

# Group 3

**Topic** – Company Recruitment System

**Submitted by**

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<https://github.com/rahatwads/University-course-registration-system>

**Mission Statement**

By centralizing and managing all the data pertaining to job postings, candidates, interview schedules, and hiring decisions, the Company Recruitment System Database seeks to expedite the hiring process. This will guarantee the organization's talent acquisition strategy runs smoothly, effectively, and methodically.

**Database Objectives**

1. Job Posting Management  
Maintain a record of all job vacancies posted by the organization, including details such as job title, department, job descriptions, required qualifications, and application deadlines.
2. Applicant Management  
Store applicant information, including personal details, qualifications, work experience, and the specific position they have applied for.
3. Application Tracking  
Monitor the progress of each application, including statuses such as "under review," "shortlisted," "interview scheduled," "rejected," and "hired."
4. Interview Scheduling  
Organize interview schedules, covering time slots, assigned interviewers, and status updates for applicants.
5. Hiring Decisions  
Track hiring outcomes, including job offers, acceptance, and rejections.
6. Communication and Notifications  
Maintain a log of communications between recruiters and applicants, including interview invitations, follow-up messages, and offer letters.

### **Key Entities for the Database Design**

#### **Company**

Stores company information (e.g., company name, departments).

#### **Job**

Stores details of job openings (e.g., job ID, title, department, description, salary range).

#### **Applicant**

Stores applicant details (e.g., applicant ID, name, contact information, resume, qualifications).

#### **Application**

Stores application data (e.g., application ID, job ID, applicant ID, status).

#### **Interview**

Stores interview information (e.g., interview ID, applicant ID, job ID, interview date/time, interviewer, status).

#### **Hiring Decision**

Stores the final decision on each application (e.g., offer ID, application ID, decision status, offer details).