EMPLOYEE RECRUITMENT SYSTEM :

SRS Document:

Document: System Requirement Specification Document

Title: Employee Recruitment System

Objective:

The objective of the employee recruitment system is to streamline and automate the recruitment process for hiring new employees. The system aims to provide an efficient platform for managing job postings, receiving applications, evaluating candidates, and facilitating the selection and onboarding of qualified individuals.

Scope:

The employee recruitment system will allow recruiters and hiring managers to post job vacancies, receive and review applications, schedule interviews, and track candidate progress. It will also include features for managing applicant profiles, conducting assessments, and generating recruitment reports.

Business Entities:

1. Job (JobID [PK], Title, Description, Deadline)
2. Applicant (ApplicantID [PK], Name, Email, Phone)
3. Application (ApplicationID [PK], JobID [FK], ApplicantID [FK], SubmissionDate)
4. Interview (InterviewID [PK], JobID [FK], ApplicantID [FK], Date, Time)

Functional Requirements:

1. Job Posting Management:
- Recruiters can create and manage job postings.
- Job postings include details such as job title, description, and application deadline.
2. Application Submission:
- Job seekers can submit their applications online.
- Applications capture relevant information such as personal details.
3. Application Review and Shortlisting:
- Recruiters can review and evaluate submitted applications.
- Recruiters can shortlist candidates based on specified criteria.
4. Interview Scheduling:
- Recruiters can schedule interviews with shortlisted candidates.
- Candidates and interviewers receive notifications about the interview details.

Functional operations:

- Post a Job Opening
- Receive Job Applications
- Manage Job Applications
- Schedule Interviews
- Conduct Interviews
- Notify Applicants
- Track Application Status
- Evaluate Candidates
- Make Job Offers
- Generate Recruitment Reports