runs the current code with test cases of the question.
8. Submission button can be found at the bottom of the page.

Applicants may encounter errors in coding questions. Handling these errors are done by clicking the show details button that will pop up when an error occurs while running the code.

Language **JavaScript**

```
1 v /*  
2 * Complete the function below according to the question.  
3 */  
4  
5 /box/script.js:28  
6     out = arr[0].name;  
7     ^  
8 SyntaxError: Unexpected token '.'  
9      at Module._compile (internal/modules/cjs/loader.js:895:18)  
10     at Object.Module._extensions..js (internal/modules/cjs/loader.js:995:10)  
11     at Module.load (internal/modules/cjs/loader.js:815:32)  
12     at Function.Module._load (internal/modules/cjs/loader.js:727:14)  
13     at Function.Module.runMain (internal/modules/cjs/loader.js:1047:10)  
14     at internal/main/run_main_module.js:17:11
```

### Compilation/Runtime Error

Show Details

Figure 70: Fill test page error details

Correct and incorrect outputs for test cases are indicated after the applicant runs the code successfully.

Language **JavaScript**

```
1 v /*  
2 * Complete the function desire .  
3 */  
4  
5 v function desire (input) {  
6     // Write your code here  
7     const users = [ { id: 1, name: "John" }, { id: 2, name: "Jane" } ];  
8     return users.filter(user => user.id > 1);  
9 }
```

according to the question.

**Test Case 0**  
**Test Case 1**  
**Test Case 2**  
**Test Case 3**  
**Test Case 4**  
**Test Case 5**

### Wrong Answer

Show Details

Figure 71: Fill test page coding answer details

Test can be submitted by the applicant before the timer ends or it is automatically submitted if the timer ends. After a successful form submission, the applicant is informed by a success message which can be seen below.

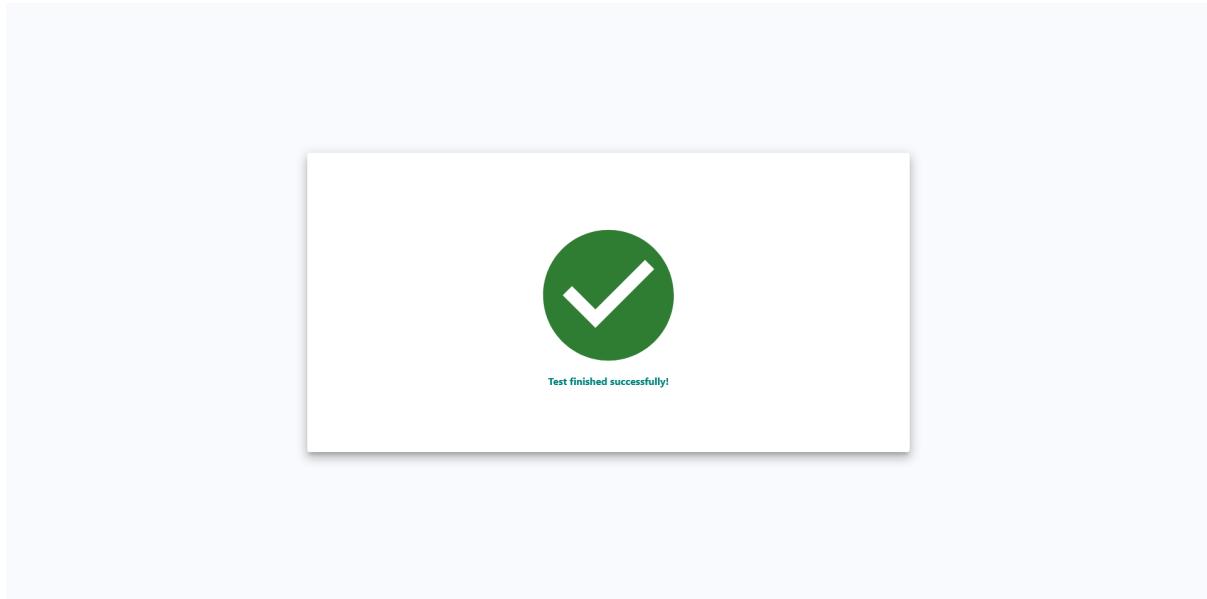


Figure 72: Fill test page success

A success feedback is again provided as an email to the applicant. Template of the success email for test submission can be seen below.

