

Software Requirements Specification (SRS) Document

Recruitment Portal – Team 8

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Brief problem statement

Current manual and offline employee recruitment processes hinder organisational efficiency, leading to disparate workflows, limited candidate engagement, and ineffective screening. IIITH lacks a centralised, user-friendly web application to streamline recruitment, resulting in prolonged time-to-hire, increased operational costs, and compromised data security. A need exists for an integrated, secure, and analytics-driven web-based recruitment system to enhance collaboration, engagement, and decision-making throughout the hiring process.

System requirements

1. **Web Based Platform:** The solution must be accessible via a web browser to ensure universal access to all stakeholders involved in the recruitment process.
2. **Centralized Database:** A centralized database to store details of applicants, positions for hiring, employees and status of application.
3. **User Authentication:** CAS Verification to ensure access to only IIITH authorized accounts.
4. **Candidate Management:** Provide functionalities to allow viewing candidate profile information who have applied for a position and updating the status of their application (shortlisted / round 1 / round 2)
5. **Job Posting Management:** HR can add a new open position from the admin dashboard and candidates can apply for this position using the application form.
6. **Application Tracking System:** HR can update the progress of candidate applications, including status updates, interview scheduling and selection information.
7. **Communication Integration:** Integrating mail services to communicate status information to the applicant and options to view and modify existing mail templates.
8. **Analytics:** HR can view statistics about positions, candidates, etc in the form of graphs and charts.
9. **Integration with existing system:** The platform should be integrable with the existing IMS portal to facilitate easy transfer of data between the two platforms.
10. **Technology to be used:** MERN stack, featuring MongoDB for the database, ExpressJS for the backend, ReactJS for the frontend, and NodeJS as the runtime environment.

Users profile

Recruiters:

1. HR professionals and recruitment managers with varying levels of technical expertise.
2. They will be provided with an intuitive interface for posting job openings and managing candidate profiles.
3. Log in to the system with secure credentials using CAS verification.
4. Access a dashboard displaying ongoing recruitment activities, analytics regarding open positions and applicants.
5. Post new job openings with detailed descriptions and requirements.
6. Email templates to communicate with candidates.

Candidates:

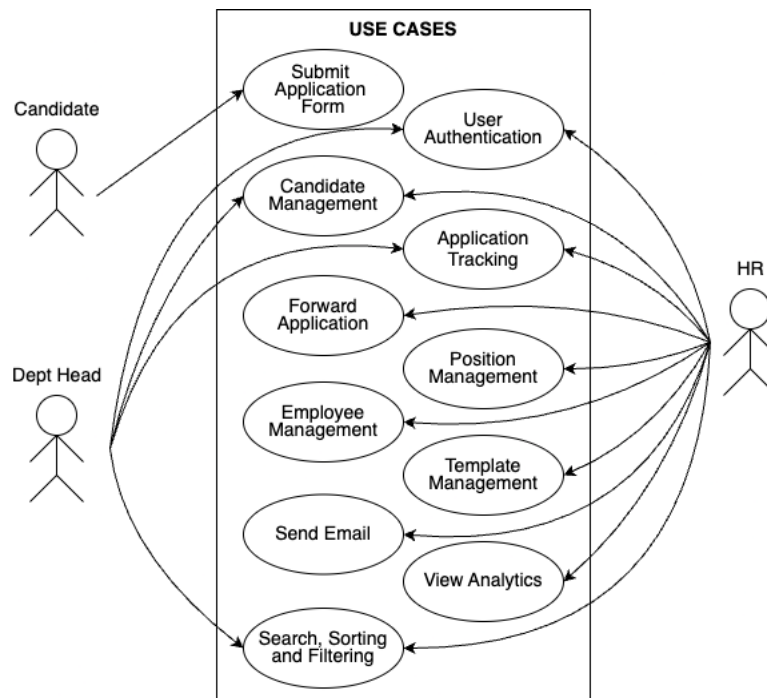
1. Job seekers with diverse technical proficiencies and backgrounds.
2. They require a user-friendly application with easy navigation, clear job descriptions, and seamless application processes.
3. Receive automated notifications on application status and interview schedules.

