Web Application Proposal: Comprehensive HR Solution for Smart Start SL Ltd

**Overview:**

We propose developing a comprehensive web application to streamline HR processes for Smart Start SL Ltd in Sierra Leone. This web application will include features such as job postings, self-generated JDs(Job Description) and KPIs ( Key Performance Indicators ) , a CV database for female candidates, an ATS(Applicant Tracking System), a services page, psychometric testing integration, and basic labour law computation tools.

**Features and Functionality:**

**Job Postings Website:**

User-friendly interface for posting job openings, receiving applications, and managing the recruitment process. ----> Done

Customizable job posting templates with options to specify job roles, qualifications, and application deadlines. ---> Done ( Working on template Design )

Integration with the ATS to seamlessly manage applications and track candidate progress. ----> Done

**Self-Generated JDs and KPIs:**

System for creating customized job descriptions and key performance indicators tailored to each job role within the organization. -----> Done

Templates and guidelines for generating JDs and KPIs based on industry standards and best practices. ( Working on template Design )

**CV Database for Females Only:**

Secure database specifically designed to store CVs and profiles of female candidates. ----> Done

Inclusivity and diversity measures to ensure equal opportunities in the hiring process. ---> Done

**Applicant Tracking System (ATS):**

Streamlined recruitment process with features for tracking applications, scheduling interviews, and communicating with candidates.

Automated workflows to move candidates through the recruitment pipeline efficiently. ----> Done ( in candidate profile in both male and Female section for particular job)

**One Page for Services :**

Concise webpage highlighting HR consultancy services offered by Smart Start SL Ltd.

Sections for recruitment, training, employee relations, compliance, and other HR services. ----> Done ( from admin panel, for frontend working on Design)

**Psychometric Testing Integration :**

Integration with psychometric testing tools to assess candidates' personality traits, cognitive abilities, and job fit. ----> Done

Customizable assessments tailored to specific job roles and organizational requirements. ---> Done

**Basic Labour Law Computations :**

Tools and resources to assist with basic labour law computations in Sierra Leone.

Calculators for wages, benefits, working hours, and other compliance-related calculations. ----> Done ( as per given Excel sheet )