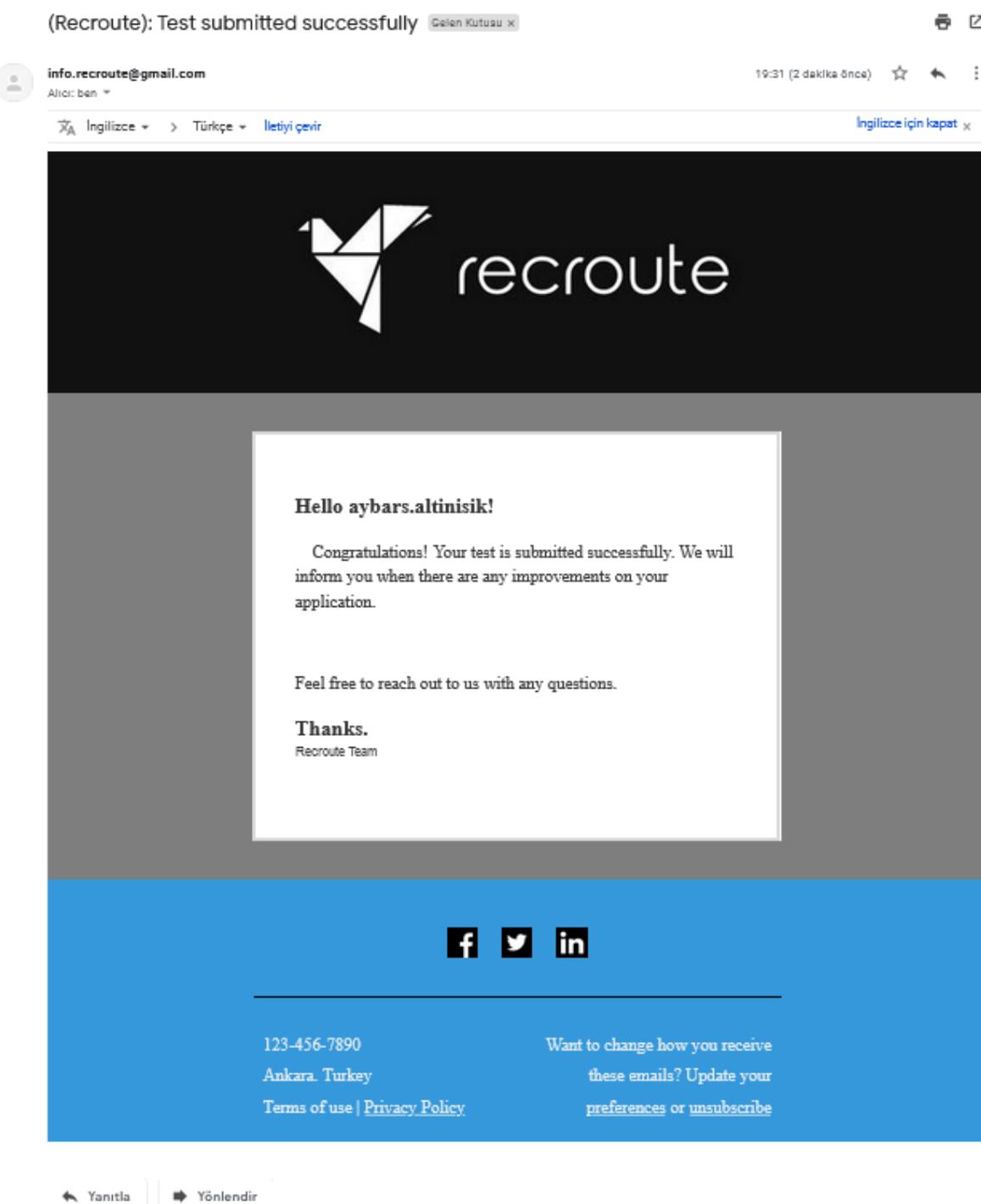


Figure 73: Successful submission email for test

### 2.5.3 Schedule Interview

The applicant is again informed when he/she has been moved to the next stage with the URL for the new stage. Example next stage information mail for interview stage can be seen below.