Feature requirements (described using use cases)

No.	Use Case Name	Description	Release
1.	Submit Application Form	Candidates can fill and submit the application form applying to their desired position	R1
2.	User Authentication	Log in feature to the admin dashboard to restrict recruitment access based on account.	R2
3.	Candidate Management	View all applications along with the position they applied and all other details filled in the form like resume, experience and skills.	R1
4.	Application Tracking	Feature to select/reject a candidate's application after reviewing.	R2
5.	Forward Application	Forwarding a candidate's application to the respective department head for further review before shortlisting.	R2

6.	Position Management	Creating new open positions as well as view/modify/close existing positions.	R1
7.	Employee Management	View details about existing employees and department heads.	R2
8.	Template Management	Creating a new email template as well as view/modify/delete existing email templates.	R2
9.	Send Email	Notify candidates by automatically sending a batch email formatted by the template to the candidates.	R2
10.	View Analytics	View analytics and charts about open positions and candidates applied in the portal.	R2
11.	Search, Sorting and Filtering	Feature to search, sort and filter viewing positions/applications/employees.	R2

Use case diagram



Use case description

Use Case Number:	UC-01
Use Case Name:	Submit Application Form
Overview:	Candidates can fill and submit the application form applying to their desired position
Actors:	Candidates
Pre condition:	Form should be released for at least one open position.
Flow:	Main Flow: <ol style="list-style-type: none">1. Application form released.2. Atleast all mandatory fields in the application form are filled and all field values are valid.3. Candidate submits the application form.
	Alternate Flow: <ol style="list-style-type: none">1. Application form released.2. Not all mandatory fields are filled or some field input constraint is violated.
Post Condition:	Main Flow: Application details should be visible in the HR Portal Alternate Flow: Submit button should be disabled and user will be prompted to fix the problem.

Use Case Number:	UC-02
Use Case Name:	User Authentication
Overview:	Log in feature to the admin dashboard to restrict recruitment access based on account.
Actors:	HR, Department Heads
Pre condition:	User should have a IIITH email account
Flow:	Main Flow: <ol style="list-style-type: none">1. Open admin recruitment portal login page.2. User enters email and password of account which has access permissions.

	Alternate Flow 1: <ol style="list-style-type: none"> 1. Open admin recruitment portal login page. 2. User enters email and password of non-existing account or account does not have access permissions.
	Alternate Flow 2: <ol style="list-style-type: none"> 1. Open admin recruitment portal login page. 2. User has already signed in recently (within timeout limit).
Post Condition:	Main Flow: User should be signed in and recruitment portal dashboard is visible. Alternate Flow 1: Access should be denied to the portal. Alternate Flow 2: User should be signed in and recruitment portal dashboard is visible.

Use Case Number:	UC-03
Use Case Name:	Candidate Management
Overview:	View all applications along with the position they applied and all other details filled in the form like resume, experience and skills.
Actors:	HR and Department Heads
Pre condition:	User has logged in to the portal
Flow:	Main Flow: <ol style="list-style-type: none"> 1. User navigates to the 'Applications' section
Post Condition:	Main Flow: List of all candidate applications should be shown along with their details and options to update the application status.

Use Case Number:	UC-04
Use Case Name:	Application Tracking
Overview:	Feature to select/reject a candidate's application after reviewing.
Actors:	HR and Department Heads
Pre condition:	User has logged in to the portal and is in the 'Applications' section or is viewing an application
Flow:	Main Flow: <ol style="list-style-type: none"> 1. User chooses between 'Select for next round' and 'Reject' for the

	applicant
Post Condition:	Main Flow: The status of the candidate's application should be updated accordingly

Use Case Number:	UC-05
Use Case Name:	Forward Application
Overview:	Forwarding a candidate's application to the respective department head for further review before shortlisting.
Actors:	HR
Pre condition:	User has logged in to the portal and is in the 'Applications' section or is viewing an application
Flow:	Main Flow: <ol style="list-style-type: none"> 1. User selects the "Forward" option 2. User selects the respective department head from the dropdown
Post Condition:	Main Flow: The status of the application should be updated as 'Forwarded' on the HR's account. The application should be visible in the selected department head's account under the 'Applications' section.

