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Introduction

Online recruitment system is a platform that holds all the process of the employment for the organization. It is an automated system with the various component to facilitate the processes involved in finding, attracting advertisements for the recruitment, interviewing and hiring a new employee.

The main objective of this system is to make easy the whole process starting from advertisement till the recruitment of the candidate for both organization and candidate. It also helps consultants to refers the list of candidates to the companies as per their requirements.

There are several modules that work once when the user is logged in with his authenticated credentials that will be generated once he/she gets registered. The users can choose any of the components displayed and can avail the services as per their preference..

System is based on the roles and there permissions it can be said as "One solution for multiple roles accessible as per there permission".

Recruitment Application Tracking System Features

- There are few modules that covers the entire system and its working.
 - o Role and Permission Management:-
 - In this module, Admin has all the rights to create roles, assign it to the user and based on that admin can assign permissions to the user.

o Master Management:-

- In this module ,there are two type of masters
 - Skill management,
 - Location Management.

Admin has all to rights to create all the skill set and locations.

o Interview Management:-

In this module a interview can be planed, schedule and its feedback can be given by various authorized persons based on their roles and reviewed by placement committee.

o Candidate Management:

In this module, Candidate can upload its CV based on the requirement to satisfies criteria. and can track its status(In-progress, Hold, open, Selected) of recruitment process.

o Consultant Management:

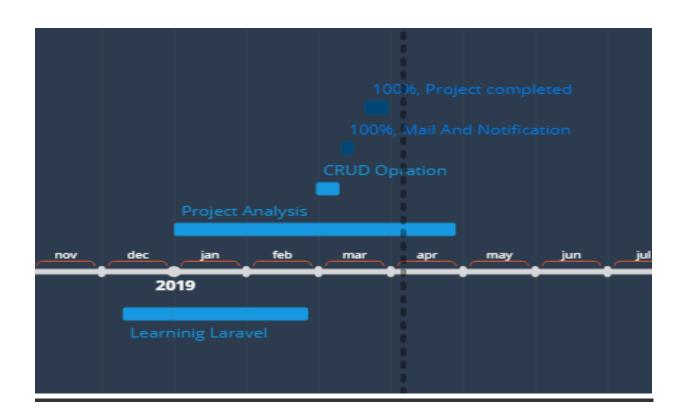
In the this module, Consultant (Agency) can refers the candidate for the requirements raised by the organization and also track the status of the referred candidate CV.

Work Distribution

Phases	
Designing	✓
Coding	✓
Testing	✓

Project Timeline

Company join date	10 Dec, 2018
Project start date	25 Feb, 2019
Project finish day	1 April, 2019



Hardware and software requirements of the System

Hardware Configuration

Processor	Intel Core 2
Memory	512 MB
RAM	1 GB Min.
	Internet Connection

Software Configuration

Operating System	WINDOWS OS
Database	MYSQL5
Front End	PHP 7.3
Server	Apache
Editor	Visual Studio

Need and Benefits of the System

- ➤ Attract and empower an ever increasing number of applicants to apply in the organization.
- > Reducing effort of HR
- ➤ Comfortably, tracking referrer of each candidate
- > We can track each interview feedback as well
- Each responsible persons has get notification on each stage of process
- > We can track duplicates candidate effortlessly
- ➤ Build positive impression of the recruitment process.
- ➤ Create a talent pool of candidates to enable the selection of best candidates for the organization.
- To attract and engage people it needs to achieve its overall organizational objectives
- Increase the pool of job candidates at minimum cost.
- ➤ Recruit right people who will fit in to organizations culture and contribute to the organizations goals.
- ➤ Determine Current and future requirements of the organization in conjunction with its personnel planning and job analysis activities.
- ➤ Meet the organizations lawful and social commitments with respect to the synthesis of its workforce.

Benefits of the System

1. Reduce Time to Hire:-

One of the most important function of HR and the key to the success of Candidate Manager recruitment solutions is the ability to reduce the time it takes to hire the right people.

2. Reduce administrative duties:-

➤ With recruitment software from Candidate Manager, candidates are instantly filtered, ranked and stored, and tracking their progress is simple.

3. Easy candidate progress tracking:-

Access, track and manage candidates' progress directly from the software to make your hiring more streamlined.

4. Automated interview scheduling:-

Send automated emails with interview appointment of candidate.

5. Customizable recruiting email templates:-

Save time and use existing or create your own email recruiting templates.

6. Easy team collaboration and communication:-

Easily share info about sourced candidates with team members who need them

7. Define the user roles:-

Assign different roles to each of user to control who has an access to what info.

Feasibility study

Feasibility Study:-

- An important outcome of the preliminary investigation phase is the feasibility study which aims to determine whether it would be technically, financially and operationally feasible to develop the product.
- There are generally three aspects in the feasibility study portion of the preliminary investigation
 - 1. Technical Feasibility of project
 - 2. Economic Feasibility of project
 - 3. Operational Feasibility of project
- Keeping these aspects in mind, I have carefully evaluated my project to be technically, economically and operationally best applicable and well organized. This study leads me to the following results.

1. Technical Feasibility:

- ➤ The technical feasibility determines whether the work for the project can be done with the present equipment, current procedures, existing software technology and available personnel.
- The project was required to be developed using PHP and MySql. The system can be easily expanded, in future by adding new modules.
- Results: All the technologies to be used are available with the firm and made available for the development of the project.

2. Economic Feasibility:

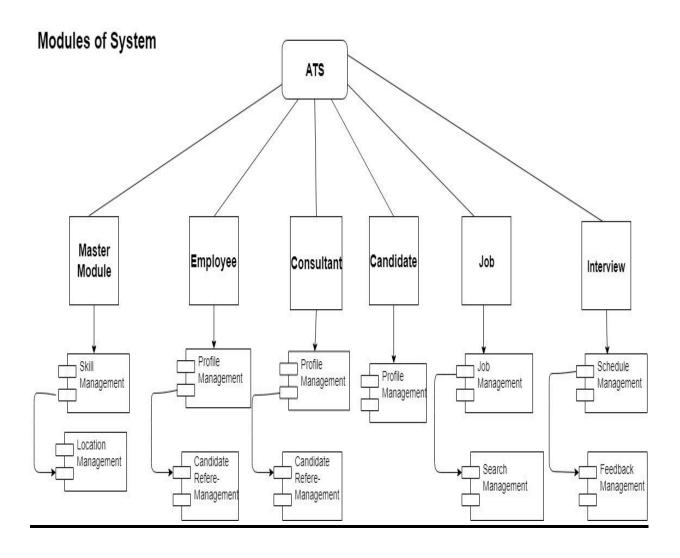
- Economic analysis is the most frequently used method for evaluating the effectiveness of a new system. More commonly known as cost/benefit analysis, the procedure is to determine the benefits and savings that are expected from a candidate system and compare them with costs.
- ➤ If benefits outweigh costs, then the decision is made to design and implement the system. This economic analysis is one of at most important in development of software for any organization. Since, all software support and hardware platform required in this project are already available at with us, no extra cost have to be involved for developing and implementing this software product. Thus, this software is financially feasible.

Results: This web application is financially feasible, though our financial condition is not much sound to purchase any other licensed software to work on, the project was made successful with open source technologies.

3. Operational Feasibility:

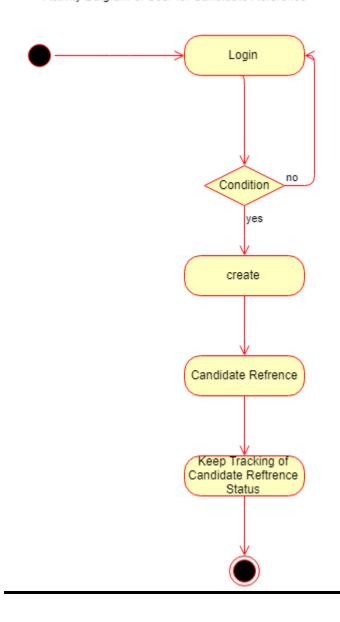
- ➤ Operational feasibility is a measure of how well a proposed system solves the problems, and takes advantage of the opportunities identified during scope definition and how it satisfies the requirements identified in the requirements analysis phase of system development.
- End users of the system are Additional Administrators by who might not have sound technical knowledge to use system. Thus, extra care is taken by me to provide very good and easy to understand user interfaces, so that least operational problems have to be encountered. Hence, this makes this web application/system product operationally feasible.

