
# HORN OF AFRICA UNIVERSITY

# JOP SEEKING MANAGEMENT SYSTEM

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## DECLARATION A

We graduate Abdullahi Musse Raage with ID No: 7983, Sudeysi Abdi Musse with ID No: 7671, declare that this is my own original work and has not been presented for a degree or any other academic award in any university or institution of learning.

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**Signature: …….....**

**Date: - ...../…  /2026**

**Name of candidate…….....**

**Signature: …….....**

**Date: …. /……. / ……2026**

## DECLARATION B

I confirm that the work presented in this thesis was carried out by the candidate Abdullahi Musse Rage, Sudeysi Abdi Musse, Under our supervision.

**Supervisor Name: .....**

**Signature: .....**

**Date: …. /……. / ……2026**

## APPROVAL SHEET

This thesis entitled to: Offline Photo Editing Management System prepared and submitted by: Safia Ali Salad, Hafsa Abdullahi Adow, in partial fulfilment of the requirement for the degree of Bachelor of Information Technology has been examined and approved by the panel on oral examination with grade of: .....

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**Chairman.....**

**Signature:**

**.....**

**Name of Supervisor: .....**

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**Name of Panel: …….....**

**Signature: .....**

**Name of Panel: .....**

**Name of Dean Faculty of: .....**

**Date: .....**

**Signature: .....**

## DEDICATION

We dedicated this thesis and documentation works to our beloved parents who for a long time struggled and forfeited all their luxury to build our knowledge where availability of education was rarely feasible, and without them no actions could have been taken.

Also, we would like to dedicate our supervisor **Eng. Abdirashiid Andishakur Mohamed** who worked with us as a book preparation student also our brothers, sisters and relatives who have been prominent facilitators, and our teachers who have contributed directly or indirectly to our education up to where we are now and classmates at **Horn of Africa University** who have been supplementary support to our study

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We thank to Allah the Creator of this world, who gave us the opportunity to complete this project successfully. You won't find a successful person made his way to the top, without a support. Each one of us is debt to known or unknown people.

Those who gave us hands when darkness was everywhere around. Show us the way, surrounded us, and smiled to us… gave us hope. We would like to thank our family and parents for supporting us emotionally and financially.

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## ABSTRACT

The rapid advancement of information technology has significantly transformed the way organizations and individuals interact in the job market. Traditional job seeking methods are often time-consuming, inefficient, and limited in reach. To address these challenges, this project presents the design and development of a Job Seeking Management System at Horn of Africa University.

The Job Seeking Management System is a web-based application designed to connect job seekers with employers in an efficient, reliable, and user-friendly manner. The system allows job seekers to create personal profiles, upload their CVs, search for available job opportunities, and apply for jobs online. Employers, on the other hand, can post job vacancies, review applications, and manage recruitment processes through the system.

The system aims to reduce the gap between employers and job seekers by providing a centralized platform that simplifies the recruitment process. It also enhances transparency, saves time, and minimizes manual paperwork. The development of this system follows standard software engineering methodologies and incorporates modern web technologies to ensure usability, security, and scalability.

This project was carried out under the supervision of Eng. Abdirashiid Abdishakur Maxamed (IT), whose guidance and technical support were vital throughout the system development process. The implementation of the Job Seeking Management System demonstrates how information technology can effectively support employment services and improve job accessibility for graduates and professionals.

# TABLE CONTENTS

# CHAPTER ONE

## INTRODUCTION

### 1.0 INTRODUCTION

Employment is a key factor in economic development and social stability, as it enables individuals to earn a living and contribute meaningfully to society. In today's competitive labor markets, connecting job seekers with suitable employment opportunities has become increasingly challenging. Effective job seeking and recruitment systems are therefore essential for reducing unemployment and improving workforce efficiency.

In many developing countries, including Somalia, job seeking and recruitment processes are largely informal and poorly organized. Job opportunities are often shared through personal networks, social media, or physical notices, which limits accessibility and transparency. Job seekers face difficulties in accessing reliable information and tracking applications, while employers struggle to manage applications efficiently and identify qualified candidates.

Advances in Information Technology have made it possible to improve recruitment processes through automated systems. A Job Seeking Management System is a digital platform designed to streamline job posting, application submission, and candidate management. By providing a centralized and structured environment, the system enhances efficiency, transparency, and communication between job seekers and employers. This study focuses on the development of such a system to support effective employment management and improve job matching outcomes.

### 1.0 Background of the Study

Employment is universally recognized as a cornerstone of economic growth, social stability, and individual well-being. The ability of individuals to secure decent employment not only improves living standards but also contributes significantly to national productivity and sustainable development. Over time, the processes through which employers and job seekers connect have evolved in response to economic, technological, and social changes. Understanding this evolution is essential in appreciating the importance of modern job seeking management systems.

Historically, job seeking and recruitment processes were conducted through manual and localized methods such as physical advertisements, word of mouth, newspapers, and direct employer contacts. While these approaches were sufficient in small and less complex labor markets, they became increasingly inefficient as populations grew and economies expanded. Globally, industrialization and globalization significantly increased workforce mobility and competition, making traditional recruitment methods inadequate for managing large volumes of job seekers and vacancies.

The emergence of Information and Communication Technology (ICT) marked a major turning point in employment management worldwide. From the late 20th century onward, organizations began adopting computerized systems to manage human resources, recruitment records, and applicant information. Online job portals and electronic recruitment platforms were introduced to improve efficiency, transparency, and accessibility. These systems enabled employers to reach a wider pool of candidates while allowing job seekers to access opportunities beyond geographical limitations.

The importance of job seeking management systems at the global level lies in their ability to reduce unemployment, minimize recruitment costs, improve hiring accuracy, and promote equal employment opportunities. Governments and international organizations increasingly recognize digital employment platforms as strategic tools for labor market regulation and economic development. As a result, many developed countries have integrated technology-based recruitment systems into both public and private sector employment practices.

**In Africa**, employment challenges remain more pronounced due to rapid population growth, limited formal job opportunities, and underdeveloped labor market structures. Historically, recruitment in many African countries has relied heavily on informal networks, personal connections, and manual application processes. While these methods reflect social and cultural dynamics, they often lack fairness, transparency, and efficiency.

The importance of adopting structured job seeking management systems in Africa has grown alongside increased internet penetration and mobile technology adoption. Over the past two decades, African economies have begun embracing digital solutions to address unemployment and improve workforce management. Online recruitment platforms, although still limited in coverage, have demonstrated the potential to connect employers with qualified candidates more efficiently than traditional methods.

Despite these developments, many African countries continue to face challenges such as limited access to reliable job information, weak applicant verification mechanisms, and poor data management practices. These limitations highlight the need for localized and well-designed job seeking management systems that consider the socio-economic realities of the continent. Such systems are important for promoting merit-based recruitment, reducing youth unemployment, and supporting sustainable economic growth.

