FUNCTIONAL SPECIFICATION

Project Code:	ITS-01
Project Name:	Interview Tracking System

Revision History

Version (x.yy)	Date of Revision	Description of Change	Reason for Change	Affected Sections	Approved By
1.00	14-Oct-2011	Initial Draft			
2.10	Sept-2013	Revision	Mapping with CPC Tool		
2.20	Nov-2013	Revision	Aligning with UCF		

Affected Groups

Development Engineering
Quality Assurance
XYZ Solutions

List of Reference Documents

Name	Version No.
1. Request For Proposal	1.2
2.	
3.	
4.	

Prepared by/Date **Reviewed by/Date** **Approved by/Date**

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1 Introduction

XYZ Solutions provides automation of scheduling interviews for candidates.

The interview and hiring process in the company is quite huge and involves lot of people. So a centralized system is required to keep track of the interview process. Hence, XYZ Solutions plans to develop "Interview Tracking System" - a standalone/Web application [Core Java Batches - Swing Application; J2EE Batches - Web Application] which will ensure that the interview process workflow is followed and the candidate's status of the interview is always available.

Scope and Overview:
The scope of the Interview Tracking System (ITS) will be to provide the functionality as described below. The system will be developed on a Windows operating system using Java/J2EE.

2 System Overview

The Interview Tracking System should support basic functionalities (explained in section 2.1) for all below listed users.

- Administrator (A)
- Tech Panel (T)
- HR Panel (H)

2.1 Authentication & Authorization

2.1.1 Authentication:

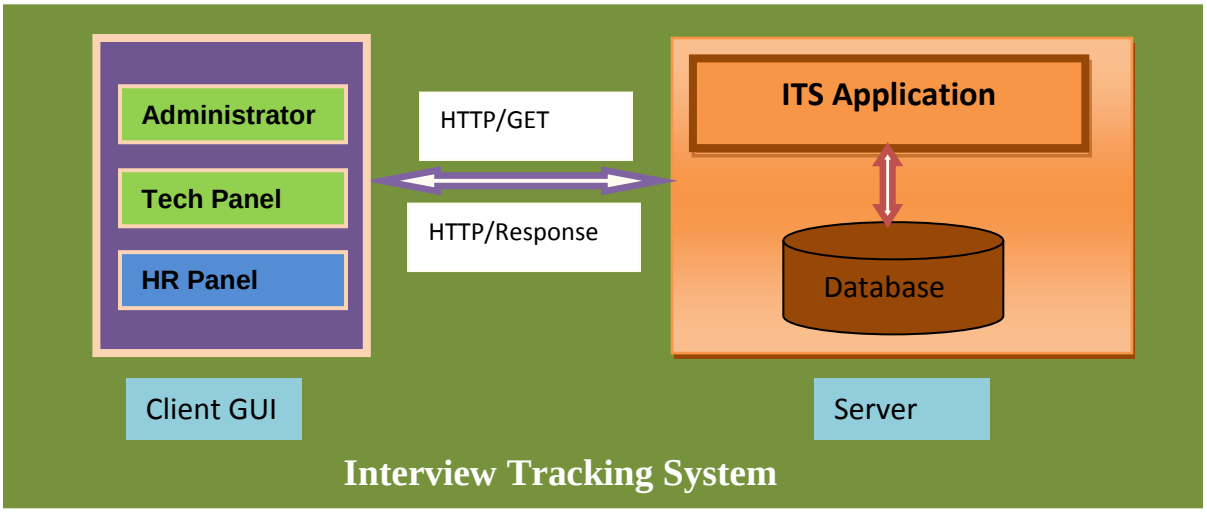
Any end-user should be authenticated using a unique login ID and password.

2.1.2 Authorization

The operations supported and allowed would be based on the user type. For example, Administrator has the rights to add/modify/delete candidate information and schedule interviews with Tech and HR panels.

2.2 Functional Flow

The functional flow of the messages across different application components is shown below.
Ex. - Web Application.



2.3 Environment

The system will be developed on a Windows XP machine using J2EE, JSP/HTML, and JDBC.

- Intel hardware machine (PC P4-2.26 GHz, 512 MB RAM, 40 GB HDD)
- Server – Apache Tomcat 6 or higher

- Database – Oracle 9i or higher
- JRE
- Eclipse IDE

3 Sub-system Details

The Interview Tracking System (ITS) is defined with three types of users (Administrator, Tech Panel & HR Panel), wherein all users need to login successfully before performing any of their respective operations.

Find below (section 3.1 & 3.2) tables that provides functionality descriptions for each type of user / sub-system. Against each requirement, indicative data is listed in column 'Data to include'. Further, suggested to add/modify more details wherever required with an approval from customer/faculty.

3.1 Administrator

The administrator as a user is defined to perform below listed operations after successful login.