Modules Diagram of System

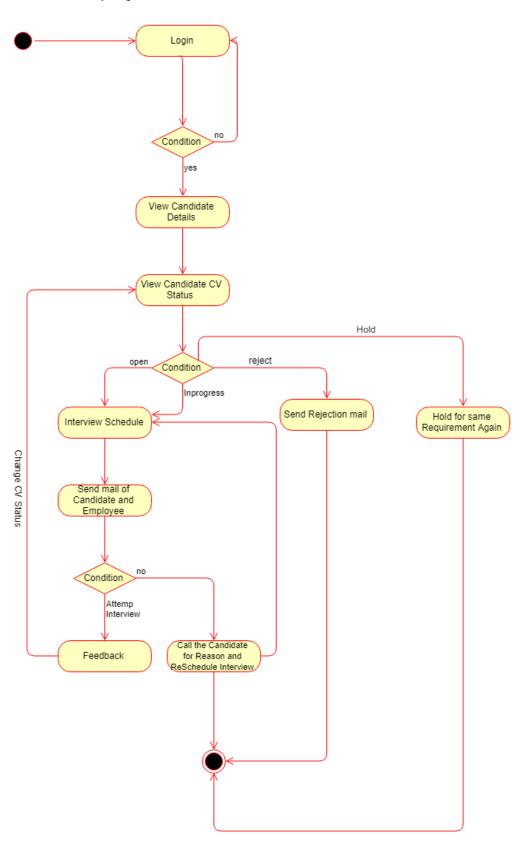


Activity Diagram of System

Activity Daigram of User for Candidate Reference

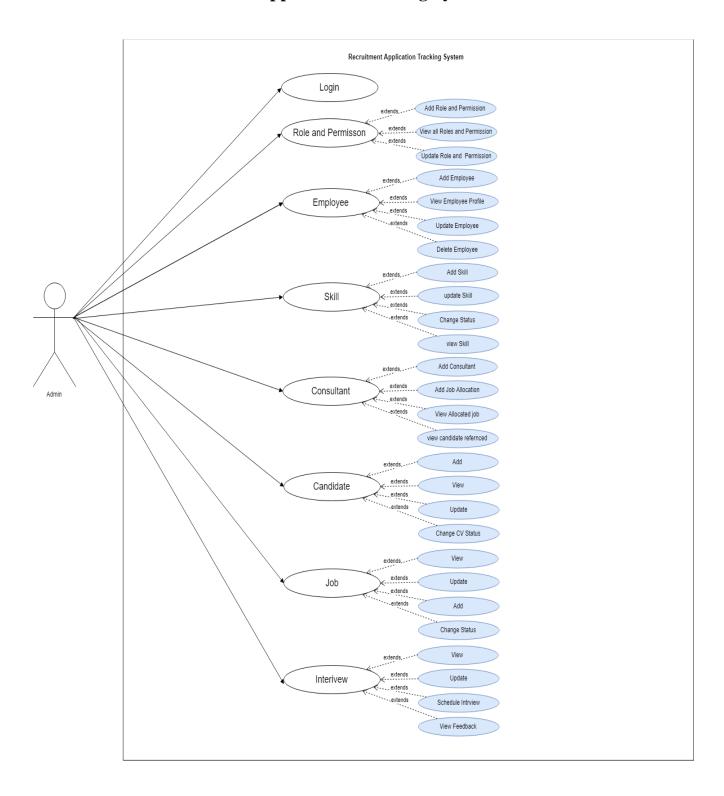


Activity Daigram of Admin for Interview of Candidate

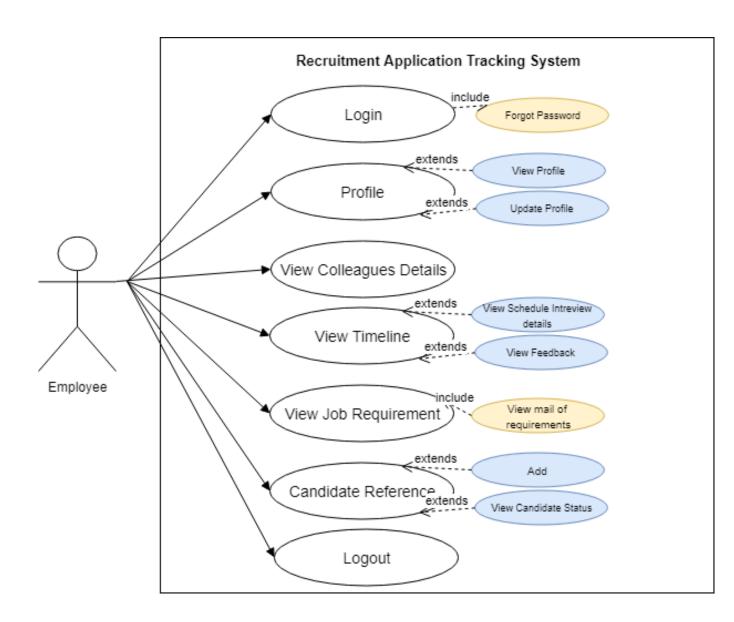


Use Cases

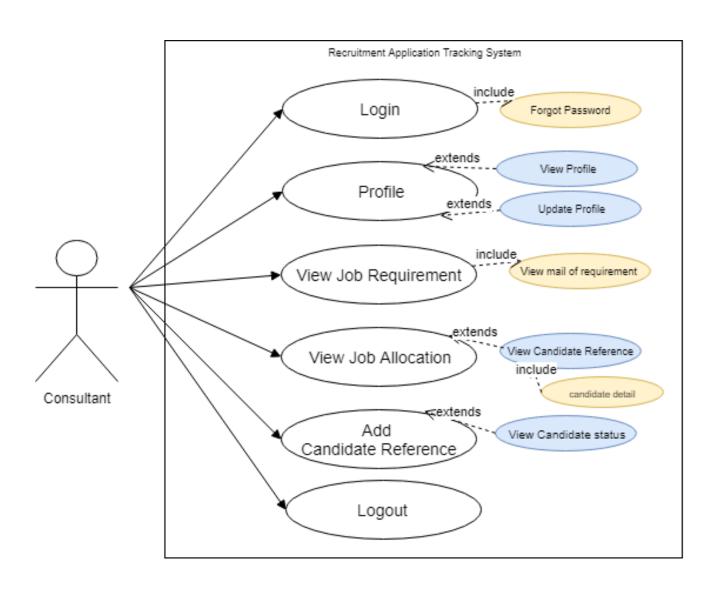
• Admin



Employee



Consultant



DATA DICTIONARY

> Users Table

Fields	Data type	Reference	Details
Id	int (11)	PK	Primary key
user_type	tinyInteger (1)		Employee, Agency
Email	varchar (50)		Email Address
Password	varchar (50)		Password
Status	tinyInteger (1)		Active, Inactive, hold, In process
created_at	datetime		Created date
updated_at	datetime		Updated date

> Experience_range Table

Fields	Data type	Reference	Details
id	int (11)	PK	Primary key
title	varchar (50)		Experience range
status	tinyInteger (1)		Active, Inactive
created_at	datetime		Created date
updated_at	datetime		Updated date

> Skills Table

Fields	Data type	Reference	Details
Id	int (11)	PK	Primary key
Name	varchar (50)		Skill name
Alias	varchar (50)		Alias of name
Status	tinyInteger (1)		Active, Inactive
created_at	datetime		Created date
updated_at	datetime		Updated date

> Agency Table

Fields	Data type	Reference	Details
Id	int (11)	PK	Primary key
user_id	int (11)	FK	User reference
Name	varchar (50)		Agency Name
Address	text		Address
join_date	datetime		Date of join
contact_person	varchar (50)		Name of person
contact_person_detail	text		Information of person
contract_deatil	text		Information of contract
created_at	datetime		Created date
updated_at	datetime		Updated date

> Locations Table

Fields	Data type	Reference	Details
id	int (11)	PK	Primary key
title	varchar (50)		Title of Address
address	text		Address
city	varchar (50)		Name of City
state	varchar (50)		Name of State
country	varchar (50)		Name of Country
status	tinyInteger (1)		Active, Inactive

created_at	datetime	Created date
updated_at	datetime	Updated date

> Recruitments Table

Fields	Data type	Reference	Details
requirement_Id	int (11)	PK	Primary key
user_id	int (11)	FK	User reference key
job title	text		Title of job
no_of_position	int (5)		No of position
requirement_ end_date	datetime		End of requirement date
job_description	text		descriptions
Job_type	tinyInteger (1)		Fulltime, part-time,

			remote
job_cat	tinyInteger (1)		Employee,
J00_ 0 41	tinijinteger (1)		Contractor
experience_id	int (11)	FK	Experience reference
			key
department	text		Department details
job_budget	double (15,2)		Budget of job
requirement_status	tinyInteger (1)		In-process, on-hold,
_	,		cancel
requirement	text		information
benefits	text		Benefits of requirement
created_at	datetime		Created date
updated_at	datetime		Updated date
deleted_at	datetime		Deleted date

