

# PROJECT PROPOSAL

COMPANY REVIEW AND  
EMPLOYMENT REVIEW PLATFORM

Bilkent University | CS353 DATABASE SYSTEMS

Mehmet Mert EPSİLELİ – 21502933  
Yusuf SAMSUM – 21501651  
Muhammed Safa AŞKIN – 21502860  
Fırat YILDIZ - 21502717

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## 1.0 PROJECT DESCRIPTION

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The aim of the project is creating a company interview and employment review platform. There are many qualifications to extend the platform. There will be companies' pages which include their reviews, job announcements, photos and statistics about job offers, interview - application process reviews, overall approval rate. In addition, beside review statistics and information, there will be also average salary, company name, foundation place, trade register, number of workers, company official web-site, working areas, other branch offices, followers. Also, there will be employees' pages which include their name, location, job title, mail address, resume, cover letter, experiences, education information, reviews that made by/to person to/from company. Our aim is to provide a platform where either a company can find a new employee, or a jobseeker can find a new company.

## 2.0 DATABASE MOTIVATION <sup>[1]</sup>

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Database has decided to be used in the project in order for employees and employers to offer a safe and user-friendly environment. In this environment, company, employee or jobseeker data, their passwords, personal information should be managed and kept safely. Database offer not to reach the information easily but with password defined by developer. What's more, there are some nodes in website networks such as user or admin. We can easily model these relationships with database by the help of relations and entities. It helps to organize the data. Also, the speed of program and data flow is significant for both users and developers. This also offered by database. Working with database makes the system quite faster than working with sheet because database manages the data and prepare in a quicker way. Moreover, using database is also good for developer because the data become accessible for more than one developer by the help of installation of database. That means

many developers works on the project concurrently without facing any disorder.

### 3.0 PROJECT REQUIREMENTS

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#### 3.1 FUNCTIONAL REQUIREMENTS

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Functional requirements are the features that have to be included by the application.

##### 3.1.1 COMPANY REQUIREMENTS

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- Companies will have a home page.
- Companies can upload photos less than 20 MB.
- Companies can share job offers on their home pages.
- Companies will have reviews which consist of users' assessments statistics and comments (pros and cons etc.).
- There will be a company information part which includes the interview statistics and general employee satisfaction statistics.
- Companies can send requests to admins in order to delete comment(s).
- Companies' home page will include a part which includes the jobs that may be liked by a user with respect to user experiences.
- Companies can have a company motivation letter to get attention for jobseekers and employees.
- Companies' home page also includes number of offered jobs month by month.

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##### 3.1.2 JOBSEEKER REQUIREMENTS

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- Jobseekers can follow companies.

- Jobseekers will have their home pages.
- Jobseekers' page will include their past/current experiences.
- Jobseekers can upload files less than 10 MB. These files have to be in PDF or JPEG format.
- Jobseekers can make comments about the company which they worked or currently working for.
- Jobseekers can review of companies which they worked for before. They must add work position, pros and cons to review of companies. They also can add interview process and salary information optionally. They can share their reviews as anonymous.

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### 3.1.3 JOB REQUIREMENTS

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- Job offers must be done by registered companies.
- Job offers must include job description, basic qualifications, preferred qualifications and a website link to apply.

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### 3.1.4 ADMIN REQUIREMENTS

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- Admins will have a special panel in order to control the web site.
- Admins can delete users or companies.
- Admins can delete the comments of user about a company.

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### 3.1.5 PSEUDO REQUIREMENTS

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- MySQL will be used as database management system.
- Node.js will be used for back-end development.
- CSS, HTML and JavaScript will be used for front-end development.

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### 3.1.6 SYSTEM REQUIREMENTS

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- System will inform the jobseekers, if companies which are followed by users shares a post or job offer. Also, jobseekers can quit this qualification if they want to.

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### 3.1.7 AUDIENCE REQUIREMENTS

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- Audiences can see the company information and comments about companies.
- Audience can see the users' experiences.

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## 3.2 NONFUNCTIONAL REQUIREMENTS

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### 3.2.1 USER FRIENDLY INTERFACE

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Since not all users are familiar with web technologies, one of the main purposes of our website is it should be user friendly. A new coming user should sign up to website within 40 seconds.

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### 3.2.2 MAINTAINABILITY

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The object-oriented programming rules will strictly be followed during the developing process in order to make our system maintainable. Furthermore, relevant design pattern will be applied to ease development and maintainability.

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### 3.2.3 RELIABILITY

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In order to make our system more reliable the user passwords and usernames will be encrypted. Also, a simple backup system will be developed so that crashes and errors will not affect the companies' and users' data.

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### 3.2.4 PERFORMANCE

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The server will handle at least 100 users at the same time to ensure that the performance of web site is high enough for small scale community.

