

Activity No: 3

Software Requirement Specification

Project Title- HR Recruitment System for thyssenkrupp

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1. Introduction

1.1. Problem Statement

Maintaining the recruitment data manually for such a large organization is very tricky task. Also there may not be the transparency in the work of involved employees. Thyssenkrupp needs software that will digitize the HR Recruitment System and increase transparency in the whole working of the system.

1.2. Overview

We consider automating the recruitment process of thyssenkrupp Elevators, Chakan and they are currently using a manual system to recruit employees; since recruiting employees manually is time consuming and unorganised. Recruitment system is a process of selecting potential candidates for a vacant position and hiring the candidates who fulfill the requirement of the organization; hence hiring is a strategic function for the human resource department.

Human resource management includes several responsibilities, mainly selecting potential employees that the company needs so that this system will help the company in selecting the best potential applicant that could help in achieving its goals. Recruitment is the systematic process of generating a pool of qualified applicants for organization jobs. Selection and recruitment is a vital process for a company. The employment of a competent workforce can bring growth and stability.

1.3. Objectives

Recruitment management system is a comprehensive system to manage the entire recruitment processes of an organization. It facilitates the information flow of a company within HR departments. Just like payroll or any other system, the Recruitment management system helps to work the recruitment processes and effectively manage recruitment. The features, functions and major benefits of the recruitment management system are explained below:

- Structure and systematically organize the entire recruitment processes.
- It facilitates faster, accurate and reliable processing of applications from various applications.
- Helps to reduce the time-per-hire and cost-per-hire.
- It helps to incorporate and integrate the various links like the application system on the official website of the company, the unsolicited applications, outsourcing
- Recruitment, the final decision making to the main recruitment process.
- It maintains an automated active database of the applicants facilitating the talent
- Management and increasing the efficiency of the recruitment processes.
- It helps to communicate and create healthy relationships with the candidates through the entire recruitment process.

2. Drawbacks of existing system

2.1 Performance:

- Poor time management: Often paperwork is slow, which results in delays in services and for the processes of the company.
- Response time: Delay in the preparation and distribution of personnel action if work is conducted manually.

2.2 Information:

- Redundant information: Personnel information about employees stored in many places.
- Data is captured redundantly: Personnel information has to be captured again and again when activities related to a particular employee is performed.
- Due to the large number of manual files, data organization is difficult and is not easy to meet new information needs from stored data.

2.3 Economics:

- Effort and materials required for tasks is excessive.
- Inefficiency due to poor time management.

2.4 Services:

- Performance of work units is humped due to lack of programmed recruitment activities

- Delay in announcing notices for different departments.
- Recruitment activities are prolonged for about two months since the existing system is manual.

3. Feasibility Study:

1. Technical Feasibility:

1.1. Technology Stack :

1.1.1. HTML, CSS, PHP, MongoDB

1.2. Performance :

1.2.1. Response Time, Utilization

2. Operational Feasibility:

2.1. User-friendly UI :

2.1.1. Easy To Interact

2. Export Reports :

2.1. PDFs and Excel Sheets

3. Maintain Logs :

3.1. Excel Log Sheets

1. Schedule feasibility:

1. Deadline Considerations :

1.1. No Delay In Development As Well As Deployment

4. User Characteristics/Functional Requirements:

4.1 HR1

1. Send offer letter to candidates whose documents are verified - After finishing the interview procedure HR1 will be able to send offer letter (A letter about confirmation of joining to the organisation) to the selected candidate after there all documents are verified

2. Upload PRF information - PRF stands for Form, Candidate apply for the position in the organisation by different job portals , once particular candidates are finalised after this process, HR1 will be able to send them a link where they can fill PF form and there response (that is details filled in the form) will be recorded in the system and will be shown for subsequent times.

3. Create evaluation Rounds - after finalising candidates HR1 can create a number of rounds by dividing the interview procedure.

4. Terminate Interview Procedure - HR1 can create maximum five rounds after the interview procedure has to be terminated compulsory. Also the HR1 can terminate the procedure at any point if they want.

4.2 HR2

1. Check User Documents and Verify - After interview procedure is completed, selected candidates will get a Lin. Where they have to upload a number of documents which are required by the organisation, after that HR2 will have a dashboard where HR2 can verify these documents.

2. Check To DO List - there will be a todo list for HR2 for verification of documents time to time.

3. Request Offer Letter for Verified Candidate - When all the documents will be verified of any candidate the HR2 will be able to request an offer letter for that candidate from HR1 which will be confirmation of his joining to the organisation.