**In Somalia,** the employment landscape has been shaped by prolonged instability, limited institutional capacity, and underdeveloped formal labor markets. Historically, job opportunities have been accessed primarily through informal means including personal referrals, clan networks, physical notices, and social media platforms. While these methods play a role in information sharing, they often exclude qualified individuals who lack social connections and provide little accountability in recruitment processes.

The importance of a structured job seeking management system in Somalia is increasingly evident as the country experiences gradual economic recovery and expansion of private and non-governmental sectors. Employers face difficulties in managing applications, verifying candidate qualifications, and maintaining recruitment records. Job seekers, on the other hand, struggle to access reliable information, track applications, and present standardized professional profiles.

Advances in ICT and increased internet availability in Somalia present an opportunity to modernize employment management practices. A Job Seeking Management System can serve as a centralized platform that enhances transparency, improves access to job opportunities, and supports fair recruitment practices. Such a system is important not only for improving employment outcomes but also for strengthening institutional efficiency and supporting national development goals.

Relevance to the Study

The historical evolution of recruitment practices and the growing importance of digital employment platforms globally, in Africa, and in Somalia provide the foundation for this study. By examining these contexts, the study highlights the necessity of designing a Job Seeking Management System tailored to local needs while aligning with global best practices. The background establishes the rationale for the project and underscores its significance in addressing employment challenges through technology-driven solutions.

### 1.1 Statement of the Problem.

In the past, job seeking and recruitment processes were managed through manual methods such as physical notices, personal referrals, and paper-based applications, which were sufficient for small-scale hiring. However, with the growth of population and increased competition for employment, these traditional methods have become inefficient and unreliable. Currently, many job opportunities are shared through unstructured online platforms and social media, leading to misinformation and lack of transparency. Job seekers face difficulties accessing verified opportunities and tracking their applications. Employers struggle with managing large volumes of applications and identifying qualified candidates. The absence of a centralized online job seeking system increases unemployment challenges. This problem highlights the importance of developing an organized online Job Seeking Management System.

### 1.2 Purpose of the Project

The purpose of this project is to design and analyze an online Job Seeking Management System that improves access to employment opportunities. The system aims to create a centralized platform where job seekers and employers can interact efficiently. It seeks to enhance transparency, accuracy, and speed in recruitment processes. By automating job posting and application management, the project supports effective employment management. This project aligns with the academic goals of Horn of Africa University in applying practical information technology solutions.

### 1.3 Project Objectives

#### 1.3.1 General Objective

The general objective of this project is to design and analyze an online Job Seeking Management System that improves access to employment opportunities and enhances recruitment efficiency. The system aims to provide a centralized and reliable platform that connects job seekers and employers transparently. By utilizing online technologies, the project supports fair, efficient, and structured recruitment processes. This objective highlights the importance of digital solutions in addressing unemployment challenges. The project also serves as a practical application of information technology knowledge acquired at Horn of Africa University.

#### 1.3.2 Specific Objectives

The specific objectives of this project are to:

1.Improve job accessibility for job seekers through a centralized online platform.

2.Enhance recruitment efficiency by automating job posting and application management.

3.Promote transparency and fairness in online recruitment processes.

4.Reduce time and cost associated with traditional recruitment methods.

5.Provide accurate and organized records of job applications and candidates.

6.Support effective communication between job seekers and employers.

7.Demonstrate the importance of online systems in modern employment management.

8.Strengthen students' practical skills in system analysis and design at Horn of Africa University.

**1.4 Research Questions**

1.How can an online job seeking management system improve job accessibility for job seekers?

2. In what ways can the system enhance recruitment efficiency for employers?

3.How does automation reduce challenges associated with traditional recruitment methods?

4.How can a centralized platform promote transparency and fairness in hiring?

5.What role does online technology play in reducing unemployment challenges?

6.How can proper data management improve recruitment decision-making?

7.How does the proposed system support effective communication between job seekers and employers?

8.How can this project contribute to practical learning at Horn of Africa University?

**1.5 Scope of the System**

**1.5.1 Time Scope**

The project will be carried out from July 2025 to April 2026, covering analysis, design, development, and testing of the online system.

**1.5.2 Geographical Scope**

The study will focus on organizations and employers operating within Somalia, particularly those using online platforms for recruitment and job advertising.

**1.5.3 Content Scope**

The system will cover online job posting, job seeker registration, application submission, application tracking, employer review, reporting features, and user management.

**1.6 Significance of the Project**

This project is significant because it addresses critical challenges in job seeking and recruitment processes. It provides job seekers with improved access to verified online job opportunities. Employers benefit from efficient application management and reduced recruitment costs. The

system promotes transparency and fairness in hiring practices. It contributes to reducing unemployment by improving job information accessibility. Academically, the project strengthens practical IT skills of students at Horn of Africa University. It demonstrates the importance of online systems in solving real-world problems. The project also supports digital transformation in employment management within Somalia.

### 1.7 Project Organization

The project is organized into six chapters as follows:

Chapter One: Provides the introduction, background of the study, statement of the problem, purpose, objectives, scope, significance, and research questions related to the online Job Seeking Management System.

Chapter Two: Presents the review of related literature, focusing on existing online Job Seeking Management Systems and previous studies relevant to this project.

Chapter Three: Describes the system requirement analysis and preliminary investigation conducted to identify the needs and feasibility of the proposed online system.

Chapter Four: Focuses on the system design, including database structure, data flow diagrams, and user interface design.

Chapter Five: Discusses the system development process, coding phase, testing procedures, and implementation stages.

Chapter Six: Presents the conclusion, project achievements, limitations, and recommendations for future enhancement of the online Job Seeking Management System.

# CHAPTER TWO

# REVIEW OF RELATED LITERATURE

## 2.0 Overview

This chapter reviews literature related to online job seeking and recruitment management systems. It discusses key concepts, expert opinions, and ideas presented by various authors in the field of information systems and employment management. The chapter also examines previous works and existing systems relevant to online recruitment. Furthermore, it identifies gaps in existing systems that justify the need for the proposed online Job Seeking Management System. Emphasis is placed on the importance of technology in improving recruitment efficiency and transparency. The chapter concludes with a summary of the reviewed literature.

## 2.1 Concepts, Opinions, or Ideas from Authors/Experts

Concepts

According to Laudon and Laudon (2020), a management information system is a structured combination of people, hardware, software, data, and procedures designed to produce information that supports decision-making. In the context of job seeking, an online Job Seeking Management System is conceptualized as a digital platform that facilitates interaction between job seekers and employers. The importance of this concept lies in its ability to centralize job information, reduce redundancy, and improve accessibility.

