**Software recruitment specifications**

**Hiring System**

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**1.INTRODUCTION:**

**1.1 PURPOSE:**

The purpose of this document is to build an online system (android app) hassle-free, which provides candidates to apply for the job as per their skill set and personal preferences at the same time hiring committee can select the candidate on basis of recommended sorted candidates as per requirements.

**1.2 CONVENTIONS:**

This document uses following conventions.

|  |  |
| --- | --- |
| DBMS | Data base management system |
| JS | Job-seeker |
| HR | Hiring POC for organization |

**1.3 INTENDED AUDIENCE:**

This document is useful for the job-seeker and HR, along with the required set of people who are working in this project.

**1.4 PRODUCT REACH:**

The purpose of this hiring system, is to create a well –defined, sweet and simple channel between job seekers and HR, so that HR can reach out to directed set of job-seekers on basis of filtering skills, location, experience and save time of HR and job-seekers.

**2.PRODUCT DESCRIPTION:**

**2.1 PRODUCT PERSPECTIVE:**

This hiring system stores following information.

* Job details: It includes job-id, job location, year of experience, joining period, company, skill set, total vacancy, date of job posted, two liners job description, JD, job active state, preferred company upto 5, preferred college IIT/IIM/Govt college/others, package range.
* Job seekers details: It includes Linked in id, name, email, mobile number, photo, two liner introduction, Resume, minimum package, joining time, skill set, preferred company upto 5, date of registration, password, experience details, current organization.
* HR details: It includes Linked in id, password, name, email, mobile number, photo, two liner introduction.

**2.2 PRODUCT LAYOUT:**

|  |
| --- |
| job seekers personal details |
| user\_id(PK)-FK |
| password |
| Name |
| Email |
| MobileNumber |
| photo |
| DateOfRegistration |
| Gender |
| country |
| state |
| city |
|  |
|  |
| job seekers academic details |
| user\_id(PK)-FK |
| CurrentCompany |
| Experience |
| preferred Location |
| 12 board , with percentage |
| 10 boeard with percentage |
| Engineering colege |
| CGPA |
| Branch |
|  |
| job seekers career details |
| user\_id(PK)-FK |
| Linked-in Id |
| introduction |
| MinimumPackage |
| Joining time |
| Skill set |
| PreferredCompany |

|  |  |
| --- | --- |
| job –details | default value(if appilicable) |
| job-id(PK) |  |
| job-location |  |
| experience required | 0-10 |
| joining timing | 0 week |
| Company |  |
| skill set |  |
| total vacancy | 1 |
| date of job posted | automatic |
| Job short info |  |
| JD |  |
| job active state | Active |
| preferred company |  |
| preferred college |  |
| job location | any |

|  |  |
| --- | --- |
| HR | default value(if appilicable) |
| HR ID(PK) |  |
| Linked-in Id |  |
| Password |  |
| Name |  |
| Email |  |
| MobileNumber |  |
| Photo |  |
| Introduction |  |
| date of registration | automatic |

|  |
| --- |
| Job Interest details |
| Job interest number(PK) |
| user-id(FK) |
| job-id(FK) |
| status-ignore,interest,interview,selected,offer,joined |

|  |
| --- |
| job-posting |
| job-posting number (PK) |
| HR id(FK) |
| Job-id (FK) |

|  |
| --- |
| job-match |
| match number(PK) |
| job-interest number(FK) |
| job-posting number (FK) |

**2.3 USER INTERACTION:**

* Job-seeker:
  + Should be able to see list of sort listed jobs.
  + Should be able to show interest in particular job and cancel it.
  + Should be able to see list of applied jobs and their status along with HR number and email ID.
  + Should be able to modify all particular user details including updating latest resume.
  + Shall be able to give feedback to system.
  + Shall be able to confirm offer-letter by HR.
* HR:
  + Should be able to post a particular job.
  + Should be able to see all posted jobs and interested candidate.
  + shortlist candidate.
  + change job status, if its filled by other mean.
  + Confirm candidate if offer is produced so that we can remove his appearance from system.
  + Shall be able to give feedback.
* Admin control:
  + Block the candidate/HR with specific reason.
  + shall be able to see all offer produced.
  + Shall be able to see jobs which are listed 15 days back and still active.
  + Shall be able to see offered produced by HR, but not confirmed by candidate in 7 days, so we can reach them.
  + Shall be able to see monthly max number of posted jobs by HR.
  + Shall be able to see monthly max number of offer produced by HR.
  + Feedback analysis.
  + User format access as per HR and Job-seeker id.

**3. SYSTEM FEATURE:**

**3.1 DESCRIPTION and PRIORITY:**

* Hiring system provides the best sort-listed candidates on basis of job posted by HR.
* It provides best jobs for job-seekers as per their skill set and experience level.
* It also provides general search box for all jobs as per requirements.
* Login details should be verified by mobile number and email id.
* Redundancy DB is avoided.

**4. EXTERNAL INTERFACE REQUIREMENTS:**

**4.1 USER INTERFACE:**

* SQL DB.
* Back-end language: python.
* Front end: ??

**4.2 HARDWARE INTERFACE:**

* Android app device.

**5. NON-FUNCTIONAL REQUIREMENTS:**

**5.1 NORMALIZATION:**

The basic idea for this is to avoid redundant data entry into DB, and if once offer is produced to one candidate so he/she shall be removed from other jobs interest.

**5.2 QUALITY:**

* Jobs and candidate match should be as per skills, job location, experience etc.
* It should be maximum usable with hassle free.

**6. TIMELINE**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Activity | start date | Final date | Trend start date | Trend end date |
|  |  |  |  |  |
| First level document release | 17/11/2019 | 23/11/2019 | 17/11/2019 | 23/11/2019 |
| Document freeze to start work(include discussions) | 23/11/2019 | 26/11/2019 | 23/11/2019 | 26/11/2019 |
| DB design | 26/11/2019 | 30/11/2019 | 26/11/2019 | 30/11/2019 |
| API design | 30/11/2019 | 15/12/2019 | 30/11/2019 | 15/12/2019 |
| GUI design | 15/12/2019 | 25/12/2019 | 15/12/2019 | 25/12/2019 |
| Test and Beta version and consider document changes | 25/12/2019 | 30/12/2019 | 25/12/2019 | 30/12/2019 |
| final release | 31/12/2019 | 31/12/2019 | 31/12/2019 | 31/12/2019 |