### **Revision / Document History**

Ver.	Date	Changed by	Modifications
1.0	18 Feb 2013	Mai Nguyen Ngoc	Updated of Use Case Document For RESUME TRACKING SYSTEM.
1.1	18-Apr-2013	Nguyen Huu Khiem	Add review comment in comments

### List of Abbreviations

BGN - Bosch Global Network

RTS - Resume Tracking System

DB - Data Base

GrM - Group Manager

GM - General Manager

DH - Department Head

PM – Project Manager

HR - Human Resource



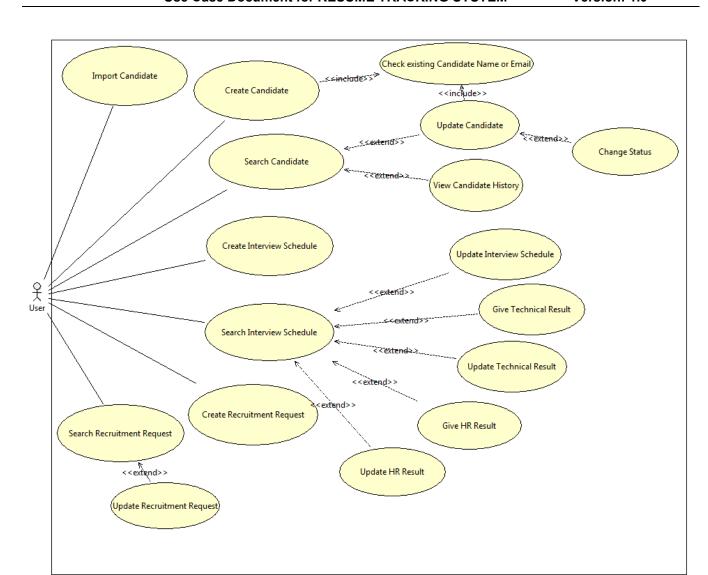
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#### INTRODUCTION

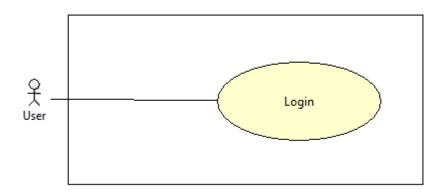
RESUME TRACKING SYSTEM is a tool that handles all recruitment processes from getting resume to give an offer letter to candidate. This tool will be implemented as Web Based Application.

