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| Business Template  **Subject areas** |
| **Logo / Image** |

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# 

# Business Description

## Business background

This model connects job candidates with employers; it evaluates each candidate and makes a record about their current position, can be used in probably every job category

## Problems. Current Situation

Lot of information would need to be put it manually so it is time consuming and querying this especially into candidates and their skills area would be expensive

## the Benefits of implementing a database. Project Vision

This model does the skill matching well and give a lot of freedom to candidates to describe their skills, from the recruiters’ side it gives a great platform to plan the interviews and evaluate the candidates, companies have an easy platform where they can ask for the service of the recruitment company

# Model description

## Definitions & Acronyms

Company- an org that posts jobs for recruitment companies to pick up, POC here means person of contact

Jobs- these are the jobs that the company posts, isActive means if the job listing is still available for recruiters to pick up and is a boolean

Recruiter- these are the recruiters that work with the job applications and interviews

Job\_application- is the application that the candidates submit(application\_CV\_link here should an URL)

Candidates- this table describes general information about the candidates

Job\_skill and candidate\_skill- these tables are there to handle m:m relationships (isRequired is a Boolean and means if the skill is required for the job or not

Skills- this table describes candidates skills

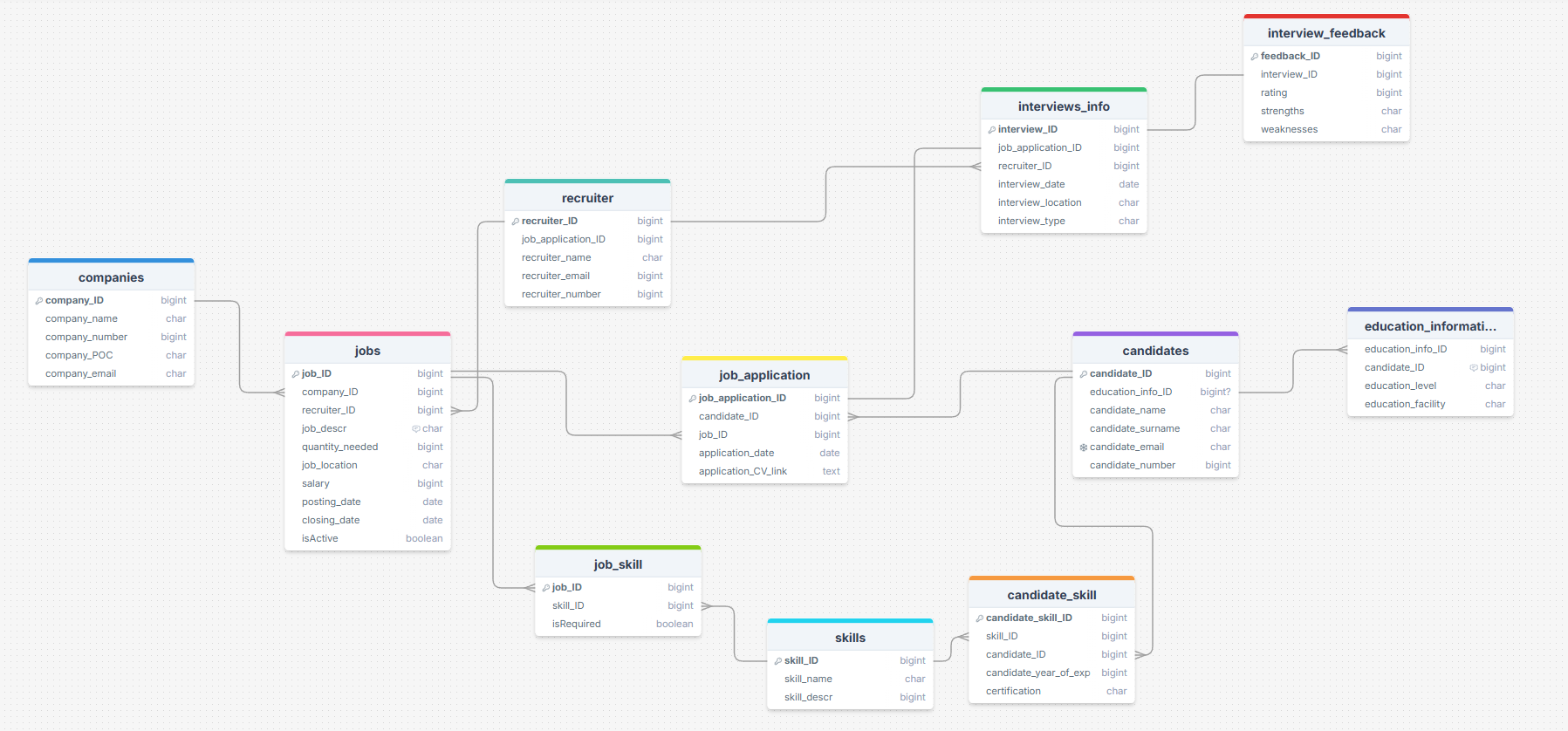
Interviews info table has the information about the interview details and interview\_feedback has the evaluation/assessment of the candidate, interview\_type here can mean if it is technical or general or other types