Recruitment management systems are also viewed as part of Human Resource Information Systems (HRIS). As noted by Dessler (2019), HRIS-supported recruitment improves hiring accuracy and reduces administrative workload. The concept of automation is central to online recruitment systems, as it enables faster processing of applications and better candidate matching. This concept is important because it addresses inefficiencies associated with manual recruitment.

From a systems perspective, an online job seeking system integrates databases, user interfaces, and network technologies. O'Brien and Marakas (2018) emphasize that such integration enhances data consistency and reliability. The conceptual foundation of online systems highlights their importance in modern employment management, particularly in competitive labor markets.

Opinions

Experts widely agree that traditional recruitment methods are no longer sufficient in modern societies. According to Armstrong (2020), manual recruitment processes are time-consuming, costly, and prone to bias. He argues that online recruitment systems improve fairness and transparency by standardizing application procedures. This opinion underscores the importance of adopting digital solutions in employment management.

Similarly, Kavanagh and Johnson (2018) state that organizations that adopt online recruitment platforms gain a competitive advantage by accessing a wider talent pool. Their opinion highlights the strategic importance of job seeking systems in organizational success. Online systems also improve communication between employers and applicants, which is critical for effective recruitment.

In developing countries, experts emphasize the importance of localized online recruitment systems. As noted by Heeks (2017), systems designed without considering local context often fail. This opinion supports the need for an online Job Seeking Management System tailored to the Somali employment environment, ensuring relevance and usability.

Ideas from Authors / Experts

Various authors propose innovative ideas to enhance job seeking systems. One key idea is the use of centralized databases for applicant tracking. According to Stone et al. (2015), centralized applicant tracking systems improve record management and support data-driven hiring decisions. This idea is important because it ensures accuracy and accountability in recruitment.

Another important idea is the integration of user-friendly interfaces. Nielsen (2012) emphasizes that system usability directly affects user adoption. For job seekers and employers, ease of use is critical for successful system implementation. This idea reinforces the importance of designing an accessible online platform.

Furthermore, authors suggest that online recruitment systems should support reporting and analytics. As argued by Turban et al. (2019), analytical tools help organizations evaluate recruitment performance and improve decision-making. This idea highlights the importance of online systems not only for operational efficiency but also for strategic planning.

**2.2 Previous work /Existing Systems**

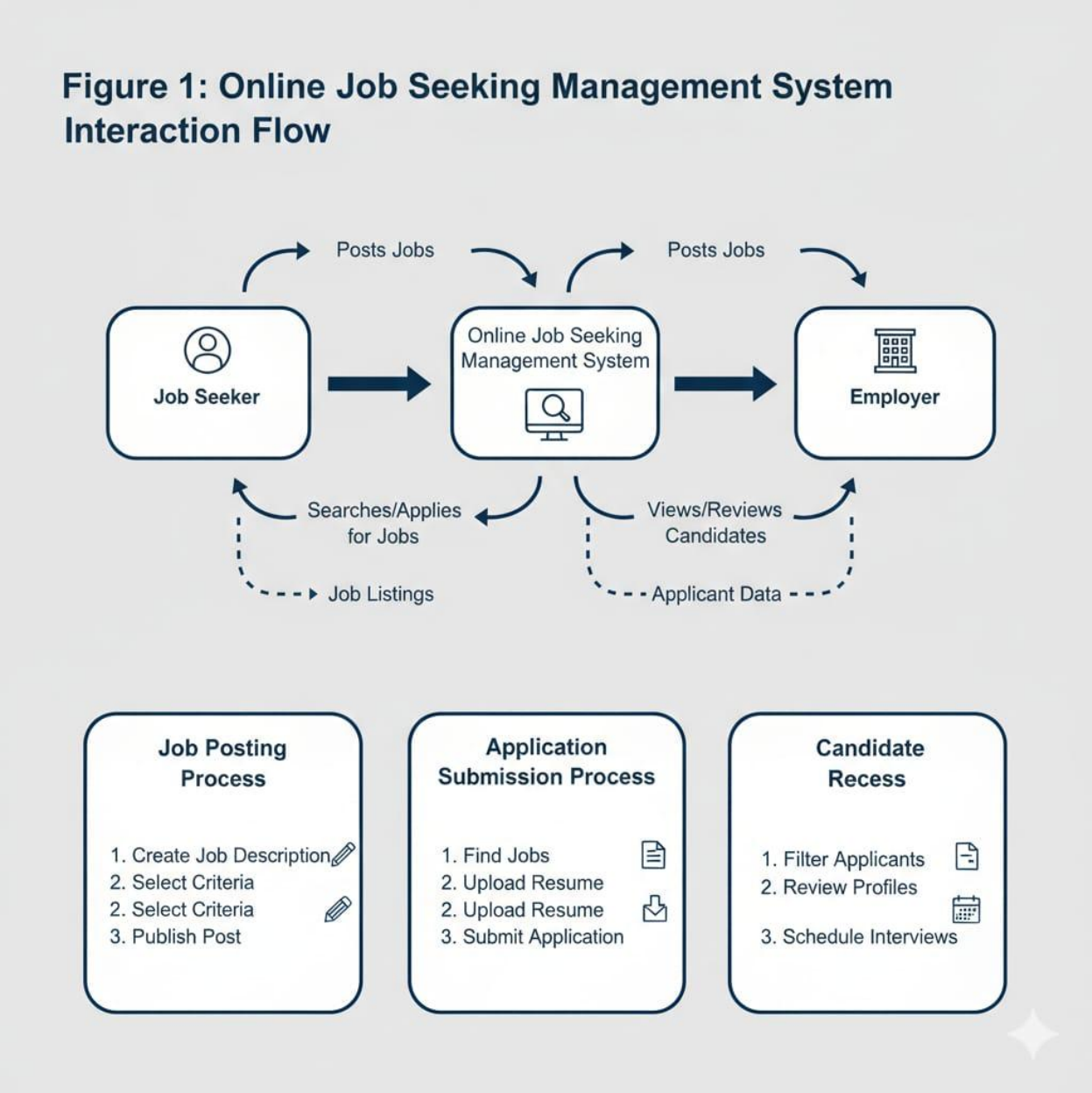
Previous studies show that online job portals have been widely adopted in many countries to improve recruitment processes. Existing systems allow employers to post vacancies and job seekers to submit applications electronically. These systems reduce geographical barriers and

increase job accessibility. However, many existing platforms are designed for global markets and lack local customization.

In developing countries, existing recruitment systems often rely on social media and informal websites. While these platforms increase information sharing, they lack structured applicant management. Employers face challenges in filtering applications and verifying candidate information. Job seekers also experience difficulties tracking their applications.

Some existing systems provide applicant tracking features, but they are costly and require advanced infrastructure. This limits adoption by small and medium organizations. The importance of reviewing previous systems lies in identifying their strengths and weaknesses. Understanding existing systems helps in designing an improved online Job Seeking Management System suitable for Somalia.

