NORTHRISE UNIVERSITY

CIT402 - INFORMATION TECHNOLOGY BUSINESS PROJECT PROPOSAL

Student Name: Jarred Jardine	**Student ID:** 0700045

Project Title: Online Job Recruitment System

Projected Start Date: 12th April 2010(Projected date as of approval)

Projected Completion: 29th June 2010(Implementation & Testing Phase), 16th July 2010(Submission of Project and Documentation), 23rd July 2010(Presentation and final system report)

Project Description:

The Online Job Recruitment System will be a web based application, hosted on the Internet. It will be constructed in the effort to improve human resource allocation in Zambia. With information technology being an ever increasing factor in the success and evolution of businesses in Zambia, the need has arisen to move certain aspects of business operation on to the Internet in order to keep up with the rapid change that makes businesses current, efficient and effective. The proposed system will allow businesses in Zambia to make use of the Internet in order to advertise job vacancies and attract potential employees. This in turn will benefit the Zambian community giving job seekers the access to numerous advertisements as well as enabling companies to recognise job seekers, thus creating career opportunities.

Features offered by the system to its users(job seekers, companies) include:

➢ Job seekers registration and CV hosting

➢ Search engine tailored to job seekers need to filter through job vacancies posted by companies/employers

➢ Company registration and job vacancy advertisements

➢ Company advertisements

➢ Search engine tailored to companies need to filter through prospective applicants/job seekers stored in a database

➢ Ability to match applicants to job vacancies and informing companies in real time via email or through their online profile

➢ Readily available information on employment and employment laws in Zambia

➢ Security of confidential information uploaded by jobseekers and companies

Features offered by the system to its administrator

➢ Automated system – Will automatically allocate, store, update and delete records such as job seekers details, companies/employers details, as well as advertisement details

➢ Private Administrator account will allow the administrator to login in to the system and make relevant changes to the system and view helpful reports

➢ Ability to search through records via web interface in order to assure that information given is not false information

➢ Ability to create and send e-mails to clients

➢ Ability to manage advertisements and posts – i.e. approval of advertisements, edit/update advertisements on request from client, as well as being able to delete advertisements

Extended system features may include:

➢ CV creation wizard

➢ Psychometrics testing and evaluation

(Please note: Extended features are not part of the main project and rather planned additions to the system after the projects main features have been implemented successfully)

Project Objectives:

The main objective of this project is to facilitate human resource job placement in Zambia. This includes:

➢ Providing companies a means with which they can easily make use of the Internet as a platform to post job vacancy advertisements and peruse prospective applicants CV's via a collective pool of job seekers stored in a database.

➢ Providing job seekers, via the internet, a platform on which they can upload and host their CV so that they may be recognised by companies, as well as search through registered companies and their job vacancies listed in a database in order for them to apply for jobs easily.

Additional Objectives include:

➢ Providing a user friendly interface. The website is intended to be user friendly and will allow users to make use of its facilities with ease. It will be automated to reduce as much load placed on system administrators as possible.

➢ Reducing business costs for the advertisements of job vacancies. With the fast paced growth of the internet, companies will be able to reach out to many potential employees easily and efficiently. Once the system is strongly established companies will no longer need to pay the high price of other job vacancy advertising mediums such as the newspaper and radio. The use of internet allows job advertisements to be viewed by many more people. Employers may search through a database of registered job seekers and take their pick from willing and able applicants.

➢ Providing users, searching for jobs in Zambia, with the knowledge of employment and employment laws in Zambia.

Personal Objectives include:

➢ This project is being done in order to fulfill the requirements needed for me to attain my Bachelors Degree in Information Technology from Northrise University.

➢ This project will also be used as a stepping stone in my career in Information Technology. It will be an integral part of my CV and Portfolio.

➢ This project will be created under my parents business Dynamic Dimension Training Academy and will create a sustainable income for the business.

Business Needs:

Following a survey conducted during the period of 2nd March 2010 to 19th March 2010 information giving light to the business needs of the systems is detailed below. The survey was conducted with twenty companies within Ndola.