Education\_information table has the info about where the candidate got the education if he got it at all, education level here can mean high-school, university, masters and so on

From the real world scenario I will explain why I decided to choose the relationship on each table, company can have many job listings, recruiters can have many jobs that they can search candidates for, one job can have many applications, one job can have many skill that it requires, one recruiter can have many interviews, one interview can have many feedbacks, one candidate can have many interview, one candidate can have many job applications, one candidate can have many skill, one candidate can have many education facilities finished

Not null constraints on company\_name, company\_number, company\_poc, company\_email, job\_descr,quantity\_needed, job\_location, salary, posting\_date, closing\_date, isActive, recruiter\_name, recruiter\_email, recruiter\_number, isRequired, application\_date, application\_cv\_link, skill\_name, interview\_date, interview\_location, interview\_type, candidate\_name, candidate\_surname, candidate\_email, candidate\_number, education\_level, education\_facility, rating, strengths, weaknesses. (drawsql doesn’t have constraints I put nullable on some that could be null in the first submition)

## Logical Scheme



## Objects

All data types are present on the model itself

Table Description

<description>

|  |  |  |  |
| --- | --- | --- | --- |
| Table Name | Field name | Field Description | Data Type |
| companies | company\_ID | Autoincrement, PK | Int |
| Company\_name | Name of the company | varchar |
|  | Company\_number | Number of a company | int |
|  | Company\_POC | Company person of contact | char |
|  | Company\_email | Email of the company or a person | char |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Field Name 1 | Company\_name | Company\_number | Company\_poc | Company\_email |
| 1 | abc | 12345678 | alisa | abc@gmail.com |

|  |  |  |  |
| --- | --- | --- | --- |
| Table Name | Field name | Field Description | Data Type |
| jobs | Job\_ID | Id,PK | Int |
| Company\_ID | Fk | Text |
|  | Recruiter\_ID | Fk | Int |
|  | Job\_descr | Describes the job | Char |
|  | Quantity\_needed | How many jobs they need | Int |
|  | Job\_location | Location of the job | Char |
|  | Salary | Salary avg | decimal |
|  | Posting\_date | Posting date | Date |
|  | Closing\_date | Closing date | Date |
|  | IsActive | If the job is open | bool |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Job\_ID | Company\_ID | Recruiter\_ID | Job\_descr | Quantity needed | Job\_location | Salary | Posting\_date | Closing\_date | isACTIVEI |
| 1 | 1 | 1 | electrician | 5 | tbilisi | 5000 | 25/02/2002 | 25/02/2003 | TRUE |

|  |  |  |  |
| --- | --- | --- | --- |
| Table Name | Field name | Field Description | Data Type |
| recruiter | Recruiter\_ID | Autoincrement, PK | Int |
| Job\_application\_ID | FK | int |
|  | Recruiter\_name | Name of the recruiter | Char |
|  | Recruiter\_email | Recruiter mail | Char |
|  | Recruiter\_number | Number of the recruiter | Int |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Recruiter\_ID | Job\_application\_ID | Recruiter\_name | Recruiter\_email | Company\_number |
| 1 | 1 | John | [John@gmail.com](mailto:John@gmail.com) | 123154616 |

