**HIREEASE**

HIRING MADE EASY

# Software Requirement Specification

# H I R E E A S E

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# 1    Introduction

## 1.1    Problem Statement

Campus recruitment processes often present challenges for both employers and students, characterized by inefficiencies, delays, and mismatches in talent acquisition. Current methodologies lack a streamlined approach, leading to significant time and resource consumption for organizing, managing, and participating in recruitment events. This results in missed opportunities for companies to access top talent and for students to secure suitable employment opportunities. Therefore, there is a pressing need for a comprehensive web application that can alleviate the complexities associated with campus recruitment, facilitating seamless interactions between recruiters and candidates while optimizing the recruitment workflow for enhanced efficiency and effectiveness.

## 1.2    Project Scope

The scope of the project encompasses the design and development of a web-based Placement Management System for the college. The system will include user authentication, company information management, student dashboards for viewing and applying to placements, result publication, a communication platform, and basic analytics. The project aims to streamline the placement process, providing an efficient and transparent platform for both students and administrators.

## 1.3    Purpose

The purpose of this project is to replace manual placement processes at the college with a Placement Management System. This system aims to enhance efficiency by providing students with real-time access to company details, job openings, and placement results through a user-friendly web portal. The purpose is to modernize and streamline the placement process, improving communication, transparency, and overall effectiveness in managing placement-related activities.

## 1.4 Intended Audience

This document is intended for the project stakeholders, including developers, testers, project managers, and users.

## 2 System Overview

### 2.1 System Description

The Placement Management System is a comprehensive web-based platform designed to modernize and streamline the college's placement processes. The system includes user authentication, allowing students and administrators secure access to the portal. Administrators can manage company information, including profiles, job descriptions, and eligibility criteria, while students can use the platform to view upcoming placement events, apply for positions, and track their application status.

The system features a result publication mechanism, ensuring timely and confidential dissemination of placement outcomes. A communication module facilitates seamless interaction between students and placement coordinators, and notifications keep users informed about important updates. Additionally, the system incorporates basic analytics tools to gather insights into placement trends and student performance.

With a focus on user-friendly design and scalability, the Placement Management System aims to provide an efficient, transparent, and responsive solution for optimizing the college's placement processes.

### 2.2 System Architecture

1. Core System:

- Central Database: Stores all job, applicant, and company data.
- Matching Engine: Matches job requirements with applicant skills.
- Admin Panel: Manages users, content, and system settings.

2. Components:

- Job Listings

- Applicant Profiles

- Company Profiles

- Application Management

- Interview Scheduler

3. User Interfaces:

- Web Portal

- Student Profile Page

- Where did student applied

## 2.3    Key Features

• User Registration & Authentication

• Job Search & Application

• Company Registration & Profile Management

• Applicant Profile Creation & Management

• Job Matching & Recommendation

• Application Tracking

• Interview Scheduling

• Communication Tools

• Reporting & Analytics

• Feedback & Reviews

# 3 System Requirements

## 3.1 Functional Requirements

### 3.1.1 User Registration

• Users should be able to register with the platform using email.

• The registration process should include validation of user-provided information.

• Password management features such as reset and change password should be provided.

### 3.1.2 Job Search and Applicaiton

• Users should be able to search for job listings based on various criteria such as location, industry, and job type.

• Job listings should display detailed information about the job including job description, requirements, and application deadlines.

• Users should be able to apply for jobs directly through the platform, submitting required documents and information.

### 3.1.3 Applicant Profile Management

• Applicants should be able to create and manage profiles detailing their skills, experience, education, and preferences.

• Profile management features should allow applicants to update their information, upload resumes, and customize privacy settings.

### 3.1.4 Application Tracking

• Applicants should be able to track the status of their job applications for changes in application status.

### 3.1.5 Interview Scheduling

• The system should facilitate the scheduling of interviews between companies and applicants.

• Interview scheduling features should include calendar integration, notifications, and reminders for both parties.

## 3.2    Functional Requirements

### 3.2.1    Performance

- The system should be able to handle concurrent user activity without significant performance degradation.
- Response times for critical functions such as job search and application should be within acceptable limits.

### 3.2.2    Security

- Users should be able to search for job listings based on various criteria such as location, industry, and job type.
- Job listings should display detailed information about the job including job description, requirements, and application deadlines.
- Users should be able to apply for jobs directly through the platform, submitting required documents and information.

### 3.2.3    Reliability

- The system should be highly reliable, with minimal downtime and robust error handling mechanisms.
- Data integrity measures should be implemented to prevent data loss or corruption.

### 3.2.4    Scalability

- The system should be scalable to accommodate growth in user base and job listings over time.
- Scalability should be achieved through the use of scalable architecture and cloud resources.

### 3.2.5    Usability

- The user interface should be intuitive and easy to use, with clear navigation and user-friendly design.
- Accessibility features should be implemented to ensure usability for users with disabilities.

### 3.2.6 Compatibility

- The platform should be compatible with a wide range of devices and web browsers.