It has been noted that the most common current form of job vacancy advertisement media is the use of newspaper. Below, Figure 1. Shows 66% of companies make use of newspapers. A small percent of 14% of companies use the internet to advertise. Many companies using newspapers to advertise are subjected to the high price, and short advertisement periods offered by the medium. On an annual basis it is seen that many companies that employ many employees are subject to these high costs. Newspapers are also limited to the local community whereas a website will reach out to both local and international community's alike. With internet facilities in Zambia on the rise, many individuals and companies will be able to make use of this online job recruitment system from their homes, internet cafés, mobile devices and offices.
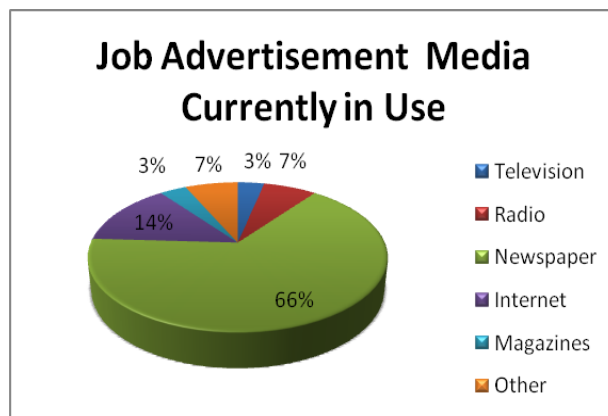

Figure 1.

The survey proves that not many companies make use of the internet in order to advertise. Many companies do not have the facilities, such as websites and online systems, to make use of Internet resources to reach out to potential employees. There are only the select few large companies that make use of the internet to advertise. The proposed online job recruitment system will provide the opportunity for large, medium and small companies alike to make use of the internet to advertise vacancies. The system placed on the internet will decrease the time taken for employers to reach out to job seekers and thus increase the rate at which people are employed in Zambia thus ideally increasing employment and the standard of living.

Many of the larger companies employ a large amount of recruits per year. This in turn requires large costs on behalf of the company as they will be paying for many advertisements to attract potential employees. Making use of an Online Job Recruitment system will allow employers to reduce on advertisement costs, as well as give them access to an online database of potential employees to pick from.

The survey has also gathered information relating to the need of such a system in the Zambian business community. Below is a pie chart, Figure 2. Depicting the results formulated.

Figure 2.

Total Projected Costs:

Both time and money will be spent on the creation of this system.

Cost incurred already include:

Stationary - File and paper = K15,000

Research – Internet Café Cost = K10,000

Survey – Printing = K40,000

Survey – Transportation = K50,000

Proposal – Printing = K10,000

Total Cost Currently Incurred = K125,000

Further projected costs will include:

Time spent on project design and development – (speculative figure: K4,700,000 per month)

Further Research – K50,000

Documenting – K100,000

Printing and binding of system documentation – K200,000

Purchasing a Domain Name – K58,000 (quoted by Northrise Services)

Hosting the website per month- K144,000 (quoted by Northrise Services for 23MB file size)

Creating application requires use of a PC, Software, as well as electricity

Therefore

Actual cost of creating, implementing and hosting project for 1 month = K677,000

Price of fully operational project = 3 Months work @ K4,700,000 per month

Actual Costs of project @ K677,000

K14,777,000

Major Risks:

Major risks with designing and creating the system include:

➢ Complexity of creating the system and its features. Certain features will be of an advanced nature and posses the ability to hold the system back from a fully operational implementation if not created successfully.

➢ Finishing the system in a timely manner. Many of the features will take time to create. With a fixed deadline so feature may be overlooked or missed out upon completion

➢ Loss of information and application. In order to prevent the loss of the system on computer backup will be regularly made

Major risk with implementation of system:

Since the site is to be hosted on the internet, many problems can arise from this.

➢ Information to be stored on in the database will be of confidential nature and cannot risk being intercepted during transmission to or from the database. The database should have the necessary security to insure clients details remain confidential

➢ Volatility of ISP. The site should be operational 24/7 and should not be down as this could lead to clients dissatisfaction with the system.

➢ Establishing client base will require rigorous marketing campaign.

➢ Competition from existing job recruitment systems such as the local newspapers as well as radio, television, magazines, other internet sources and/or job recruitment agencies.

➢ Competition from new entrants. Once the system is operational other organizations will enter the market to compete.

➢ Job market volatility. Economic situations and changes may lead for lower demand in employment thus having a negative impact on the system proposed.

Approval Signatures	
IT Coordinator:	
Signature:	Date:
Project Sponsor:	
Signature:	Date:
Department Director:	
Signature:	Date: