**PROECT REPORT ONLINE RECRUITMENT TRACKING SYSTEM**

**CASE STUDY OF KAMPALA INTERNATIONAL UNIVERSITY**

**PREPARED BY**

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**PROJECT REPORT SUBMITTED TO THE FACULTY OF INFORMATIONAL TECHNOLOGY IN PARTIAL FULFILLMENT OF THE REQUIREMENT FOR THE AWARD OF BACHELOR OF INFORMATIONAL TECHNOLOGY**

**KAMPALA INTERNETIONAL**

**UNIVERSITY**

**JULY 2017**

# DECLARATION

I declare that this research is my own original work and has not been presented for a Degree or any academic award in any University or Institution of Learning.

……………………………………………….

……………………………

Date

# APPROVAL

“I confirm that the work presented in this report was carried out by candidate under my supervisor”.

**Date**

………………………………….. …………………………….

# ACKNOWLEDGEMENT

In the Name of Allah, the Most Gracious and the Most Merciful, I give thanks to my creator, the able and powerful Almighty Allah for his help in seeing me through my degree program. It would not have been an easy achievement if not for His love and mercy on me.

Firstly and foremost, I am grateful to Allah the Almighty for everything He has granted me, the Most Merciful who has granted me the ability and willing to start and complete this study. I do pray to His Greatness to inspire and enable me to finish this dissertation on the required time. Without his permission, for sure I cannot make it possible.

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# DEDICATION

Dedicated to my classmates for their support for all study time and finally to my parents Mr. and Mrs.Pandu Ameir

# ABSTRACT

This project is aimed at developing a web-based and central recruitment Process system for the school management. Some features of this system will be creating vacancies, storing application data, and Interview process initiation, Scheduling interviews, storing Interview results for the applicant and finally Hiring of the applicant. Reports may be required to be generated for the use of the HR group.

This project ‘Online Recruitment System’ is an online website in which jobseekers can register themselves and then attend the exam. Based on the outcome of the exam the jobseekers will be short listed. For fresher, the exam will be conducted at some venue after short listing of the preliminary Aptitude Test. The details of the examination, venue & Date of the examination will be made available to them through the website. Module in this project:

Administrator: Administrator has the full authority over the website. He can view all the registered users and have the power to delete them. He can edit the web pages and update them. He can view all the company details also.

Applicant: A jobseeker can register him. After registration, he will be directed to his homepage. Here he can update his profile, change password and see the examination details and all.

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# LIST OF ABBREVIATION

KIU - Kampala International University

ICT – Information and Communication Technology

**CHAPTER ONE**

**INTRODUCTION**

## 1.1. Background of the study

The use of the internet to attract potential employees to an organizations, and can include the use of an organizations ’s own corporate website as well as the use of commercial job boards (Parry, 2006). E-recruitment is part of e-HRM (electronic Human Resource Management) and is known as one of the most popular e-HRM applications used by organizations (Bartram, 2000; Chapman & Webster, 2003; Lee, 2005; Panayotopoulou et al, 2005).

Recruitment is important for organizations since it performs the essential function of drawing an important resource, human capital, into the organizations (Boxall & Purcell, 2003; Galanaki, 2002; Malinowski et al, 2005; Parry, 2006; Parry & Tyson, 2008; Singh & Finn, 2003). It has a strategic aim as it focuses on the need to attract high-quality people in order to gain a competitive advantage (Parry & Tyson, 2008; Malinowski et al, 2005). Recruiting people with the right abilities reinforces the organizations al goals (Boxall & Purcell, 2003).

The first references to e-recruitment go back to articles published in the 1990s (Ojala, 1997; Wilson, 1996; Fisher, 1995; Starcke, 1996; Appleton, 1995; Galanaki, 2002; Parry, 2006; Parry & Tyson, 2008). From this point, the use of e-recruitment has grown rapidly (Cappelli, 2001; Lee, 2005).

(Chapman & Webster, 2003; Parry, 2006; Parry & Tyson, 2008; Singh & Finn, 2003) Nonetheless e-recruitment is one of the most popular e-HRM technologies used, and literature shows that the majority of organizations report achieving moderate results concerning e-recruitment For example, Parry and Tyson (2008) found in their research that only less than a quarter of the organizations reported e-recruitment as successful.

In Tanzania the Public Service Recruitment Secretariat (PSRS) is a government organ with a status of independent Department established specifically to facilitate the recruitment process of employees to the Public Service. Public Service Recruitment Secretariat was established by the Public Service Act No. 8 0f 2002 as amended by Act No. 18 of 2007, section 29(1). The functions of the PSRS are broadly stipulated in Section 107 of the constitution. They include “all powers to appoint persons to hold or act in offices in the public service, including local authorities, the power to exercise disciplinary control over persons holding or acting in such offices and the power to remove such officers from office”. independent and executive state organ which does not fall under the Executive, Legislature or Judiciary. Consequently, the Commission is supported by a secretariat that is headed by a Secretary, and organized into the following department Administration, Recruitment and Selection (Cappelli, 2001; Lee, 2005).

All the above departments maintain paper-based systems in their day to day operations to meet their set mandate respectively. However, these systems have been a source of inefficiencies that is inherent in all the departments due to the manual nature of these systems. To this end, and in the awake of the reforms in government to enhance, efficiency, accountability and transparency in service delivery to the people, the Commission recommended the need to embrace information technology, as a key enabler and a proven tool to catapult the desired outputs in the process of recruitment and selection. This was in line with the Strategy for Economic Recovery, Wealth and Employment Creation (2003-2007), the E-Government strategy, the PSCK strategic plan (2004-2009) and in the context of vision 2030 (Heraty and Morley, 1998).

Robbins et al. (2001), Online Recruitment System provides online help to the users all over the world. Using web recruitment systems like recruitment websites or jobsites also play a role in simplifying the recruitment process. Such websites have facilities where prospective candidates can upload their CV’s and apply for jobs suited to them. Such sites also make it possible for recruiters and companies to post their staffing requirements and view profiles of interested candidates. Existing recruitment system at Kampala International University is was done manually and time consumin. Now it is all possible in a fraction of second. It is all done online without much time consuming. Today’s recruitment applications are designed to do a whole lot more than just reduce paperwork. They can make a significant contribution to a company’s marketing and sales activity. Recruitment websites and software make possible for managers to access information that is crucial to managing their staff, which they can use for promotion decisions, payroll considerations and succession planning (Heraty and Morley, 1998).

Burack (1985) Online Recruitment System enables the users to have the typical examination facilities and features at their disposal. It resolves typical issues of manual examination processes and activities into a controlled and closely monitored work flow in the architecture of the application. This multi-platform solution brings in by default, the basic intelligence and immense possibilities for further extension of the application as required by the user. The system makes it friendly to distribute, share and manage the examination entities with higher efficiency and easiness. The objective of these websites is to serve as a common meeting ground for jobseekers and employers, both locally and globally, where the candidates find their dream jobs and recruiters find the right candidate to fulfill their needs. These sites are specifically designed for those who seek the most demanding and challenging positions in their chosen field, with the most dynamic employers. Thousands of websites compete for your attention-each has its own unique interface, URL and peculiarities (Hays, 2004).

A quick look at the overall trends in Online recruiting shows the rise in the importance of marketing the web site, online training, dawn of video interviews and emergence of professional Internet Recruiters. Online recruiting and online recruiting systems, with its emphasis on a more strategic decision making process is fast gaining ground as a popular outsourced function (Branine, 2008).

## 1.2 Statement of the problem

At present, most of activities concerning on Recruitment system in the Kampala International University Dar es Salaam College are manually operated and the records are maintained on the sheet of papers. There are loads of hard copied documents being generated which result a problem to find space to keep these sheets of paper. Also University recruits graduates by maintaining manual records which involves many loop holes:

Manual records tend to contain data which are reduntant. This is because normalization followed is consistent database is missing feature in manual records. Maintaining each gradutes and employees data with much number of fields is a tedious process and takes more time to retrieve back.

In order to maintain the information of all the employees and graduates who applied for different jobs a special group of employees should be hired, which ultimately tends to the waste of resources.Because of redundant data, there is no consistency in the data. An organization database goes through many numbers of updates each day which is hard to maintain in registers.

**1.3 Purpose of the project**

**1.3.1 General objective**

This project objective is developing web-based recruitment tracking system for Kampala International University.

**1.3.2 Specific objectives**

The specific objectives of this study include the following;

1. To investigate and analyze the problems on the existing recruitment systems
2. To identify the relevant features of various components and methods needed for the online recruitment System web portal.
3. To design and implement subsystem that will store Storing application data, and Interview process initiation.

## 1.4 Research Questions

This study is designed to answer the following research questions:

1. What are problems on the existing recruitment systems?
2. What are various components and methods needed for the online recruitment System web portal?
3. How current system that store storing application data, and interview process initiation?

**1.5 Hypothesis**

Hypothesis 1: online recruitment tracking system are cost efficient and reduces the uses of paper work and administrative work.

## 1.6 Significance of the project

1. To Academicians. Also the study added to existing literature on recruitment tracking system so that matter it will create a platform from which other researchers may come up with new ideas and constitutes suitable for further research.
2. Ultimately the system provides a central database system for all job applications and appointments. Consequently, the monitoring, analysis and tracking function of the recruitment process has been improved
3. To Researchers**.** Further, the study enabled the researcher to acquire a Bachelor’s degree in Informational Technology from Kampala International University.

**1.7 Scope of the Study**

**1.7.1 Geographical scope**

The area will conduct at Kampala International University situated in Dar es Salaam City Centre.

**1.7.2 Theoretical scope**

The main objective of this study is developing web-based recruitment tracking system for Kampala International University. for the aims of design and implement system that reduces the uses of paper work and administrative work, To design and implement system that Increase the quality and quantity of applicants applying for vacancies and finally To design and implement system streamline the recruitment process and reduce the corporate’s overall recruitment cycle.

**1.7.3 Content scope**

The study was limited to employee recruitment and selection practices by some selected employee at Kampala International University

**1.7.4 Time scope**

The study will take four months, two months for the proposal and another for collecting data, and one writing the final research report.