# 1 Use Cases Description



### 1.1 Login



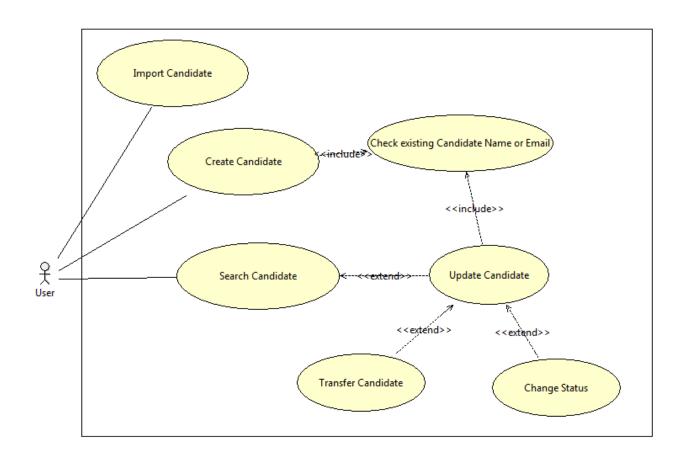


## 2.1.1 Login

•			
Actors:	All users of the application		
Description:	To gain access to the Resource Coordination Tool, users should be		
	authenticated against their NT user-id and password.		
	The technical implementation of authentication and authorization functionality of		
	the application should be in conformance with BGN rules.		
Trigger:	This tool automatically logins When user access to RTS system.		
Preconditions:	User of the application should have a valid NT user id and password.		
	The User table should have all the application users added in it. The User must		
	be set to active in the user table to use the application		
	At least one role should be assigned to the user.		
Post conditions:	User should be able to get into the application upon successful authentication.		
Normal Flow:	User enters the user name and password details in the login window and clicks OK button.		
Alternative Flows:	None		
Exceptions:	User enter incorrect User Name or Password		
	User Name not be stored in current DB		
Includes:	None		
Priority:	High		
Frequency of Use:	High		
Business Rules:	The User Name and Password entered by the user shall be validated against		
	the global directory of all Bosch employees.		
	Upon successful authentication against the global directory, the user name shall		
	be validated against the application user database to identify the user.		
	If the administrator tries to add a user who already exist in the User table. Then application should display error message "User already exists"		
Sub requirements:			
Assumptions:	User and role mappings shall be available to the application.		
Notes and Issues:	None		

# 1.3 Candidate Management





### 2.3.1 Search Candidate

Actors:	Authorized user		
Description:	Find Candidate to update or view the candidate information		
Trigger:			
Preconditions:	You must have permission to search candidate		
Post conditions:			
Normal Flow:	User click Search Candidates submenu item On search page: enter information in components below  Candidate Name Apply for Request Email Contact Number Years of Experience From Years of Experience To Skill Click Search button List of Candidates appears on the screen. There are View Candidate History Icon (In), Add Interview Schedule Icon (In), Candidate Name link on one row. Click on View Candidate History Icon to view interview history of the candidate		
	<ul> <li>Click on Add Interview Schedule Icon to create an interview for the new candidate</li> <li>Click on Candidate Name link to update/view the candidate information</li> </ul>		
Alternative Flows:	•		
Exceptions:	User don't have permission to search candidate		
	<ul> <li>A message be shown: "You don't have permission to access this</li> </ul>		

	resource"			
Includes:	Login use case			
Priority:	High			
Frequency of Use:	Medium			
Business Rules:	<ul> <li>User can access this page if have permission to search candidate</li> <li>User don't have permission to search candidate         <ul> <li>Cannot access this page</li> <li>A message be shown: "You don't have permission to access this resource"</li> </ul> </li> </ul>			
Sub requirements:	•			
Assumptions:	• None			
Notes and Issues:	Candidate search layout			

### 2.3.2 Input Candidate Information

Actors:	Authorized users		
Description:	Input candidate information into RTS system		
Trigger:	<ul><li>When user click on Create Candidate menu item</li><li>None</li></ul>		
Preconditions:			
Post conditions:	Candidate information will be saved to database		
Normal Flow:	User click on Create Candidate submenu item		
	User fill required information		
	User choose CVs of candidate to be uploaded		
	User click Save button		
Altamatica Flanca	System redirect user to candidate search page		
Alternative Flows:	<ul> <li>User press Back button</li> <li>System redirect user to previous page</li> </ul>		
Exceptions:	Don't have permission to add candidate		
	o Can't access to this page		
	Required fields not be filled		
	<ul> <li>System will inform user to enter required fields if needed</li> </ul>		
	<ul> <li>Nothing saved to database</li> </ul>		
	Cannot save CV because of network/ system problem		
	<ul> <li>System will inform user that save CV fail</li> </ul>		
	<ul> <li>Nothing saved to database</li> </ul>		
Includes:	Login use case		
Priority:	High		
Frequency of Use:	High		
Business Rules:	User can create a new candidate when they have permission to create candidate		
	User don't have permission to create candidate		
	<ul> <li>Cannot access this page</li> </ul>		
	<ul> <li>A message be shown: "You don't have permission to access this</li> </ul>		
	resource"		
	<ul> <li>Candidate status will be automatically manage by system but can be changed(ir some cases by user)</li> </ul>		
	RTS system automatically inform user if there are existing Candidate Names or Emails in current database.		
Sub requirements:	Linais in current uatabase.		
Assumptions:	None		
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### 2.3.3 Import Candidates information from excel