Figure 2.1: Example of Existing Online Job seeking System




### 2.3 Gap Analysis and Direction

Despite the availability of online recruitment systems, many fail to address local employment challenges. Existing systems lack proper localization, affordability, and transparency. There is limited support for small organizations and weak applicant verification mechanisms. These gaps highlight the importance of developing a localized online Job Seeking Management System. The proposed system addresses these gaps by focusing on accessibility, efficiency, and transparency.

Table 2.1: Gap Analysis of Existing Systems

| Aspect | Existing Systems | Identified Gap | Proposed System |
|---|---|---|---|
| Localization | Global focus | Not locally tailored | Somalia focused |
| Cost | High | Not affordable | Cost effective |
| Transparency | Limited | Low trust | High transparency |
| Application Tracking | Partial | Inefficient | Fully automated |

## 2.4 Chapter Summary

This chapter reviewed relevant literature on online job seeking and recruitment systems. Key concepts, expert opinions, and ideas from authors were discussed to emphasize the importance of digital recruitment platforms. Previous works and existing systems were examined to identify limitations. A gap analysis highlighted the need for a localized and efficient online Job Seeking Management System. The chapter provides a theoretical foundation for the system design discussed in the next chapter

# CHAPTER THREE

# REQUIREMENT ANALYSIS

## 3.1 Introduction

This chapter focuses on the requirement analysis of the Job Seeking Management System developed at Horn of Africa University. It describes the essential functional and non-functional requirements of the proposed system. The chapter explains how user needs are identified and translated into system requirements. It also examines the existing recruitment environment to understand current challenges. Requirement analysis is important because it ensures the system meets user expectations. This chapter outlines user requirements, preliminary investigation, and feasibility study. It provides a clear foundation for system design and development. By defining system needs accurately, implementation risks are reduced. The chapter ensures alignment between objectives and system functionality. It serves as a guide for effective system design. Overall, this chapter plays a critical role in project success.

## 3.2 User Requirement Analysis

User requirement analysis identifies the needs of different users of the Job Seeking Management System. This process is important to ensure the system satisfies all stakeholders. Job seekers require features such as registration, job search, and application tracking. Employers need tools to post jobs and manage applications efficiently. Administrators require system control and monitoring capabilities. Understanding user requirements improves system usability. It helps in designing user-friendly interfaces. Proper analysis reduces system errors and rework. It ensures effective interaction between users and the system. Therefore, user requirement analysis is vital for system effectiveness.

## 3.3 Preliminary Investigation

Preliminary investigation examines the current recruitment environment to understand system needs. This step is important to identify existing problems and opportunities. It helps determine whether the proposed system is practical. The investigation provides background information for system analysis. It ensures informed decision-making during development.

A. Project Level

At the project level, the investigation focuses on employment challenges addressed by the system. It examines job accessibility and recruitment inefficiency. This level is important to

justify the project relevance. It identifies how technology can improve job seeking processes. The project level highlights the system's contribution to employment management. It ensures the project aligns with real-world needs.

B. Thesis Level

At the thesis level, the investigation focuses on academic objectives. It examines how system analysis concepts are applied. This level is important for meeting graduation requirements. It ensures research objectives are clearly addressed. The thesis level supports structured documentation. It strengthens academic value and research quality.

### 3.3.1 Organizational Profile

The Job Seeking Management System is intended for organizations operating in Somalia. These include private companies, NGOs, and institutions. Understanding the organizational profile is important for system design. It helps align system features with organizational needs. Organizations require efficient recruitment management tools. The system supports structured hiring processes. It improves record management and transparency. This profile ensures the system is practical and relevant.

### 3.3.2 Current System

The current recruitment system relies on manual processes. Job applications are submitted through emails, paper documents, and referrals. This system is inefficient and disorganized. Employers struggle to manage applications properly. Job seekers lack reliable job information. The absence of automation increases workload. Understanding the current system is important for identifying weaknesses.

### 3.3.3 Limitations of the Current System

The current system suffers from poor record management. There is limited transparency in recruitment processes. Manual handling increases time and cost. Data loss is common due to lack of digital storage. Job seekers face limited access to opportunities. These limitations highlight the importance of the proposed system.

## 3.4 Data Gathering Methods

Data gathering is an important process in system requirement analysis at Horn of Africa University. It helps collect accurate and relevant information about user needs. This process ensures the system is designed based on real problems. Interviews were conducted to obtain detailed information from job seekers and employers. Questionnaires were used to gather data

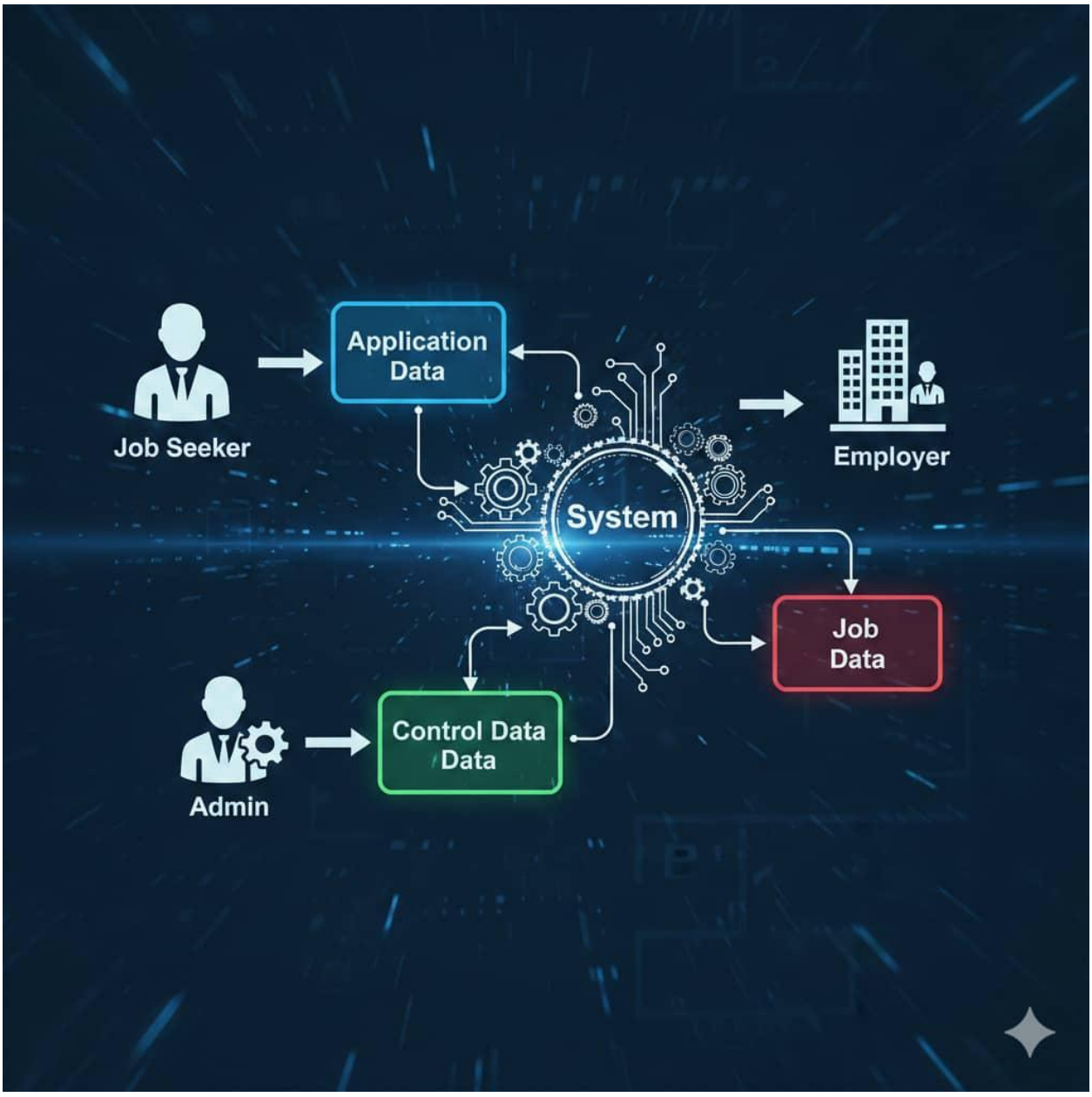
from a large number of users efficiently. Document review helped understand existing recruitment procedures. Data gathering improves system accuracy and relevance. It supports informed decision-making during system design. Proper data collection reduces system failure risks. It enhances system usability and acceptance. Reliable data ensures correct requirement identification. The process improves system quality. It supports transparency and efficiency.