> Industry

Fields	Data type	Reference	Details
Id	int (11)	PK	Primary key
name	Varchar (50)	FK	Name of industry
Status(1:Active,2 :InActive)	Int(11)		This industry is active or not

> Requirement_recruiters Table

Fields	Data type	Reference	Details
id	int (11)	PK	Primary key
requirement_id	int (11)	FK	Requirement reference key
agency_id	int (11)	FK	Agency reference key
status	tinyInteger (1)		Active, Inactive
created_at	datetime		Created date
updated_at	datetime		Updated date

> Requirement_locations Table

Fields	Data type	Reference	Details
id	int (11)	PK	Primary key
requirement_id	int (11)	FK	Requirement reference key
location_id	int (11)	FK	Location reference key
status	tinyInteger (1)		Active, Inactive
created_at	datetime		Created date
updated_at	datetime		Updated date

> Requirement_skills Table

Fields	Data type	Reference	Details
id	int (11)	PK	Primary key
requirement_id	int (11)	FK	Requirement reference key
skill_id	int (11)	FK	Skill reference key
status	tinyInteger (1)		Active, Inactive
created_at	datetime		Created date

> Requirement_documents Table

Fields	Data type	Reference	Details
id	int (11)	PK	Primary key
requirement_id	int (11)	FK	Requirement reference key
document_title	Text		Title of document
document_name	Text		Name of document

status	tinyInteger (1)	Active, Inactive
created_at	datetime	Created date
updated_at	datetime	Updated date

> Requirement_history Table

Fields	Data type	Reference	Details
id	int (11)	PK	Primary key
requirement_id	int (11)	FK	Requirement reference key
date_extended	datetime		Extended date
user_id	int (11)		User reference key
created_at	datetime		Created date
updated_at	datetime		Updated date

> Candidate_reference Table

Fields	Data type	Reference	Details
id	int (11)	PK	Primary key
candidate_id	int (11)	FK	Candidate reference
user_id	int (11)	FK	User reference

> Candidates Table

Fields	Data type	Reference	Details
id	int (11)	PK	Primary key
first_name	varchar (50)		First Name
last_name	varchar (50)		Last Name
email	varchar (50)		Email Address
phone	longInt		Contact No
dob	datetime		Birthdate
nationality	varchar (50)		Nationality
gender	tinyInteger (1)		Male, Female
marital_status	enum		Married, Unmarried
ctc	double (15,2)		Expected Cost
candidate_experience	double (2,2)		Experience
location	text		Location
about_candidate	text		About candidate
candidate_cv_status	tinyInteger (4)		Open, rejected, hold, progress, selected
status	tinyInteger (4)		Active, Inactive
created_at	datetime		Created date
updated_at	datetime		Updated date

> Candidate_skills Table

Fields	Data type	Reference	Details
id	int (11)	PK	Primary key
candidate_id	int (11)	FK	Candidate reference
skill_id	int (11)	FK	Skill reference
is_key_skill	enum		Yes, No
status	tinyInteger (1)		Active, Inactive
created_at	datetime		Created date
updated_at	datetime		Updated date

> Candidate_documents Table

Fields	Data type	Reference	Details
id	int (11)	PK	Primary key

candidate_id	int (11)	FK	Candidate reference
document_name	varchar (50)		Document name
category	enum		Educational, Personal
status	tinyInteger (1)		Active, Inactive
created_at	datetime		Created date
updated_at	datetime		Updated date

> Candidate_background_verification Table

Fields	Data type	Reference	Details
id	int (11)	PK	Primary key
candidate_id	int (11)	FK	Candidate reference
candidate_document_id	int (11)	FK	Candidate Document reference
verification_status	tinyInteger (1)		Verified, NotVerified
verified_by	varchar (50)		Name of verified document
created_at	datetime		Created date
updated_at	datetime		Updated date

> Interview Table

Fields	Data type	Reference	Details
Id	int (11)	PK	Primary key
candidate_id	int (11)	FK	Candidate reference
requirement_id	int (11)	FK	Requirement reference

title	varchar (50)		Interview title
location_id	int (11)	FK	Location reference
interview_date	date		Date of Interview
interview_time	Time		Time of Interview
rounds	enum		Technical, HR
mode_of_interview	enum		Call,Skype, Personal
Interview_schedule_stat us	tinyInteger (1)		Attempt, Not attempt
comment	text		Information
created_at	datetime		Created date
updated_at	datetime		Updated date

> Interviewer_panel Table

Fields	Data type	Reference	Details
Id	int (11)	PK	Primary key
interview_id	int (11)	FK	Interview reference
employee_id	int (11)	FK	Employee reference
status	tinyInteger (1)		Available, not available
comment	text		Information
created_at	datetime		Created date
updated_at	datetime		Updated date

> Module

Fields	Data type	Reference	Details
Id	int (11)	PK	Primary key
title	Varchar(50)		Name of Module
Status	int(2)		Module is Active or not

> Interview_feedback Table

Fields	Data type	Reference	Details
Id	int (11)	PK	Primary key
interview_panel_id	int (11)	FK	Interview panel reference
technical_feedback	text		Technical feedback
skill_rate	tinyInteger (1)		1 to 10
interview_status	tinyInteger (1)		Accept, reject, more rounds
created_at	datetime		Created date
updated_at	datetime		Updated date

> Role Table

Field	Data Type	Size	Constrain	Description
id	int	-	Primary key	It contains primary key
name	varchar	150	Not Null	It contains all the roles name
alias	varchar	150	Not null	It contains alias of name
guard_name	varchar	50	Not null	It contains api, web roles
status	int	1	Not null	It contains 1 or 0 (active,inactive)
created_at	timestamp	-	Not null	It contains time and date
updated_at	timestamp	255	Not null	It conmtains time and date

> Permission Table

Field	Data Typ e	Siz e	Constrain	Description
id	int	-	Primary ke y	It contains primary key
name	varchar	150	Not Null	It contains all the roles name
alias	varchar	150	Not null	It contains alias of name
guard_nam e	varchar	50	Not null	It contains api,web permission
status	int	1	Not null	It contains 1 or 0 (active,inactiv e)
created_at	timestam p	-	Not null	It contains time and date
updated_at	timestam p	255	Not null	It conmtains time and date

> Role User

Field	Data Type	Size	Constrain	Description

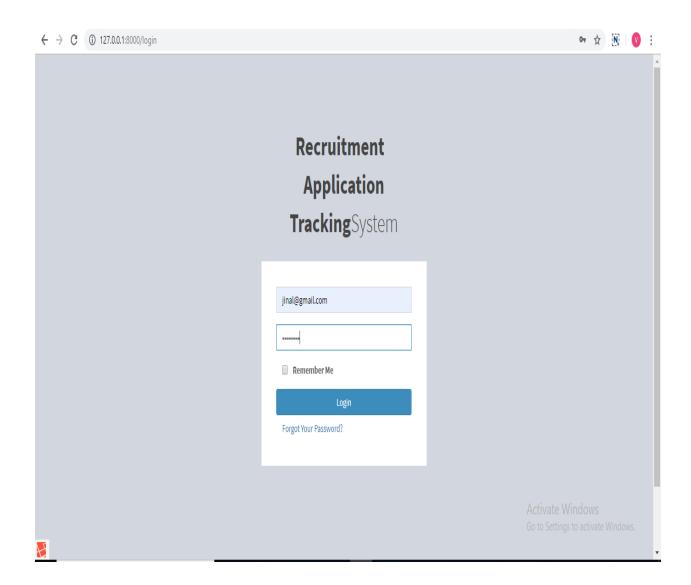
role_id	int	5	Foreign key	It contains foreign key
user_id	int	5	Foreign key	It contains user id
created_at	timestamp	1	Not null	It contains time and date
updated_at	timestamp	255	Not null	It conmtains time and date

> Permission role

Field	Data Type	Size	Constrain	Description
permission_id	int	5	Foreign key	It contains Foreign key
role_id	int	5	Foreign key	It contains role id
created_at	timestamp	-	Not null	It contains time and date
updated_at	timestamp	255	Not null	It conmtains time and date
	r		- 101 101	

