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.

1. 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.

1. **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.

1. **PROJECT BACKGROUND AND RELATED WORK**

Working on it

1. **PROPOSED SYSTEM**

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**

1.     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.

2.     The database used here is robust, reliable & fast. So users will have to wait for the output very short time.

3.     This application can be accessed from any type of platform.

4.     There is no case of redundancy in the database so it will not take extra memory space.

5.     Username & password are sent to the users via mobile sms and email after registration.

6.     Password recovery system is also provided in case of forgetting the password.

7.     Syllabuses download facility.

8.     Question paper can be uploaded with excel sheet.

9.     Registered user can upload his/her image.

10.   Every user can see placement papers.

**Technological and architectural requirements:**

Operating system : windows 8/7/vista/xp

Technologies used are JavaScript, Java Servlet Pages, HTML, CSS

Platform : Java

Database : oracle 10g/SQL

Apache Tomcat 7 web server is used

**Framework specification:**

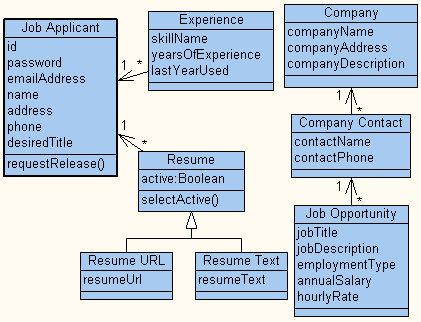
**DATA MODELING:**

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.

System architecture design

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This is the class diagram for online recruitment

**System specification:**

**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

Activity Diagram for Checking Authorization

Authorization Checking

Authorized

Unauthorized

Display Home Page

Display Error Page

Activity Diagram for Resume Processing

Fails

Get Through

Display Opportunities

Application for Job

Application Processing

Selects

Rejects

Online Test

Removing Application

Interview

Activity Diagram for On Line Test

Fails

Get Through

Authorized

Unauthorized

Checking Authorization

Online Exam

Call for Interview

Reporting for Unqualified

Interview

Error Report

Activity Diagram for Selecting Candidates for On Line Test & Interview

Fails

Get Through

Qualified

Unqualified

Edit Opportunities

Select Candidates for Online Test

Send Authorization for Online Test

Report for

Un-qualification

Monitor Online Test

Process the Result

Conducting Interview

Unqualified Reporting

We are still working on the remaining topics