Data gathering is essential for successful system development. Therefore, it plays a vital role in this project.

### 3.4.1 Data Flow Diagram (DFD) or UML

Data Flow Diagram is used to represent how data moves within the system. It is important for understanding system processes clearly. DFD shows interaction between users and the system. It helps identify inputs, processes, and outputs. The diagram improves system analysis accuracy. It reduces complexity during system design. DFD supports clear documentation. It is essential for effective system development.

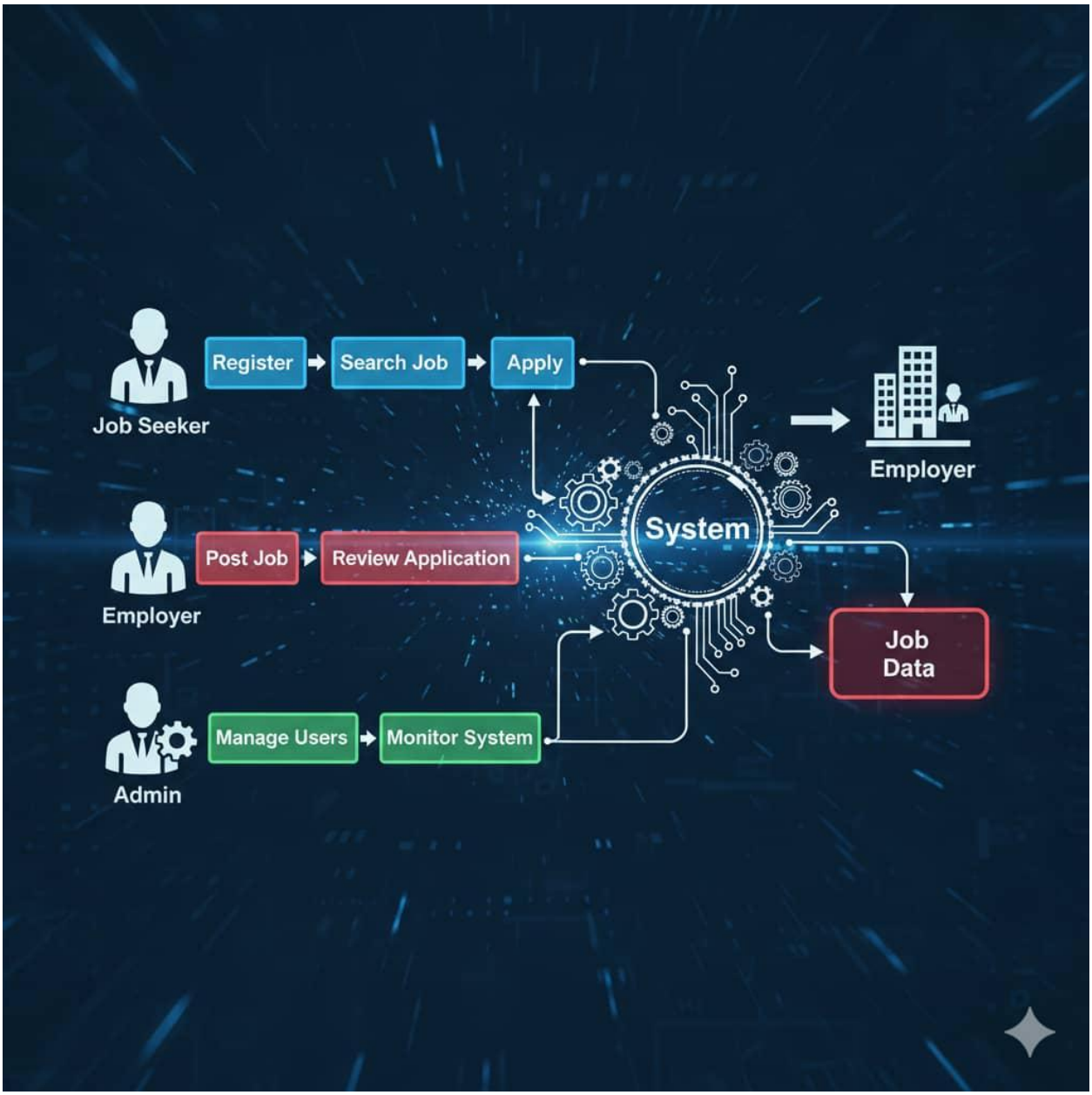
Figure 3.1: Data Flow Diagram




Unified Modeling Language (UML) Diagram

UML diagrams visually represent system interactions. They are important for modeling system behavior. UML improves communication between developers and users. It simplifies understanding system functions. Use case diagrams show user roles clearly. UML reduces design errors. It enhances system clarity. It supports structured development.