- Mobile responsiveness should be ensured to provide a seamless experience across different screen sizes.

## 4 User Stories

### 4.1 Registration

- As a new user, I want to register with HireEase so that I can access job listings and apply for positions. I will provide my name, email address, and create a password during registration.

- As a returning user, I want to log in to HireEase using my username and password for real-time authentication.

- As a forgetful user, I want the option to reset my password through a secure email link to regain access to my account.

- As a security-conscious user, I want to enable multi-factor authentication to enhance the security of my account.

### 4.2 Job Search and Application

- As a job seeker, I want to search for job listings on HireEase based on criteria such as location, industry, and job type to find relevant opportunities.

- As a user interested in a particular job, I want to view detailed information about the job including description, requirements, and application deadlines.

- As a job applicant, I want to apply for jobs directly through HireEase by submitting required documents and information.

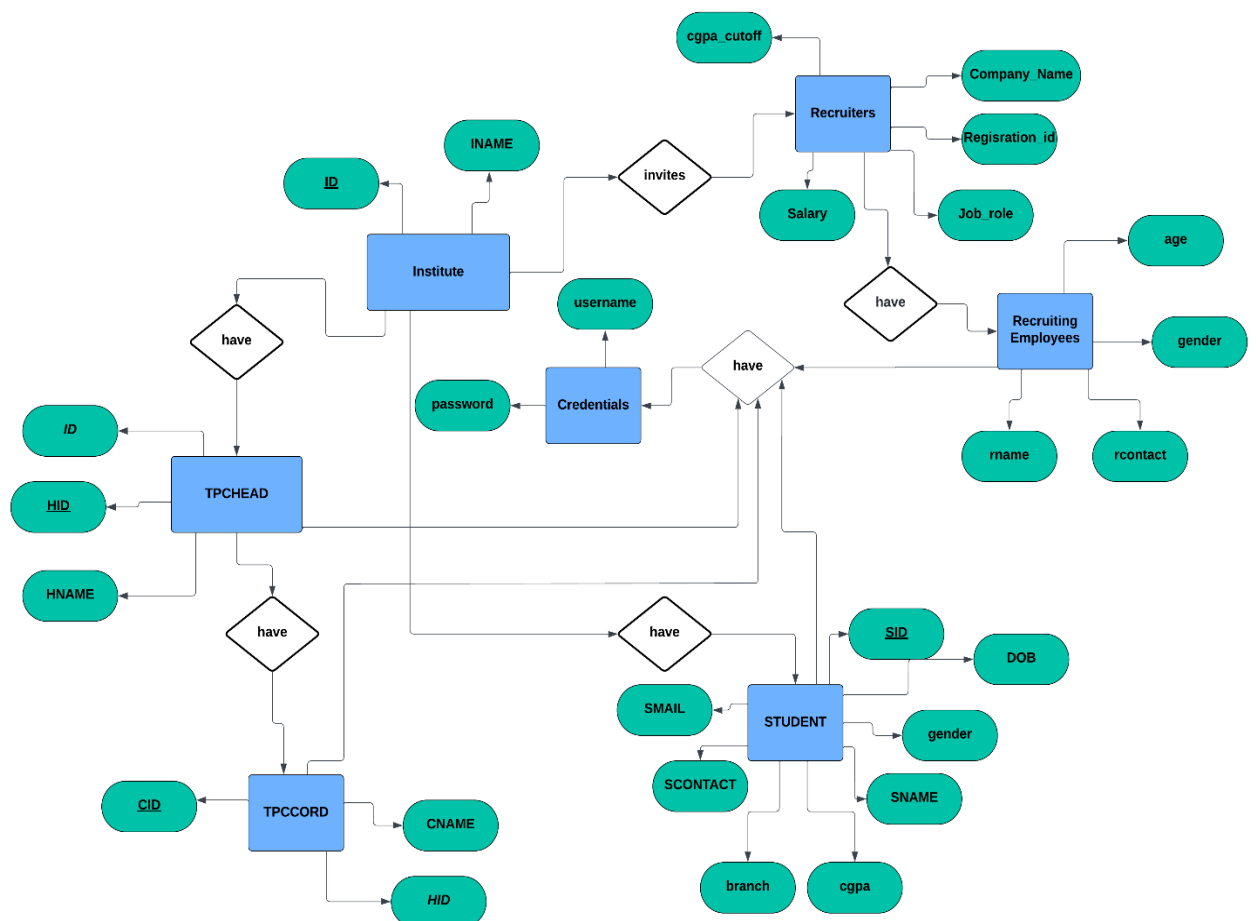### 4.3 Applicant Profile Management

- As a job seeker, I want to create and manage my profile on HireEase, including adding skills, experience, education, and preferences.

- As a user, I want to update my profile information and upload resumes to showcase my qualifications to potential employers.

## 4.4 Application Tracking

- As a job applicant, I want to track the status of my job applications on HireEase and receive notifications for changes in application status.

## 5 System Design

## 5.1 ER Diagram

## 5.2    Use Case Diagram