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## 3.3 LIMITATIONS

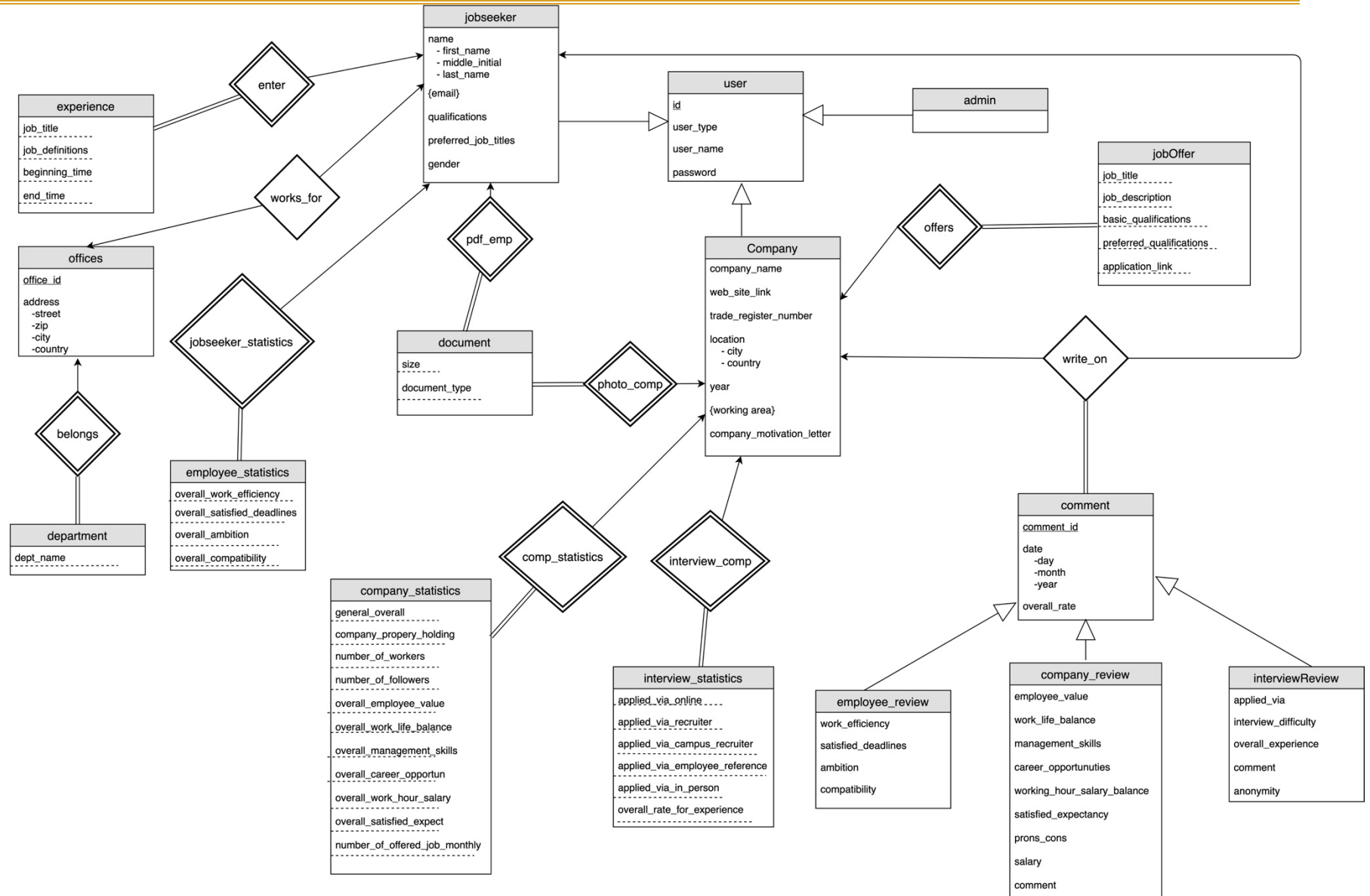
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- User password must include at least one letter, one number and have to be min 6 characters.
- User must provide his name, surname and an appropriate email to sign up the system.
- Users can not upload their documents (resume, cover letter etc.) to system if the size of document is more than 10MB.
- User cannot delete his review about the company after posting it.
- Company cannot delete a working experience after approving it.
- User cannot add nonapproved or unregistered company to system as working experience.
- Working experience require two-sided confirmation. (Both company and employer)
- Companies cannot delete a review from the company page. (Only send request for deletion)

- Users have to specify pros and cons while creating a review about a company.
- A company never has multiple accounts on system.
- Companies must provide their trade registry number, legal company name, number of employers, web site, foundation year, working areas and working locations.
- Companies cannot announce a job offer without indicating job description, basic qualifications and a valid website link.
- Admin cannot add a review about any company. (Only deletion)
- Admin cannot create a user or a company account.



## 4.0 CONCEPTUAL DESIGN



## 5.0 WEB-SITE

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This document and other documents that will be prepared for this project can be found on this website “<https://github.com/mepsileli/database>”.

## 6.0 REFERENCES

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[ 1 ] Akerman, Adir. “Why do we need database?” Quora, Feb. 23 2018,  
<https://www.quora.com/Why-do-we-need-database?ch=3&share=804eb684&srid=Zyn3x>  
[Accessed Feb. 27 2019]