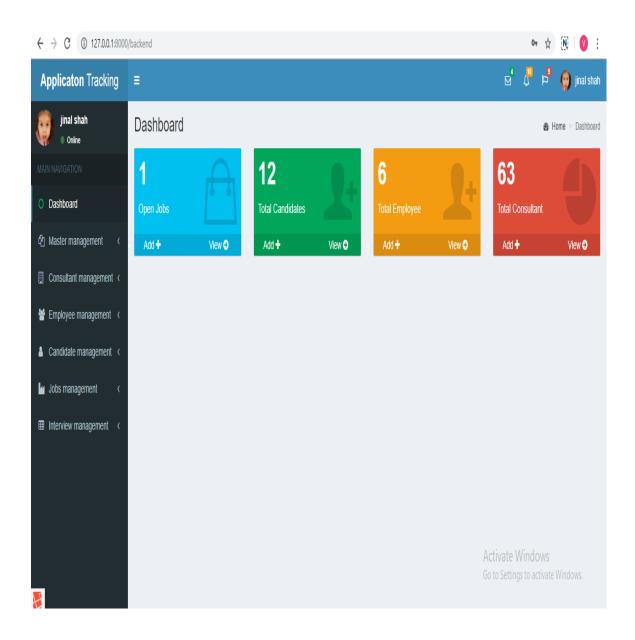
UX/UI of the System

• Login page:-



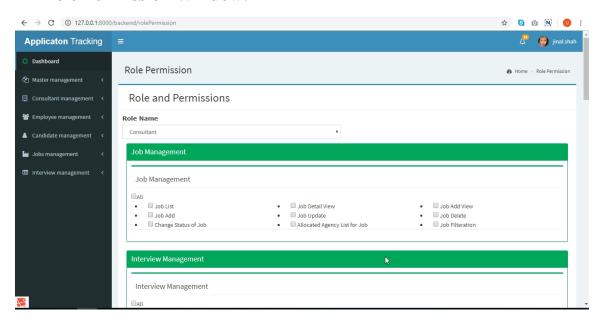
This is the login page where user can login into system and the view of the system vary according the user logged in. The view depends on the role of the user for example admin will have more access to the system then the end user.

• First Window(Dashboard):



This is the First page of Admin after login into system.

• Role Permission Window:

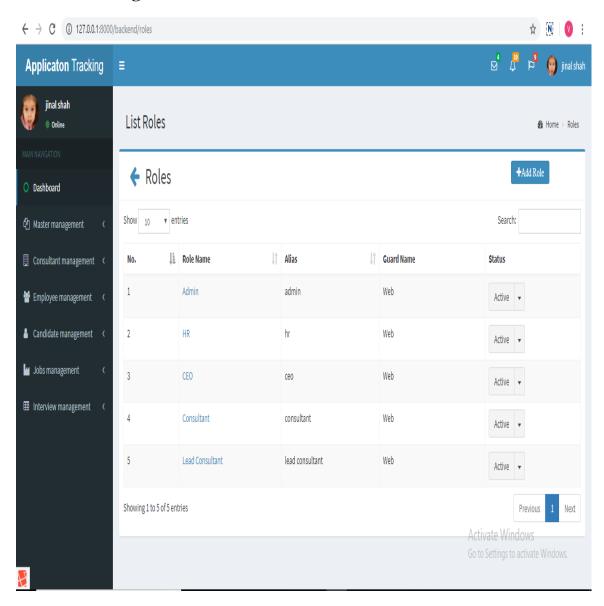


This is the Role and Permission page of Admin. This include all the permissions about admin.

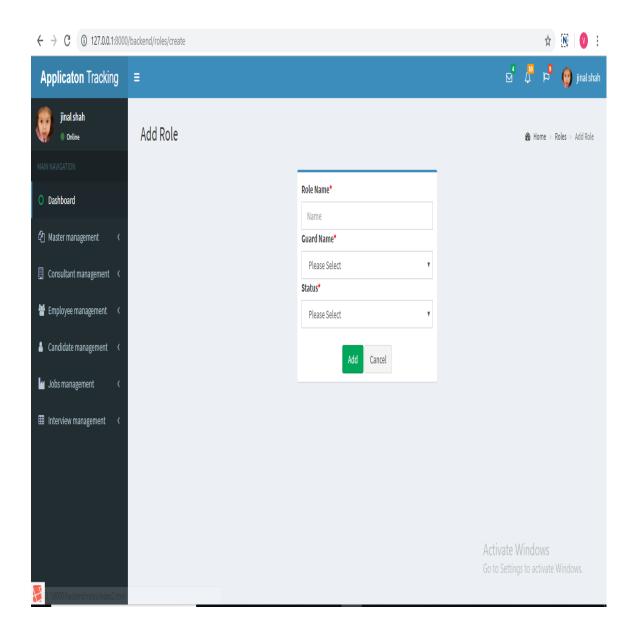


Admin can add and remove the permissions of any user from this page.

• Role Listing Window:

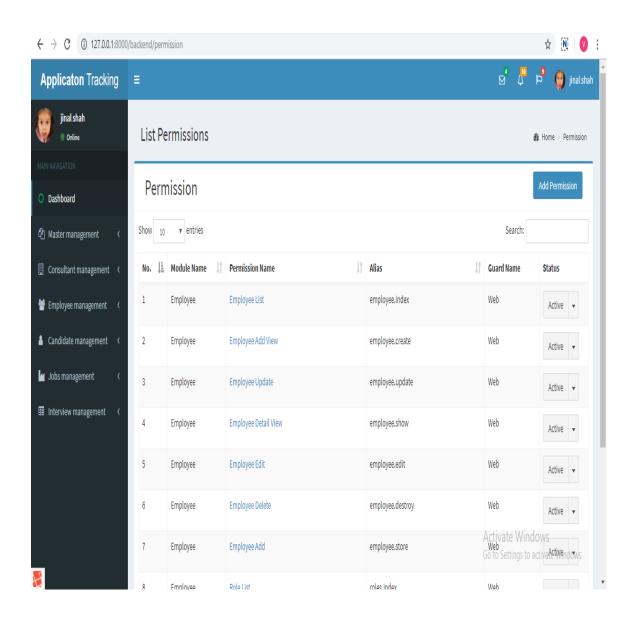


• Add Role Window:

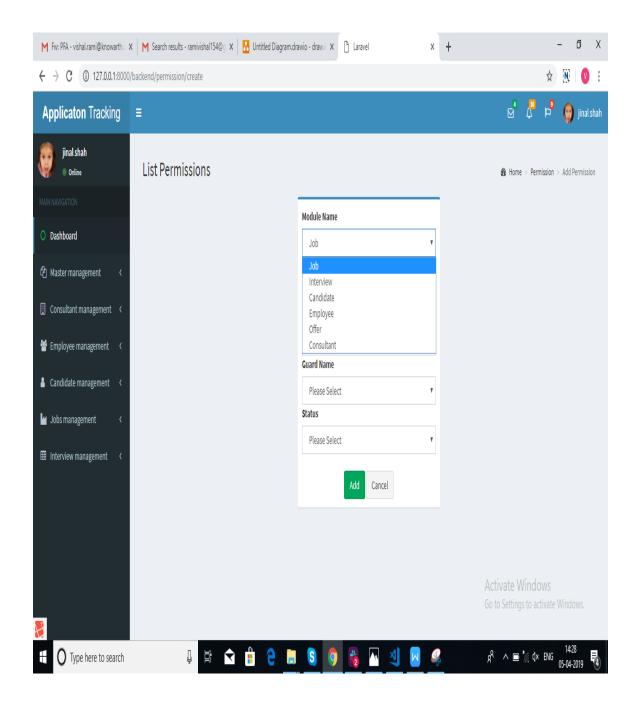


Admin can view listing of role and also Add the new role in the system.