Figure 3.2 Unified Modeling Language UML


Job Seeker
Register
Search Job
Apply
Employer
Employer
Post Job
Review Application
System
Job Data
Admin
Manage Users
Monitor System

### 3.5 Problem Statement

The absence of a centralized job seeking system creates recruitment challenges. Manual recruitment causes inefficiency and delays. Job seekers face limited access to verified opportunities. Employers struggle to manage applications. Lack of automation increases unemployment issues. This problem affects transparency and fairness. Addressing this issue is important for employment improvement.

Problem Points:

Lack of centralized recruitment platform

Inefficient manual recruitment processes

### 3.6 Feasibility Study

Feasibility study evaluates whether the proposed system is practical. It is important for reducing implementation risks. The study examines technical, operational, and schedule feasibility. It ensures system success within available resources. Feasibility analysis supports decision-making. It improves project planning. It confirms project viability.

#### 3.6.1 Technical Feasibility

Technical feasibility examines availability of technology. It is important for system implementation. The system uses web technologies taught at Horn of Africa University. Required hardware and software are available. Technical skills exist for development. The system is technically achievable.

Table 3.1 Technical feasibility

| NO | ITEM | Description | Quantity | Cost per Unit | Amount |
|---|---|---|---|---|---|
| **1** | Computer | Desktop/Laptop | 2 | $500 | $1000 |
| **2** | Server | Hosting Server | 1 | $300 | $300 |
| **3** | Software | Development Tools | 1 | $200 | $200 |

#### 3.6.2 Operational Feasibility

Operational feasibility evaluates system usability. It ensures users can operate the system easily. Training requirements are minimal. The system improves daily recruitment operations. It enhances efficiency and transparency. Users are willing to adopt the system.

Table 3.2: Operational feasibility

| Activity | Duration | Expected Outcome | Total |
|---|---|---|---|

| | | | |
|---|---|---|---|
| **User Training** | 2 Weeks | System Adoption | High |
| **System Usage** | Ongoing | Efficiency | High |

### 3.6.3 Schedule Feasibility

Schedule feasibility checks project time constraints. It ensures timely project completion. The project fits within academic schedule. Time management is achievable. Project phases are realistic.

Table 3.3: Schedule Feasibility

| Level | Phase Name | Duration |
|---|---|---|
| **1** | Analysis | 1 Month |
| **2** | Design | 1 Month |
| **3** | Development | 2 Month |

### 3.6.4 Feasibility Report

The feasibility report summarizes feasibility results. Technical feasibility confirms system implement ability. Operational feasibility shows user acceptance. Schedule feasibility ensures timely completion. The project is practical and realistic. Resources are sufficient. Risks are minimal. The system is recommended for implementation.

## 3.7 User Requirement Specification

User requirement specification defines system expectations. It is important for guiding system design.

Key Points:

1, Functional requirements

2, Non-functional requirements

### 3.7.1 Proposed New System

The proposed system is a web-based Job Seeking Management System. It is designed at Horn of Africa University. The system centralizes recruitment activities. It improves job accessibility. Employers manage applications efficiently. Automation reduces time and cost. The system promotes transparency. It enhances communication. Users interact online. Data is securely stored. Reporting features are included. System scalability is supported. User-friendly design

improves adoption. The system supports employment growth. It addresses unemployment challenges.

**System Features:**

1. User registration
2. Job posting
3. Online application
4. Application tracking
5. Admin management
6. Reporting system

### 3.7.2 Solution Strategy

The solution strategy focuses on modular design. It ensures system scalability. Web-based architecture is used. Database-driven approach improves efficiency. Security measures are applied. User-centered design is prioritized. Testing ensures quality. Maintenance is simplified.

### 3.7.3 System Requirement Specification

System requirements define system operation. They guide development. They ensure system reliability.

A. System Interface

The system uses a web interface. It supports online access. It ensures ease of use. It improves interaction. It enhances accessibility.

B. Hardware Interface

Hard Disk: 512 GB

RAM: 16 GB

Processor: Core i5 or higher

Hardware supports smooth operation.

C. User Interface

Any type of device can be used.

Such as smartphone, tablets, desktop, or laptop.

User-friendly interface is ensured.