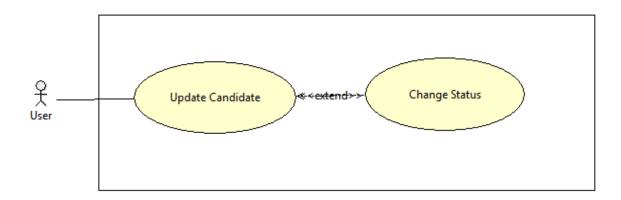
Actors:	Authorized user	
Description:	Import past data into the system	
Trigger:	When user click import menu item	
Preconditions:	User have permission to import Candidate	
	Import file must be " *.xls"	
Post conditions:	Candidate information persisted into database	
Normal Flow:	User click import menu item	
	User choose file to upload	
	User upload excel file	
	A list of information read from excel file is shown	
	User choose specific Org Unit and recruitment request which candidate	
	chosen/applied for	
	User click Save button	
	System redirect user to Candidate List page	
Alternative Flavor	Success message is shown	
Alternative Flows:	• None	
Exceptions:	Don't have permission to import candidate	
	<ul> <li>Can't access this page</li> </ul>	
	Import file incorrect format	
	<ul> <li>Nothing be imported to system</li> </ul>	
Includes:	Login use case	
Priority:	High	
Frequency of Use:	High	
Business Rules:	User can import candidates when they have permission to import candidates	
	User don't have permission to import candidate	
	<ul> <li>Cannot access this page</li> </ul>	
	<ul> <li>A message be shown: "You don't have permission to access this</li> </ul>	
	resource"	
	•	
Sub requirements:		
Assumptions:	None	
Notes and Issues:	None	

### 2.3.4 Update Candidate Information

Actors:	•	Authorized user	
Description:	•	Update or View information of candidate	
Trigger:			
Preconditions:	•	A Candidate must be existed in RTS database.	
Post conditions:	•	If User change Candidate's Recruitment request then the Candidate status will be change to "NEW"	
Normal Flow:   User click Search Candidates submenu item		User click Search Candidates submenu item	
	•	A screen for list of Candidates appears on the screen	
		Click on Candidate Name link. The Candidate Update page appears with all	
		Candidate information has been filled	
		Fill some information if needed	

	Click Ok button. If You just have permission to view candidate, You can't change candidate information.(all components on this page will be disable)
Alternative Flows:	When User click on Back button in the Candidate Update page, the RTS will navigate previous page
	When User click on Change Status button in this page, a popup screen appear and allow user to change Candidate status
Exceptions:	Don't have permission to update candidate
	<ul> <li>Nothing be changed( just can view candidate information)</li> <li>Don't have permission to view candidate</li> </ul>
	<ul> <li>Can't see candidate information on Update Candidate page</li> </ul>
	<ul> <li>A message be shown: "You don't have permission to access this</li> </ul>
	resource"
Includes:	Login use case
Priority:	High
Frequency of Use:	Medium
Business Rules:	<ul> <li>User can update candidate when they have permission to update candidate</li> <li>User only have permission to view candidate, then just can view(cannot change anything)</li> </ul>
	User don't have permission to update or view candidate
	<ul> <li>Cannot access this page</li> </ul>
	<ul> <li>A message be shown: "You don't have permission to access this resource"</li> </ul>
	Candidate status will be automatically manage by system but can be changed(in some cases by user)
	<ul> <li>RTS system automatically inform user if there are existing Candidate Names or Emails in current database.</li> </ul>
Sub requirements:	
	•
Assumptions:  Notes and Issues:	<ul> <li>None</li> <li>Candidate detail layout; Candidate State Flow</li> </ul>