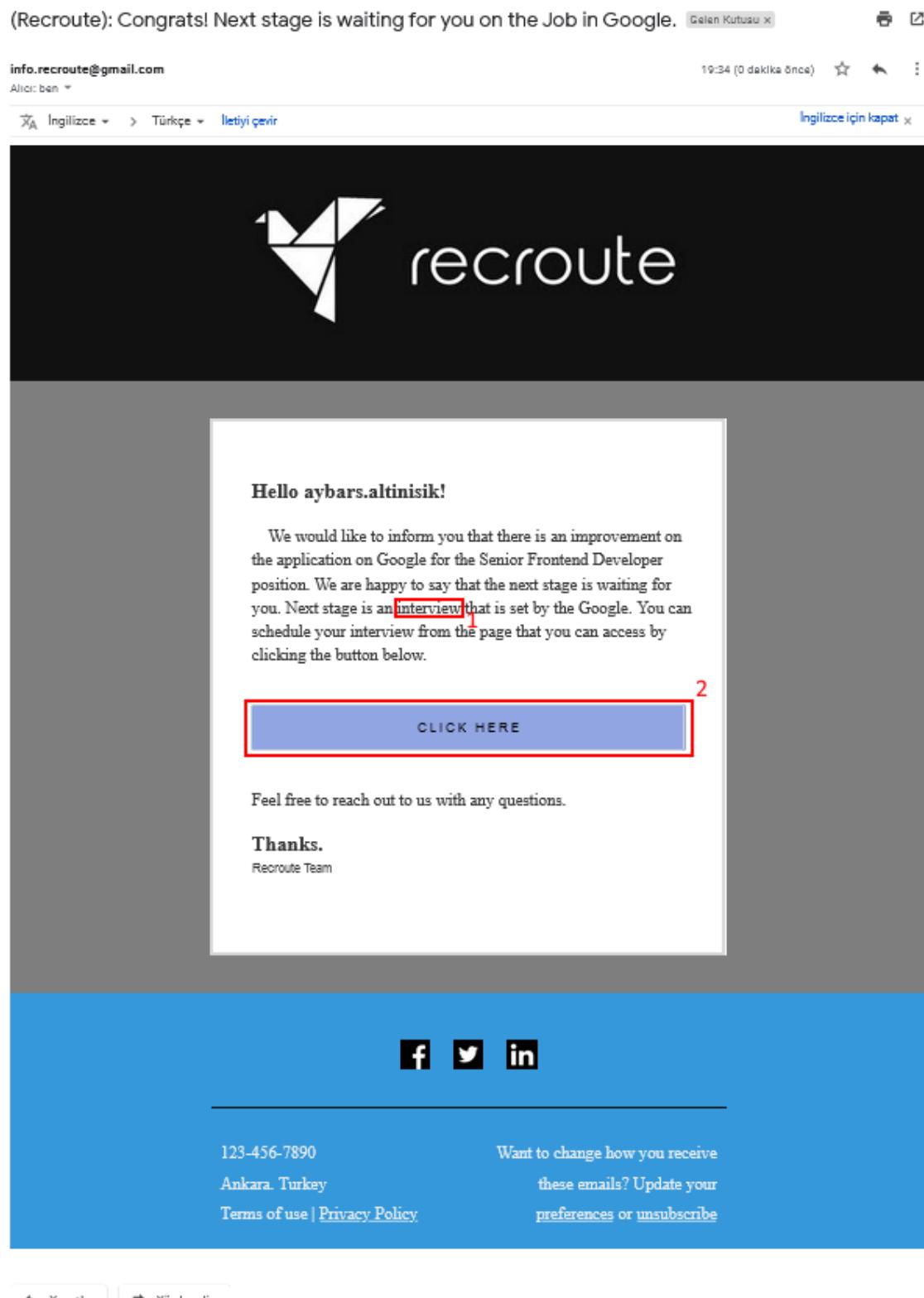


Figure 74: Next stage information for interview

1. Type of the new stage is indicated.
2. URL to the interview schedule page is provided with a button.

Interview schedule page has a simple user interface with a date picker for applicants to select an appropriate time for the interview.

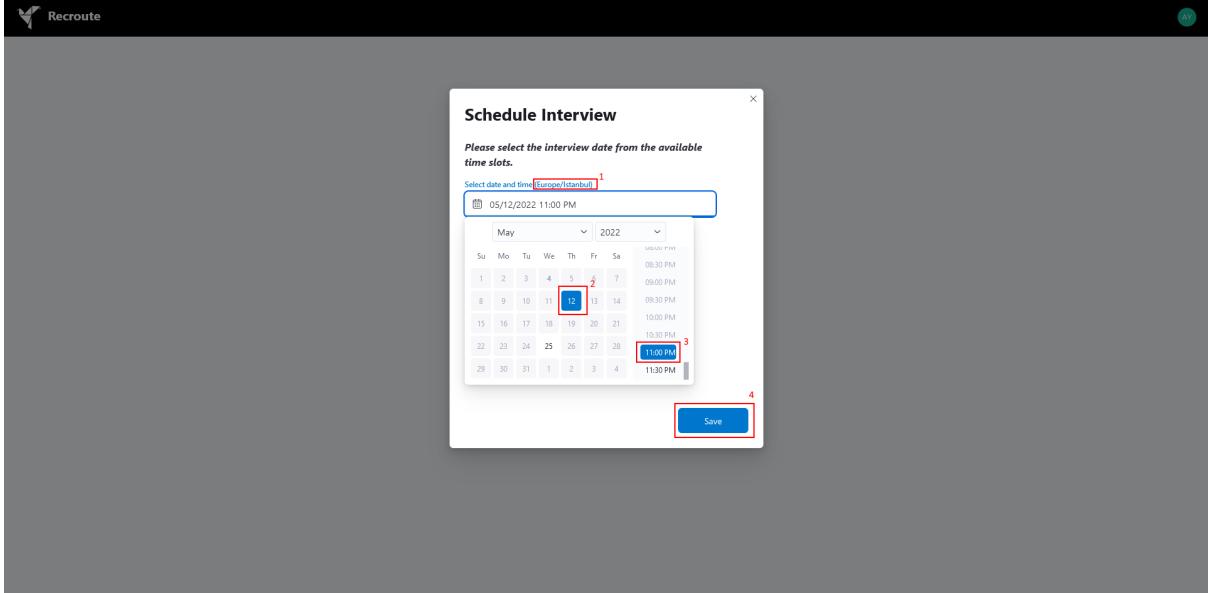


Figure 75: Schedule interview page

1. Time zone of the date picker is labeled.
2. Only dates that interviewers have available time slots are selectable.
3. Only times that interviewers have available time slots are selectable.
4. Success feedback is given after a successful interview schedule by the applicant.

Both applicant and interviewer were informed by Recroute with a mail including the zoom meeting information.

Mail received by the applicant can be seen below.



Figure 76: Applicant successful schedule feedback

1. Zoom meeting date and time is provided.
2. Zoom link to join the scheduled meeting is provided.

Mail received by the interviewer can be seen below.