**1.8 Operation definition of key terms**

**Recruitment**

Recruitment is the process of generating a pool of capable candidates applying to an organization for employment (Gold, 2007). This suggests that applicants with experience and qualifications most closely related to job specifications may eventually be selected. Organizations become concerned when the cost of a mistake in recruitment is high. According to Armstrong (2006), the aim is to obtain, at a minimum cost, the number of suitable and qualified candidates to satisfy the needs of the organizations . The organization attracts candidates by means of identifying, evaluating and using the most appropriate sources of applicants. El-Kot and Leat (2008), observation is that recruitment begins with advertising existing vacancies.

**Tracking**

The process of following a stock market closely, or is the act or process of following something or someone.

**System**

A set of detailed methods, procedures and routines created to carry out a specific activity, perform a duty, or solve a problem. Or is organized, purposeful structure that consists of interrelated and interdependent elements (components, entities, factors, members, parts etc.). These elements continually influence one another (directly or indirectly) to maintain their activity and the existence of the system, in order to achieve the goal of the system.

**Online**

Computer or device connected to a network (such as Internet) and ready to use (or be used by) other computers or devices. Or is database, file, or webpage available for downloading or reading.

## CHAPTER TWO

## LITERATURE REVIEW

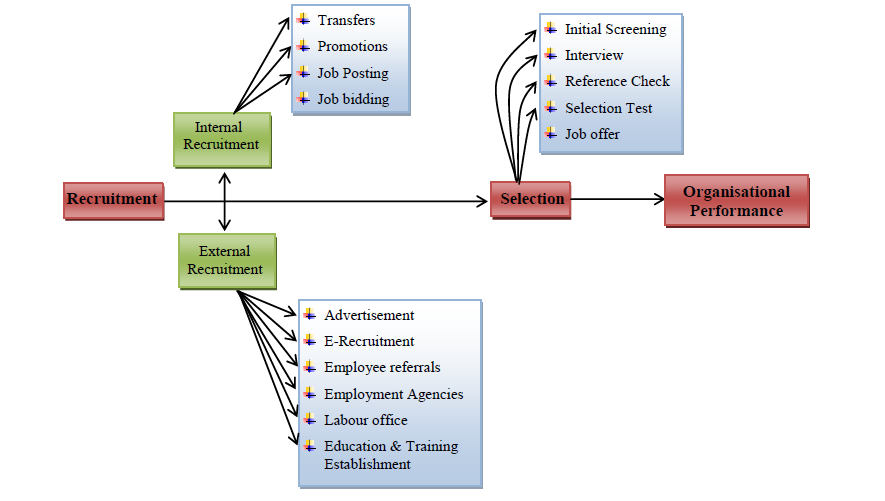
## 2.1 Introduction

A literature review is a text written by someone to consider the critical points of current knowledge including substantive findings, as well as theoretical and methodological contributions to a particular topic. This chapter describes conceptual definition, theoretical literature review, empirical literature, conceptual frame work and related literature review.

## 2.2 Conceptual Framework

**Figure 2.1: Conceptual Framework explaining Recruitment and Selection practices in organization**

**Independent Variable Dependent Variable**



**Source: Research data 2017**

Recruitment and selection is characterized finally by potential difficulties and it is necessary to keep abreast of developments in research in this field. One of the assets of every organization is its employees. To engage and employee’s services the employer needs to undertake recruitment by creating a pool of applicants, which mainly leads to the selection of qualified people to work in the organization. Recruitment and selection also has an important role to play in ensuring worker performance and positive organizational outcomes. Two main sources of recruitment was identified - internal and external source of recruitment. The components of internal source of recruitment consist of transfers, promotions, job positing and job bidding.

## 2.3 Theoretical literature review

Mondy (2010), refers to selection as „the process of choosing from a group of applicants those individuals best suited for a particular position in an organization.‟ Whereas the recruitment process is aligned to encourage individuals to seek employment with the organization, the selection process is to identify and employ the best-qualified and suitable individuals for specific positions. Traditionally, it was assumed that organizations could choose amongst applicants and that they would accept all job offers. However, attracting a large number of applicants was not the problem, but recruiting the right applicants became the main concern amongst employers (Branine, 2008). With the oversupply of unskilled applicants (Nzukuma & Bussin, 2011), it can be assumed that employers would be very careful before selecting any applicants. Employer decisions about the selection of employees 21 are central to the operation of organizations and to a series of outcomes that matter to individuals, organizations, and society. Amos et al. (2004), as well as Mathis and Jackson (2006), define selection as the process of selecting the most suitable applicants. The process, according to them, is guided by predetermined selection criteria such as job descriptions, job specifications and job profiling and commences after the recruitment process has been completed. Robbins et al. (2001), point out that the objective of the selection process is to match the applicants‟ ability, knowledge, skills and experience with job requirements in a fair and legal manner. This means that selection panels, in their quest to select applicants with potential. Perhaps the most basic question in this area is why employers engage in selection efforts at all.

Employer decisions about the selection of employees are central to the operation of organizations and to a series of outcomes that matter to individuals, organizations, and society. Perhaps the most basic question in this area is why employers engage in selection efforts at all. Managers who are involved in hiring employees need to understand the skills and abilities that are required in a particular job and determine which candidates have those capabilities. Interviews, reference checks, tests, applications and résumés can all help identify differences among candidates. Managers can make their selection decisions with a fuller awareness of the applicants‟ strengths and weaknesses (Tjosvold and Newman, 2003).

According to Ray Schreyer and John McCartney EMP (2002), In the emerging global economize-commerce and e-business have increasingly become a necessary component of business strategy and a strong catalyst for economic development. Organizations around the word have been affected by technological, economic and political changes, which have implications on the social, cultural and business environment, consumer expectations and employee relations. Nowadays, organizations focus on profitability through growth, leverage information for  business efficiency, management of intellectual capital and geared for continued change. Therefore, organizations need to build new competencies to face new challenges. The recruitment landscape has changed globally, significantly in recent years. Low levels of unemployment and increasing skills shortages in many areas has led to increased competition to recruit the best people. The increased competitiveness in the recruitment market has led to organizations spending more time, effort and resources on developing their recruitment brand and expanding the range of advertising methods (both online and traditional) used, to try and attract quality applicants from as broad and diverse a pool possible. The recruitment process itself has also undergone a dramatic transformation in recent years with the utilization of the internet. The use of the internet as a means of connecting the job seeker and the employer, and as a medium for conducting certain elements of the recruitment process is described by a number of different terms including online recruitment, internet recruitment, web-based recruiting and E-Recruitment. This project involves the understanding of E-Recruitment concepts, electronic trust and building the trust in the E-Recruitment process. This literature review is divided into several parts sections that focus on reviewing and studying various literatures that are related to the project. The first section discussed about the overview of E-Recruitment such as E-recruitment definitions, E-recruitment models and also the advantages and disadvantages of E-recruitment. Next part discussed about limitations and risk related to E-Recruitment. towards E-recruitment,. Part four explained the technologies and strategies to build trust, at the end the trust in web development process done by other researchers

According to the Burack (1985) recruitment sources are closely linked to the organizational activities as performance of employees, employee turnover, employee satisfaction, employee wishes and the commitment of the organization (Burack, 1980). These recruitment and selection process should be done at each and every sector for fulfilling their organizational goals (Nartey, 2012). Recruitment and selection practices were important in the police department as said by Michael D. White and Glipsy Escobar (2008) in the world and this paper shows the importance of seven issues relating to recruitment, selection and training practices in the organizations (M.N.Malhotra, 2014)

(Terpstra.D, 1996). Mohammed Nurul Absar (2012) says the importance of recruitment and selection in his paper by considering both public and private manufacturing firms in Bangladesh (M.M.Absar, 2012). Some of the research professionals and scholars say that there

is a close linkage between the recruitment selection employee satisfaction organization performance and HR practises (Gorter, 1996). In his paper Recruitment and Selection of public workers: An international compendium of modern trends and practises say that the importance of using technology in the recruitment and selection process for updating the organizational resources (Hays, 2004).

Ongori Henry and Temtime Z (2009) say that in their paper the recruitment and selection practises of the small and medium enterprises and make them to improve their HR practises (R.D.Omolo, 2012). French says that the importance of certain selection and recruitment activities in the organizations (G.R.French, 2012). Among recruitment sources Bernardin say that internal source of recruitment is effective compared to the external source (H.John, 2003). Decker & Cornelius say that compared to the traditional recruiting sources the modern sources like referrals, casual applicants and direct approaches will benefit at large (L.Barclay, 1985) (Cappelli, 2001). Selection procedure also should be in application to the modern techniques (M.Smith, 2001). The literature says that employers are doing the traditional method of recruiting rather than the modern technologies (Schmidt, 1998). Chris Piotrowski and Terry Armstrong say that in their article that around all the organizations are using traditional recruitment sources and 30% of organizations are screening candidates honestly (Armstrong, 2006). According to SHRM (Society for Human Resource Management) says that 15% joined in the organizations are placing false resume (Gusdorf, 2008). Some of the employers select the candidates with discrimination was not supposed to be done in the organizations (Fomunjong, 2009).

## 2.4 Related literature review

Usually advertisements require that applicants provide the names and contact details of people who can serve as referees to them in case their applications are considered. Reference checks are used to verify the information that is supplied by applicant and are usually done telephonically. Although most referees are reluctant to respond to certain questions (Mathis and Jackson, 2006), reference checks can be used to gather as much information that will be used in deciding whether to appoint or decline to appoint the applicants. References provide the organization with other people‟s perceptions of the candidate‟s professional ability. The company should contact the candidate‟s previous employers and colleagues. Questions to ask references might address the candidate's creativity and initiative. This is mostly the reason why conditional job offers are given in other to check the authenticity of what the candidate provided on the application form (Snell and Bohlander, 2010). References are one of the more popular and „traditional‟ tools in the selection process. However, the validity and reliability of references has been questioned, particularly with respect to their unstructured and often ambivalent nature (Heraty and Morley, 1998).