D. Software Interface

Table 3.3 Software Interface

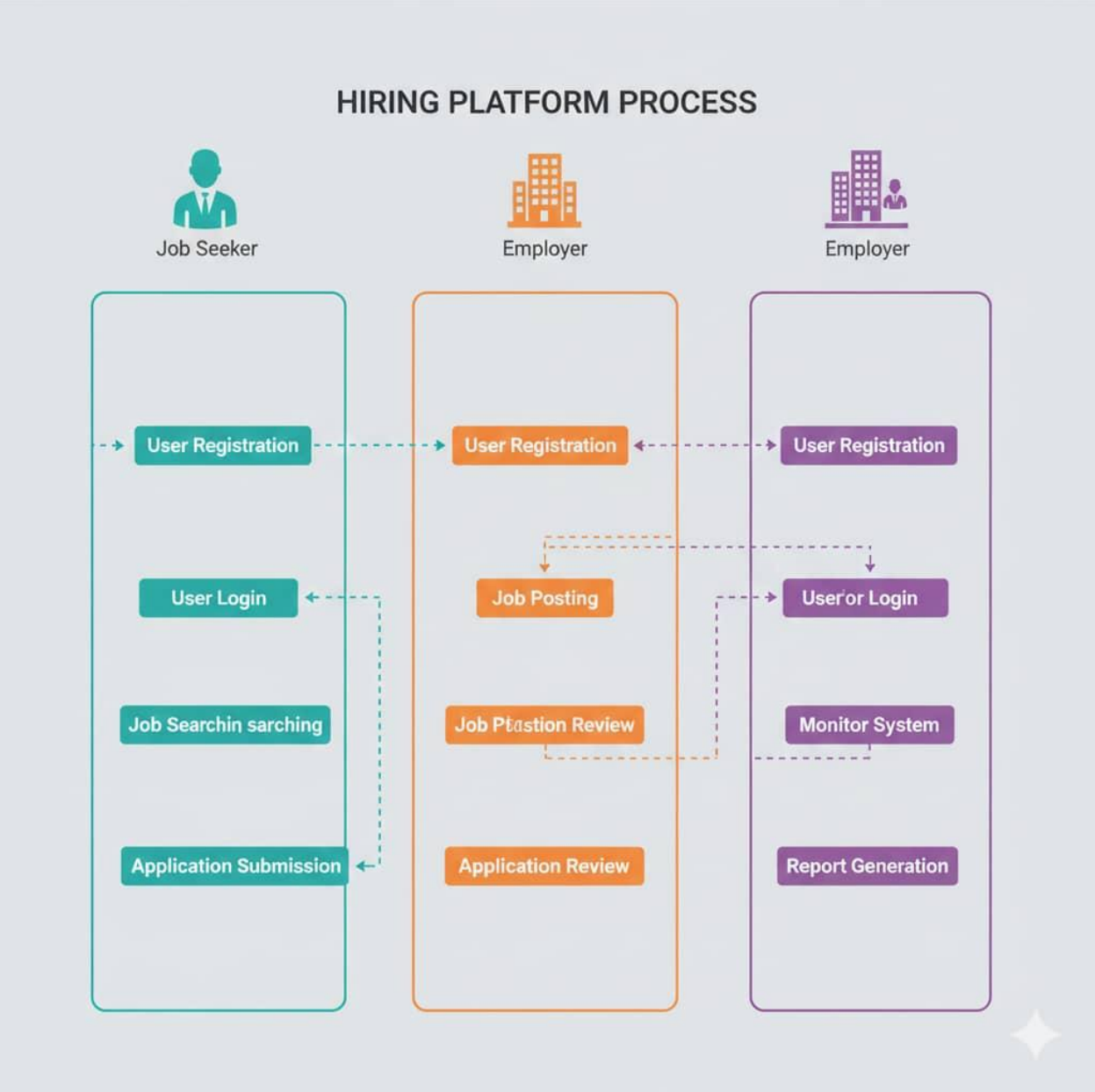
| Component | Description |
|---|---|

| | |
|---|---|
| Operating System | Windows 10/11 |
| Front End Language | PHP |
| Back End | MySQL |

### 3.7.3.1 List of Events

User registration, job posting, application submission, shortlisting.

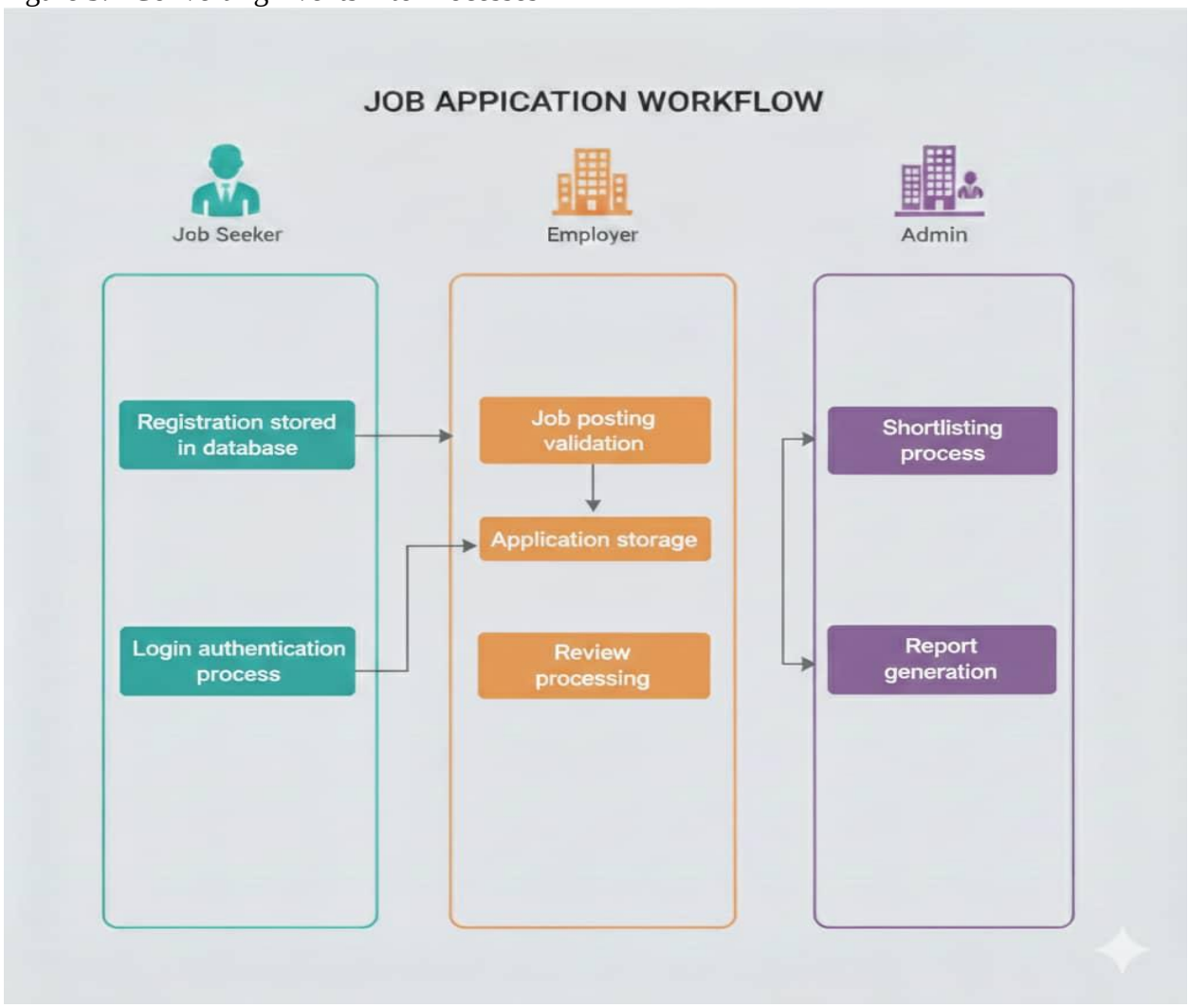
Figure 3.3 List of Events



### 3.7.3.2 Converting Events into Processes

Events are transformed into database-driven operations.