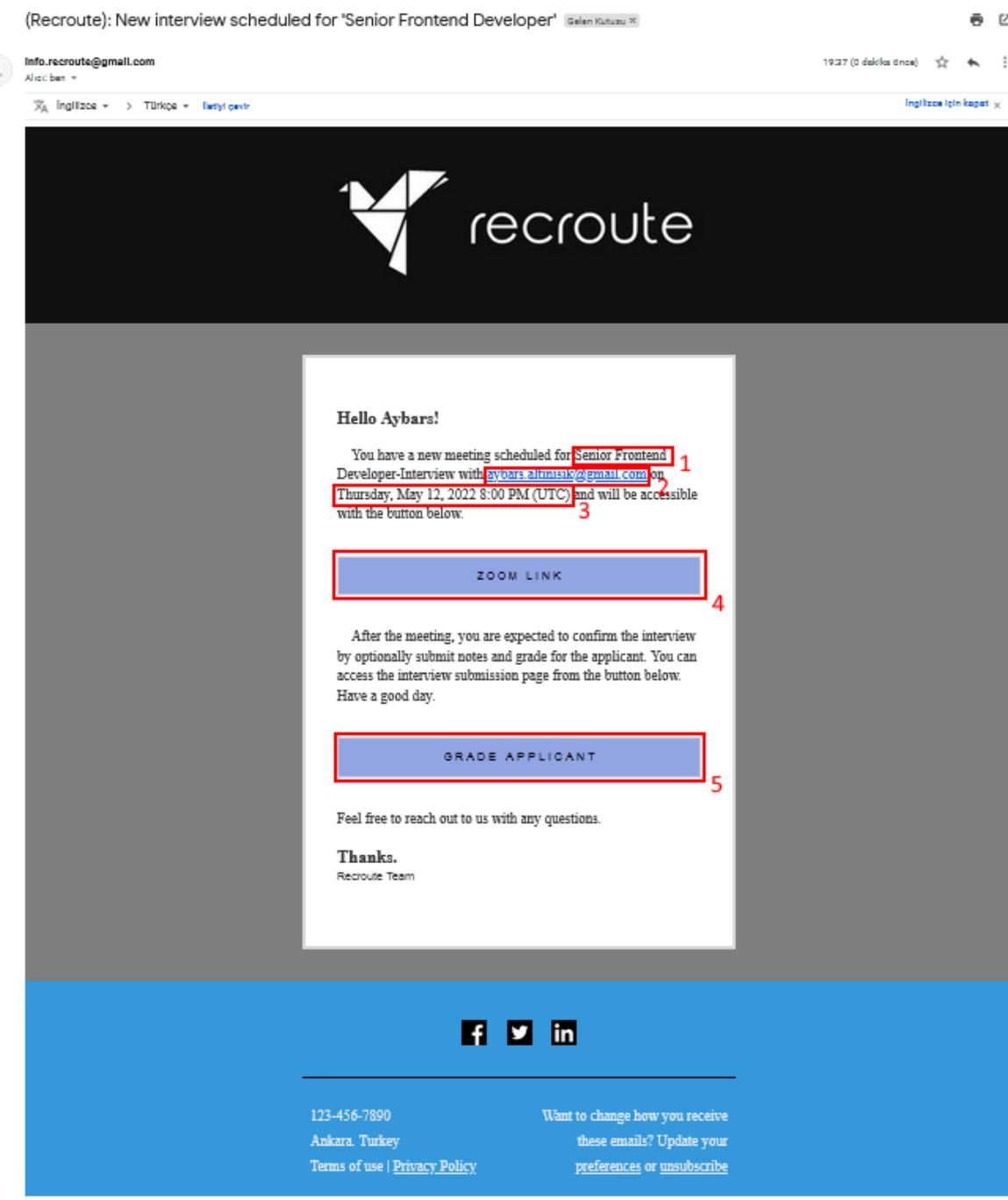


Figure 77: Interviewer schedule feedback

1. Flow name is provided.
2. Applicant information is provided.
3. Zoom meeting date and time is provided.

4. Zoom link to start the scheduled meeting is provided with necessary credentials.
5. The URL for grading the applicant after the interview is provided.

Interview grading page has a simple user interface which can be seen below.

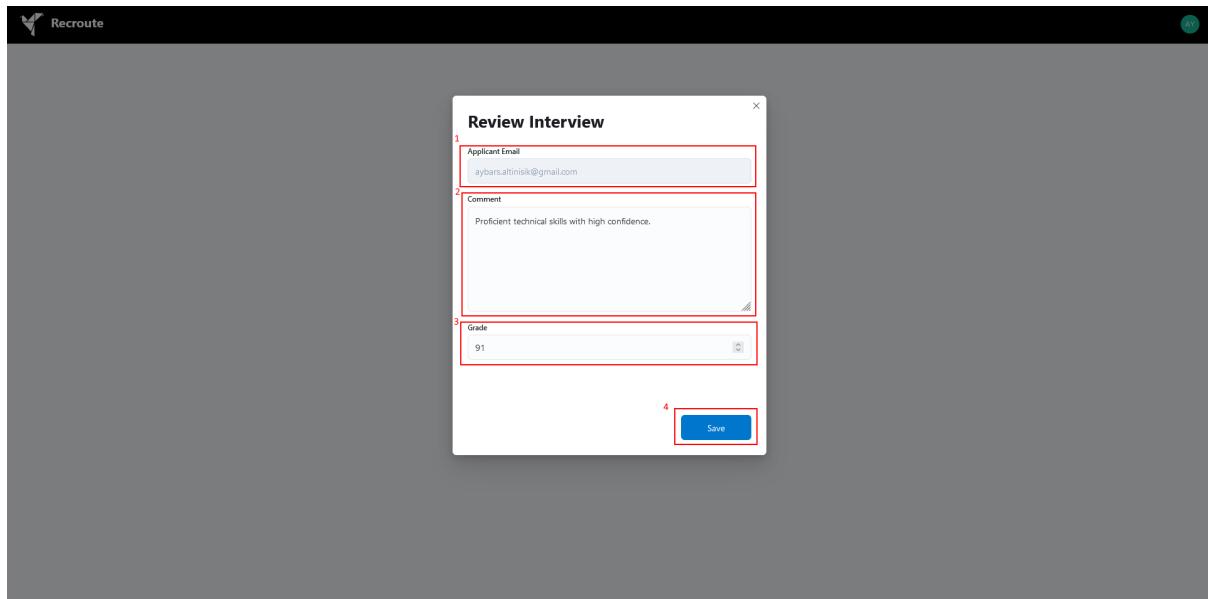


Figure 78: Interviewer review interview page

1. Applicant email is provided.
2. Interviewer can leave comments for the applicant.
3. Interviewer can grade the applicant based on the interview.
4. Success feedback is given after a successful review by the interviewer.