4.3 Interviewer

1. Check To DO List - there will be different interview rounds going in the organisation likely everyday, so all the interviewers will have a todo list of interviews that they have to take.

2. Accept or Reject Scheduled Interviews - if the interview have been assigned any another work in the same time slot then he can reject the interview so that HR1 can reschedule the interview other wise interviewer has to accept the interview

3. Conduct Interview & Fill Evaluation Sheet - interviewer will be able to fill the evaluation sheet online on the HRMS system.

4.4 System

1. Send email notifications for updates - on every single update the email notifications will be sent to respective users.

2. Download Documents - Users will be able to download all documents and reports from the system

3. Provide filters for key fields - there will be filters for searching particular positions or rounds.

4. Segregate rejected, On-hold and selected Candidates - there will be different sections in the details of all rounds for selected, rejected and on-old candidates so that users can easily access the data.

5. Non-Functional Requirements:

5.1 Performance:

5.1.1 Response time should be minimum i.e.Low latency

5.1.2 Performance should be high even at peak load.

5.2 Scalability:

5.2.1 Requests should be distributed horizontally across machines as requests to the server increase.

5.3 Availability

5.3.1 Website Should be available at 24*7.

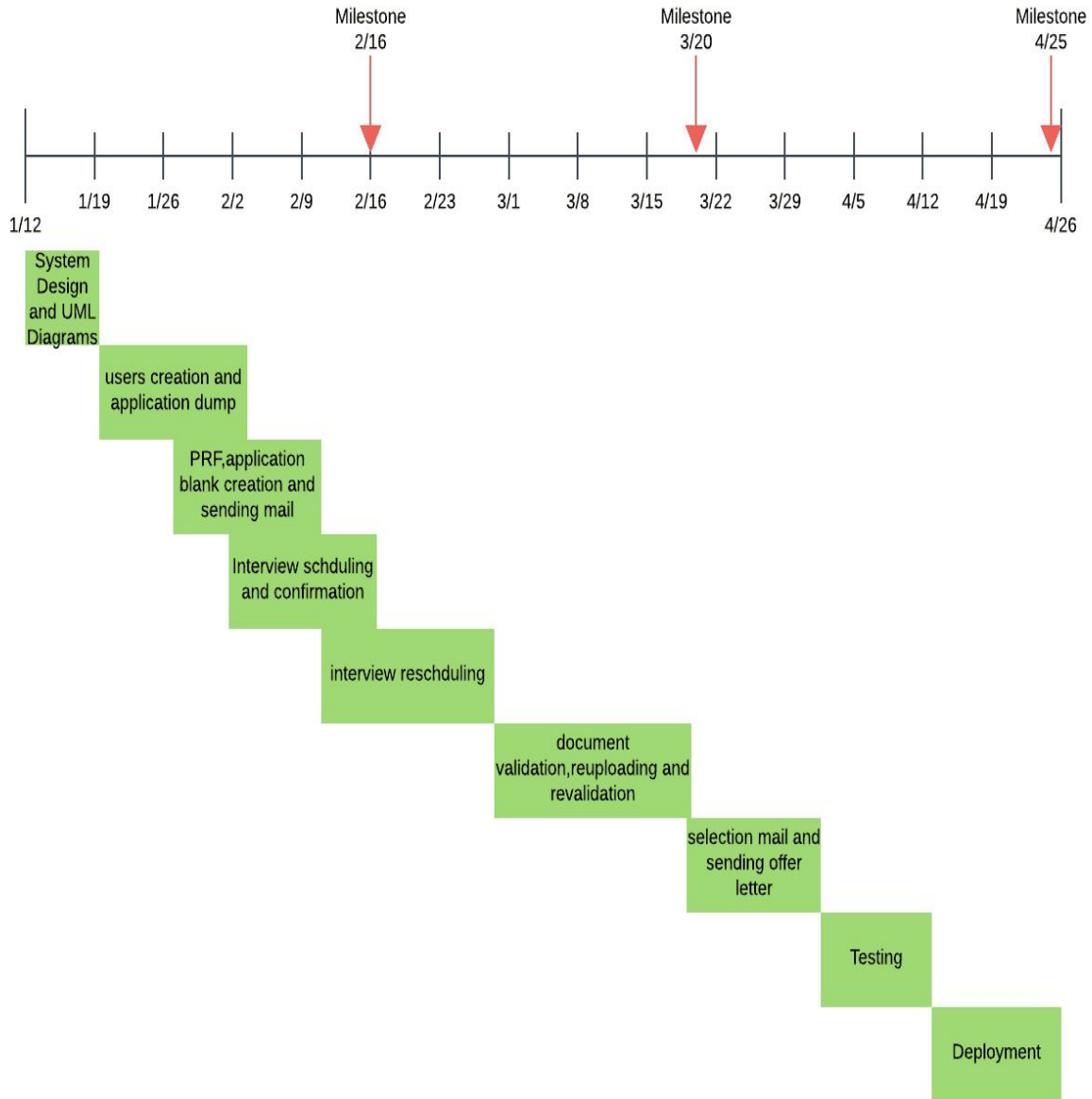
5.4 Ease of use and Look

5.4.1 Website Should be user friendly and should look attractive.

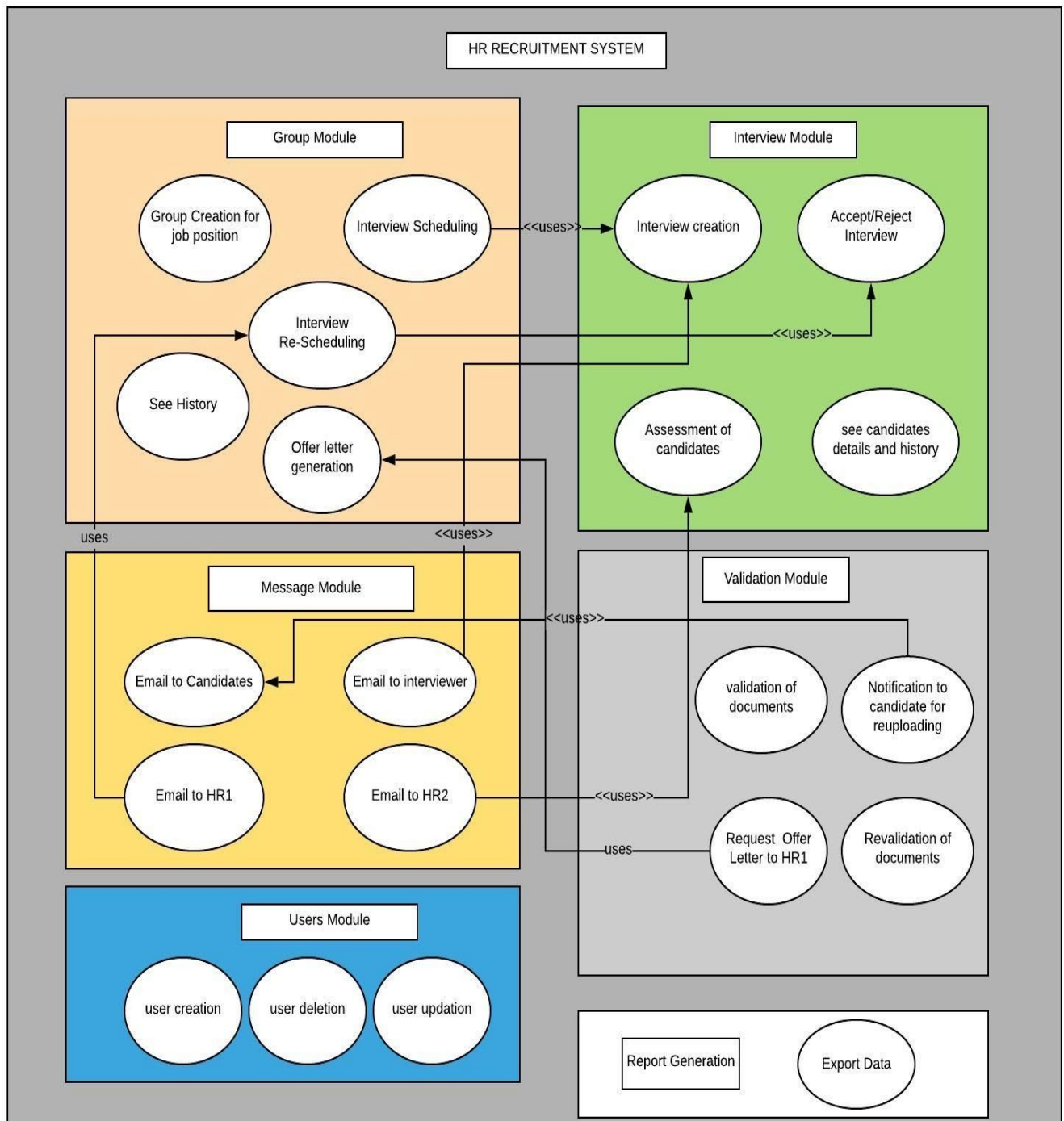
5.4 Data backups

5.5.1 Application should take regular backup at specified time .

6. TimeLine Sheet



7. Block Diagram



8. Testing

8.1 Test Cases For HR1

Test Case Id	Description	Steps	Expected Result	Actual Result	Status
TC_1	Login to the system	1.Enter Username 2.Enter Password 3.Click on Submit	Successful Login and redirect to DashBoard	Successful Login and redirected to DashBoard	Pass
TC_2	Selection of Action	1.click on rectangular button on dashboard	Respective Page should open after button is selected	Respective Page is opened	Pass
