Software Requirements Specification

FOR

JOB PLACEMENT AND AUTOMATED RECRUITMENT SYSTEM (job4u)

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Introduction

Purpose

The primary purpose to develop this system is to optimize the recruitment process or an organization. Besides , the qualified applicants could be sort by this system based on their qualifications . Besides ,the qualified applicants could sort by this system based on their qualifications and company requirements. The system has been designed to do a lot ore than just reduce paperwork. It can make a significant contribution to a company's marketing and sales activities.

Intended Audience

This software helps applicants to find suitable job within the organization and apply for that job easily. The software helps in managing and viewing details of interested applicants for the administer .the system is capable of sorting and filtering best suitable candidates based on some criteria . Company will not have to waste his time for finding right employee at right post

Product Scope

Online Recruitment System enables the users to have the typical recruitment facilities and features at their disposal . It resolves typical issues of manual staffing processes and activities into a controlled and closely monitored work flow in the architecture of the application . This multi platform solution brings in by default , the basic intelligence and immense possibilities for further extension of the application as required by the user. The system makes it simpler to share and manage the organization's human resource requirements with higher efficiency and easiness. The objective of these websites is to serve as a common meeting ground for

jobseekers and organization , both locally and globally. The kind of systems is specifically designed for organization to help in solving staffing problems and managing human resource department activities at high degree of optimization.

Overall Description

Product Perspective

The proposed software, job recruitment is a new self contained product. The software, job recruitment will gather information about various abilities and attitude which are required for achieving the objectives of organization. Recruitment process is a process of identifying the jobs vacancy , analyzing the job requirements , reviewing applications , screening , shortlisting and selecting the right candidate by the client.

  The software ,job recruitment is intended to define a development methodology for the user, beginning with the requirements phase and continuing through to the execution phase.

Every user who wants to use the software, job recruitment will have a login to facilitate security and privacy.

There will be 4 views of the overall job recruitment:

- employee

- job seeker

- Company manager

The software ,job recruitment will implement the following functionalities :

- Features
- Applicant tracking
- Candidate sourcing
- Interview scheduling
- Offer management
- Collaborative hiring
- Reports
- Carriers site management

Product Functions

-The system should record all the details of an applicant.

-The system should provide applicant to edit his profile details.

-The system should allow user to give feedback about the system.

-The system should have the facility of administrative help for user to solve

   his important problems

- The system should allow admin to have full authority over user accounts.
- The system should allow admin to display vacancy within the organization.

- The system should allow admin to sort and filter applicants based on same criteria.
- The system should allow to admin to send notifications about upcoming events and deadlines to applicants.

User Classes and Characteristics

1 COMPANY

The following are the acts performed by the HR department of company throughout the system:

- Project management
- Contact management
- Team Member and team Management
- Partmer Management
- Data Management
- Activity Management
- Feedback Management

2 ADMINISTRATOR :

Admin can update , delete , modify the detail of the candidates which are filled by them only of their

respective department . He also can schedule examination activities and sort based on examination activities and sort candidates basis on exam results .

3 JOBSEEKER

Jobseeker can register himself , upload CVs, find the appropriate job within organization's vacancy constraints , attend the exam and give feedback about the system .

Design and Implementation Constraints

The main reliability requirement is the validation used. Without proper validation the system does not allow to enter that valve

into database . All the required validation controls are kept control are kept to keep the system secure.

- In the email ID the user cannot enter any dummy valve , the validation checks that whether there is a '@' or _ symbol in that.
- Any null valve is not allowed in place of compulsory fields.
- In numeric field user cannot enter any character valve .
- In the date of birth , user cannot enter date and time other than given format.
- Enter password and confirm password should match to each other .

2.6 Assumptions and Dependencies

- End user is the person having enough knowledge for the project operation
- Only admin have the privileges.
- Candidate can only fill the registration form.

- Candidate cannot apply for job after deadlines

External Interface Requirements

User Interfaces

User Interface design is quite self-explanatory .The user can be of two types. One of the user is the administrator that logs in as an admin and posts information regarding then availability of jobs , shortlisted candidates and also is able to view the candidate submissions.
The other type of user is the one looking for jobs . He/She is directed to another page where they can register for jobs , find jobs that they are interested in and apply for them . Optimizing resume is another option where the user can use to make their resume more compatible to the needs of the company they are applying to.