• Permission Listing Window:

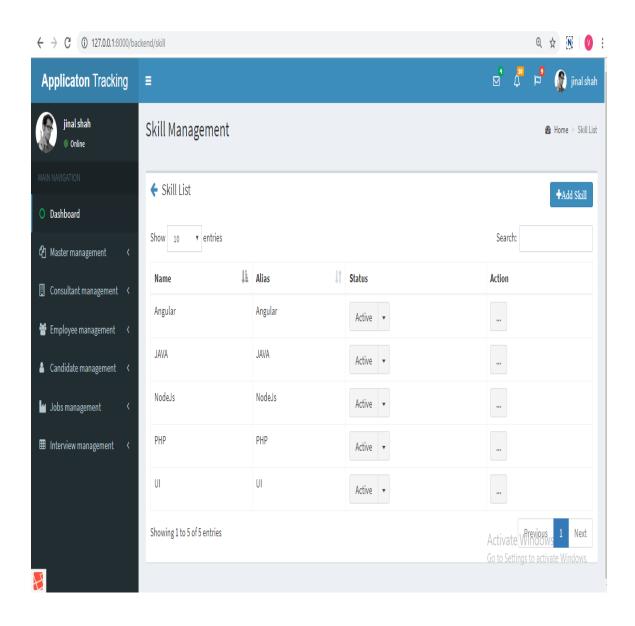


• Add Permission Window:

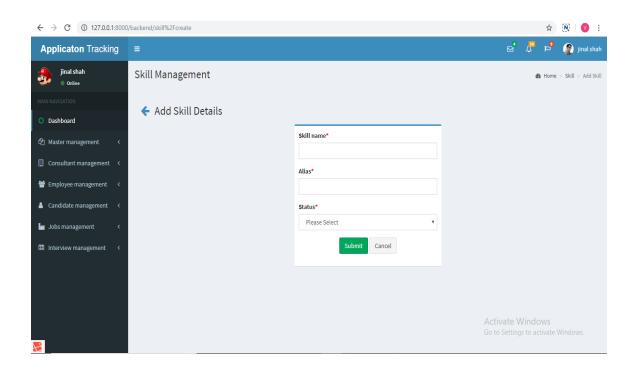


Admin can view listing of permission and also Add the new permission in the system.

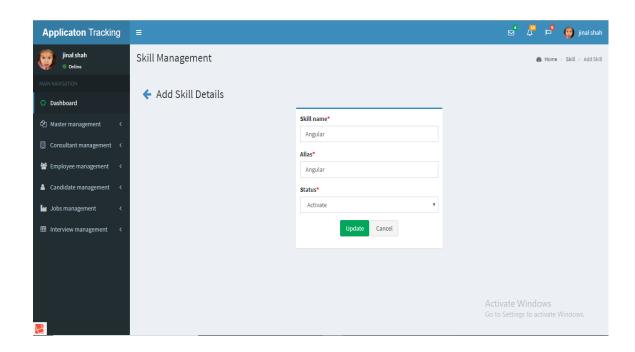
Skill Listing Window:-



Add Skill Window:-

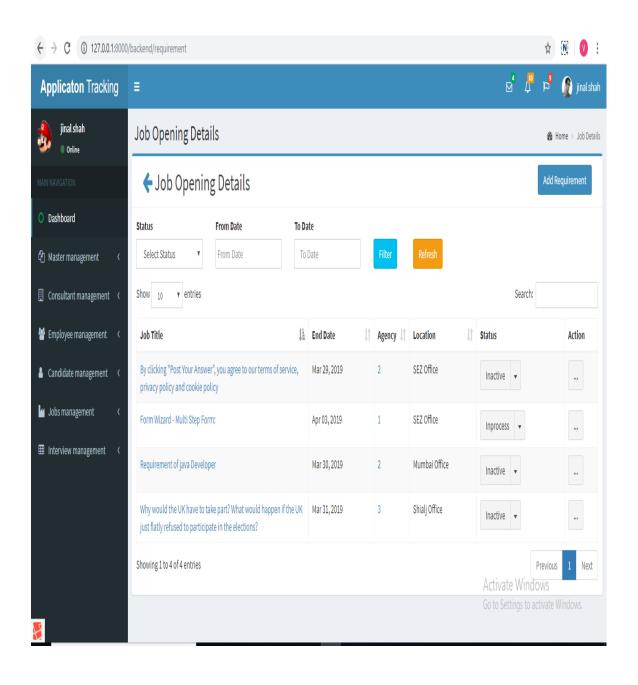


• Edit Skill Window:-

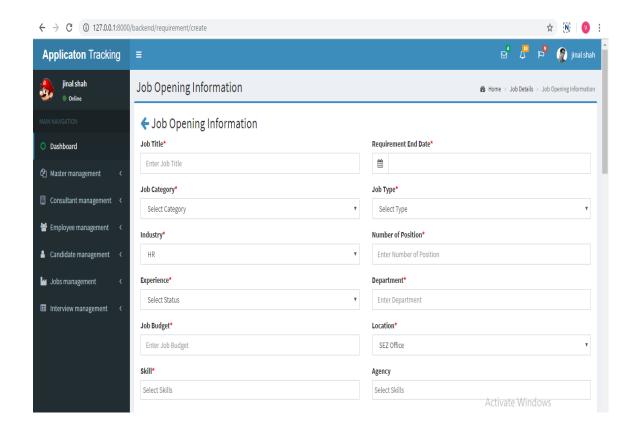


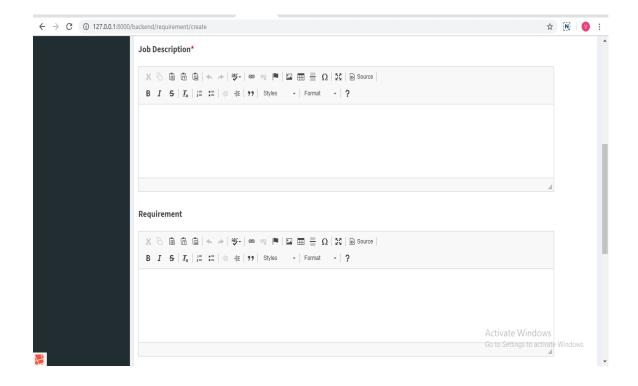
Admin can view listing of skill and also Add and Edit the skill in the system.

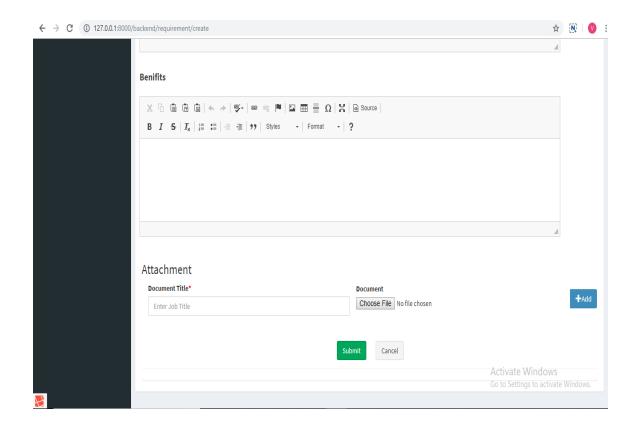
• Job Listing Window:



• Add Job Window:

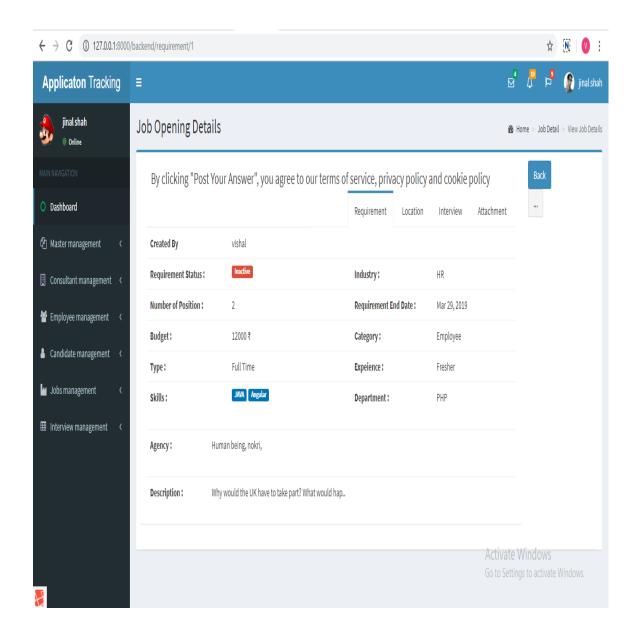


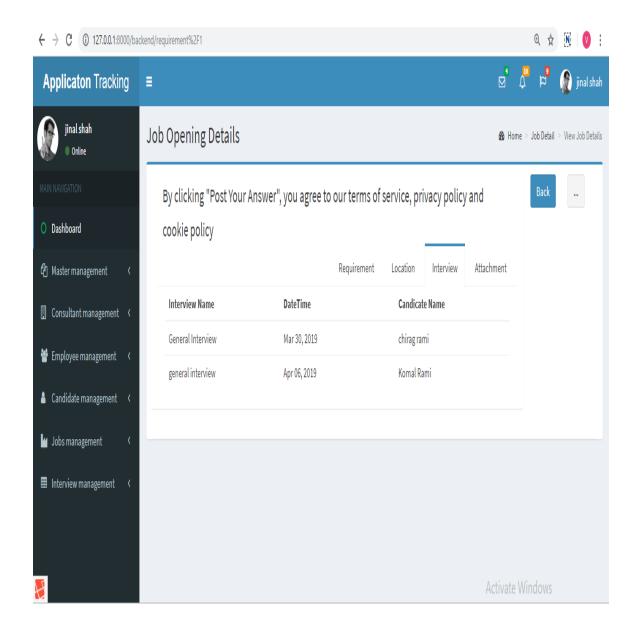




Admin can view listing of Job(Requirement) and also Add and Edit the Job(Requirement) in the system.