Use Case Number:	UC-06
Use Case Name:	Position Management
Overview:	Creating new open positions as well as view/modify/close existing positions.
Actors:	HR
Pre condition:	User has logged in to the portal
Flow:	Main Flow: <ol style="list-style-type: none"> 1. User navigates to the 'Positions' section Alternate Flow 1: <ol style="list-style-type: none"> 1. User navigates to the 'Positions' section 2. User selects 'Create new' option 3. User fills and submits all the details about the new position. Alternate Flow 2: <ol style="list-style-type: none"> 1. User navigates to the 'Positions' section

	<ol style="list-style-type: none"> 2. User selects 'Modify' option of an existing position 3. User modifies and submits the details.
Post Condition:	<p>Main Flow: All positions should be visible along with their status (open/closed) and options to create new or modify existing.</p> <p>Alternate Flow 1: The new position should visible as an open position in the list of positions</p> <p>Alternate Flow 2: The selected position details should be modified accordingly.</p>

Use Case Number:	UC-07
Use Case Name:	Employee Management
Overview:	View details about existing employees and department heads.
Actors:	HR
Pre condition:	User has logged in to the portal
Flow:	<p>Main Flow:</p> <ol style="list-style-type: none"> 1. User navigates to the 'Employees' section
Post Condition:	Main Flow: List of all employees and department heads should be shown.

Use Case Number:	UC-08
Use Case Name:	Template Management
Overview:	Creating a new email template as well as view/modify/delete existing email templates.
Actors:	HR
Pre condition:	User has logged in to the portal
Flow:	<p>Main Flow:</p> <ol style="list-style-type: none"> 1. User navigates to the 'Notifications' section <p>Alternate Flow 1:</p> <ol style="list-style-type: none"> 1. User navigates to the 'Notifications' section 2. User selects 'Create new' option 3. User fills and submits all the details about the new template.

	Alternate Flow 2: <ol style="list-style-type: none"> 1. User navigates to the 'Notifications' section 2. User selects 'Modify' option of an existing email template 3. User modifies and submits the changes to the template.
Post Condition:	Main Flow: List of all existing templates should be visible and options to create new or modify existing. Alternate Flow 1: The new template should visible in the list and its preview should be seen as well. Alternate Flow 2: The modified template should reflect the changes in the preview

Use Case Number:	UC-09
Use Case Name:	Send Email
Overview:	Notify candidates by automatically sending a batch email formatted by the template to the candidates.
Actors:	HR
Pre condition:	User has logged in to the portal and is in the 'Notifications' section
Flow:	Main Flow: <ol style="list-style-type: none"> 1. User selects an available template 2. User selects the target group from the dropdown 3. User selects the "Send Email" button
Post Condition:	Main Flow: The candidates in the target group should receive an email with the template fields filled out with their details.

Use Case Number:	UC-10
Use Case Name:	View Analytics
Overview:	View analytics and charts about open positions and candidates applied in the portal.
Actors:	HR
Pre condition:	User has logged in to the portal
Flow:	Main Flow:

	1. User navigates to the 'Dashboard' section
Post Condition:	Main Flow: Statistics regarding the number of applications, open positions and shortlisted candidates in each round should be shown

Use Case Number:	UC-11
Use Case Name:	Search, Sorting and Filtering
Overview:	Feature to sort and filter viewing positions/applications/employees.
Actors:	HR and Department Heads
Pre condition:	User has logged in to the portal
Flow:	<p>Flow 1:</p> <ol style="list-style-type: none"> 1. User navigates to the 'Applications' section 2. User selects desired filtering and sorting options or search text <p>Flow 2:</p> <ol style="list-style-type: none"> 1. User navigates to the 'Positions section 2. User selects desired filtering and sorting options or search text <p>Flow 3:</p> <ol style="list-style-type: none"> 1. User navigates to the 'Employees' section 2. User selects desired filtering and sorting options or search text
Post Condition:	<p>Flow1: Only applications matching the filtering and search criteria are shown in the sorting order.</p> <p>Flow2: Only positions matching the filtering and search criteria are shown in the sorting order.</p> <p>Flow3: Only employees matching the filtering and search criteria are shown in the sorting order</p>