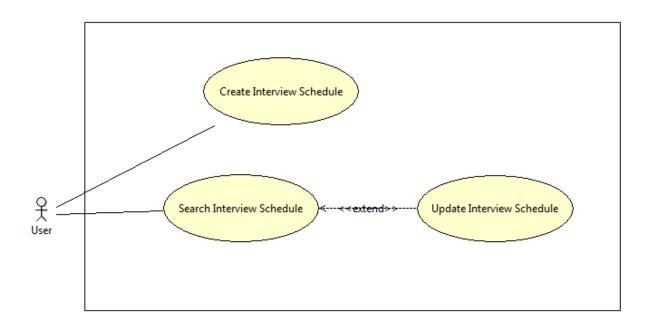
### 2.3.5 Change Candidate Status



Actors:	Authorized User.
Description:	To change status of candidate to another status (On hold, Offered, Offer Accepted, Offer Refused, Selected,).
Trigger:	<ul> <li>On the Update Candidate page</li> <li>Select status that user want to change and fill description. Then click OK button.</li> </ul>
Preconditions:	None
Post conditions:	<ul> <li>If candidate status is changed to "Offer Accepted" -&gt; the number of fulfilled Candidate of Recruitment Request increase by one.</li> <li>If candidate status is changed from "Offer Accepted" -&gt; the number of fulfilled Candidate of Recruitment Request decrease by one.</li> <li>A change will be persisted into database.</li> </ul>
Normal Flow:	<ul> <li>On the Candidate Update page, User press Change Candidate Status button</li> <li>The popup dialog will show and user will choose status to change</li> <li>User press Save button</li> <li>Dialog close and Candidate Status is changed</li> <li>Success message is shown</li> </ul>
Alternative Flows:	User close operation, popup dialog closed, nothing happened
Exceptions:	None
Includes:	Login use case
Priority:	High
Frequency of Use:	High
Business Rules:	User can change candidate status if they have permission to change candidate status, otherwise this button will invisible
Sub requirements:	
Assumptions:	None
Notes and Issues:	None

### 1.4 Interview Management





### 2.4.1 Search Interview Schedule

Actors:	Authorized user			
Description:	Find Interview Schedule to update/view the Interview Schedule information, or			
	give Technical result, or give HR result			
Trigger:				
Preconditions:	You must have permission to search interview schedule			
Post conditions:	•			
Normal Flow:	User click Search Interview Schedules submenu item			
	On search page: enter information in components below			
	Candidate Name			
	<ul><li>Recruitment Request</li><li>Interview From date</li></ul>			
	Interview To date			
	Technical status			
	<ul> <li>HR status</li> </ul>			
	Click Search button			
	List of Interview Schedule appear on the screen. You can view or update			
	information of the of Interview Schedule, or give Technical result, or give HR			
	result			
Alternative Flows:	•			
Exceptions:				
Includes:	Login use case			
Priority:	High			
Frequency of Use:	Medium			
Business Rules:	User can search Interview schedule if they have permission			
	User don't have permission to search interview schedule			
	<ul> <li>Cannot access this page</li> </ul>			
	A message be shown: "You don't have permission to access this			
	resource"			
Sub requirements:	• Tesource			
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Assumptions:	•	None
Notes and Issues:	•	Interview search layout

#### 2.4.2 Schedule an Interview

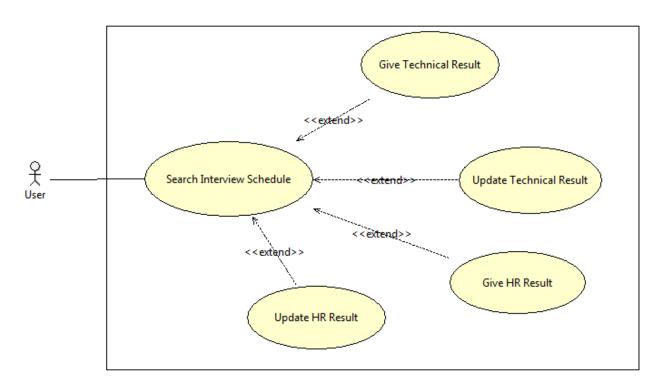
Actors:	Authorized user		
Description:	To schedule for an interview		
Trigger:	When user click Create Interview Schedule submenu item		
Preconditions:	Candidates existed and Candidate status must be is "NEW, "TECHNICAL FAIL", "HR PASS", "HR FAIL", "ON HOLD", SELECTED, OFFERED, "OFFER ACCEPTED", "OFFER REFUSED", "JOINED".		
Post conditions:	One interview schedule created		
Normal Flow:	<ul> <li>User click Create Interview Schedule submenu item</li> <li>User choose candidate to interview</li> <li>User choose technical time to interview</li> <li>User choose interviewers</li> </ul>		
	User fill some more information if needed		
	<ul><li>User press Save button</li><li>System redirect user to Interview Schedule Search page</li></ul>		
Alternative Flows:	None		
Exceptions:	None		
Includes:	Login use case		
Priority:	High		
Frequency of Use:	High		
Business Rules:	<ul> <li>User can schedule an interview for all candidates if he/she has permission</li> <li>User don't have permission to create interview schedule         <ul> <li>Cannot access this page</li> <li>A message be shown: "You don't have permission to access this resource"</li> </ul> </li> <li>Can't schedule an interview for candidate if this candidate status is SCHEDULED"</li> <li>System automatically send an email to interviewers after Interview Schedule created</li> </ul>		
Sub requirements:			
Assumptions:	None		
Notes and Issues:	Interview detail layout ; <u>Technical/HR Interview status flow</u>		