## 2.6 Admin Console

Admin Console is the page where company admins can see all the users of the company. At this page admin can also link the zoom account to the company and get the API key of the company for chrome extension (chrome extension needs this API key to operate). To navigate to the admin console, admin can click on the user icon from any page which is located at the upper right corner of the page. As the admin clicks the user icon, the user panel opens and admin can click on the admin console button to navigate to the Admin console page.

The screenshot shows the Recroute interface. On the left, there's a sidebar with a 'CREATE FLOW' button and four categories: 'All Flows >', 'Actives', 'Favorites', and 'Archived'. The main area displays a list of job flows with columns for name, description, and actions (Share, Edit, Submissions, Delete). A user icon in the top right corner is highlighted with a red box.

Figure 79: User Icon on the Upper Right

This screenshot is similar to Figure 79, but it shows a user profile dropdown menu that has been opened. The menu includes 'Hello sahin.ege98', 'Admin Console' (which is highlighted with a red box), 'Settings', and 'Logout'.

Figure 80: Admin Console Button

This screenshot shows the Admin Panel. It features a table with columns for Name, Email, and Role. The table lists five users: ege.sahin, test, Aybars, Ahmet Feyzi Halac, and ggurbuzturk. At the bottom of the table, a page navigation bar shows the number '1' highlighted with a red box.

Name	Email	Role
ege.sahin	sahin.ege98@gmail.com	user admin
test	test@gmail.com	
Aybars	aybars.altinisik@gmail.com	user admin
Ahmet Feyzi Halac	ahmetfeyzihalac@gmail.com	user admin
ggurbuzturk	ggurbuzturk@gmail.com	user admin

Figure 81: Admin Console Page

Admin can select rows per page to be shown. Number of pages will be adjusted accordingly at the bottom right. You can navigate through other pages by clicking the page numbers at bottom right.

The screenshot shows the Admin Panel interface. At the top left is the Recroute logo. On the right is a user icon with 'SA' initials. The main area has a title 'Admin Panel'. Below it, a message says 'Zoom account is linked' with a 'Link Zoom Account' button. A Company API Key is displayed: 'Company API Key : 4f0101c5-91aa-49be-aa31-b809a8371502'. To the right is a 'Select Rows Per Page' dropdown menu with options 5, 10, 15, and 25, where '5' is selected. Below this is a table with columns 'Name', 'Email', and 'Role'. The table contains five rows of data. At the bottom right are navigation arrows for pagination, with the number '1' highlighted in a red box.

Name	Email	Role
ege.sahin	sahin.ege98@gmail.com	user admin
test	test@gmail.com	
Aybars	aybars.altinisik@gmail.com	user admin
Ahmet Feyzi Halaç	ahmetfeyzihalac@gmail.com	user admin
ggurbuzturk	ggurbuzturk@gmail.com	user admin

Figure 82: Admin Console Select Rows per Page

When the zoom account is linked it is shown at the upper left of the page. If the zoom account is linked, the Link Zoom Account button next to it is disabled. If it is not linked, the admin can click the Link Zoom Account button.

This screenshot is identical to Figure 82, but the 'Link Zoom Account' button is now disabled and grayed out, indicating that a Zoom account is already linked. All other elements, including the table data and pagination controls, remain the same.

Figure 83: Admin Console Zoom Account is Linked

Admin can also get the Company API Key from the admin console. This Key is used for the chrome extension of the application.

The screenshot shows the Recroute Admin Panel. At the top, there is a header with the Recroute logo and a user icon labeled 'SA'. Below the header, the title 'Admin Panel' is displayed. Underneath the title, there is a message 'Zoom account is linked' with a 'Link Zoom Account' button. To the right, there is a dropdown menu 'Select Rows Per Page : 5'. A red box highlights the text 'Company API Key : 4f0101c5-91aa-49be-aa31-b809a8371502'. Below this, there is a table with columns 'Name', 'Email', and 'Role'. The table lists five users:

Name	Email	Role
ege.sahin	sahin.ege98@gmail.com	user admin
test	test@gmail.com	
Aybars	aybars.altinisik@gmail.com	user admin
Ahmet Feyzi Halaç	ahmetfeyzihalac@gmail.com	user admin
ggurbuzturk	ggurbuzturk@gmail.com	user admin

At the bottom of the table, there are navigation arrows ('<', '1', '>').

Figure 84: Admin Console Company API Key

## 2.7 User Profile

User Profile is the page where company users can see their profile pages. To navigate to the User Profile page, the user can click on the user icon from any page which is located at the upper right corner of the page. As the user clicks the user icon, the user panel opens and the user can click on the settings button to navigate to the User Profile page.