The purpose of the selection interview is to gather as much information and to use such information to arrive at a selection decision (Redman & Wilkinson, 2001). During the interview, panel members (interviewers) normally pose questions to which the interviewee is expected to respond. Responses to the questions are often captured by means of scores as determined the interviewers. The applicant that obtains the highest score is recommended for appointment (Wilkinson, 2001). Because of interview ambiguity, efforts must be made to ensure that all interviewees are being asked the same questions (Gomez-Majia et al., 2004).

Applicants are often expected to undergo test(s) to determine if they are fit to perform the job, should they be appointed. The most common example of the employment tests that applicants often undergo is a medical examination. Medical examination, also referred to as pre-placement medical testing, is conducted only where the applicants are required to use physical strength to successfully perform their duties (Mathis and Jackson, 2006).

The next step in selection process is job offer to those applicants who have crossed all the previous hurdles. In other words, it is the last step in the selection process. Development of an offer via e-mail or letter is sometimes a more formal part of this process.

According to Cooper et al. (2003) recruitment and selection of employees is the most important job of a Human Resource person. CIPD (2009), suggest that effective recruitment is central and crucial to the success of day-to-day functioning of any organization.

Some of the problem affecting recruitment and selection as, the increasing pressure for employment, utilization of informal sources of recruitment and delegation of recruitment function. These problems have resulted to inadequate use of job description and standard employee requirement in the process of recruitment. Kaplan and Norton (2004), indicates that a common problem in recruitment and selection is poor Human Resource Planning (HRM). This is particularly so with recruitment and selection policies and practices. The key goal of HR planning is to get the right number of people with the right skills, experience and competencies in the right jobs at the right time at the right cost. Detailed and robust recruitment and selection policies, such as recruitment and selection procedures, assessing criteria, talents auditing and processing the information about the labour market are important in recruiting and deploying appropriate employees at the right time. Batt (2002), affirms that recruitment and selection experience can also impact on the likelihood that a candidate will accept a job offer and on their subsequent commitment to remaining in the organization. Appointment decisions are the most important ones a manager has to make; they affect the manager’s ability to achieve targets, the quality of services or products delivered to the customer and the well-being of the whole team. Previous research shows that the competency level of HR managers have a major influence on recruitment and selection and experienced HR experts within the HR department will not only shorten vacancy duration, but also improve the quality of the applicants. Moreover, effective recruitment and selection is possible only if there is a dedicated and competent HR team (Kaplan and Norton, 2004).

An HRM approach can be adopted to recruitment, which involves taking much more care in matching people to the requirements of the organization as a whole as well as to the particular needs of the job. Moreover, these requirements will include commitment and ability to work effectively as a member of a team. As described by Townley (1989), both followed a conscious recruitment policy with rigorous selection procedures. Aptitude tests, personality questionnaires and group exercises were used and the initial pre-screening device was a detailed „bio data‟-type questionnaire, which enabled the qualifications and work history of candidates to be assessed and rated systematically. Subsequent testing of those who successfully completed the first stage was designed to assess individual attitudes as well as aptitude and ability. The need for a more sophisticated approach to recruitment along these lines is characteristic by HRM. The first requirement is to take great care in specifying the competences and behavioral characteristics required of employees. At the very least, structured interviewing techniques should be adopted. Wherever possible, psychological tests should be used to extend the data obtained from the interview. Well-planned and administered assessment centers are the best predictors of success in a job, but they are only practical for a limited number of more complex or demanding jobs or for selecting graduates and entrants to training programmed.

**CHAPTER THREE**

**RESEARCH METHODOLOGY**

**3.0 Overview**

This chapter presents methodology that will be used for data collection, and data and design in general, where it covers the study area including its characteristics, research design, sample population, sampling technique, instruments of data collections and analysis plan.

**3.2** **Research design**

Churchill (1987), Design is a collective term for the structured process of conducting research.  There are many different methodologies used in various types of research and the term is usually considered to include research design, data gathering and data analysis.

Kothari (2006), The process used to collect information and data for the purpose of making business decisions. The methodology may include publication research, interviews, surveys and other research techniques, and could include both present and historical information.

**3.3 Research population**

The study will conduct at Kampala International University, is a private university which is located at Dar es Salaam.

**3.4 Sample and sampling procedure**

**3.4.1 Population design**

The sampling techniques that was used to select the sample were systematic sampling because in systematic its more straight-forward than random sampling and good coverage of the study area can be more easily achieved than using random sampling

**3.4.2 Study population**

The population sample includes employee from the followings faculty of laws, Faculty of Business and Management and Faculty of Applied Sciences and Technology

**Table 3.1: Number of Target**

|  |  |  |  |
| --- | --- | --- | --- |
| No | Category | Number of Target | % |
| 1 | faculty of laws | **14** | **28%** |
| 2 | Faculty of Business and Management | **16** | **32%** |
| 3 | Faculty of Applied Sciences and Technology | **20** | **40%** |
| 4 | Total | **50** | **100** |

**Source: Research data 2017**

**3.4.3 Sample size**

Respondents that are target was selected by the followings faculty and these are faculty of laws, Faculty of Business and Management and Faculty of Applied Sciences and Technology. Population sample for this study will include 50 number of target categorized as following below.

|  |
| --- |
| **pp** |
| **1+pp(e)2** |

**ss=**

**Where:**

PP=population

SS=sample size

e=level of significance or error term at 0.05

Computation solved formula

|  |
| --- |
| **50** |
| **1+50(0.05)2** |

**PP=**

**3.5 Data collection Instruments**

Three methods are expected to be use: observation, interview and questionnaire. A combination of multiple sources of data will be given consideration in order to enhance reliability and data validity.

**Questionnaire**

The questionnaire is the main data collection instrument for the study. Two set of questionnaire i.e. both open and close ended questionnaire including the use of checklist of key performance. The questionnaire is chosen due to its flexibility in data collection as it generates data that is simple to code for analysis, particularly when closed ended questions are used, As observed by Moore 1987, a questionnaire lend itself the best for collecting information on different shade of opinion which is in line with this study, Moreover open ended question allow the respondents to make an independent analysis of a problem over and above the multiple choices provided by investigator.

**Interviews**

Apart from the question are, interview also will use to collect data for the study. According to Moore 1987, this method provides an opportunity to obtain qualified answers from the respondent by probing and prompting interview complements. The questionnaire likewise during the interview session, the interviewer was able to explain questions not understood on the questionnaires and thereby probe beyond some initially superficial responses and to follow leads and clues in a way that was not possible in questioners or mere observation (Olyiti 1998).

**Observation**

This method will use to collect data, despite the fact the personal observation method was time consuming and difficult to quantify and analyze the data. A checklist of key performance indicators (see Appendix) was used to capture data on records storage conditions, accommodation facilities, retrieval tools available.

**3.6 Data analysis**

Enon (1998), the approach of analyzing data in quantitative researcher is by using coding procedures. Coding represents the operations by which data are broken down, conceptualized, put back together and interpreted. In this study, the open-coding procedure was used. The open-coding is the analysis that pertains specifically to the naming and categorized of phenomena through case examination of data (Eon, 1998). In this study, interviews and focus group discussion results were analyzed by using this procedure. In quantitative data analysis, the statistical procedures of data analysis was used because the quantitative research approaches measured the reaction of people to a limited set of questions thus, facilitated comparison of data obtained in the study.

**3.7 Consistency and Accuracy of the instruments**

The terms validity and reliability have been more prominent in quantitative research but they are also applied to qualitative research though addressed differently (Brock-Utne, 1996; Cohen et al., 2000). In qualitative research the terms trustworthiness has been used by various authors to incorporated reliability and validity (Guba and Lincoln, 1994).

In this study trustworthiness was maintained in the following ways. Triangulation of methods was employed (interview, focused group discussion and documentary review). This enabled different methods to be complemented due to the fact that in research every method has its weaknesses and strengths.

Apart from that the instruments for data collection were piloted to few students of similar characteristics with the respondents of this study this led to revision of the instruments (for instance interview guide) to suit participants. These two measures were taken to maintain trustworthiness of the findings of the study.

**3.8 Ethical consideration**

Throughout the research, ethical principles relating to issues of informed consent, non-deception and confidentiality of participants were strictly adhered to. Participation in the study was voluntary and based on informed consent, with right of withdrawal at any time (Bryman, 2008). Participants had been told about the benefits of participating in the study. Further, the names of participants were with-held in order to protect their confidentiality. The information collected for the study, was used for purely academic purposes.

**3.9 Limitation of the study**

As stated earlier this study is a descriptive study limited in scope and sample size time and accessible information regarding other Banks. Thus the findings of this study may not give a general picture of the recruitment system in Tanzania. But it can contribute to further study on recruitment system in Tanzania.

# CHAPTER FOUR

# PRESENTATION, ANALYSIS AND INTERPRETATION OF DATA

**4.0 Overview**

System Analysis is a phase which is conducted before the development of the Online Recruitment Tracking System. System Analysis shows the requirement or a description of the needs and desires for an information system. A requirement may describe functions, features, and constraints. Thus, system requirement defines the services provided by the system and prescribes constraints for its operation (Whitten J.L et al., 2002). There are two types of requirement, functional requirement and non-functional requirement. Both these requirements will be discussed later in the chapter.

## 4.1 System Analysis

### 4.1.1 System Requirement specified

In user requirement specified includes:

* Functional requirements
* Non-functional requirements

#### 4.1.1.1 Functional requirements

A description of the facility or feature required. Functional requirements deal with what the system should do or provide for users. They include description of the required functions, outlines of associated reports or online queries, and details of data to be held in the system.

1. Tracks of applicant information such as CV and academic certificate.
2. Upload CV and academic certificate.
3. Storing application data, and Interview process initiation.

#### 4.1.1.2 Non-functional requirements

A description and, where possible, target values of associated non-functional requirements. Non-functional requirements detail constraints, targets or control mechanisms for the new system. They describe how, how well or to what standard a function should be provided. For example, levels of required service such as response times; security and access requirements; technical constraints; required interfacing with users' and other systems; and project constraints such as implementation on the organization’s hardware/software platform.

The following are non-functional requirements:

**Security**

The access permissions for system data may only be changed by the system administrator

**Data integrity**

All data in the system can be modified by authorized users only; otherwise data should remain as it was stored.

**Recoverability**

For any disaster failure the system should be easily to recover for information consistency.

## 4.2 System Design

### 4.2.1 Logical Design

#### 4.2.1.1 Case diagram

Use case is a very powerful tool for system analysis. It is simply a description of a set of interactions between a user and the system. The collection of use cases describe the entire system planned to be developed in a clear and concise manner. So Use case shows how the users of the system interact with the system.

**Administrator**

**View report**

**View CV and certificate and Reply applicant**

**Login and Logout**

**Add vacancies**

**Add vacancies**

**View report**

**View CV and certificate and Reply applicant**

**Applicant**

**Register to job alert**

**Add profile, CV, academic certificate**

**Login and Logout**

**Register to the system**

#### 4.2.1.2 Database design

**User table**

**Table 5.1: User table**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **No** | |  | | --- | | **Field name** | | **Data type** | **Constraint** | **Description** |
| 1 | username | |  | | --- | | Vachar(100) | | Primary Key | It store user ID |
| 2 | password | Vachar(100) | Not Null | It store password |
| 3 | userType | Vachar(100) | Not Null | It store user Type |

**Vacancies table**

**Table 5.2: Vacancies table**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **No** | |  | | --- | | **Field name** | | **Data type** | **Constraint** | **Description** |
| 1 | job\_id | |  | | --- | | Int(10) | | Primary Key | It store job id |
| 2 | description | Vachar(100) | Not Null | It store description |
| 3 | organization | Vachar(100) | Not Null | It store organization |
| 4 | number\_of\_post | Int(10) | Not Null | It store number of post |
| 5 | moredetails | Vachar(100) | Not Null | It store moredetails |
| 6 | deadline | Vachar(100) | Not Null | It store deadline |

**User profile**

**Table 5.3: User profile**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **No** | |  | | --- | | **Field name** | | **Data type** | **Constraint** | **Description** |
| 1 | profile\_id | |  | | --- | | Int(10) | | Primary Key | It store profile id |
| 2 | fname | Vachar(100) | Not Null | It store user first name |
| 3 | sname | Vachar(100) | Not Null | It store user second name |
| 4 | lname | Vachar(100) | Not Null | It store user last name |
| 5 | e\_mail | Vachar(100) | Not Null | It store user email |
| 6 | phone\_number | Vachar(100) | Not Null | It store deadline |
| 7 | username | Vachar(100) | Foreign key | It store username |

**Interview call**

**Table 5.4: Interview call**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **No** | |  | | --- | | **Field name** | | **Data type** | **Constraint** | **Description** |
| 1 | appid | |  | | --- | | Int(10) | | Primary Key | It store apply id |
| 2 | job\_id | Vachar(100) | Not Null | It store job id |
| 3 | description | Vachar(100) | Not Null | It store user job description |
| 4 | organization | Vachar(100) | Not Null | It store job organization |
| 5 | number\_of\_post | Vachar(100) | Not Null | It store number of post |
| 6 | moredetails | Vachar(100) | Not Null | It store job details |
| 7 | interview\_date | Vachar(100) | Not Null | It store interview date |
| 8 | time | Vachar(100) | Not Null | It store interview time |
| 9 | location | Vachar(100) | Not Null | It store interview location |
| 10 | username | Vachar(100) | Foreign key | It store applicant id |

**Certificate Upload**

**Table 5.5: Certificate**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **No** | |  | | --- | | **Field name** | | **Data type** | **Constraint** | **Description** |
| 1 | username | |  | | --- | | Vachar(100) | | Primary Key | It store user ID |
| 2 | Certificate | Vachar(100) | Not Null | It store password |

**Apply job**

**Table 5.4: Apply job**

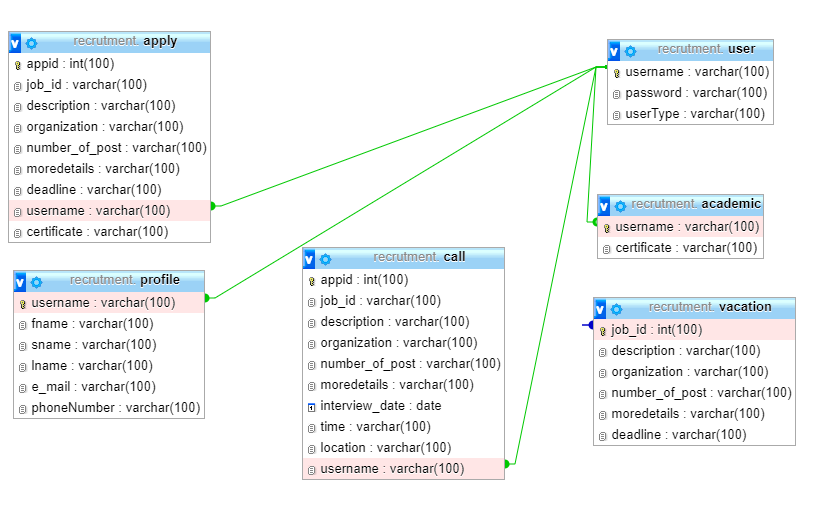
|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **No** | |  | | --- | | **Field name** | | **Data type** | **Constraint** | **Description** |
| 1 | appid | |  | | --- | | Int(10) | | Primary Key | It store apply id |
| 2 | job\_id | Vachar(100) | Not Null | It store job id |
| 3 | description | Vachar(100) | Not Null | It store user job description |
| 4 | organization | Vachar(100) | Not Null | It store job organization |
| 5 | number\_of\_post | Vachar(100) | Not Null | It store number of post |
| 6 | moredetails | Vachar(100) | Not Null | It store job details |
| 7 | deadline | Vachar(100) | Not Null | It store interview deadline |
| 9 | certificate | Vachar(100) | Not Null | It store applicant certificate |

### 

#### 4.2.1.2 ER diagram

The Entity Relation diagram (ER diagram), this show how the entity or object relate with one another in the system

**Figure 4.1: ER diagram**



### 4.2.2 Logical Design

### 4.2.2.1 Activity diagram

Activity Diagram is the graphical representation of workflows of stepwise activities and action with support for choice interaction and concurrency in UML. They describe the step-by-step operation workflows of components in the system. Below are activity diagram that involves process flow in different sections

**NO**

Add vacancies

View CV and certificate and Reply applicant

View vacancies

Login

Check if password is correct

Incorrect password/username

Check type of user

Register to the system

Register to job alert

Add profile, CV, academic certificate

Logout

**YES**

Applicant

Administrator

**4.3 System Testing and Evaluation**

Testing is a process of executing with the explicit information of finding error that making in the program.

**4.3.1 Code Testing**

The code –Testing strategy examines the logic of program. The analyst develops test case result in executing every instruction in the Module. Every part of the program is tested.

**4.3.2 Unit Testing**

Unit Testing focuses first on the modules independently Of one another to locate errors. This enables the tester to detect error in Coding and logic that are contained within that program alone the test Case needed for unit testing should exercise each condition and option. Unit can be performed from button up starting with the Smallest and lowest proceeding at a time.

**4.3.3 Validation Testing**

Validation testing provides final assurance that system Meets all input requirements or not. Validation testing like phone number, number value, only character etc.

# **CHAPTER SIX**

# **CONCLUSION AND RECOMMENDATION**

6.1 **Introduction**

This chapter discusses on the outcome of this entire research, limitations of the research and last but not least the future outcome of this research. Finally, this chapter concludes the various issues that had been highlighted in the earlier chapters.

## 6.2 Findings

With reference from the study existing bus existing recruitment tracking system is more efficient compared to apply job in paperwork, it is cost and time effective and convenient. Ironically, all respondents are in the opinion that existing recruitment tracking system is not reliable. An Online Recruitment Tracking System must be reliable on identification of data. Identification is crucial to make communication between computers and computer systems possible. An Online Recruitment Tracking System should be reliable by providing up to date information to its clients. As this will then promote more customers to use the services. Services provided in an Online Recruitment Tracking System must be user-friendly as to fulfill public’s request and response. It is suggested that to achieve the effectiveness of Online Recruitment Tracking System, services provided by all bus operators have to be more effective across their traditional boundaries and collaborate with other bus operators, stakeholders and their customers. In this context, informative means providing all crucial information, easy to use and it is interactive.

## 6.3 Conclusion

This paper assists in automating the existing manual system. This is a paperless work. It can be monitored and controlled remotely. It reduces the man power required. It provides accurate information always. Malpractice can be reduced. All years together gathered information can be saved and can be accessed at any time. The data which is stored in the repository helps in taking intelligent decisions by the management. So it is better to have a system. All the stakeholders, faculty and management can get the required information without delay.

#### 6.4 Recommendation and future work of the project

**Future work of the project**

Some of the future work of the research for this online recruitment tracking system that can be taken into consideration are-

**Language Support**

Online recruitment tracking system web portal could be enhanced to provide more language support such as Swahili language version besides the current English language version. This will enable information to be displayed in the different language. As a result, this will broaden the usage of the system and interact with more customers.

**Enhanced User Interface**

The user interface of the system can be enhanced to be more attractive, impressive and interactive when this web portal is converted to a real-time system.

**Increase Administrators Task**

Administrator’s task can be further enhanced to include more features to ease maintenance process. For example, analytical tools, data mining, other relevant reports and database backup are recommended to be included in this online recruitment tracking system web portal to provide more analytical function to the company.

**Common working community**

Various information or news can be displayed to the targeted audience such as availability of vacancies, and so on.

**Incorporation of other company/organization**

This system can also accommodate other **company/organization** for instance.

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# APPENDIX 1: QUESTIONNAIRE FOR RESPONDENTS

Dear Respondents,

I am **FATMA PANDU AMEIR**, a student at Kampala University I am conducting a research on‘’ Service quality on the quality of service and organization sales performance, the case study of NMB Bank ’’ in partial fulfillment of Bachelor degree in Marketing Management. I kindly request you to spend some minutes of your time in filling the questionnaire. Any information which you provide will be kept confidential. Your genuine response is highly appreciated for the outcome of the project.

Thank you for your kind cooperation in filling the questionnaire.

**INSTRUCTIONS:**

Please complete the questionnaire by ticking the most appropriate answer—‘**Do not write your name’** Information given will be treated with extreme confidentiality

Please tick an appropriate answer

**SECTION A**

**Respondent Profile**

1. Gender:

Female ( )

Male ( )

2. Age:

25 - 35 ( )

36 - 45 ( )

46 – 60 ( )

3. Educational level

Certificate ( )

Diploma ( )

Degree ( )

Masters and above ( )

4. Working experience:

A) 1 – 10 years ( )

11 – 20 years ( )

21 and above ( )

**SECTION B: To investigate and analyze the problems on the existing recruitment systems**

1. Have you applied job before?

1. Yes ( )
2. No ( )

2. If yes, what is the method used to apply?

……………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………

3. Do you have a computer that has access to the Internet?

1. Yes, specify (home/office)
2. No (Thank you for answering the questionnaire)

4. How long do you normally surf the Internet per week?

1. < 2 hours
2. 2-4 hours
3. 5-6 hours
4. > 6 hours

5. Have you heard of online recruitment tracking system before?

1. Yes ( )
2. No ( )

6. Are you aware of online recruitment tracking System being provided Kampala International University?

1. Yes ( )
2. No ( )

7. If there is a portal combining all recruitment operators into a single system, do you think it will be a better than the current method of apply job?

1. Yes ( )
2. No ( )

8. If there is a portal combining recruitment operator into a single system, will you use this portal?

1. Yes ( )
2. No ( )

**SECTION C: To identify the relevant features of various components and methods needed for the online recruitment System web portal.**

1. Have you heard of online recruitment tracking System before?

1. Yes ( )
2. No ( )

2. Online recruitment tracking system is more efficient?

1. Yes ( )
2. No ( )

3. Online recruitment tracking system is user friendly?

1. Yes ( )
2. No ( )

4. Online recruitment tracking system web sites are informative?

1. Yes ( )
2. No ( )

5. Online recruitment tracking system is cost and time effective?

1. Yes ( )
2. No ( )

6. Online recruitment tracking system is more reliable?

1. Yes ( )
2. No ( )

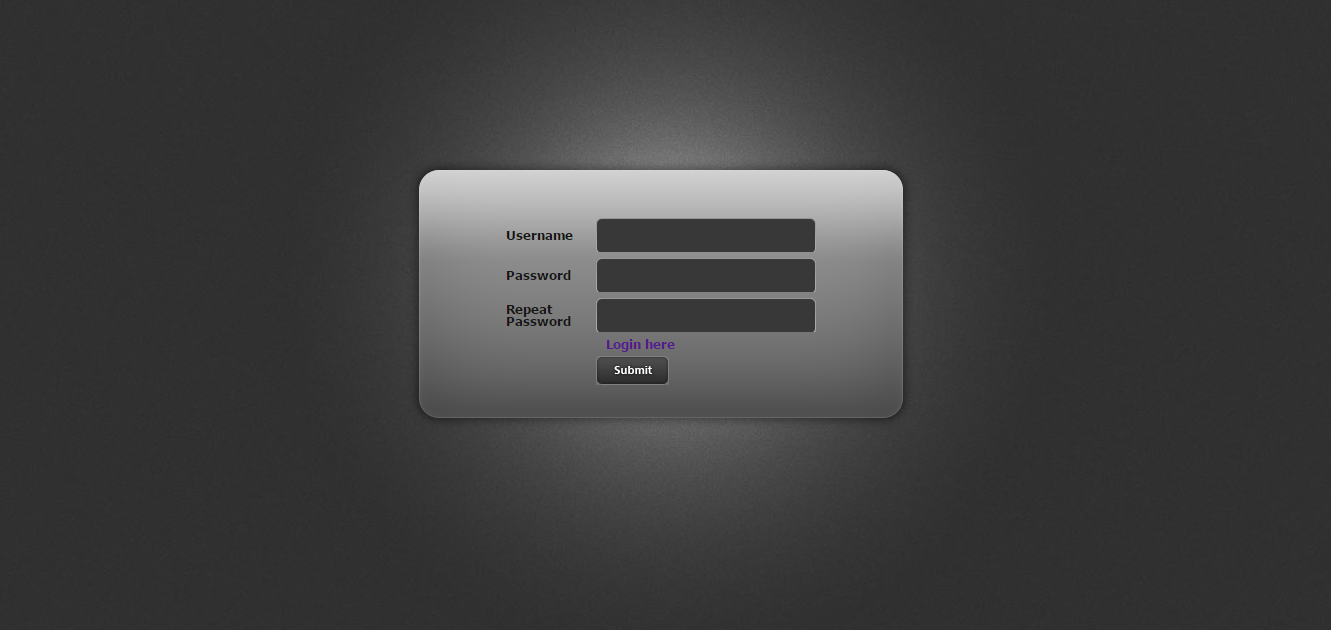
7. Online recruitment tracking system cost is convenient