### 2.4.2 Update Interview Schedule

Actors:	Authorized User
Description:	Update some information of schedule of candidate
Trigger:	
Preconditions:	An Interview schedule record must be existed in the database.
Post conditions:	
Normal Flow:	User clicks on Search Interview Schedule submenu item.
	A screen for list of Interview Schedule appears on the screen.
	Click on Candidate name link. The Interview Schedule Update page appears

with all information has been filled.
Click on the Save button, data can be successfully saved to the database.
•
Don't have permission to update interview schedule
<ul> <li>Nothing be changed( just can view interview schedule)</li> </ul>
Don't have permission to view interview schedule
<ul> <li>Can't see interview schedule information on this page</li> </ul>
<ul> <li>A message be shown: "You don't have permission to access this</li> </ul>
resource"
Login use case
High
Medium
User can update schedule interview if he/she has permission
System automatically send an email to owner if Technical Interview status change to "Declined" or "Canceled"
Interviewer list updated, System send an Email to interviewers
System automatically update Technical/HR interview status after Give
Technical/HR result, but can change by user(in some cases)
After Give Technical result, only HR can edit this interview schedule, and only
change hr interview information.(All technical information in this Interview
schedule will be disable)
After give hr result, the interview schedule can't edit anymore
•
None
Interview detail layout ; <u>Technical/HR Interview status flow</u>

### 1.5 Feedback Management





# 2.5.1 Input Technical Interview Result

Actors:	Authorized User
Description:	To input Technical interview result
Trigger:	When user click on Give Technical Interview Feedback icon from Interview Schedule search page
Preconditions:	• None
Post conditions:	• None
Normal Flow:	<ul> <li>User click Give Technical Interview Feedback icon on Interview Schedule search page</li> <li>Technical Interview Feedback page will be appeared then input Technical Interview Result</li> <li>There are Accept/Reject/Cancel button. Click on Accept button, technical interview result save into database and setting technical result status is accept. Click on Reject button, technical interview result save into database and setting technical result status is reject. Click on Cancel button, do nothing and return interview schedule list page.</li> </ul>
Alternative Flows:	None
Exceptions:	<ul> <li>If User don't have Give technical result, User cannot see "Give Technical Interview Feedback" Icon on Interview search page</li> <li>Required fields not be filled         <ul> <li>Nothing saved in database</li> </ul> </li> </ul>
Includes:	None
Priority:	High
Frequency of Use:	High
Business Rules:	Authorized User / General Manager / Department Header of this department / Interviewer who chosen to do the interview can input Technical Interview Result
Sub requirements:	
Assumptions:	• None
Notes and Issues:	• None

**Use Case Document for RESUME TRACKING SYSTEM** 

### 2.5.2 Update Technical Interview Result

Actors:	Authorized User
Description:	To update information technical interview result
Trigger:	When user click Edit Technical Interview Feedback icon on Interview Schedule Search page
Preconditions:	None
Post conditions:	None
Normal Flow:	<ul> <li>User click Edit Technical Interview Feedback icon on Interview Schedule Search page</li> <li>Technical Interview Schedule Edit page appeared with filled information of Technical Interview Result. Update some information</li> <li>There are Accept/Reject/Cancel button. Click on Accept button, technical interview result update into database and setting technical result status is accept. Click on Reject button, technical interview result update into database and setting technical result status is reject. Click on Cancel button, do nothing and return interview schedule list page.</li> </ul>
Alternative Flows:	•