TC_3	Upload PRF information	1.Enter emails OR 1. Select email file 2.Click on Upload	Mail should shoot to respective emails	Mail shooted to respective emails	Pass
TC_4	Form filling by Candidates	1.Open link with browser 2. Fill whole form 3.Click on submit	Form filled confirmation should display and add candidate for further process	Form filled successfully confirmation shown and candidate is added for further process	Pass

TC_5	Group Creation for interview for position	1.select mails to for group creation	Interview for particular position is created and mail should shooted person regarding interview	Interview is created and mail shooted	Pass
TC_6	Create Evaluation Rounds	1.Click on round initiation 2.fill the form	Evaluation round creation and mail shooting to person regarding round	Evaluation round is created and mail shooted	Pass
TC_7	Terminating interview procedure	1.select interview to be terminated 2.terminate the interview	Interview should be terminated	Interview is terminated	Pass
TC_8	Sending Offer letter to candidate	1.send offer letter to HR2 for verification 2.send offer letter to candidate if confirmed by HR.if not confirmed don't send	Offer letter should send to candidate	Offer letter is sent to candidate	Pass
TC_9	See History	1.Click on see history 2.Navigate through different tabs	Candidate according to selected tab should display	Candidates are displayed according to selected tab	Pass

8.2 Test Cases For HR2

Test Case Id	Description	Steps	Expected Result	Actual Result	Status
TC_1	Login to the system	1.Enter Username 2.Enter Password 3.Click on Submit	Successful Login and redirect to DashBoard	Successful Login and redirected to DashBoard	Pass
TC_2	Selection of action	1.click on rectangular button on dashboard	Respective Page should open after button is selected	Respective Page is opened	Pass
TC_3	Candidate document verification	1.select the document 2.click valid/invalid 3.if invalid write the reason 4.click on submit	1.every document should verified and if it is invalid notify candidate for uploading	Every document is verified	Pass
TC_4	Check to-do list	1.click on to-do list rectangular button on dashboard	To-do list should open	To-do list is open	Pass