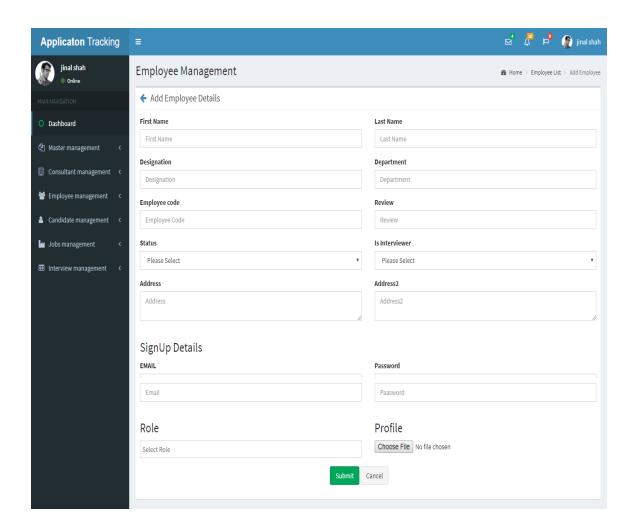
• View Job(Requirement) Window:





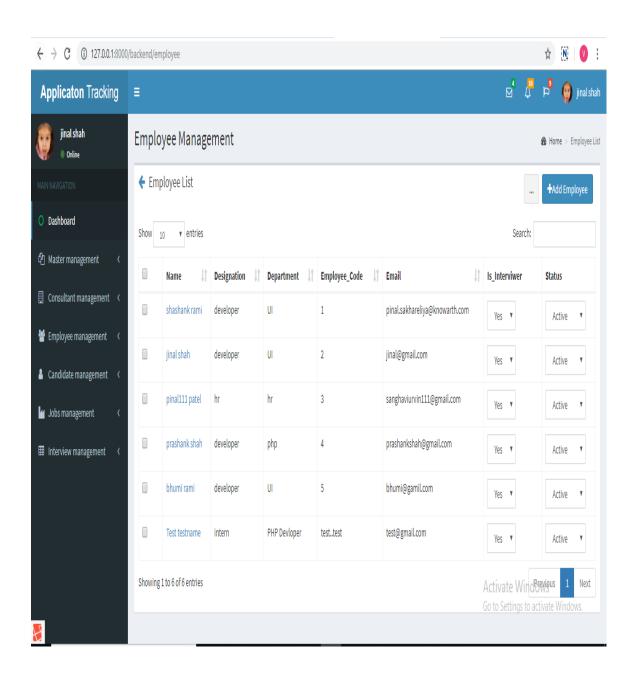
Admin can view of Job(Requirement). This page Contain all necessary information about the Job(Requirement) like:-Location, Interview List of the candidate of particular Job(Requirement).

• View Job(Requirement) Window:

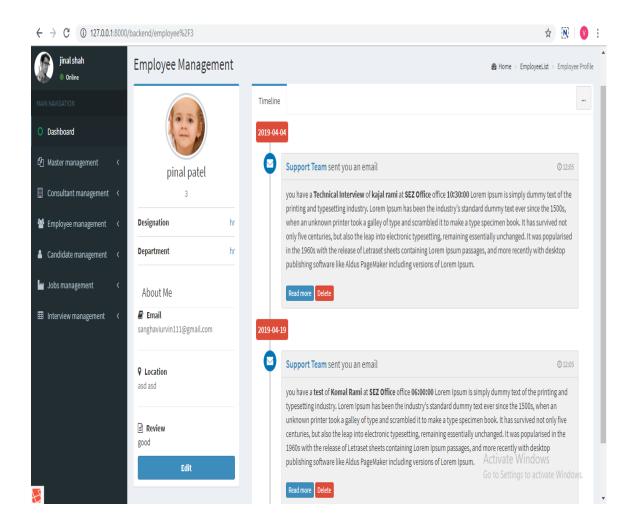


Admin can Add of Job(Requirement).

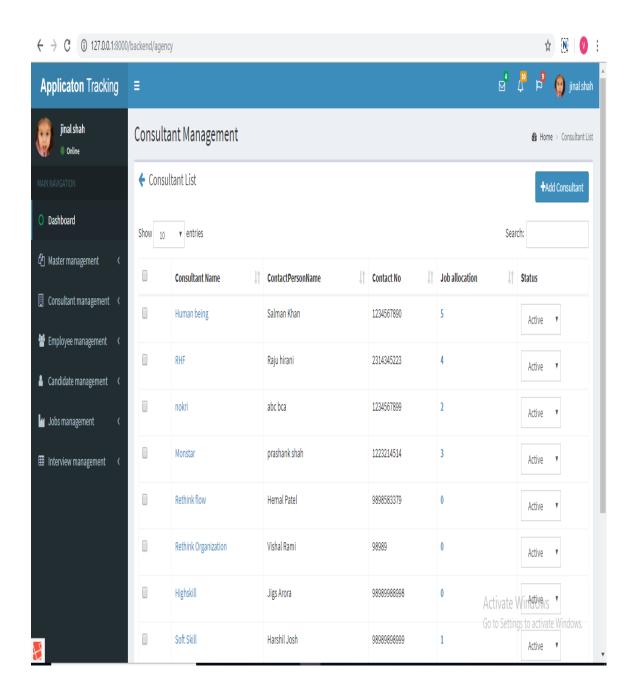
• Employee Listing Window:



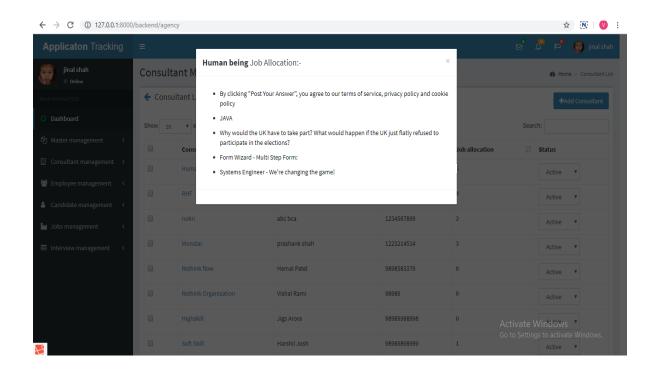
• Employee Profile Window:

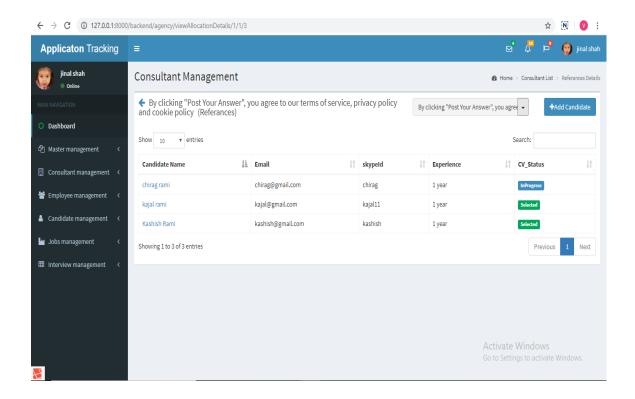


• Consultant Listing Window:



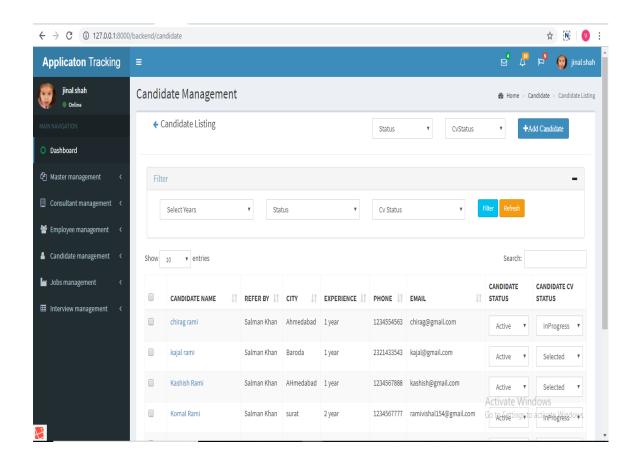
• Job Allocation Window:



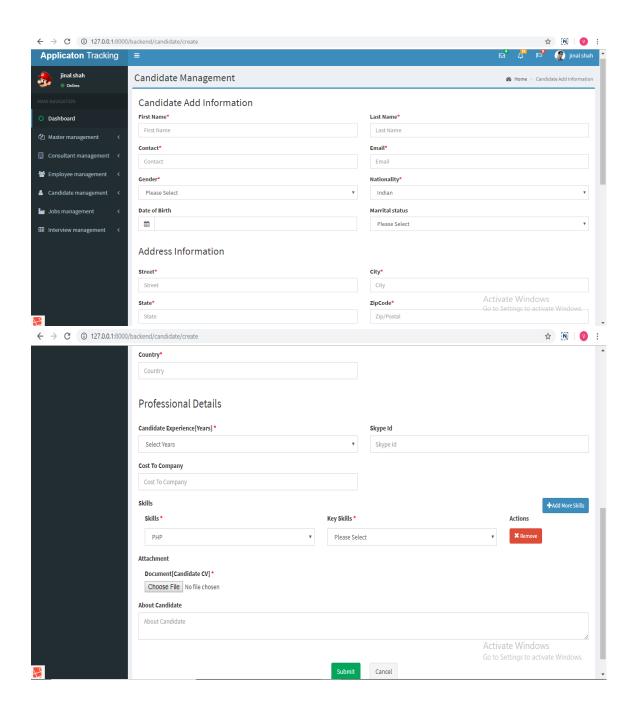


Admin can view the all the candidate refers by the consultant

• Candidate Listing Window:

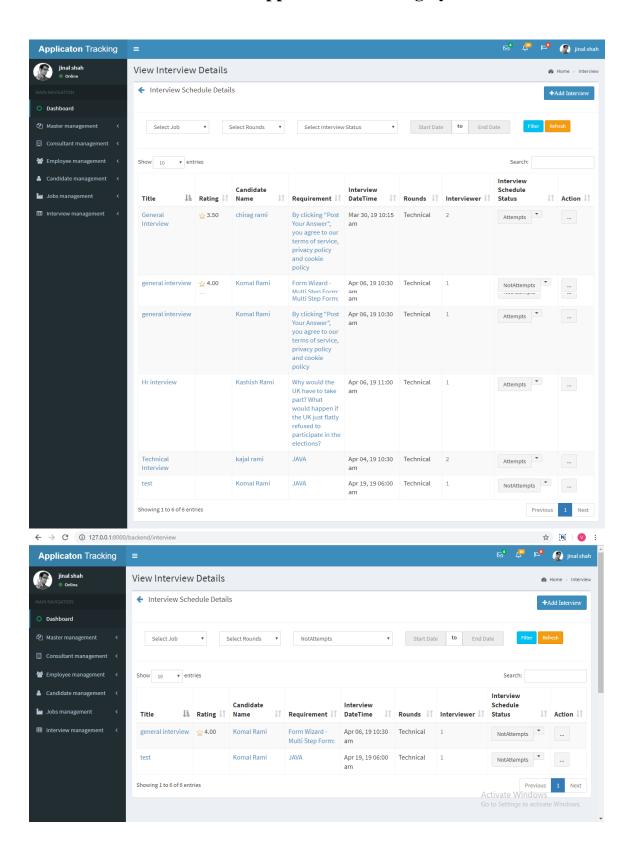


• Add Candidate Window:

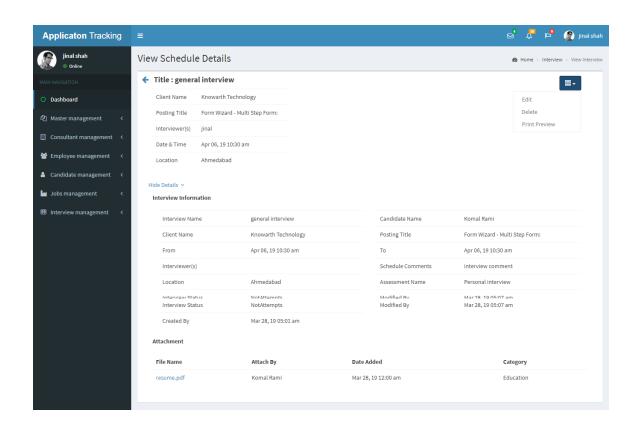


Admin can view and add the candidate in the system.

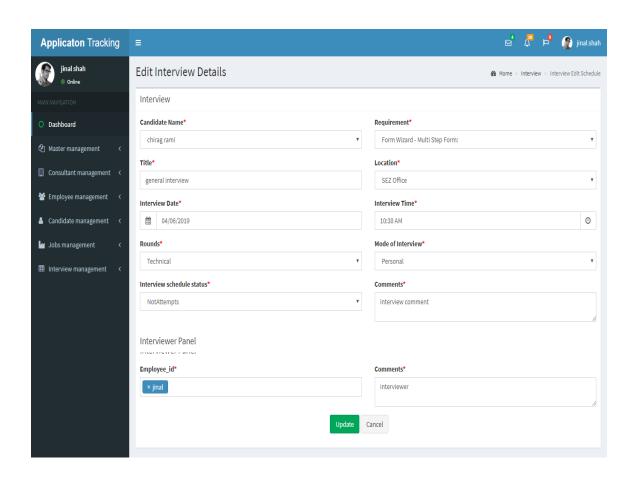
• Interview Listing Window:



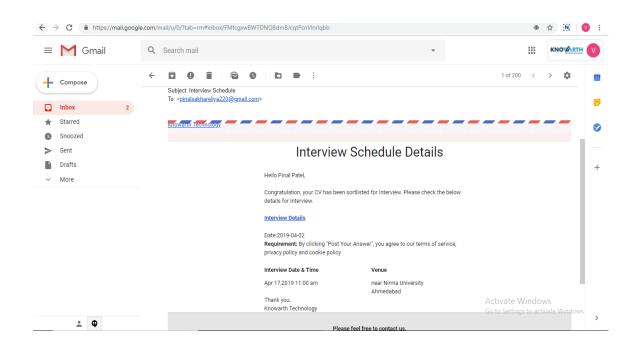
• View Interview Schedule Window:

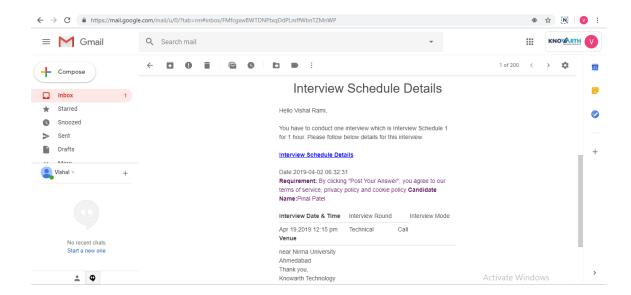


• Edit Interview Window:



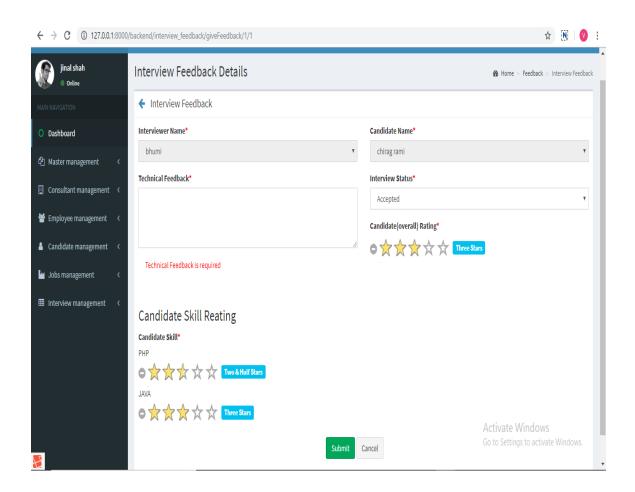
• Email sent:





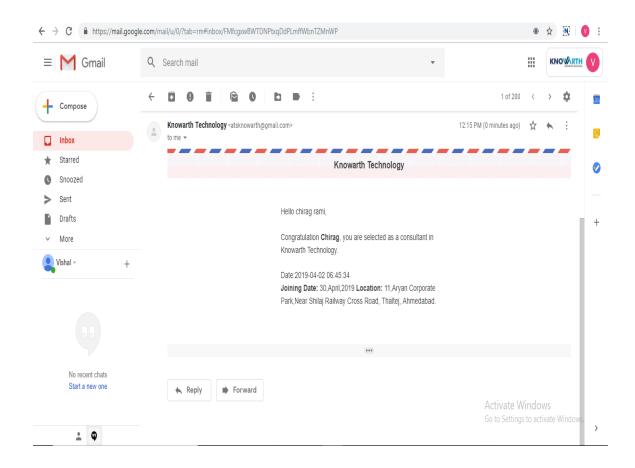
Whenever Schedule interview of any candidate the mail is sent to candidate and Interviewer.