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Exceptions:	<ul> <li>Don't have permission to update Technical Interview Schedule result         <ul> <li>Nothing be changed(just can view Technical interview schedule)</li> </ul> </li> <li>Don't have permission to view Technical Interview Schedule result         <ul> <li>Can't see technical interview schedule result information this page</li> <li>A message be shown: "You don't have permission to access this resource"</li> </ul> </li> </ul>	
Includes:	• None	
Priority:	• High	
Frequency of Use:	High	
Business Rules:	<ul> <li>Authorized User / General Manager / Department Header of this department / Interviewer who chosen to do the interview can update Technical Interview Result</li> <li>If user only has permission view technical interview result, then just view technical interview result(cannot change anything)</li> </ul>	
Sub requirements:	, , , , , , , , , , , , , , , , , , , ,	
Assumptions:	• None	
Notes and Issues:	• None	

## 2.5.3 Input HR Interview Result

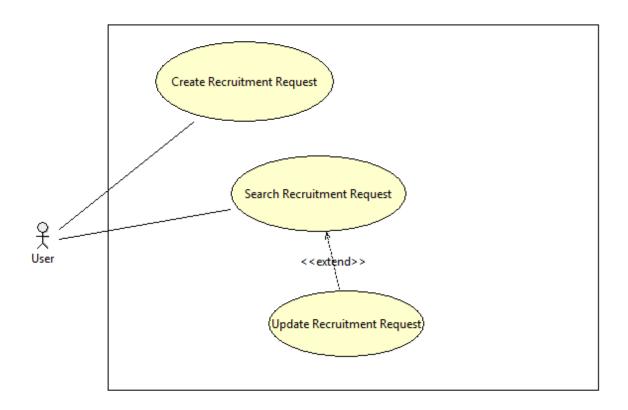
Actors:	Authorized User
Description:	To input hr interview result
Trigger:	When User click Give HR Interview Feedback icon on Interview Schedule Search page
Preconditions:	•
Post conditions:	• None
Normal Flow:	<ul> <li>User click Give HR Interview Feedback icon on Interview Schedule Search page</li> <li>HR Interview Feedback page will be appeared then input HR Interview Result</li> <li>There are Accept/Reject/On Hold/Cancel button. Click on Accept button, hr interview result save into database and setting hr result status is accept. Click on Reject button, hr interview result save into database and setting hr result status is reject. Click on On Hold button, hr interview result save into database and setting hr result status is on hold. Click on Cancel button, do nothing and return interview schedule list page.</li> </ul>
Alternative Flows:	• None
Exceptions:	<ul> <li>Required fields not be filled</li> <li>Nothing to be updated in database</li> </ul>
Includes:	None
Priority:	High
Frequency of Use:	High
Business Rules:	<ul> <li>Authorized User / HR will have permission to input HR Interview Result</li> <li>One of condition to give HR Interview result is candidate must past technical round</li> </ul>
Sub requirements:	
Assumptions:	• None
Notes and Issues:	• None

### 2.5.4 Update HR Interview Result

Actors:	Authorized User	
Description:	Update some information of hr interview result	
Trigger:	When User click Edit HR Interview Feedback icon on Interview Schedule Search page	
Preconditions:	•	
Post conditions:		
Normal Flow:	<ul> <li>The Actor clicks Edit HR Interview Feedback icon on Interview Schedule Search page</li> <li>HR Interview Schedule Edit page appeared with filled information of HR Interview Result</li> <li>Update some information</li> <li>There are Accept/Reject/On Hold/Cancel button. Click on Accept button, hr interview result update into database and setting hr result status is accept. Click on Reject button, hr interview result update into database and setting hr result status is reject. Click on On Hold button, hr interview result update into database and setting hr result status is on hold. Click on Cancel button, do nothing and return interview schedule list page.</li> </ul>	
Alternative Flows:	•	
Exceptions:	Don't have permission to update HR Interview Schedule	
	<ul> <li>Nothing be changed( just can view HR interview schedule)</li> <li>Don't have permission to view HR Interview Schedule</li> </ul>	
	<ul> <li>Can't see hr interview schedule information on this page</li> </ul>	
	A message be shown: "You don't have permission to access this resource"	
Includes:	• None	
Priority:	High	
Frequency of Use:	High	
Business Rules:	Authorized User / HR will have permission to update HR Interview Result If user only has permission view hr interview result, then just view hr interview result(cannot change anything)	
Sub requirements:		
Assumptions:	• None	
Notes and Issues:	• None	