SAMPLE SCREENSHOTS:

ADMIN LOGIN:

HOME		LOGIN / USER ID
		LOGOUT

FUNCTIONALITIES

POST JOBS

VIEW CANDIDATES

SHORTLISTED CANDIDATES

JOB SEEKERS LOGIN

HOME		LOGIN/USER ID

FUNCTIONALITIES

SEARCH

REGISTRATION

APPLY HERE

OPTIMIZE YOUR RESUME

Software Interfaces

Operating System : Microsoft Windows 10
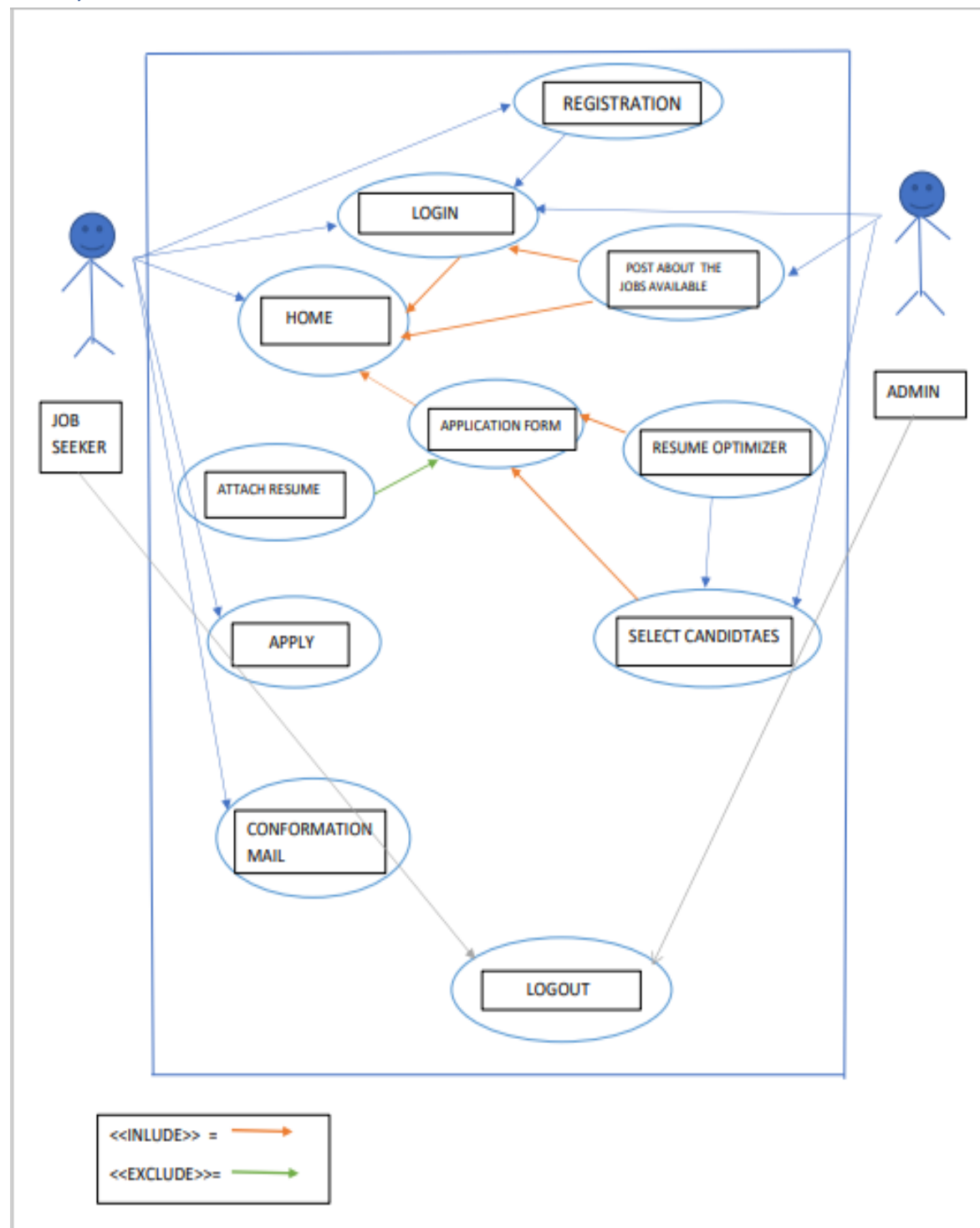
Database   : MySQL

Browser   : Google Chrome , Microsoft Edge

Communications Interfaces

A web browser is a needed . The user needs to have an email Id for authentication . HTTPs is used for secure usage of the web page .

