Corporate Recruitment

Project plan



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**CORPORATE RECRUITMENT SYSTEM**

ABSTRACT

In the present trend online job searching has grown tremendously. This tremendous growth has also increased the communication gap between job providers and job seekers. Technologies are changing very fast in the present IT market. Hence, based on the technology prevailing organization has to hire the people accordingly. The main intention of our project is to make this hiring process very fast and easy. “CRS” i.e. E-Recruitment System is a “web-based tool” which helps to ease this communication space among the recruiter and applicants.

I. INTRODUCTION:

The purpose of developing this Corporate Recruitment System Project is to give effective online web based human resource fresher recruitment system This CRS project was fully developed in four months and submitted in our college for final year project report submission criteria. The main modules played major role in this application are admin module and user module where admin module works like job provider module like HR management people can do the same in all corporate companies and the user module works like job seeker module like fresher’s who wants to appear for the interview for their job. Here users can post their resumes into the system and admin can validate and send back the reply if user has the necessary skills for that exact Job. This CRS project was coded with Java server pages scripting language for server side better validation and HTML used for designing index homepage, user profile pages, registration pages, SQL used for storing both admin and users details at the back end.

**II**. **Project Goals and Objectives:**

**GOALS:**

* To create effective online web-based human resource recruitment system.
* To provide automated employment exchange, online testing, easy document uploads required for the recruitment process

OBJECTIVES:

The key objective of this solution is to help any organization in making their recruitment process easier and faster. This system is designed with the inclusion of both recruiter and applicants. Our project application allows the applicants to register their required information like educational qualifications, skills and experience with the system. Simultaneously it also allows the recruiters to post their openings and necessities with the system. So it is called as e-recruitment or online recruitment system.

**SIGNIFICANCE:**

This project will be very helpful to be used in the process of hiring and carrying out all the required tasks for new recruitments. Apart from these CRS also allows job providers to send mails to all the eligible job seekers. By, this way CRS can reduce the total time required for the recruitment process of any organization. In fact our project application also provides advanced searches which can help the job seekers to search the correct job that suits their profile very easily. Our project application also supports the online exams, by this conducting an exam will be very easy for the recruiters and also it will be very easy for the applicants to take the exam online.

**III.** **PROJECT BACKGROUND AND RELATED WORK**

**Work done by others:**

All the earlier recruiting processes were carried out manually. The complete process of online tests and interviews were done in person. Job seekers faced lot of difficulties in the process of searching the jobs that are available and to choose the job that fits best to their profile among them. It is definitely not an easy task for the job providers to post their jobs and reach all the candidates. Hence, the present system is very time consuming and difficult to carry out. In order to overcome all these difficulties we are planning to create a web based app called “Corporate Recruitment” which makes all this process very easy.

The Application we have planned to develop is different from all other applications in the following ways:

* It reduces the communication gap between Job providers and job seekers.
* It helps the job seekers to post their details like resume and all the required documents and the job providers to post the available jobs which make the searching process easier.
* By the online tests supported by this system conducting an online test for the candidates will become very easy for the job-providers.
* Sending e-mail notification to all job-seekers.

**IV. PROPOSED SYSTEM**

**1. Requirement specification**:

This requirement specification is for mentioning the detail view of “Online Recruitment Information System”. This application is providing support to job seekers & recruiters. This specification can be read by users (job seeker, recruiter), administrator and paper setter of online test. By implementing this application any organization can open a new door to the job seekers for searching available jobs and testing self skills, an opportunity to the recruiting companies for giving advertisement. This application can give a good profitable dimension to that organization as the number of users will increase day by day in this new era. All types of functionalities of this application have been mentioned here accordingly.

**Functional requirement:**

Users can see placement papers, recruiter information, syllabus of various competitive exams, tips by industry experts, fresher’s news and information about contacting the organization from the home page of this site.

Any user (job seeker) who wants to join this site is provided with the option for creating their profile

**Non-functional requirement:**

* This application is secure for every kind of its users, because here is facility of session management. If any user logout from any session then nobody will be able to access his profile without knowing his confidential password.
* The database used here is robust, reliable & fast. So users will have to wait for the output very short time.
* This application can be accessed from any type of platform.
* There is no case of redundancy in the database so it will not take extra memory space.
* Username & password are sent to the users via mobile SMS and email after registration.
* Password recovery system is also provided in case of forgetting the password.
* Registered user can upload his/her resume.

**BUSINESS MODELING:**

The information flow among business function is modeled in a way that answers the following questions: what information drives the business process? What information is generated? What generate it? Where does the information go? Who process it?

**Technological and architectural requirements:**

Operating system: windows 8/7/vista/XP

Technologies used are JavaScript, JSP, HTML, CSS

Platform: Java

Database: oracle 10g/SQL

Apache Tomcat 7 web server is used

IDE: Eclipse Kepler

**2. Framework specification:**

**Data modeling:**

The information flow defined as a process of the business modeling is refined into a set of data objects that are needed to support the business. The characteristics (called attributes) of each object are identified and relationships between these objects are defined.

