Team 7 Project proposal

DAMG6210 Database Management and Database Design

Topic: Layoff Management System

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Layoff Management System

Project overview:

In this project we are going to design a database for Layoff Management System. The crux of this management system is to connect people seeking jobs and the companies that are actively hiring.

Background:

In the light of recent events with some of the big companies laying off thousands of employees, lots of people lost their jobs abruptly. That includes people not just from USA but from different countries, who were working in USA. People with different visa statuses are affected the most due the visa constraints pertaining to an individual's job in the USA. This created the need for job seekers to look for companies that are actively hiring. Popular platforms like Linkedin, Indeed etc., only has information regarding an individual's skill, academic background and work experience. Other complications like how soon a person is seeking for a job, visa constraints etc., are not considered by these platforms. These situational dependencies are not handled by most of the platforms available today.

Scope:

With Layoff management system, we aim to tackle this problem by creating a well-structured digital database to provide a platform for individual's seeking jobs in tough market conditions. The system captures and tracks important information such as employee data, layoff details, companies, job openings and other constraints. This DBMS shall have different types of users and different levels of data accessibility can also be configured based on their roles. Status tracking, such as hiring status of a person, shall be integrated to avoid situations where a person is offered multiple jobs.

The scope of this system is to create a comprehensive and centralized database system of job hunters and companies, with no unwanted data redundancy.