Talent Hut

Software Requirement Specification

(SRS)

Prepared by Date: 01 February, 2018

Nibir Hossain

Reviewed by

Rupak Das

Shafiul Hasan

Saiedur Rahaman

# 

[**Introduction**](#_dpqbadt1v9g3) **3**

[Purpose](#_wn6nxqx28o6o) 3

[Objective](#_3b9tydhjhbsp) 3

[Scope](#_qa3kend01fh0) 3

[Modules](#_eobqudln6inw) 3

[Talent Module (Optional)](#_ond1bsyf8ab4) 3

[Recruiter Module](#_1fb3278991of) 3

[Administrator Module](#_1e01tqpryy17) 3

[**Organizational Analysis**](#_trg3zxre9rot) **3**

[Primary Stakeholder](#_nt561hd1o7km) 4

[Secondary Stakeholder](#_ndmhhss15gqo) 4

[Tertiary Stakeholder](#_eedlz9d8jw4a) 4

[Facilitating Stakeholder](#_pdzuu14p76vn) 4

[**Information Analysis**](#_vocq3px5lfys) **4**

[**Proposed System**](#_kdie66jc43r5) **4**

[Constraints](#_fwxe6l7yy4zt) 5

[**Requirements**](#_2v2zirjqlwf7) **5**

[Functional Requirements](#_2e9v8ww0kwtz) 5

[Talent](#_9q46s5t7vcg1) 5

[Recruiter](#_yh7r1ddgwwdn) 6

[Administrator](#_hiw4cn5pdqqg) 8

[Non-Functional Requirements](#_vrhmsvcvogsp) 9

[Hardware Requirements](#_j0dts51x8cg9) 9

[Software Requirements](#_jed8px7cl02j) 9

[**Conclusion**](#_u2ayybkled9l) **9**

# Introduction

Talent Hut is a IT professionals hiring software.

## Purpose

To enhance IT-companies with quality IT professionals.

## Objective

The main objective of this hiring software is to make an easy solution for the recruiters for hiring the quality IT professionals from the resource pool.

## Scope

* Maintain talent and employer records
* Provide talents’ information and resumes
* Generate necessary reports

## Modules

The application consists of the following major modules:

### Talent Module (Optional)

This module is optional for this application.

### Recruiter Module

This module provides functionalities related to recruiters. The recruiters can update their information details and search for the talents according to their needs.

### Administrator Module

This module provides the administrative related functionalities. The administrator can manage the entire application and can maintain the profiles of the talents and the recruiters.

# Organizational Analysis

Organizational analysis represents value creation. It stresses strategy as relationship building and maintaining with broad range of stakeholders that includes customers, employees, government, and suppliers and so on. There are four types of stakeholders which are listed below:

## Primary Stakeholder

Primary stakeholders are those who are directly interacted with the system. According to our system the primary stakeholders are administrator, talent and recruiter.

## Secondary Stakeholder

Secondary stakeholders are those who are not directly interacted with the system but receive output. According to our system the secondary stakeholders are Management who are not directly interact with the system.

## Tertiary Stakeholder

These are those stakeholders that are not involved in the system. These are not primary as well as secondary but they are the one who are affected by the success and failure of the system. These are the investors and competitors, developer whose profit depends on the success and failure of the system.

## Facilitating Stakeholder

They are the main stakeholders as they are responsible for the developing, designing and maintaining the system. The development team is the facilitator for this system.

# Information Analysis

* Information analysis deals with requirement gathering techniques
* Traditionally addressed as requirements specification
* Formalized specification of the information and process requirements of the organization
* To document use graphical notation (UML) or software prototype
* Use to create structural behavioral model of the problem situation
  + Use case model
  + Class model
  + Activity diagram

# Proposed System

The proposed system is a web based application allows the recruiters to register their details. In this system talents (applicants) have no access to register their information and search for job postings. They have been selected by the system owner and will be listed in the system. The recruiters (employers) can browse and search for the listed talents according to their needs.

* Daily/Weekly/Monthly updates via notifications and other communication media
* All talents are available on a single interface
* Options available to set privacy level for different companies (if requested from talent)
* More qualified talents are displayed at first on the interface
* Recruiters can bookmark the favorite talents
* Recruiters can send invitation for interview
* Easy mechanism to create talent profile
* Ease of filtering talents who are fit for the recruiter necessity
* Easy communication between talents and recruiter by internal (optional) and external messaging
* Easy generated reports

## Constraints

* The interface is provided in English and German. So the user should know English or German.
* Login and password have been used for identification of user and there is no facility for guest users.
* Registered users only have rights to access the facilities provided by the system.
* The user can access online Talent Hut from any browser on any computer that is connected with internet.

# Requirements

## Functional Requirements

### Talent

The system does not provide any access to the talents intentionally. So, no requirements have been analysed for talents.

|  |  |  |
| --- | --- | --- |
| **No.** | **Requirement** | **Description** |
| 1 | Registration | Talent if wants to register to the website, a click on Signup link will provide her/him a registration form. After filling all the details in the registration form i.e. the mandatory ones are marked by \* has to be filled necessarily and the remaining ma be left, user has to submit it by on Submit button. Notification will be sent via provided email address. By clicking on the provided link, registration has to be completed. A message will be displayed for successful registration. If the link exceeds the expired date, an error message will be shown by clicking on the provided link. |
| 2 | Login | Only authorized people can access the application. For logging into the system the user has to provide the valid username and password. The user clicks on Login button and username and password are validated, the user has been given access to the application and user profile is displayed. |
| 3 | Upload CV |  |
| 4 | Edit Profile (to be discussed) |  |
| 3 | Set Privacy Level |  |

### Recruiter

|  |  |  |
| --- | --- | --- |
| **No.** | **Requirement** | **Description** |
| 1 | Registration | For recruiter registration to the website, a click on Signup link will provide her/him a registration form. After filling all the details in the registration form i.e. the mandatory ones are marked by \* has to be filled necessarily and the remaining ma be left, user has to submit it by on Submit button. Notification will be sent via provided email address. By clicking on the provided link, registration has to be completed. A message will be displayed for successful registration. If the link exceeds the expired date, an error message will be shown by clicking on the provided link. |
| 2 | Login | Only authorized people can access the application. For logging into the system the user has to provide the valid username and password. The user clicks on Login button and username and password are validated, the user has been given access to the application and user profile is displayed. |
| 3 | Forgot Password | If the user forgot the password, it can be retrieved by Forgot Password link. A click on this link provides an interface to enter the email. If the email exists in the system, a password reset link will be sent to this email address. By clicking on that link the user can reset password. |
| 4 | Search Talent | The recruiter can search for the required job by entering keywords, category, etc, in the provided fields. A click on search button will display the result of all the talents matching the recruiter’s specification. |
| 5 | Create Talent Agents | Recruiters have the ability to create multiple Talent Agents. When the recruiter searches for the talents by a keyword, the segregation of talents that match their keywords in performed by these agents. For example, recruiter searches for talents relates to Jva with an experience of more than 5 years, the Talent Agent will collect talents of Java with experience of more than 5 years. The collected talents will be sent through the recruiter’s provided email address. |
| 6 | Edit, Activate/Deactivate or Delete Talent Agents | The recruiter can edit the created Talent Agents by opting **Edit Trigger**. This will let the recruiter to modify the requirement of the talent or make some changes in receiving notifications.  **Activate/Deactivate Trigger** allows the recruiter whether or not to receive the notifications via email.  **Delete Trigger** allows the recruiter to delete the created talent search agent and not to receive any notifications via email. |
| 7 | Search, View or Download Resume | Recruiters can Search Talents for the required job by filtering criteria and filling all the required fields. As the recruiter clicks on Search button, all the talents within the criteria are displayed.  After searching, recruiter now can view the talent details or download the resume. |
| 8 | Talent Bookmark, Call for Interview, Offer, Recruit, Reject | By selecting a talent, recruiter can view the talents details. In the talent detail view the recruiter can bookmark her/his favorite talent. He is also able to send a notification/email to the talent for an interview, for offering job, for recruiting or for rejecting the talent. |
| 9 | List all Talents | Recruiter can list all talents (bookmarked, called for interview, offered, recruited, rejected). |
| 10 | Dashboard | By clicking on recruiter dashboard link, recruiter can view total number of bookmarked, called for interview, offered, recruited and rejected talents. |

### Administrator

|  |  |  |
| --- | --- | --- |
| **No.** | **Requirement** | **Description** |
| 1 | Manage talents, and recruiter module | Admin has the responsibility to manage the talent module and the recruiter module. This includes managing the recruiters’ accounts, usernames and passwords, etc. |
| 2 | Send Notification to Recruiter | Whenever the recruiter creates a talent search agent, the admin will send her/him notification via email confirming her/his subscription. |
| 3 | Provide Roles and Authentications to users | The admin is responsible to make user of the website as a recruiter or talent depending on the type of registration made by the user. |
| 4 | Ability to change the interface look of the website | The option to make modifications in the look and appearance of the website’s interface relies in the hands of the administrator. This includes changing the menu items in the menu bar, display of the contents and also color of the interface. |
| 5 | Automated email indicating that accounts have been expired | The account of a user will expire if it is not used for a specific time period. So the admin can send notification via email to those users whose accounts have been expired and requires renewal or creation of new account. |
| 6 | Extensive usage reports/stats | The admin also generates notification if the number of login attempts exceeds a particular limit. This notification is referred as extensive report/stats. |
| 7 | Customization of talent search criteria | The search for talents can be done using keyword search system and the matching talents will be displayed to the recruiter. The admin decides which talents will be displayed on search using a particular keyword(s). |
| 8 | Control over what is displayed in nearly all dropdown lists and list boxes throughout the site | The admin can change the content of the dropdown lists and list boxes anywhere in the website. This can be done either to apply restrictions on few contents or to make the website free from unwanted and less important contents. |
| 9 | Generate Report if necessary | The admin generates reports if necessary. For example, reports of total number of bookmarked talents of a recruiter, it can be generated by the admin. |

## Non-Functional Requirements

* Secure access of confidential data by username and password. This application is secure for every kind of its users, because if any user logout from any session, nobody will be able to access her/his profile without knowing her/his confidential password.
* 24 X 7 availability
* Better component design to get better performance at peak time
* The database used here is robust, reliable and fast. So users will have to wait for the output very short time.
* This application can be accessed from any time of platform
* There is no case of redundancy in the database so it will not take extra memory space.
* Password recovery system is also provided in case of forgetting the password

## Hardware Requirements

* Microsoft Windows XP / Vista, Windows 7, 8, 10, Linux, Mac OS
* Processor:
* Memory: 2 GB
* Disk space: 1 GB of free disk space

## Software Requirements

Software plays an important role in any project development. One should understand which software to use to develop the project. Windows 10 or Ubuntu 16.04 LTS has been used as an operating system. The application is developed using:

* Technology: Django REST Framework, Vue JS
* Database: Postgresql
* IDE: Eclipse, Visual Studio Code, PyCharm

# Conclusion