

BPMN Business Process Description (Job Application System)

Overview: The Job Application & Recruitment Management System automates the hiring workflow from job posting to final hiring decision. The BPMN diagram models interactions among Applicant, System, and HR/Recruiter. The process begins when the applicant browses available job postings and submits an online application. The **system validates** the submission, stores the application in the database, updates its status, and notifies HR of the new entry.

HR then **screens the application** and makes the first major decision: **shortlist or reject**. If rejected, the system automatically sends a polite notification to the applicant and the process ends. If shortlisted, HR schedules an interview, and the system sends the interview details to the applicant.

After the interview is conducted, HR makes the final decision: **hire or not hire**. Successful candidates receive an offer notification, while unsuccessful ones receive a rejection message. The process ends once the final decision is communicated. The BPMN clearly illustrates automation points, decision gateways, and the flow from application submission to hiring.

Applicant Process:

1. Browse jobs.
2. Register/Login.
3. Submit job application with CV.
4. Receive application confirmation.

System Process:

1. Validate application information.
2. Store application in the database.
3. Notify HR of new submissions.
4. Update application status throughout hiring stages.

HR/Recruiter Process:

1. Screen applications.
2. Decision: Shortlist or Reject.
 - Rejected: System sends rejection notice.
 - Shortlisted: Proceed to scheduling interview.
3. Schedule interview; applicant receives notification.
4. Conduct interview.
5. Decision: Hire or Not Hire.
 - Hire: System issues offer notification.
 - Not Hire: Applicant receives rejection message