Analysis Models

REGISTRATION

LOGIN

POST ABOUT THE JOBS AVAILABLE

HOME

APPLICATION FORM

RESUME OPTIMIZER

ATTACH RESUME

JOB SEEKER

ADMIN

APPLY

SELECT CANDIDTAES

CONFORMATION MAIL

LOGOUT

<<INLUDE>> =

<<EXCLUDE>>=

SYSTEM FEATURES:

1.Applicant tracking:

1.1 Applicant tracking automates the hiring process. It helps in managing the recruitment process.

1.2 System stores candidate information and makes hiring data easily accessible to HR team.

1.3 It's of medium priority as it makes the data easily accessible and organized.

1.4 After submitting resume application tracker will scan the information and turns it into a structured content.

1.5 Drawbacks may include the slip up of qualified candidates if there's a deviation in eligibility criteria and lack of human touch making it impersonal.

1.6   REQ 1 : HIRING FLOWCHART

      REQ 2: CUSTOM APPLICANT REJECTIONS

2. Candidate sourcing

2.1 Candidate sourcing is the process of identifying top talent that matches your required skills, education, and interests for the open jobs in your company or your client's company.

2.2 Skill based advanced searches to identify the candidates.

2.3   REQ 1: Skill specific data

3.Interview scheduling

3.1 Long process of recruiter acquiring the list of the interviewers and panel members from the hiring managers, discuss the interview slots with the interviewers, fix the venue, and schedule the interview, and finally notify the candidates of the various rounds of interviews.

3.2 There are pre interview , interview and post interview tasks included in it.

3.3 This includes sending emails to the candidates with details regarding the interview.

3.4 This task is of high priority as interviews are the key part of recruiting.

4.Reports

4.1 Dashboards and reports are key features as they are the statistical data for the project.

4.2 It's of high priority as this data makes you understand how the functions are working and gives the clear idea of software working

4.3 It also helps in finding the places where improvements are required in the software.

Apart from the key advanced features in the software there are few requirements which are basic and essential:

I .Authentication : The system will provide functionality to all the users once they log onto the system with their user name and password. On the basis of their levels they will be directed to different pages or section.

II . Upload , download and edit CV

There are few optional features like feed-back forms where Job seeker can send feedback to admin by contact us page, Notifications of job alerts: Job seeker can receive job alerts by email about specific job category and sharing information regarding jobs with others.

Performance Requirements:

The user can access the "Automated recruitment System" website from any computer that has internet browsing capability .The product shall take initial load time depending on the platform from which the product is run. The system supports multiple user logins with a faster response time. Response to view information shall take no longer than few seconds to appear on screen .If changes any made (example: shortlisted candidate ,addition of a new job etc) will be reflected sooner.

Safety And Security Requirements:

This application is secure for every kind of its user, as every user has a unique password so nobody will be able to access his profile without knowing his confidential password. If a user login as an admin he/she has most of the privileges but he/she cannot edit the details of the employee. The source of this software will be kept in more than one place .

Software Quality Attributes:

Reliability: validation is used , without proper validation the system does not allow the user to enter the value into the database. Fast and Robust: the user will have to wait for the output very short time .There is no case of redundancy in the database so it will not take extra memory space. The application is designed for a user-friendly environment and ease of use. Expected and unexpected errors will be handled in ways that prevent loss in information.

Business Rules:

If the user login as an admin ,he is authorized to post available jobs and its requirements ,he can view the candidates who have filled for

jobs and short list them based on the job requirements. He cannot update the details of the job seeker.

if the user is a job seeker then he can register himself , optimize and upload his resume .He can also fill up for appropriate job within organization's vacancy constraints.