**Assumptions and principles**:

* + Effective way of providing communication between Job providers and job seekers.
  + Reliable and consistent way of searching jobs.
  + Conducting secured and restricted online exam for Screened employees.
  + Sending E-mail notification to all job seekers.

**3. DESIGN SPECIFICATION:**

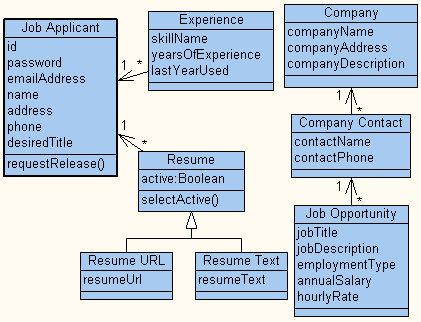
Design of software involves conceiving planning out and specifying the externally observable characteristics of the software product. We have data design, architectural design and user interface design in the design process. These are explained in the following section. The goals of design process it to provide a blue print for implementation, testing, and maintenance activities

**4. SYSTEM SPECIFICATION:**

**Proposed System:**

This system is designed by keeping in mind both parties like employers and employees.This System allows job seekers to register their details like skills and experience with the system, and then on the other hand even it allows job providers to post their requirements with the system. Then CRS will automatically sends mails to all Job Seekers whose skills are matched with the requirement.

**System architecture design**

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**Data flow diagram**

Job Provider

Job Seeker

Online Test

Login

Display the Screen based on the login

# PROCESS LOGIC

Provider

No

Yes

Yes

New User

Option to Create New User

Login Form for User Validation

Message with Re-login Form

If Job Provider

Or

Job Seeker

Job Provider Specific Page with all Options

Job Seeker Specific Page with All Options

No

Design for mobile client

Features:

sign in button, clear button, post button, update button, send button

Styles:

Cascading Style Sheet

Technologies:

We are using

* HTML
* JavaScript
* JSP
* SQL

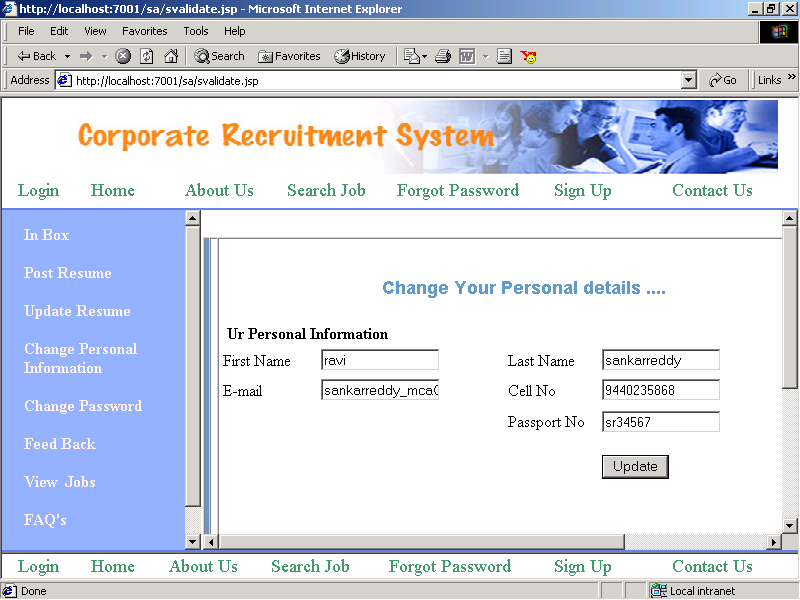
Expected result are shown below as screen shots:



This is the home page for CRS



This is the log in page for job seekers



This is the page for personal information

V. Plan by services:

First increment:

As the first increment, installing all software’s and tools required for project. Then we plan to create the registration page and login page for the users and also develop some code for checking whether login details are correct or not.

Second increment:

In the second increment we shall be creating the user interface for user’s Inbox, to post their resume, update resume, change password, feedback, view job and FAQ’s and also include the database which shows the information included for the Job seeker’s like their Inbox information etc. We would also like to create some code for the Job Provider’s module which includes Add new job, View all jobs, Delete job, and Edit jobs

Third increment:

As the third increment, we would like to show all the information of Job provider who can post a job, give test queries, process their resumes, pass messages from user’s, give FAQ’s, Logout options. We would also like to create code and required database to show the welcome page for the online test, the start and end page of an online test.

Fourth increment:

As fourth increment, we would like to develop the advance search options required for the job search which can be of a great help to the job seekers. We will also develop the information of available jobs, retrieving passwords and login details.

VI. RISKS IN THE PRESENT SYSTEM:

* Presently recruitment is done manually.
* Time consuming.
* Announcement done through newspaper.
* People who are eligible send written application.
* Short-listing is done manually, and are called for interviews.
* After interview short listed candidates are employed which makes it time consuming procedure.
* A person presently can miss important information that comes via newspaper or letters.
* It is not Global System.

**VII. Bibliography:**

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[**www.w3schools.com**](http://www.w3schools.com)

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