<u>SYNOPSIS</u>

<u>Title:</u> HR & Placement Portal

<u>Name</u>: cv.com

<u>Team Members</u>:

- ❖ Parag , Roll No: 9543
- ❖ Srividhya , Roll No: 9550

<u>Statement Of The Problem:</u>

Traditional recruitment process is costly & time-consuming for both employers & job-seekers due to the following reasons:

1. **<u>Complexity Of Data</u> :**

   - Incoming applications in various formats such as mail, fax, e-mail, & different job board formats.
   - Cumbersome filing & retrieval due to incompatible source of information.

2. **<u>Inability To Filter</u> :**

   - Time-consuming manual screening & reviewing of resumes.
   - Wasting substantial amount of time in interviewing unqualified candidates.

3. **<u>Database & Data Mining</u> :**

   - No centralized database for information storage & retrieval.
   - No data mining tool to locate candidates from previous hiring.

4. **<u>Team Work</u> :**

   - Lack of collaboration among colleagues within the hiring team

5. **<u>Control</u> :**

   - Difficulty in keeping track of hiring cost & activities.

Why Is This Topic Chosen?

- To enable the companies to meet the growing competition

    - Online recruitment enables companies to search for the most eligible candidates, the main resource of a company, in a well-established & efficient manner.

- To encourage a diverse group of applicants.

- To reduce cumbersome, time-consuming process of manual screening & reviewing resumes.

- To build a strong hiring team.

Objectives:

The project looks forward to achieve the following objectives:

1. Enable the group to :
    - Create vacancy
    - Store applicant data

2. Interview process initiation.

3. Scheduling Interviews.

4. Store results.

5. Hire applicants.

Scope:

The project encompasses the following phases:

1) Student login with different bio-data like semester grades, 10th, 12th percentage.

2) List of companies visiting.

3) Company last visited.

4) Master database containing student data.

5) Page with company eligibility and mode of exams.

6) Selected Student list (students eligible) will be generated & those records will be stored in the History database to keep track of the performance of the site.

Methodology:

- Project development would follow Liner Sequential Model.

- The linear sequential model suggests a systematic, sequential approach to Software Development that begins at the system level and progresses through Analysis, Design, Coding, Testing, and Support.
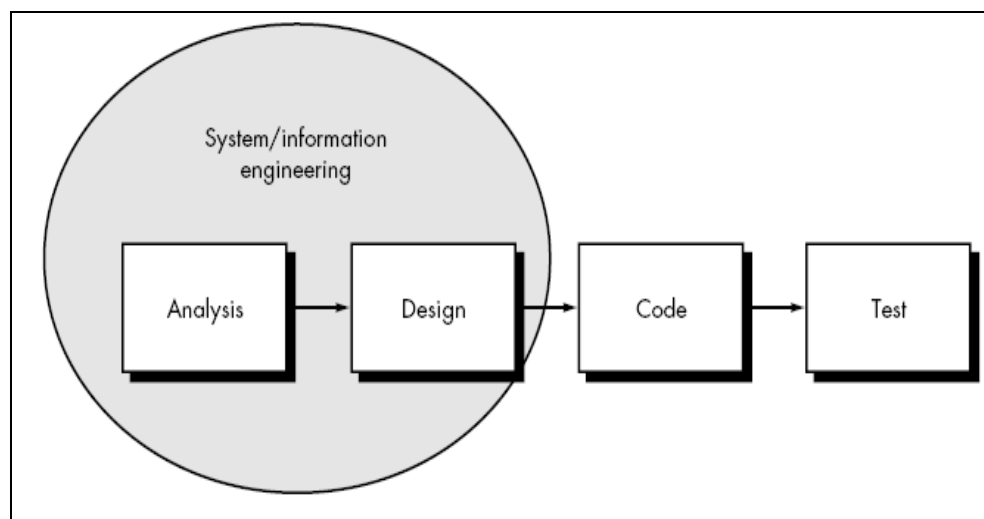
Hardware and Software to be used:

a) **Server Side:**
   i) Pentium4 (P4) or higher version.
   ii) 2 GB RAM or more.
   iii) 500MB free space in Hard Disk.
   iv) Windows XP or higher version.

b) **Software:**
   i) SQL server
   ii) .Net Framework
   iii) IIS 5.0 or above
   iv) ASP.Net Enabled

c) **Minimum Client Requirement:**
   i) Pentium1(P1)
   ii) 64MB RAM
   iii) Windows XP or any other Operating System
   iv) Web Browser

d) **Development Tools:.**
   i) Visual Studio 2005
   ii) SQL Server 2000
   iii) Dream Weaver
   iv) Flash
   v) GIF Animator
   vi) Photoshop
   vii) CSS Builder

e) **Scripting Technology**
   i) HTML
   ii) VBScript
   iii) ASP.Net Script
   iv) ADO.Net

Contribution Of The Project:

- Instantaneous access to a wide pool of applicants
    - Lessens the time taken to:
        - Deliver the message to the targeted area.
        - Set up an account.

- Better management due to electronic links since applicants can view:
    - Opportunities.
    - Job descriptions & related details.
    - Potential to submit letters & resumes online.

- Provides the employers an added target area with a wider variety of links.

Limitations:

- Expensive in implementation for companies.
    - Need for HR staff to have additional training to utilize new tools.

- Manager's decision to hire employers based on their resume instead of face-to-face interviews.

- Specialty jobs & high-end jobs are difficult to categorize in the general work-site.
    - Many jobs can be categorized under many titles & still not provide enough efficient information to match the right candidate to the job.

- Personality of a person is not valued.
    - Applicants are recruited by merely considering their resume to determine whether one has the required skills.

Conclusion:

Online recruitment is a big change from our past HR practices. Advertising for job openings as well as receiving online applications through the company website may seem overwhelming in the initial stages of implementation, but with experience our skills will rise to meet the need of processing them efficiently.