• Add Feedback Window:



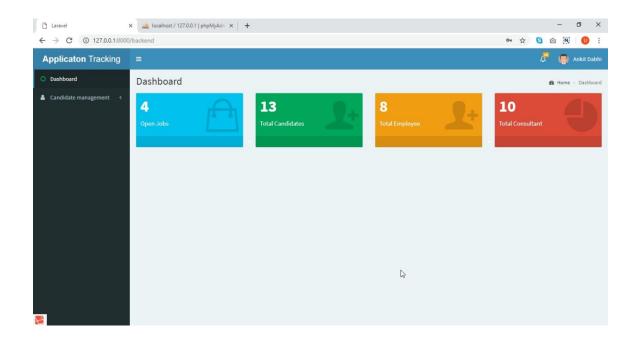
Interview give the feedback based on the interview of candidate.

Add Feedback Window:

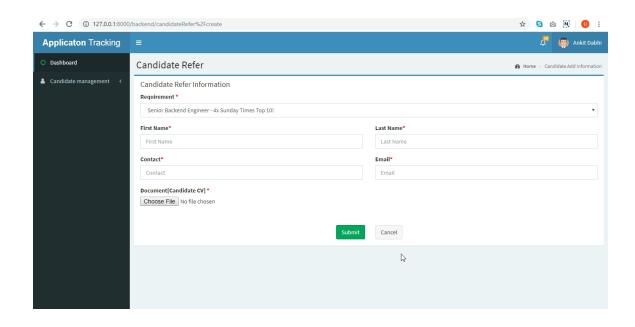


Mail sent to the selected candidate into the organization

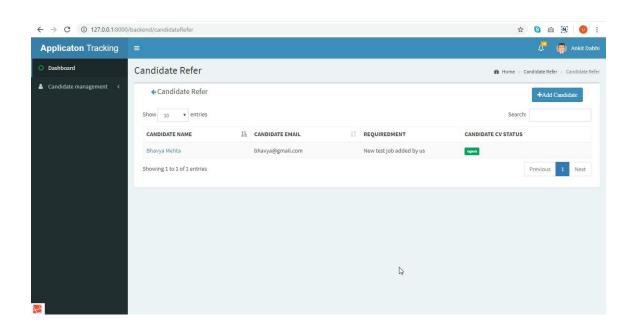
• Employee Login Dashbord



Add Candidate

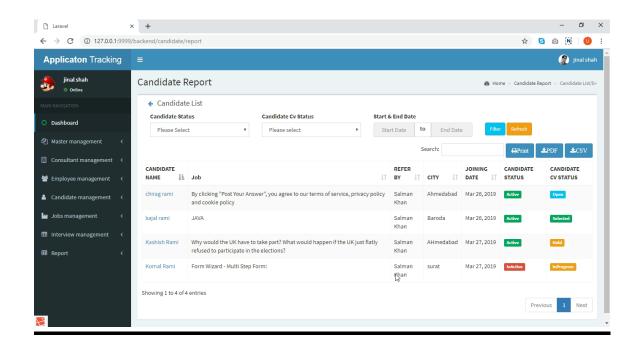


• Refers Candidate List

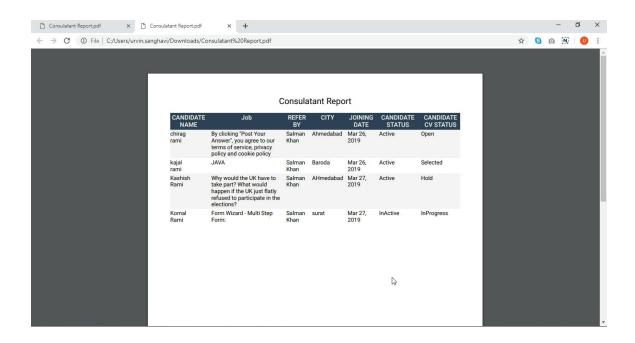


Report

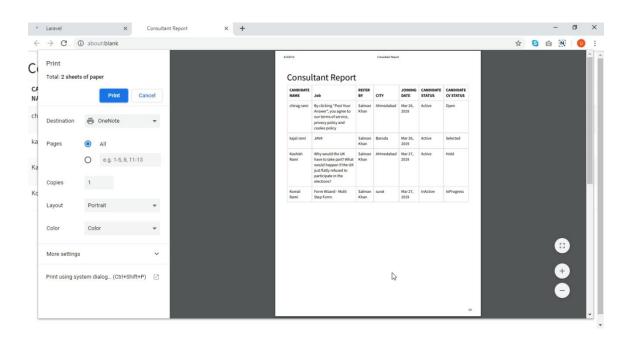
• Candidate Report



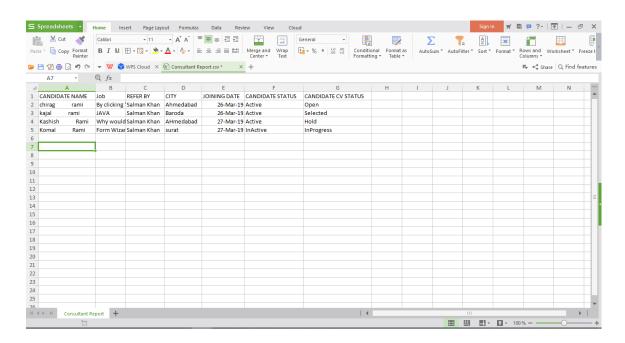
• PDF Candidate Report View



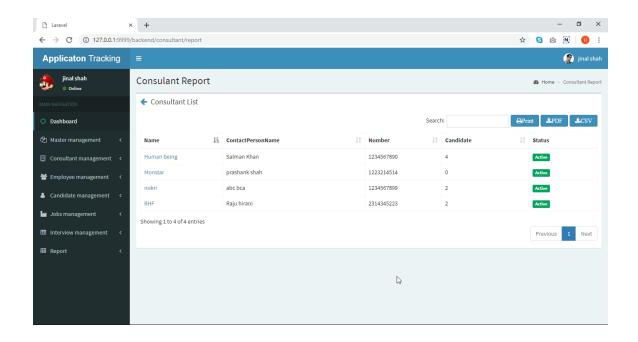
• Print Candidate Report View



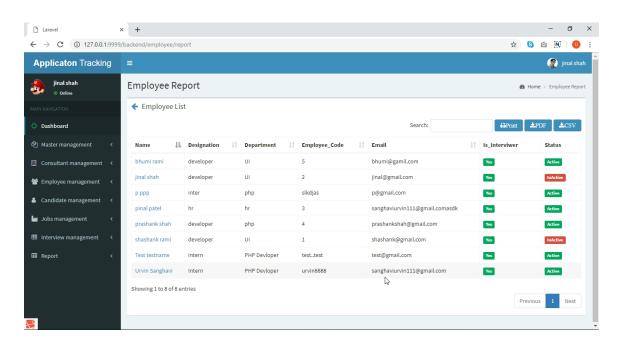
Excel Candidate Report



Consultant Report



• Employee Report



Test Cases

Sr.	Action	Expected result	Actual Result	Status
no.				
1	User registration and login	User should be given access to only those views which they are authorized	User can login and are getting access to only those Features of system which they are authorized for.	Done!
2	Interview Schedule	Admin or Recruitment team should be able to schedule interview of candidate particular date and time.	Admin or Recruitment team are able to sent mail of schedule interview to candidate and Interviewer	Done!
3	Candidate Refers	Users should be able to refers candidate of the particular requirement	Users are able to refers candidate and also see the status of other candidate CV Status.	Done!

Future Enhancement:-

- ➤ Here is a complete list of Future Enhancements that could be possible:
- > Develop a custom Mobile Application for both iOS and Android.
- > Develop the Offer Module in the system
- > Integrated the our HRMS system.
- > Integrated With the calender.
- > Refers the multiple CV in one time.
- > Use the predefined feedback template.

Reference:-

- ZOHO:
 - https://www.zoho.in/recruit/
- **■** Laravel:
 - https://laravel.com/docs/5.7
- **■** Adminite:
 - http://adminlte.io
- **■** Laracast:
 - http://www.laracast.com

THANK YOU