Figure 3.4 Converting Events into Processes

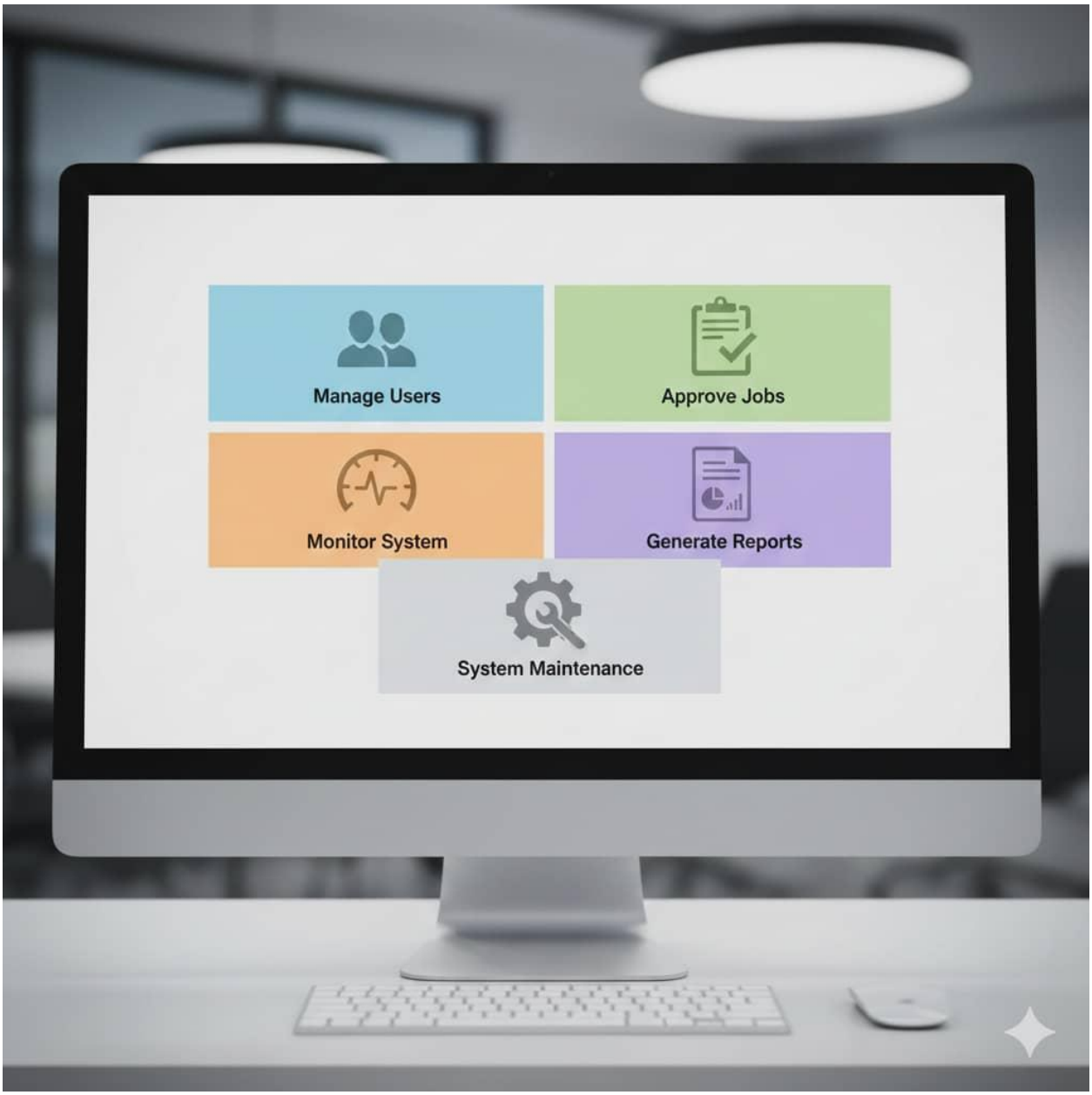



### 3.7.3.3 Regrouping

Processes are grouped into user management, job management, and application management modules.

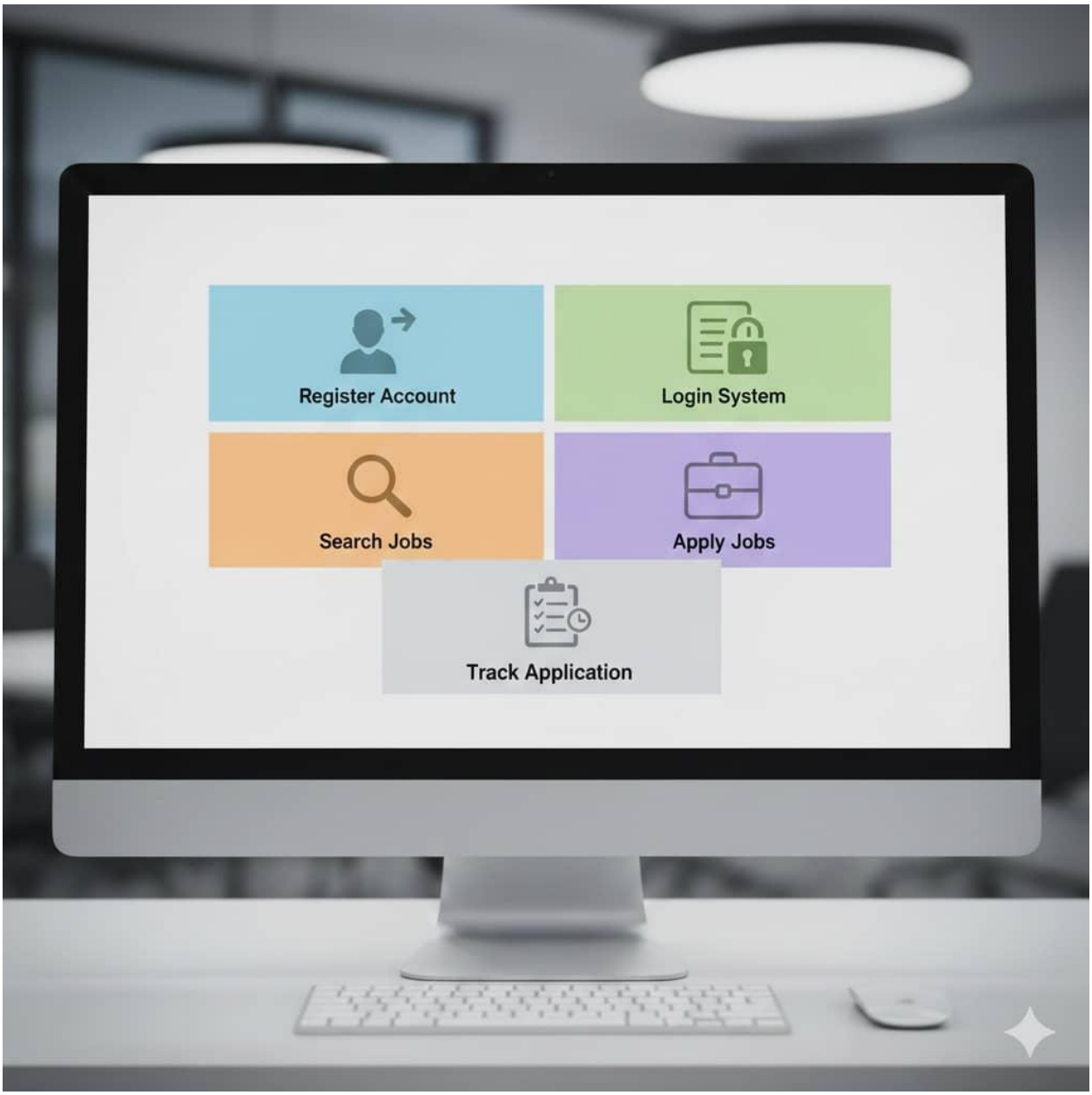
Event 1: Admin Process

Figure 3.5 Event 1: Admin Process



Event 2: Customer Process

Figure 3.6 Event 2: Customer Process




### 3.8 Chapter Summary

This chapter discussed system requirements in detail. It analyzed data gathering methods. Feasibility of the system was evaluated. User and system requirements were defined. The chapter prepares for system design in the next chapter.