1. Yes ( )
2. No ( )

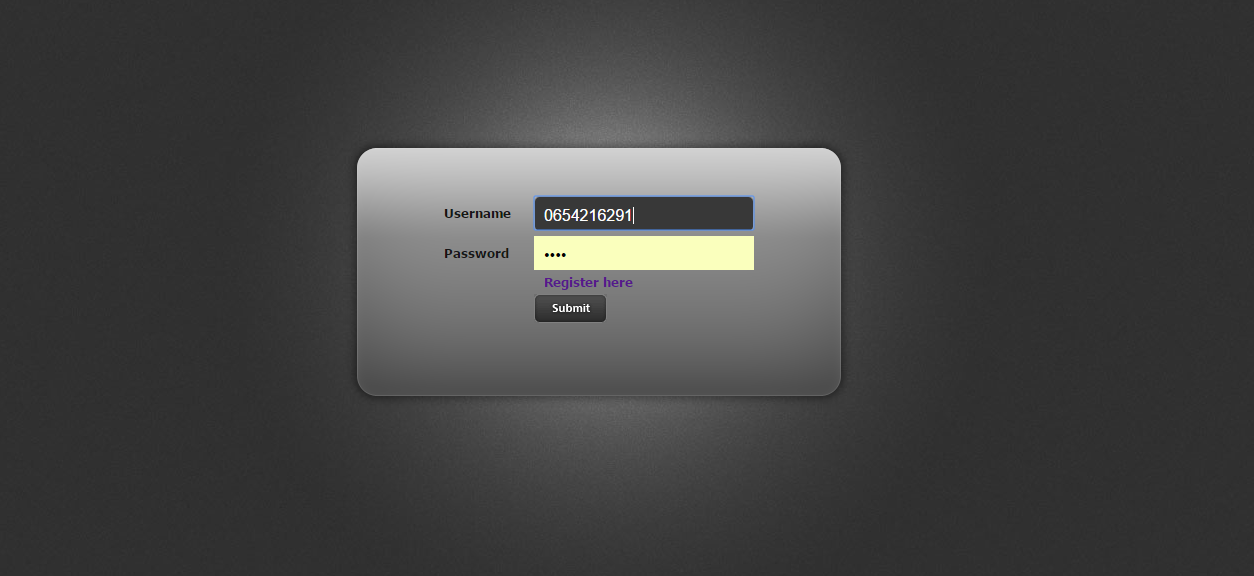
# APPENDICES

# Appendix I - user interface snaps shot

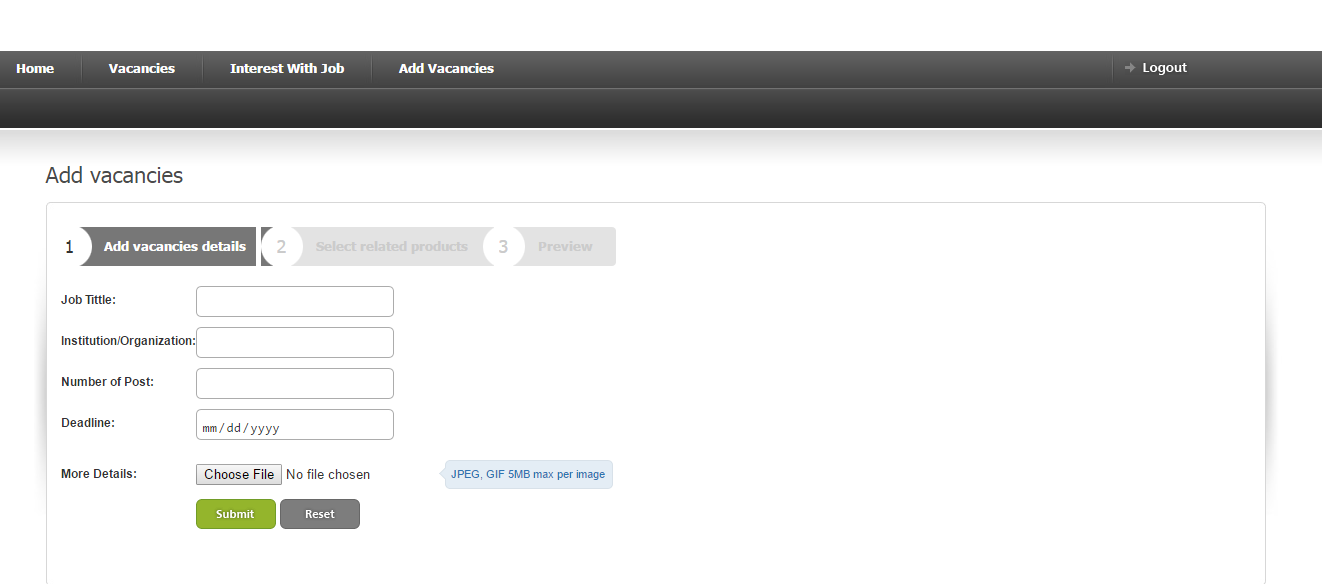
#### Registration form



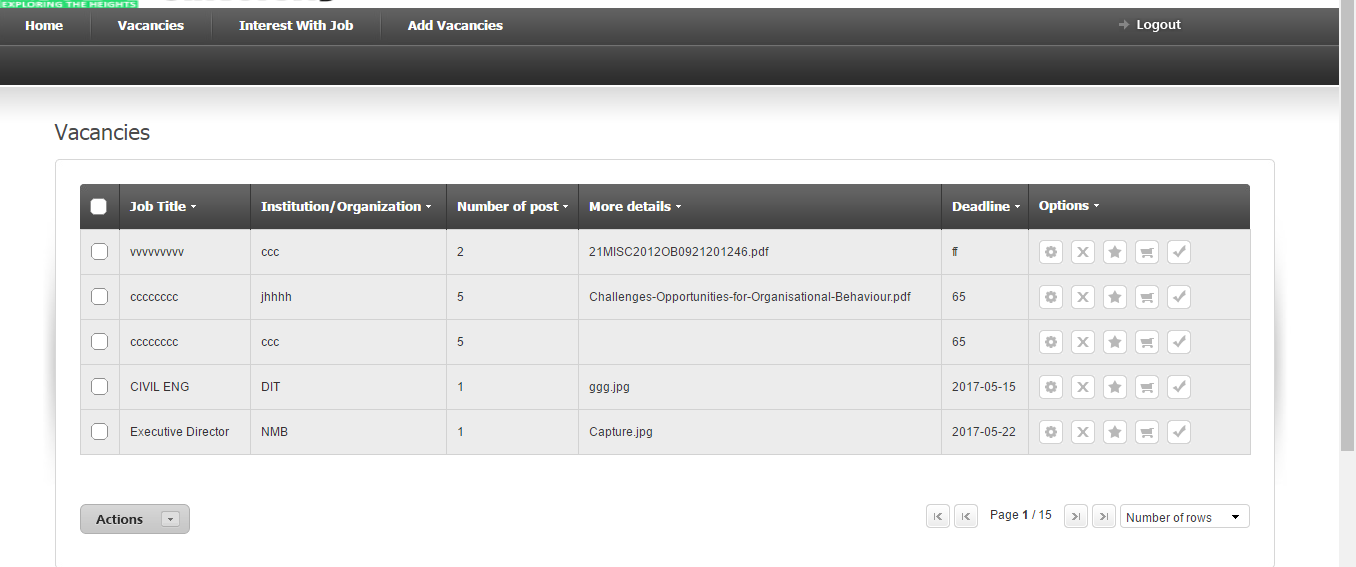
**Login form**



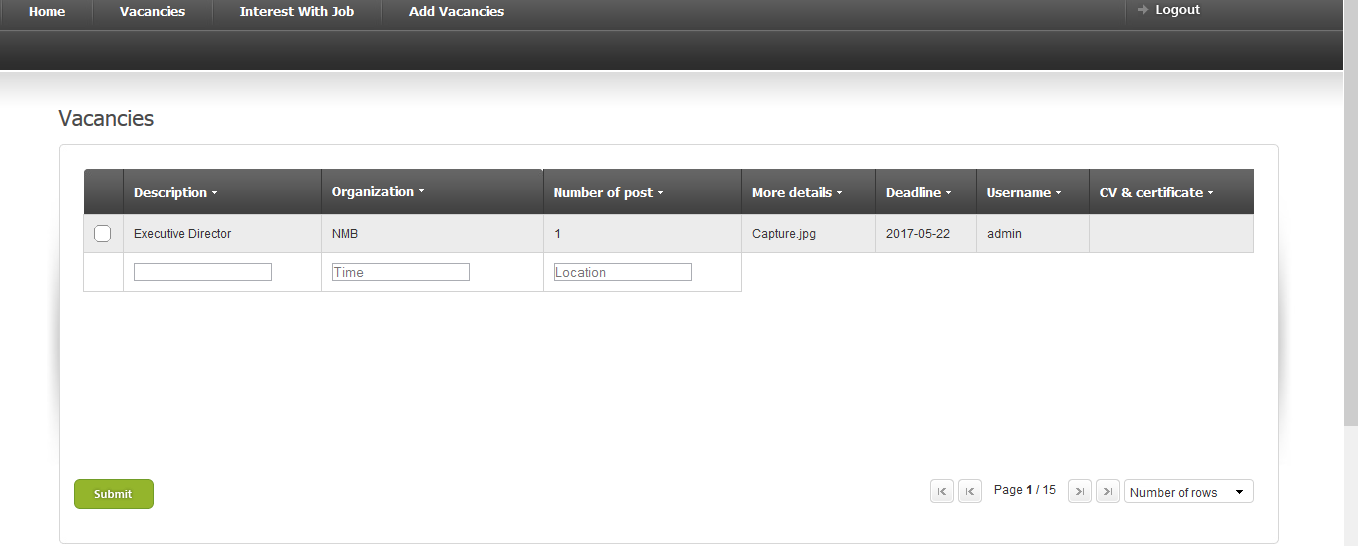
**Add vacancies**



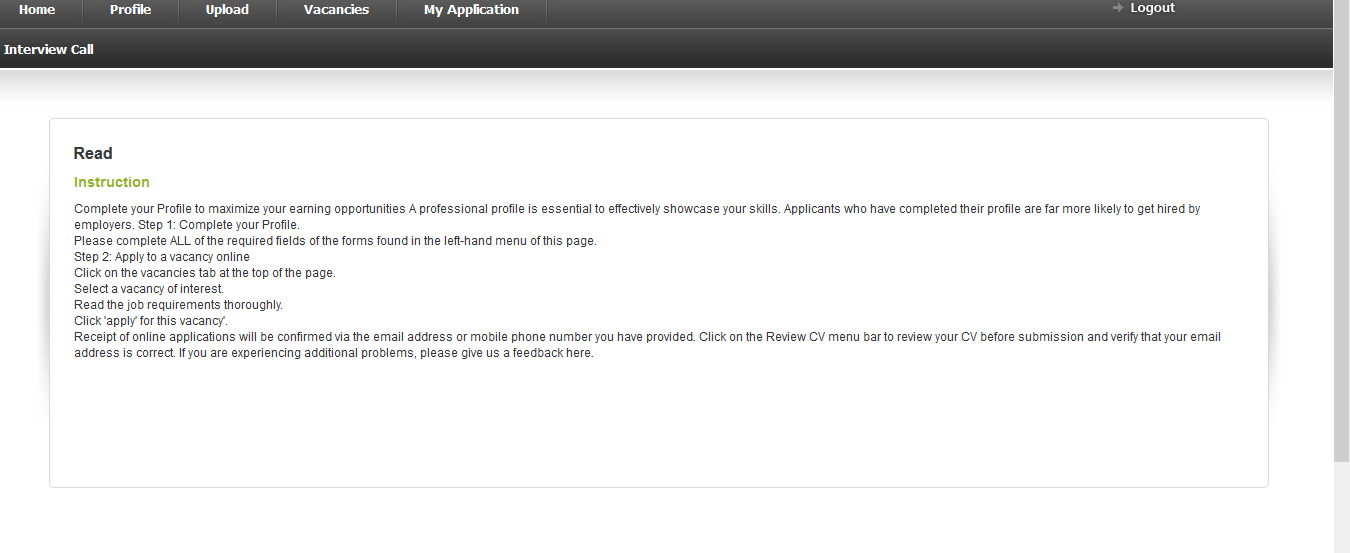
**List of vacancies**



**List of applicant with interest**



**Applicant home**

****

**Add profile info**

## C:\Users\Sein 90\Desktop\Capture.PNG

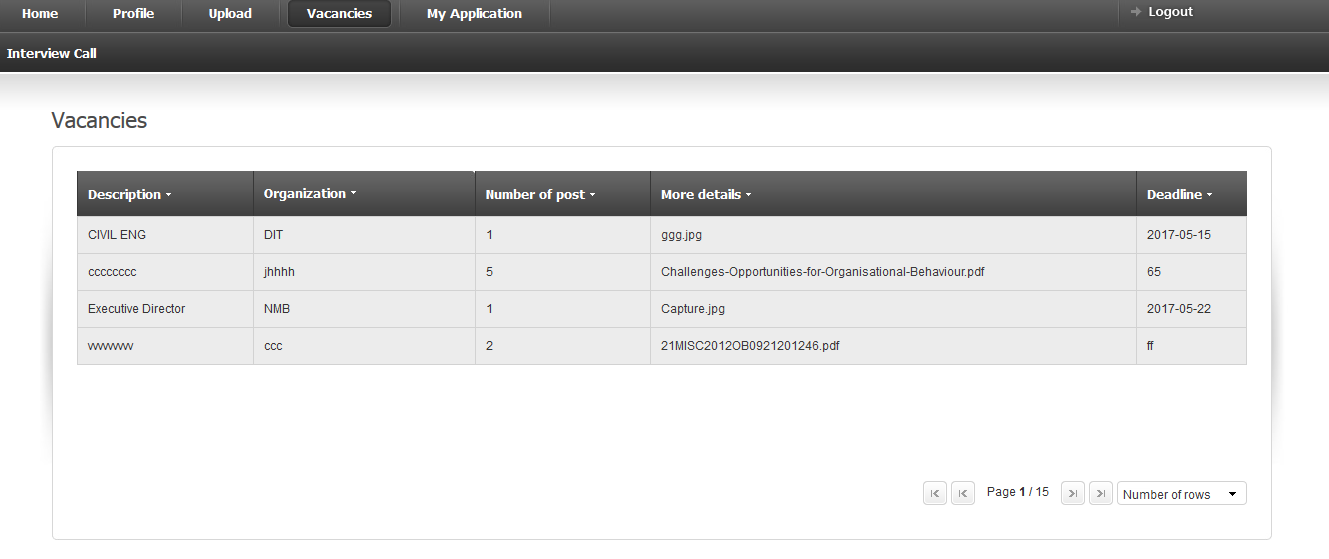
**Upload applicant certificate and CV**

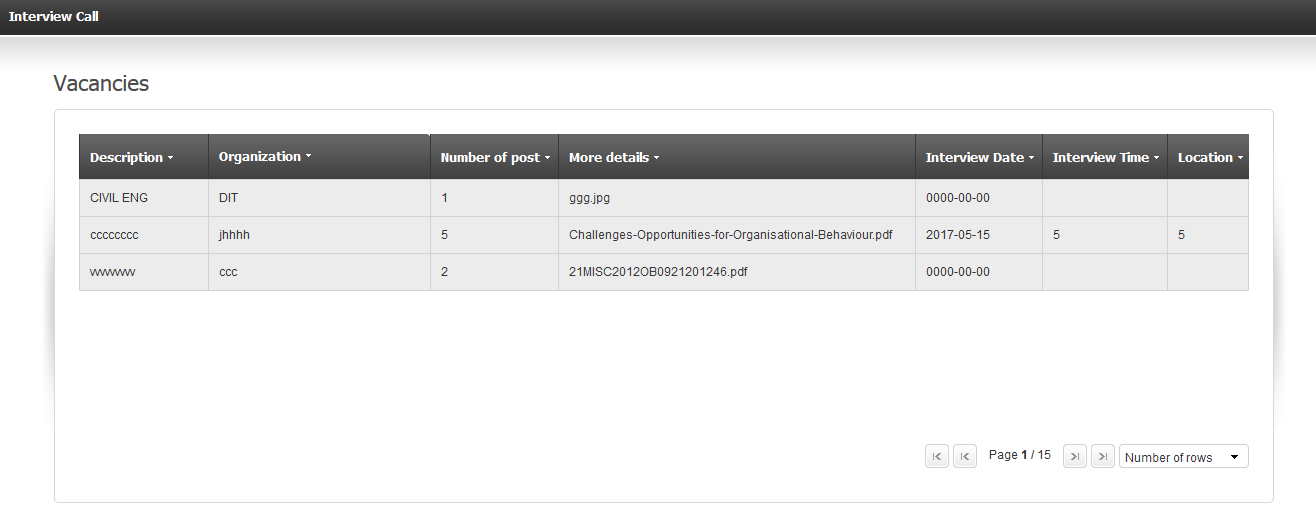
## C:\Users\Sein 90\Desktop\Capture.PNG

## List of vacancies

## C:\Users\Sein 90\Desktop\Capture.PNG

**List of Applied job**

****

****

## Appendix 2- Sample code

<?php

session\_start();

include('dbconnection.php');

?>

<!DOCTYPE html PUBLIC "-//W3C//DTD XHTML 1.0 Strict//EN" "http://www.w3.org/TR/xhtml1/DTD/xhtml1-strict.dtd">

<html xmlns="http://www.w3.org/1999/xhtml">

<head>

<meta http-equiv="Content-Type" content="text/html; charset=UTF-8" />

<title>Internet Dreams</title>

<link rel="stylesheet" href="css/screen.css" type="text/css" media="screen" title="default" />

<!-- jquery core -->

<script src="js/jquery/jquery-1.4.1.min.js" type="text/javascript"></script>

<!-- Custom jquery scripts -->

<script src="js/jquery/custom\_jquery.js" type="text/javascript"></script>

<!-- MUST BE THE LAST SCRIPT IN <HEAD></HEAD></HEAD> png fix -->

<script src="js/jquery/jquery.pngFix.pack.js" type="text/javascript"></script>

<script type="text/javascript">

$(document).ready(function(){

$(document).pngFix( );

});

</script>

</head>

<body id="login-bg">

<!-- Start: login-holder -->

<div id="login-holder">

<!-- start logo -->

<div id="logo-login">

</div>

<!-- end logo -->

<div class="clear"></div>

<!-- start loginbox ................................................................................. -->

<div id="loginbox">

<!-- start login-inner -->

<div id="login-inner">

<table border="0" cellpadding="0" cellspacing="0">

<tr>

<form action="index.php" method="post">

<th>Username</th>

<td><input type="text" name="username" class="login-inp" /></td>

</tr>

<tr>

<th>Password</th>

<td><input type="password" name="password" onfocus="this.value=''" class="login-inp" /></td>

</tr>

<tr>

<th></th>

<td valign="top"><label for="login-check"><a href="register.php">Register here</a></label></td>

</tr>

<tr>

<th></th>

<td><input type="submit" name="submit" class="submit-login" /></td>

</form>

</tr>

</table>

</div>

<?php

if(isset($\_POST["submit"]))

{

if($\_POST['username'] =='')

{

echo "<h3>Please enter Password</h3>";

}

else if($\_POST['password'] =='')

{

echo "<h3>Please enter Password</h3>";

}

else {

$user=$\_POST['username'];

$pass=$\_POST['password'];

$query=mysql\_query("SELECT \* FROM user WHERE username='".$user."' && password='".$pass."'");

$numrows=mysql\_num\_rows($query);

if($numrows!=0)

{

while($row=mysql\_fetch\_assoc($query))

{

$dbusername=$row['username'];

$dbpassword=$row['password'];

$dbuserType=$row['userType'];

}

if($user==$dbusername && $pass==$dbpassword && $dbuserType=="admin")

{

session\_start();

$\_SESSION['sess\_user']=$dbusername;

header("location:adminhome.php");

}

else if($user==$dbusername && $pass==$dbpassword && $dbuserType=="applicant")

{

session\_start();

$\_SESSION['sess\_user']=$dbusername;

header("location:applicantHome.php");

}

}

else{

echo "<h3>Ivalid Username or Password</h3>";

}

}

}

?>

</body>

</html>

<?php

session\_start();

include('dbconnection.php');

if(!isset($\_SESSION['sess\_user'])){

header("location: login.php");}

else

{

?>

<?php

}

?>

<!DOCTYPE html PUBLIC "-//W3C//DTD XHTML 1.0 Strict//EN" "http://www.w3.org/TR/xhtml1/DTD/xhtml1-strict.dtd">

<html xmlns="http://www.w3.org/1999/xhtml">

<head>

<meta http-equiv="Content-Type" content="text/html; charset=UTF-8" />

<title>Recrutment Tracking System</title>

<link rel="stylesheet" href="css/screen.css" type="text/css" media="screen" title="default" />

<!--[if IE]>