TC_5	Request offer letter from hr1 for verification	1.click on request offer letter	Offer letter should verified	Offer letter is verified	Pass
TC_6	See candidate history	1.Click see history	History should be display	History is displayed	Pass

8.3 Test Cases for Interviewer

Test Case Id	Description	Steps	Expected Result	Actual Result	Status
TC_1	Login to the system	1.Enter Username 2.Enter Password	Successful login and redirection to respective page	Login successfully and redirected to appropriate page	Pass
TC_2	See history	1.Click on see history button on left top	History should be display	History displayed on page	Pass
TC_3	Accept the interview	1.Click on accept button on particular interview in to-do list	Interview is confirmed and mail should shooted at respective mails	Interview is confirmed and mail shooted	Pass
TC_4	Reject the Interview	1.Click on reject interview 2.Specify Reason	Interview should rejected and HR1 should notified about it through mail	Interview is rejected and HR1 is notified through mail	Pass
TC_5	Candidate Evaluation	1.Click on start evaluation for selected candidate 2.Fill the evaluation form 3.Submit the form	Candidate should get evaluated	Candidate is evaluated	Pass

8.4 Test Cases for System

Test Case Id	Description	Steps	Expected Result	Actual Result	Status
TC_1	Send email notifications for updates	1.select mail 2.enter text	Mail should go to respective mail id	Mail shooted at respective mail id	Pass
TC_2	Download Documents	1.click on download	Spreadsheet should get download	Spreadsheet is downloaded	Pass
TC_3	Provide filters for key fields and change data according to it	1.Click the key in the key filter	Data regarding to that key should be displayed	Data regarding to selected key is displayed	Pass
TC_4	Segregate Candidates	1.Provide all candidates	Candidates should segregated in selected,rejected,onhold category	Candidates are segregated according to the category	Pass

9. Future enhancements

9.1 Assessing new joiners after their training period.

9.2 Gathering job seekers from different sources.

10.Conclusion :

We are going to reduce the paperwork by digitizing the recruitment process, along with transparency in the functionalities of individual stakeholders.