|  |  |  |  |
| --- | --- | --- | --- |
| Table Name | Field name | Field Description | Data Type |
| Interviews\_info | Interview\_ID | Autoincrement, PK | Int |
| Job\_application\_ID | FK | int |
|  | Recruiter\_ID | FK | int |
|  | Interview\_date | Date of an interview | Date |
|  | Interview\_location | Location of the interview | Char |
|  | Interview\_type | Type of an interview | Char |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Interview\_ID | Job\_application\_ID | Recruiter\_ID | Interview\_date | Interview\_location | Interview\_type |
| 1 | 1 | 1 | 25/02/2002 | Tbilisi,bahg 12 | Technical |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Feedback\_ID | Interview\_ID | rating | Strengths | Weaknesses |
| 1 | 1 | 81 | Big muscles | Very slow |

|  |  |  |  |
| --- | --- | --- | --- |
| Table Name | Field name | Field Description | Data Type |
| Job\_application | Job\_application\_ID | Autoincrement, PK | Int |
| Candidate\_ID | FK | int |
|  | Job\_ID | FK | Int |
|  | Application\_date | Date that the application was submitted | date |
|  | Application\_CV\_link | Link of a cv | char |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Job\_application\_ID | Candidate\_ID | Job\_ID | Application\_date | Application\_CV\_link |
| 1 | 1 | 1 | 25/02/2002 | www.cv.com |

|  |  |  |  |
| --- | --- | --- | --- |
| candidates | Candidate\_ID | Autoincrement, PK | Int |
| Education\_info\_ID | FK | int |
|  | Candidate\_name | Candidate name | char |
|  | Candidate\_surname | Surname of the candidate | char |
|  | Candidate\_email | Mail of candidate | Char |
|  | Candidate\_number | Num of candidate | Char |

|  |  |  |  |
| --- | --- | --- | --- |
| Education\_information | Education\_info\_ID | Autoincrement, PK | Int |
| Candidate\_ID | FK | int |
|  | Education\_level | Level of education they have | char |
|  | Education\_facility | What they graduated from | char |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Candidate\_ID | Education\_info\_ID | Candidate\_name | Candidate\_surname | Candidate\_email | Candidate\_number |
| 1 | 1 | bert | kranski | Bkan1@emai.com | 1235131251 |

|  |  |  |  |
| --- | --- | --- | --- |
| Job\_skill | Job\_ID | Autoincrement, PK | Int |
| Skill\_ID | FK | int |
|  | isRequired | If the skill is required for job | char |

|  |  |  |  |
| --- | --- | --- | --- |
| Education\_info\_ID | Candidate\_ID | Education\_level | Education\_facility |
| 1 | 1 | High school | N31 public school |

|  |  |  |
| --- | --- | --- |
| Job\_ID | Skill\_ID | isRequired |
| 1 | 1 | TRUE |

|  |  |  |  |
| --- | --- | --- | --- |
| skills | Skill\_ID | Autoincrement, PK | Int |
| Skill\_name | Underwater electritian | char |

|  |  |
| --- | --- |
| Skill\_ID | Skill\_name |
| 1 | Underwater electritian |

|  |  |  |  |
| --- | --- | --- | --- |
| Candidate\_skill | Candidate\_skill\_ID | Autoincrement, PK | Int |
| Skill\_ID | FK | int |
|  | Candidate\_ID | FK | int |
|  | Candidate\_year\_of\_exp | Year of experience | int |
|  | certification | Certification that candidate has | Char |

|  |  |  |  |
| --- | --- | --- | --- |
| Table Name | Field name | Field Description | Data Type |
| Interviews\_feedback | feedback\_ID | Autoincrement, PK | Int |
| Interview\_ID | FK | int |
|  | Candidate\_ID | FK | int |
|  | rating | Rating out of 100 | int |
|  | Strengths | Strength of an candidate | char |
|  | Weaknesses | Weakness of a candidate | Char |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Candidate\_ID | Education\_info\_ID | Candidate\_name | Candidate\_surname | Candidate\_email |
| 1 | 1 | 1 | 5 | Certificate of harvard |