The screenshot shows the Recroute User Profile page. At the top, there is a header with the Recroute logo and a user icon labeled 'SA'. To the right of the user icon, there is a red box highlighting the user icon. Below the header, there is a sidebar with a 'CREATE FLOW' button and four categories: 'All Flows >', 'Actives', 'Favorites', and 'Archived'. The 'Actives' category is selected. On the right side, there is a list of job flows with columns for title, applicants, stages, and status, along with 'Share', 'Edit', 'Submissions', and 'Delete' buttons. The listed flows are:

- Senior Frontend Developer (43 Applicants, 4 Stages, Inactive)
- Junior UI Developer (2 Applicants, 3 Stages, Active)
- Junior Data Analyst (0 Applicants, 1 Stages, Inactive)
- HR Generalist (0 Applicants, 2 Stages, Inactive)
- Senior JavaScript Developer (4 Applicants, 4 Stages, Active)
- Senior SecOps Engineer (0 Applicants, 1 Stages, Inactive)
- Senior PHP Developer (0 Applicants, 5 Stages, Active)
- UI/UX Designer (1 Applicants, 4 Stages, Active)
- SEO Specialist (0 Applicants, 2 Stages, Inactive)

Figure 85: User Icon on the Upper Right

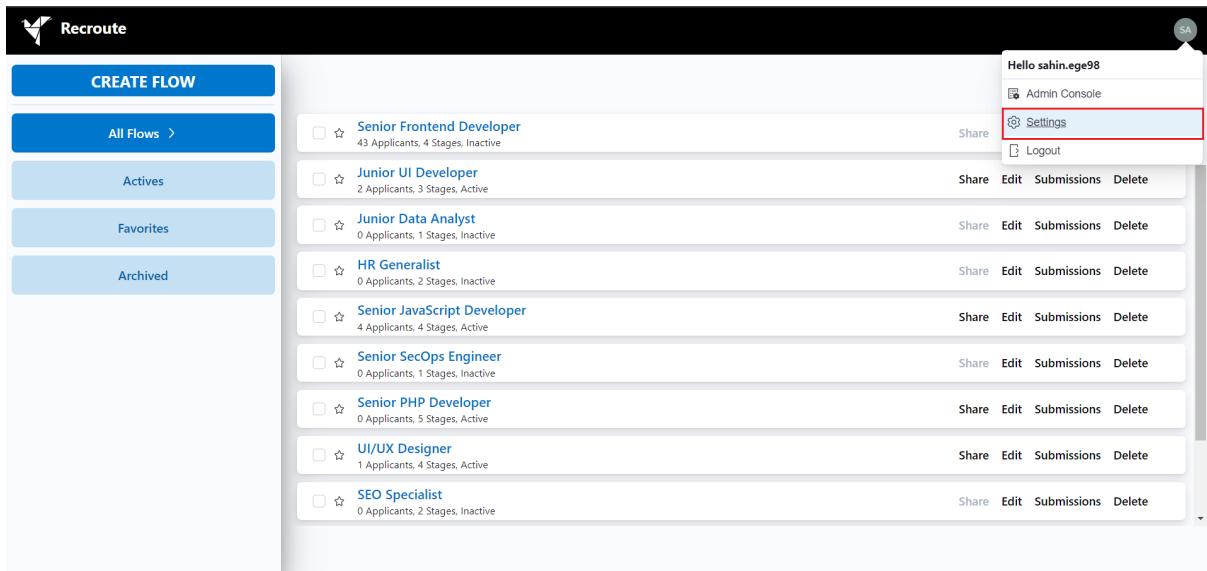


Figure 86: Settings Button

User's Available Times :	Start Date	Start Time (Europe/Istanbul)	Duration in Minutes
	5 May 2022	01:00	30
	6 May 2022	03:30	30
	7 May 2022	04:00	30
	13 May 2022	08:30	30
	13 May 2022	02:00	30
	14 May 2022	01:30	30

Figure 87: User Profile Page

By clicking the edit button the user can change her username and time slots. User can both add and delete time slots. Time slots are added by clicking the Add Time Slot button and they are deleted by clicking the cross icon which is placed next to each time slot in the table. After the changes are made the user can click on the save button which is at the bottom of the page and save her changes.

User Settings

User Name :	ege.sahin																					
Email :	sahin.ege98@gmail.com																					
Company :	Google																					
User Roles :	user admin																					
User's Available Times :	<table border="1"> <thead> <tr><th>Start Date</th><th>Start Time (Europe/Istanbul)</th><th>Duration in Minutes</th></tr> </thead> <tbody> <tr><td>5 May 2022</td><td>01:00</td><td>30</td></tr> <tr><td>6 May 2022</td><td>03:30</td><td>30</td></tr> <tr><td>7 May 2022</td><td>04:00</td><td>30</td></tr> <tr><td>13 May 2022</td><td>08:30</td><td>30</td></tr> <tr><td>13 May 2022</td><td>02:00</td><td>30</td></tr> <tr><td>14 May 2022</td><td>01:30</td><td>30</td></tr> </tbody> </table>	Start Date	Start Time (Europe/Istanbul)	Duration in Minutes	5 May 2022	01:00	30	6 May 2022	03:30	30	7 May 2022	04:00	30	13 May 2022	08:30	30	13 May 2022	02:00	30	14 May 2022	01:30	30
Start Date	Start Time (Europe/Istanbul)	Duration in Minutes																				
5 May 2022	01:00	30																				
6 May 2022	03:30	30																				
7 May 2022	04:00	30																				
13 May 2022	08:30	30																				
13 May 2022	02:00	30																				
14 May 2022	01:30	30																				

[Edit](#)