ID	Objects	Operations	Data to include	Remarks
AD-001 to AD-002	Candidate	Add View	CandidateName, PrimarySkill, SecondarySkill, Experience, Qualification, Designation, NoticePeriod, Location, etc	CandidateID should be auto generated
AD-003	Candidate	Share with Tech/HR	CandidateID, InterviewID, etc	
AD-004 to AD-008	InterviewSchedule	Schedule Interview with Tech/HR	CandidateID, InterviewID, TechRating, HRRating, FinalStatus, etc	

3.2 Tech Panel

The Tech Panel as a user is defined to perform below listed operations after successful login.

ID	Objects	Operations	Data to include	Remarks
TC-001	Candidate	View interview members	Candidate informations	
TC-002	InterviewSchedule	Give ratings	InterviewID, CandidateID, Rating	
TC-003	Candidate	View	Candidate information, status, etc	

3.3 HR Panel

The HR Panel as a user is defined to perform below listed operations after successful login.

ID	Objects	Operations	Data to include	Remarks
HR-001	Candidate	View interview members	Candidate informations	
HR-002	InterviewSchedule	Give ratings	InterviewID, CandidateID, Rating	
HR-003	Candidate	View	Candidate information, status, etc	

NOTE:

- Interviews should be scheduled on the basis of interviewer availability.
- If an interviewer is not available on the selected date and time, warning should be issued and another interviewer/date should be selected.
- Tech interview should be scheduled first for all candidates.

* Only those candidates who clear the tech interview should be scheduled for HR interview.

1.1 Login | Logout

[Swing Application - Core Java]

- Use System properties to enable the application to Startup with default/last user details for login.
- Enable the application to run from command prompt with user credentials.

[Web Application - J2EE]

- Implement Session tracking for all logged in users before allowing access to application features. Anonymous users should be checked, unless explicitly mentioned.

4 Data Organization

This section explains the data storage requirements of the Interview Tracking System and **indicative data description** along with suggested table (database) structure. The following section explains few of the tables (fields) with description. However in similar approach need to be considered for all other tables.

4.1 Table: UserProfile

The user specific details such as name, address, authentication and authorization / privileges should be kept in one or more tables, as necessary and applicable.

Field Name	Description
CandidateID	Unique candidate key that is auto-generated
First Name	Name of the candidate
Last Name	Last name of the candidate
Primary Skill Set	The table which contains all primary skills sets
Secondary Skill Set	The table which contains all secondary skill sets
Experience	Experience of the candidate
Designation	Previous employer's designation of the candidate
Notice Period	Notice period of the candidate (no of days)
Location	Place of the candidate

4.2 Table: UserCredentials

The table contains Authentication Information for Administrator, Electoral Officer and Voter

Field Name	Description
UserType	A-Administrator, T-Tech Panle, H-HR Panel
UserID	User Identification, corresponding to UserProfile table etc
Password	Password
LoginStatus	Login status of the user

4.3 Table: InterviewSchedule

This table contains information related to the jobs posted by the administrator.

Field Name	Description
InterviewID	Interview Id for the candidate (Unique, Auto-generated)
CandidateID	Candidate Id for the candidate (Unique, Auto-generated)
InterviewType	*Tech or HR*
InterviewDate	*Date of interview*
Rating	*Tech/HR rating after the interview*

5 Assumptions

- A candidate should not have undergone interview in last 30 days
- A candidate can be scheduled only one interview at a time
- Only those candidates who have cleared the Tech panel, can proceed to the HR panel

- Employer details should be already present in the database.

6 General Expectations

- The server should be a concurrent server servicing multiple clients
- Database can be implemented using Oracle 9i or above
- To begin with, the application should support at least 1 admin and 2 customers.
- Compilation and Build should be done using Eclipse IDE
- Source-code and all documents must be maintained (checked-in) in configuration management system (subversion)
- Wipro's coding standards (for Java) should be followed,
- Deliverables should include compiled and tested source code, Unit Test Code (Using WiproUT), WiproStyle report and System test-plan / report documents.

NOTE:

1. **Validation of user Data**[1]
   - ✓ Struts 2 validation via XML or annotations or Spring MVC using JSR-303 annotations
   - ✓ AJAX validation without forcing the page to reload (Wherever applicable)
   - ✓ JavaScript validation (if necessary)
   - ✓ In case of Swing applications, use 'ClassInputVerifier' for validation
2. **UI Design –(for Web Application) Use DIV/CSS to control the style and layout**
3. **Create at least one SQL DML-statement inside PL/SQL blocks**

7 Acceptance Criteria

All P1 requirements have to be mandatorily implemented

8 Traceability to Requirements

Appropriate requirements from RS and FS are mapped here.

Document Reference ID & Description: (Doc ID from which this document is derived)		
Sl. No.	**Reference document: RS Requirement/Feature (Section ID/Name)**	**Current document: FS Location (Section ID/Name)**
1.		
2.		

9 Acronyms and Glossary

Acronym and glossary for this document mentioned in the below table.

Abbreviation	**Remark**
ITS	Interview Tracking System
RS	Requirement Specification
FS	Functional Specification

[1] Validations should be performed at all levels of application appropriately.