DESIGN PROJECT REPORT

DESIGN A UNIVERSITY RECRUTMENT SYSTEM

FILE: Bachelor of **T**echnology

Option: Software **E**ngineering

Level: 3

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Introduction

I.   Background and Context definition

Human resources play a central role in the life of any organization, which is why it is important to surround oneself with employees who have the cognitive abilities, skills and personalities most suited to the position to be filled, in order to maximize the efficiency of these human resources, that of the organization and improve its competitive capacity. Thus, recruitment as a process is essential in the life of any company, as it commits the company in the long term. The ideal is to have the right person in the right place.

Manual processing allows the organization to waste a lot of resources as there is a lot of candidate data available to recruit more people to handle these tasks. Recruiters therefore often face fear when hiring their employee because it is difficult to discover a good employee.

On the other hand, most jobseekers complain that it is difficult to find the right job, i.e., the right job for them. Jobseekers resort to searching the Internet to find job vacancies. This means that vacancy announcements would be addressed to a large number of potential employees, which also has its advantages and disadvantages. For recruiters, a vacancy can attract thousands of jobseekers. This makes the recruitment process tedious for both recruiters and jobseekers in other to find the perfect fit for the job. Most large organizations even use the services of recruitment agencies. This project therefore aims to solve the problems related to the recruitment of employees. This project can be applied to any public and private university that is practically concerned with productivity and cost effectiveness in resource management.

II.   Problem statements

To conduct our analysis well, we will outline the problems related to the difficulty of recruiting staff at universities

a. Lack of supply awareness

Often, the sources of job opportunities are through the media (Television, radio, newspapers, magazines). Sometimes magazines have a delivery delay especially for districts; this causes information delays and not all motivated resources will be able to apply. For newspapers and televisions the problem comes from the diversity of channels and type. But it remains a very difficult task and causes the lack of information.

b. Very high cost of job search

Finding a job is always a very difficult and expensive step. To apply for a job, you have to travel and prepare applications. With every offer you want to apply, you have to do it again. The latter is a factor that prevents the candidate from applying for a job offer due to a lack of financial resources.

c. Lack of transparency

There is discrimination between candidates because of the lack of exchange between recruiters and candidates.

d. The impact on the university

All these problems lead to professional failure. That is, not every person recruited is necessarily the right person for the position. The company can't produce normally and doesn't extend as it should.

III.   Objectives

The main aim of the project work is to **Design of a University recruitment system.** Specific objectives are as follows:

- Determines the potentials of each applicant and retain the applicant whose performance could meet the organizational goals.

- Establishes a better way of recruitment and means of selecting the best performed candidate who is fit for the available vacancy.
- Capture data into a secure database which allow applicant data to be easily accessed anytime.
- Develops a user- friendly application that will achieve these objectives

IV. The modules of the software

The web application comprises of four major modules:

1. AUTHENTICATION SYSTEM

   Here user will be authenticated in order for each to be recognize by the system and perform actions within the system. This module provide data Privacy. Also this section provide a user management performance with roles and permission according to the user.

2. JOB MANAGEMENT

   This section has all to do with the business logic where a recruiter can send a job request and will later be arranged by the agency(us) and prepared to be posted online together with questionnaires so as to limit pre-selected candidates and prepare the rest for brief study and interview arrangement till retain.

3. PROFILE MANAGEMENT

   This section deals with the capacity of users from managing personal information till creation of content from admin till the applying teachers e.g. University, Applying Candidates, Recruiters can manage their personal information and update them in when ever they like.

4. SEARCH MODULE

   This module deals with capabilities of Both parties to search for job (or Applying Candidates) been at disposal.

V.   Advantages & disadvantages of Application

Advantages

- ➢ The execution of human resources missions in mobility or telework. Indeed, a simple internet connection is enough to access applications or communicate with applicants.
- ➢ Bringing candidates and recruiters closer together;
- ➢ Optimizing the time spent on recruitment
- ➢ Bringing transparency between the candidate and the recruiters
- ➢ Reducing the cost of finding a job without any travel
- ➢ Make a publishing tool available to recruiters
- ➢ Giving job seekers the opportunity to be seen by recruiters
- ➢ To provide universities with a suitable recruitment space

Disadvantages

- ➢ Need internet Connection
- ➢ Larger amount of information to process: more you post job the more you receive candidates and this is much time consuming
- ➢ Not sufficient qualified candidate: there is a risk of having unqualified candidates giving that candidate will apply in large amount even without giving feedback.

VI.   Workplan

A work plan is an important tool that helps a project to assign tasks, manage workflow and track the various components and milestone deadlines.

a. Task list and history

Code	Name of task	Duration	Start	End	Previous
A	Analyse of needs	9 days	05/03/2021	14/03/2021	-
B	Specification	7 days	15/03/2021	21/03/2021	A
C	System Analysis	5 days	22/03/2021	27/03/2021	B
D	DataBase conception	4 days	28/03/2021	01/04/2021	C
E	DataBase Implementation	3 days	02/04/2021	05/04/2021	D
F	System modelling	12 days	06/04/2021	18/04/2021	E
G	Interfaces design	20 days	19/04/2021	08/05/2021	F
H	Programming & Testing	20 days	10/05/2021	21/06/2021	G

Tableau 1:Task list and history

b. Gantt chart
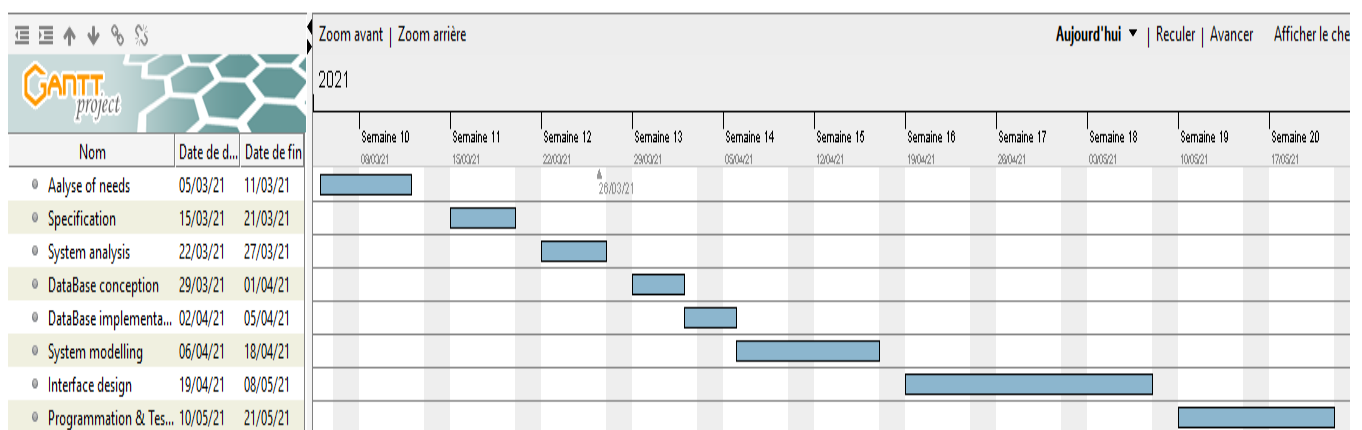
Figure 1: Project Gantt chart

The materials needed to implement this project

Software	Hardware
Composer	Processor Intel Dual Core and above
WAMP/XAMPP Server	Hard Drive Disk 350Go
Web Browser (Google Chrome)	4Go of RAM memory
PHP 7 or Higher	
Windows 7 or Higher	

Tableau 2: Materials needed