Figure 88: User Profile Edit Button

User Settings

User Name :	ege.sahin																				
Email :	sahin.ege98@gmail.com																				
Company :	Google																				
User Roles :	user admin																				
User's Available Times :	<table border="1"> <thead> <tr><th>Start Date</th><th>Start Time (Europe/Istanbul)</th><th>Duration in Minutes</th><th>Action</th></tr> </thead> <tbody> <tr><td>5 May 2022</td><td>01:00</td><td>30</td><td>X</td></tr> <tr><td>6 May 2022</td><td>03:30</td><td>30</td><td>X</td></tr> <tr><td>7 May 2022</td><td>04:00</td><td>30</td><td>X</td></tr> <tr><td>13 May 2022</td><td>08:30</td><td>30</td><td>X</td></tr> </tbody> </table>	Start Date	Start Time (Europe/Istanbul)	Duration in Minutes	Action	5 May 2022	01:00	30	X	6 May 2022	03:30	30	X	7 May 2022	04:00	30	X	13 May 2022	08:30	30	X
Start Date	Start Time (Europe/Istanbul)	Duration in Minutes	Action																		
5 May 2022	01:00	30	X																		
6 May 2022	03:30	30	X																		
7 May 2022	04:00	30	X																		
13 May 2022	08:30	30	X																		

[Save](#)

Figure 89: User Profile after Edit Button is Clicked

When the user clicks on the Add Time Slot button a popup appears on the screen. User can select date and hour from this popup and by clicking the Add Time Slot button on this popup add the time slot to the table or by clicking the Cancel button or the cross of the popup user can cancel this process.

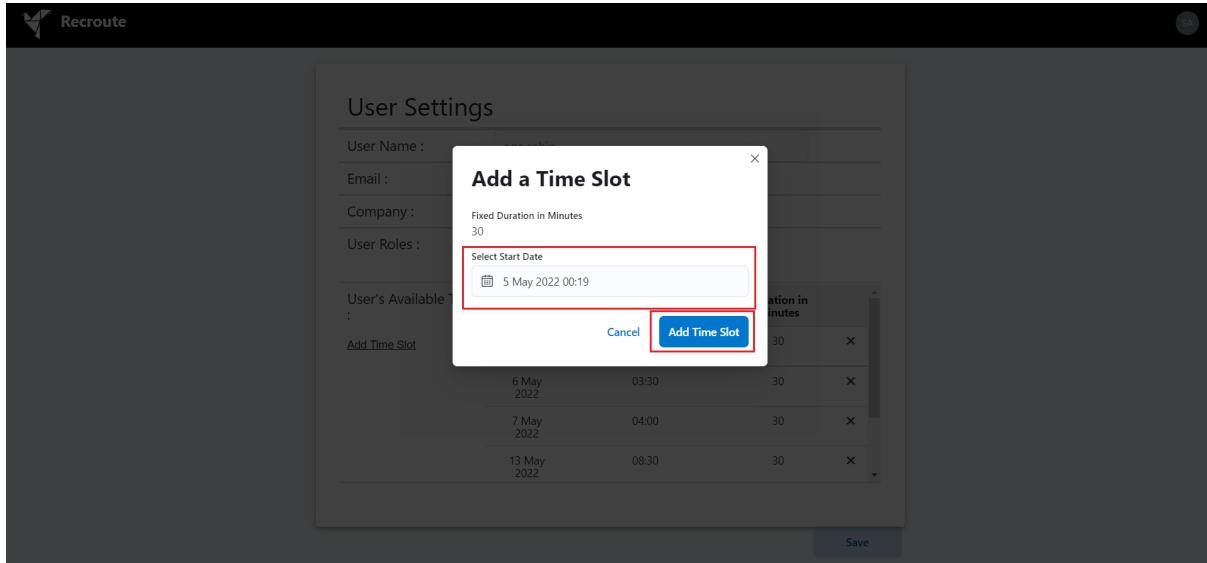


Figure 90: User Profile Add Time Slot Popup

### 3 Using Recroute Chrome Extension

After installing the Recroute Chrome Extension to your browser, you need to specify the registered API key of your company (You can access the API key from Admin Console).

You can specify the API key from the opened panel after clicking the Recroute icon on the extensions popup. Example API key configuration panel can be seen below.