<link rel="stylesheet" media="all" type="text/css" href="css/pro\_dropline\_ie.css" />

<![endif]-->

<!-- jquery core -->

<script src="js/jquery/jquery-1.4.1.min.js" type="text/javascript"></script>

<!-- checkbox styling script -->

<script src="js/jquery/ui.core.js" type="text/javascript"></script>

<script src="js/jquery/ui.checkbox.js" type="text/javascript"></script>

<script src="js/jquery/jquery.bind.js" type="text/javascript"></script>

<script type="text/javascript">

$(function(){

$('input').checkBox();

$('#toggle-all').click(function(){

$('#toggle-all').toggleClass('toggle-checked');

$('#mainform input[type=checkbox]').checkBox('toggle');

return false;

});

});

</script>

<![if !IE 7]>

<!-- styled select box script version 1 -->

<script src="js/jquery/jquery.selectbox-0.5.js" type="text/javascript"></script>

<script type="text/javascript">

$(document).ready(function() {

$('.styledselect').selectbox({ inputClass: "selectbox\_styled" });

});

</script>

<![endif]>

<!-- styled select box script version 2 -->

<script src="js/jquery/jquery.selectbox-0.5\_style\_2.js" type="text/javascript"></script>

<script type="text/javascript">

$(document).ready(function() {

$('.styledselect\_form\_1').selectbox({ inputClass: "styledselect\_form\_1" });

$('.styledselect\_form\_2').selectbox({ inputClass: "styledselect\_form\_2" });

});

</script>

<!-- styled select box script version 3 -->

<script src="js/jquery/jquery.selectbox-0.5\_style\_2.js" type="text/javascript"></script>

<script type="text/javascript">

$(document).ready(function() {

$('.styledselect\_pages').selectbox({ inputClass: "styledselect\_pages" });

});

</script>

<!-- styled file upload script -->

<script src="js/jquery/jquery.filestyle.js" type="text/javascript"></script>

<script type="text/javascript" charset="utf-8">

$(function() {

$("input.file\_1").filestyle({

image: "images/forms/choose-file.gif",

imageheight : 21,

imagewidth : 78,

width : 310

});

});

</script>

<!-- Custom jquery scripts -->

<script src="js/jquery/custom\_jquery.js" type="text/javascript"></script>

<!-- Tooltips -->

<script src="js/jquery/jquery.tooltip.js" type="text/javascript"></script>

<script src="js/jquery/jquery.dimensions.js" type="text/javascript"></script>

<script type="text/javascript">

$(function() {

$('a.info-tooltip ').tooltip({

track: true,

delay: 0,

fixPNG: true,

showURL: false,

showBody: " - ",

top: -35,

left: 5

});

});

</script>

<!-- date picker script -->

<link rel="stylesheet" href="css/datePicker.css" type="text/css" />

<script src="js/jquery/date.js" type="text/javascript"></script>

<script src="js/jquery/jquery.datePicker.js" type="text/javascript"></script>

<script type="text/javascript" charset="utf-8">

$(function()

{

// initialise the "Select date" link

$('#date-pick')

.datePicker(

// associate the link with a date picker

{

createButton:false,

startDate:'01/01/2005',

endDate:'31/12/2020'

}

).bind(

// when the link is clicked display the date picker

'click',

function()

{

updateSelects($(this).dpGetSelected()[0]);

$(this).dpDisplay();

return false;

}

).bind(

// when a date is selected update the SELECTs

'dateSelected',

function(e, selectedDate, $td, state)

{

updateSelects(selectedDate);

}

).bind(

'dpClosed',

function(e, selected)

{

updateSelects(selected[0]);

}

);

var updateSelects = function (selectedDate)

{

var selectedDate = new Date(selectedDate);

$('#d option[value=' + selectedDate.getDate() + ']').attr('selected', 'selected');

$('#m option[value=' + (selectedDate.getMonth()+1) + ']').attr('selected', 'selected');

$('#y option[value=' + (selectedDate.getFullYear()) + ']').attr('selected', 'selected');

}

// listen for when the selects are changed and update the picker

$('#d, #m, #y')

.bind(

'change',

function()

{

var d = new Date(

$('#y').val(),

$('#m').val()-1,

$('#d').val()

);

$('#date-pick').dpSetSelected(d.asString());

}

);

// default the position of the selects to today

var today = new Date();

updateSelects(today.getTime());

// and update the datePicker to reflect it...