#### **Recruitment Request Management** 2.6





### 2.6.1 Search Recruitment Request

Actors:	GrM, DH, PM		
Description:	Find recruitment request to update/view recruitment request information		
Trigger:	When user click Search Recruitment Request menu item from Recruitment		
	Management menu		
Preconditions:	• None		
Post conditions:	•		
Normal Flow:	On search page: enter information in components below		
	Org Unit		
	<ul> <li>Recruitment Request Name</li> </ul>		
	<ul> <li>Status</li> </ul>		
	<ul><li>Expected Date</li></ul>		
	<ul><li>Valid Date</li></ul>		
	Click Search button		
	List of Recruitment Request appear on the screen. You can view or update		
	information of the of Recruitment Request		
Alternative Flows:	None		
Exceptions:			
Includes:	Login use case		
Priority:	High		
Frequency of Use:	High		
Business Rules:	User can search recruitment request if they have permission to search		
	recruitment request		
	Don't have permission to search recruitment request		
	Can't see recruitment request information on this page		
	<ul> <li>A message be shown: "You don't have permission to access this</li> </ul>		
	resource"		
	System automatically update status is closed after valid date. That mean		
	recruitment request cannot edit anymore after valid date		

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Sub requirements:		
Assumptions:	•	None
Notes and Issues:	•	Recruitment Request search layout

### 2.6.2 Create Recruitment Request

Actors:	GrM, DH, PM
Description:	Allow user to create new recruitment request
Trigger:	When user click Create Recruitment Request menu item from Recruitment
	Management menu
Preconditions:	None
Post conditions:	•
Normal Flow:	User click Create Recruitment Request menu item
	User fill required information and additional information if needed
	User click Save button. The Recruitment Request will be saved into database
	System redirect user to Recruitment Request Search page
Alternative Flows:	None
Exceptions:	Required fields not be filled
	<ul> <li>The system will inform user to input required fields</li> </ul>
	<ul> <li>Nothing be saved to database</li> </ul>
Includes:	Login use case
Priority:	High
Frequency of Use:	High
Business Rules:	User can create recruitment request if he/she has permission
	Don't have permission to create recruitment request
	<ul> <li>Can't see recruitment request information on this page</li> </ul>
	<ul> <li>A message be shown: "You don't have permission to access this</li> </ul>
	resource"
Sub requirements:	
Assumptions:	None
Notes and Issues:	Recruitment Request detail layout

### 2.6.3 Update Recruitment Request

Actors:	GrM, DH, PM
Description:	Allow user to update/view recruitment request information
Trigger:	User click Edit link corresponded to recruitment request he/she want to edit
Preconditions:	User is the one who create the recruitment request he/she want to edit
Post conditions:	New information updated
Normal Flow:	User click on the Search Recruitment Request in the Menu item
	A screen for list of the Recruitment Requests appears on the screen.
	Click on Edit icon, the Recruitment Request Update page appears with all recruitment request information has been filled.
	Click on the Save button, data can be successfully saved to the database
Alternative Flows:	None
Exceptions:	<ul> <li>Edit link will be disable when user is not the one who create it</li> <li>Don't have permission to update recruitment request</li> </ul>
	<ul> <li>Nothing be changed( just can view)</li> </ul>

	Don't have permission to view recruitment request
	<ul> <li>Can't see recruitment request information on this page</li> </ul>
	<ul> <li>A message be shown: "You don't have permission to access this</li> </ul>
	resource"
Includes:	Login use case
Priority:	High
Frequency of Use:	High
Business Rules:	If user has permission to update recruitment request, then user can update recruitment request information
	If user has only to view recruitment request, then User can view recruitment request information(cannot update)
Sub requirements:	
Assumptions:	• None
Notes and Issues:	Recruitment Request detail layout