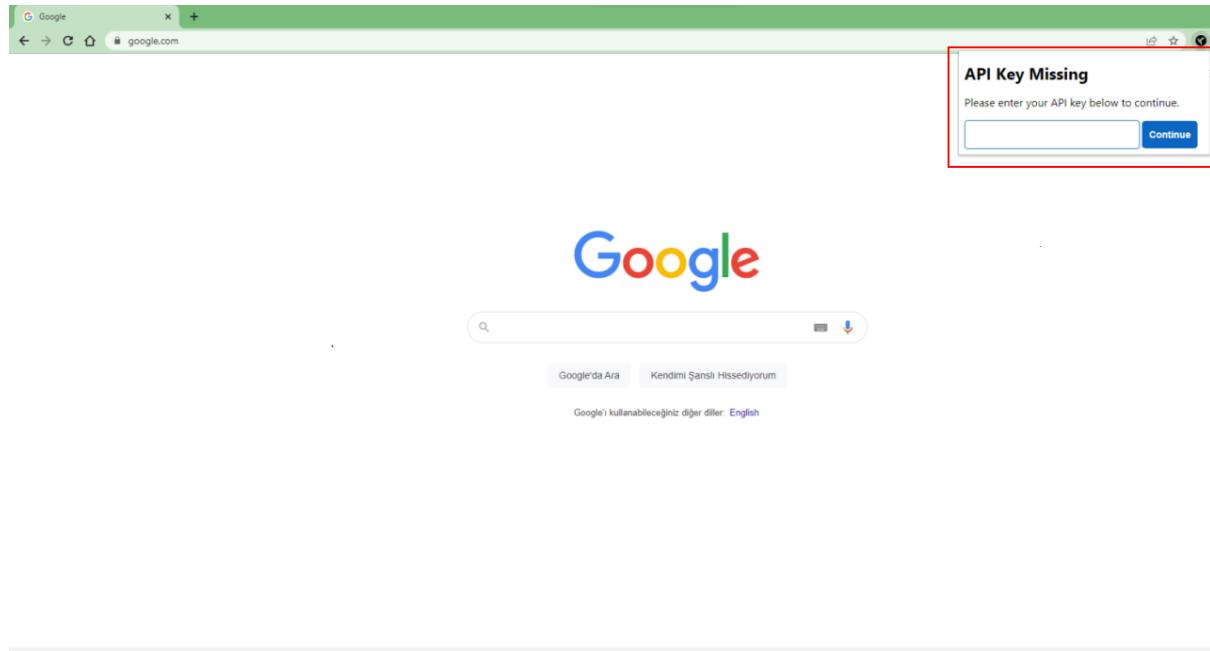


Figure 91: Chrome Extension API key configuration

After saving your API key, the only thing you need to do is visit an individual's LinkedIn page. On every LinkedIn profile page, there will be a Recroute floating button on the right side of the page, like below.

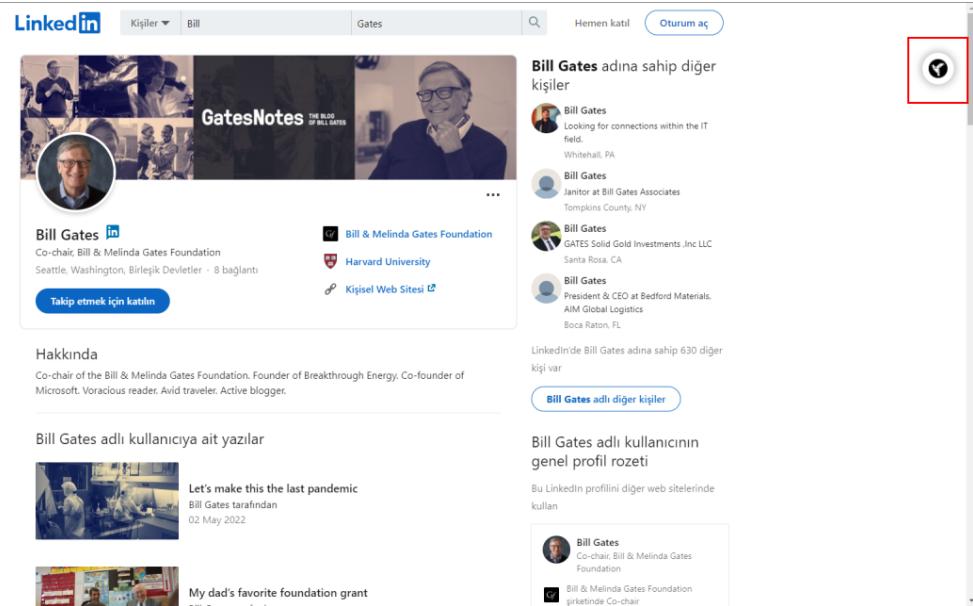


Figure 92: Chrome Extension LinkedIn profile floating button

If you click that button, you will see a list of active job applications of your company in Recroute application, like below.

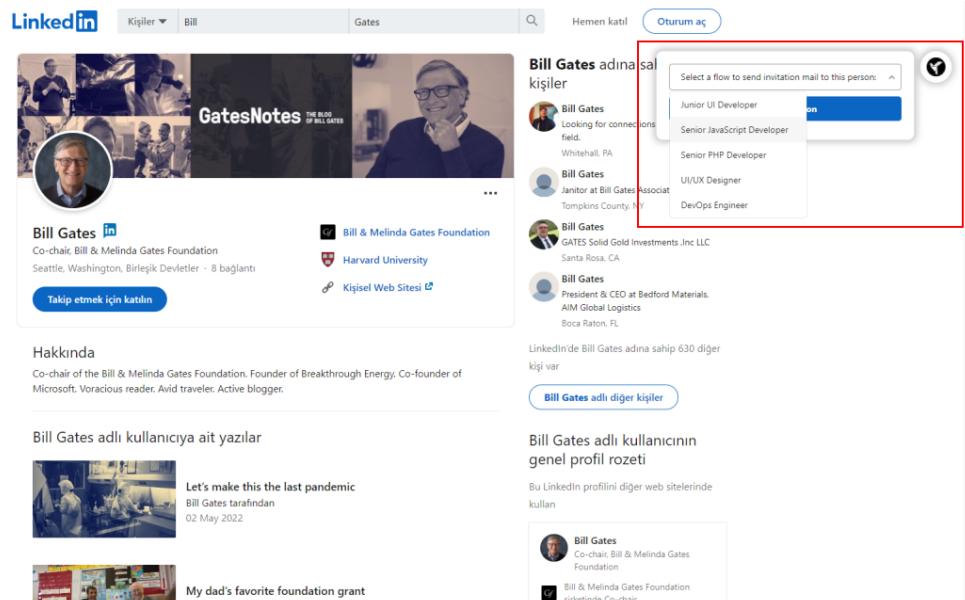


Figure 93: Sending invitation email from Chrome extension

After choosing one of the applications, by clicking the send button, you can send an invitation email to the person whose profile is open.

## 4 References

- [1] “Chrome Browser system requirements,” Google Chrome Enterprise Help. [Online]. Available: <https://support.google.com/chrome/a/answer/7100626?hl=en>. [Accessed: 30-Apr-2021].