$('#d').trigger('change');

});

</script>

<!-- MUST BE THE LAST SCRIPT IN <HEAD></HEAD></HEAD> png fix -->

<script src="js/jquery/jquery.pngFix.pack.js" type="text/javascript"></script>

<script type="text/javascript">

$(document).ready(function(){

$(document).pngFix( );

});

</script>

</head>

<body>

<!-- Start: page-top-outer -->

<div id="logo">

<img src="download.png" width="400" height="80" alt="" />

</div>

<div class="clear"></div>

</div>

<!-- End: page-top -->

</div>

<!-- End: page-top-outer -->

<div class="clear">&nbsp;</div>

<!-- start nav-outer-repeat................................................................................................. START -->

<div class="nav-outer-repeat">

<!-- start nav-outer -->

<div class="nav-outer">

<!-- start nav-right -->

<div id="nav-right">

<?php

$query=mysql\_query("SELECT \* FROM admin WHERE username='$\_SESSION[sess\_user]'");

$numrows=mysql\_num\_rows($query);

if($numrows!=0)

{

while($row=mysql\_fetch\_assoc($query))

{

$first=$row['username'];

}

}

?>

<div class="nav-divider">&nbsp;</div>

<a href="logout.php" id="logout"><img src="images/shared/nav/nav\_logout.gif" width="64" height="14" alt="" /></a>

<div class="clear">&nbsp;</div>

</div>

<!-- end nav-right -->

<!-- start nav -->

<div class="nav">

<div class="table">

<div class="nav-divider">&nbsp;</div>

<ul class="select"><li><a href="applicantHome.php"><b>Home</b><!--[if IE 7]><!--></a><!--<![endif]-->

</li>

</ul>

<div class="nav-divider">&nbsp;</div>

<ul class="select"><li><a href="addProfile.php"><b>Profile</b><!--[if IE 7]><!--></a><!--<![endif]-->

</li></ul>

<div class="nav-divider">&nbsp;</div>

<ul class="select"><li><a href="uploadcertificate.php"><b>Upload</b><!--[if IE 7]><!--></a><!--<![endif]-->

</li>

</ul>

<div class="nav-divider">&nbsp;</div>

<ul class="select"><li><a href="applicantVacancies.php"><b>Vacancies</b><!--[if IE 7]><!--></a><!--<![endif]-->

</li>

</ul>

<div class="nav-divider">&nbsp;</div>

<ul class="select"><li><a href="appliedJob.php"><b>My Application</b><!--[if IE 7]><!--></a><!--<![endif]-->

</li>

</ul>

<div class="nav-divider">&nbsp;</div>

<ul class="select"><li><a href="callinterview.php"><b>Interview</b><!--[if IE 7]><!--></a><!--<![endif]-->

</li>

</ul>

<div class="clear"></div>

</div>

<div class="clear"></div>

</div>

<!-- start nav -->

</div>

<div class="clear"></div>

<!-- start nav-outer -->

</div>

<!-- start nav-outer-repeat................................................... END -->

<div class="clear"></div>

<!-- start content-outer ........................................................................................................................START -->

<div id="content-outer">

<!-- start content -->

<div id="content">

<!-- start page-heading -->

<div id="page-heading">

<h1>Vacancies</h1>

</div>

<!-- end page-heading -->

<table border="0" width="100%" cellpadding="0" cellspacing="0" id="content-table">

<tr>

<th rowspan="3" class="sized"><img src="images/shared/side\_shadowleft.jpg" width="20" height="300" alt="" /></th>

<th class="topleft"></th>

<td id="tbl-border-top">&nbsp;</td>

<th class="topright"></th>

<th rowspan="3" class="sized"><img src="images/shared/side\_shadowright.jpg" width="20" height="300" alt="" /></th>

</tr>

<tr>

<td id="tbl-border-left"></td>

<td>

<!-- start content-table-inner ...................................................................... START -->

<div id="content-table-inner">

<!-- start table-content -->

<div id="table-content">

<table width="400" border="0" cellspacing="1" cellpadding="0">

<tr>

<table width="1140" border="0" cellpadding="3" cellspacing="1" bgcolor="#CCCCCC">

<form action="applicantVacancies.php" method="POST" enctype="multipart/form-data">

<table border="0" width="100%" cellpadding="0" cellspacing="0" id="product-table">

<tr>

<th class="table-header-check"></th>

<th class="table-header-repeat line-left minwidth-1"><a href="">Description</a></th>

<th class="table-header-options line-left"><a href="">Organization</a></th>

<th class="table-header-repeat line-left"><a href="">Number of post</a></th>

<th class="table-header-repeat line-left"><a href="">More details</a></th>

<th class="table-header-repeat line-left"><a href="">Deadline</a></th>

</tr>

<?php

$query=mysql\_query("SELECT \* FROM vacation WHERE job\_id NOT IN (SELECT job\_id FROM apply)");

while($rows=mysql\_fetch\_array($query))

{

?>

<!-- start product-table ..................................................................................... -->

<tr class="alternate-row">

<td><input name="chk\_id[]" type="radio" class='chkbox' value="<?php echo $rows['job\_id']; ?>"/></td>

<td><?php echo $rows['description'] ; ?></td>

<td><?php echo $rows['organization']; ?></td>

<td><?php echo $rows['number\_of\_post'];?></td>

<td><?php

$files\_show= "job/file";

$files\_field=$rows['moredetails'];

echo "<a href='$files\_show/$files\_field'>$files\_field</a>";?></td>

<td><?php echo $rows['deadline'] ?></td>

</tr>

<?php

}

?>

</table>

</div>

<input type="submit" name="su" value="" class="form-submit" />

<!-- end product-table................................... -->

</form>

<!-- end content-table -->

<?php

error\_reporting(E\_ERROR);

if(isset($\_POST['su']))

{

$ql=mysql\_query("SELECT \* FROM academic WHERE username='$\_SESSION[sess\_user]'");

while($rows=mysql\_fetch\_assoc($ql))

{

$files= "uploads/files";

$ak=$rows['certificate'];

}

$arr = $\_POST['chk\_id'];

foreach ($arr as $arr)

{

$quk=mysql\_query("SELECT \* FROM vacation where job\_id=$arr");

while($rows=mysql\_fetch\_assoc($quk))

{

$a=$rows['job\_id'];

$b=$rows['description'] ;

$c=$rows['organization'] ;

$d=$rows['number\_of\_post'];

$e=$rows['moredetails'] ;

$f=$rows['deadline'] ;

}

$q="INSERT INTO apply(job\_id, description, organization, number\_of\_post, moredetails, deadline, username, certificate)

VALUES('$a','$b','$c','$d','$e','$f','$\_SESSION[sess\_user]','$ak')";

if($q ==TRUE)

{

echo "<h4>Successfully</h4>";

}

mysql\_query($q, $con);

// mysql\_query("DELETE FROM apply WHERE id = " . $id);

}

}

?>

<!-- end actions-box........... -->

<!-- start paging..................................................... -->

<table border="0" cellpadding="0" cellspacing="0" id="paging-table">

<tr>

<td>

<a href="" class="page-far-left"></a>

<a href="" class="page-left"></a>

<div id="page-info">Page <strong>1</strong> / 15</div>

<a href="" class="page-right"></a>

<a href="" class="page-far-right"></a>

</td>

<td>

<select class="styledselect\_pages">

<option value="">Number of rows</option>

<option value="">1</option>

<option value="">2</option>

<option value="">3</option>

</select>

</td>

</tr>

</table>

<!-- end paging................ -->

<div class="clear"></div>

</div>

<!-- end content-table-inner ............................................END -->

</td>

<td id="tbl-border-right"></td>

</tr>

<tr>

<th class="sized bottomleft"></th>

<td id="tbl-border-bottom">&nbsp;</td>

<th class="sized bottomright"></th>

</tr>

</table>

<div class="clear">&nbsp;</div>

</div>

<!-- end content -->

<div class="clear">&nbsp;</div>

</div>

<!-- end content-outer -->

<div class="clear">&nbsp;</div>

<!-- start footer -->

<div id="footer">

<!-- start footer-left -->

<div id="footer-left">

<center> <b>Copyright &copy;</b></center>

<!-- end footer-left -->

<div class="clear">&nbsp;</div>

</div>

<!-- end footer -->

</body>

</html>

### Appendix 3-Time frame

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **week** | **2-3** | **3-5** | **6-8** | **9-11** | **12-14** |
| TASK |  |  |  |  |  |
| Introduction |  |  |  |  |  |
| Literature review |  |  |  |  |  |
| Methodology |  |  |  |  |  |
| Analysis and design |  |  |  |  |  |
| Implementation, testing conclusion and recommendation |  |  |  |  |  |

**Source: Research data 2017**

# Appendix 4-Budget

|  |  |  |
| --- | --- | --- |
| RESEARCH BUDGET | | |
| S/no | **CATEGORY** | **COST** |
| 1 | Transport | 200,000 Tsh |
| 2 | Stationary | 160,000 Tsh |
| 3 | Accessories | 140,000 Tsh |
| 4 | Development cost | 200,000 Tsh |
| 5 | Staff training | 200,000 Tsh |
| 6 | Communication | 200,000 Tsh |
| 7 | **Total** | **700,000 Tsh** |

**Source: Research data 2017**