# SMART RECRUITMENT

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*Abstract-* **The process of recruiting employees is mostly handled through manual and conventional procedures. In these systems, the HR people manage all the activities from searching the right candidates up to issue of appointment letters. Data is often maintained across many files in different formats. This may lead to data mismanagement and data losses. Retrieving the required information may also be difficult. Smart recruitment is a web application. It provides two types of recruitments. They are on campus and off campus recruitment. Off campus recruitment process is fully based on candidate in open campus. Fresher and experience both are applied in required job post. The purpose of the application is to provide job offer for job seekers and can select best employee from available candidate profile. Conduct the interview rounds and select the appropriate person in an organization. On campus recruitment is always conduct a college campus. The students can be register and login to attend the test. The system can be used to retrieve the required data in the desired format.**

*Index Terms-* **smart recruitment, online recruitment**

## I. INTRODUCTION

Before a Human Resource Management plan is drawn up, it should be considered how Human Resource Management will be organized and managed in the department. Due to the importance of the subject, an officer at the directorate level should normally be assigned the responsibility for Human Resource Management in the department. An officer at this level should have the broad understanding of the department's mission, values and objectives. It needs to be considered what the relationship should be between managers and administration staff, and/or officers charged with specific human resource management responsibilities, e.g. training officers.

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Solution Limited's Annual General Meeting (AGM) was last held on 30 September 2016 and as per records from Ministry of Corporate Affairs (MCA), its balance sheet was last filed on 31 March 2016. Directors of GateWay Software Solution Private Limited are Murthaza Haneef, Wasim Raja and . GateWay Software Solution Private Limited's Corporate Identification Number is (CIN) U80904KA2010PTC054122 and its registration number is 54122.Its Email address is anandvijay381@gmail.com and its registered address is ABOVE RELIANCE FRESH, M S R MAIN ROAD MATHIKERE BANGALORE KA 560054I. Current status of Laswa Technologies Private Limited is - Active. Company Details Company Name GateWay Software Solution Company Status Active RoC RoC-Bangalore Registration Number 54122 Company Category Company limited by Shares Company Sub Category Non-govt company Class of Company Private Date of Incorporation 18 June 2010 Age of Company 7 years, 6 month, 11 days Activity Other education Click here to see other companies involved in same activity. To attract people with multi-dimensional skills and experience that suits the present and future organization strategies so as to obtain pool of suitable candidate for vacant posts, to induct outsides with a new perspective to lead the company. To develop organization culture that attracts component people to the company To use a fair process to ensure that all recruitment activities contribute to company goals To search for talent globally and not just within the company.

## II.SYSTEM ARCHITECTURE
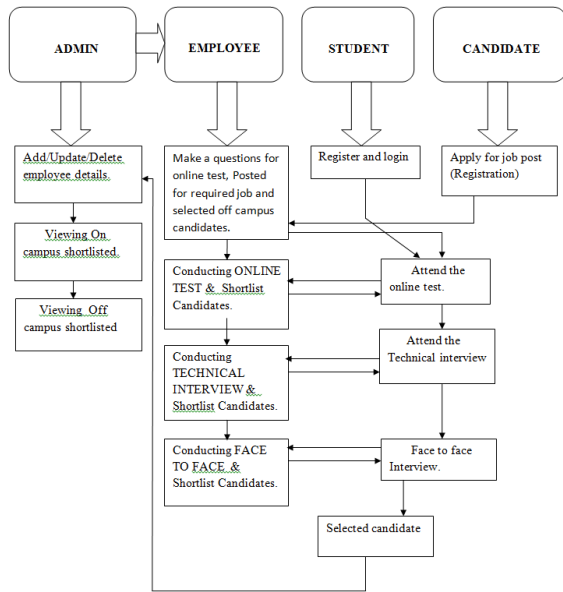


Smart Recruitment maintains a centralized repository of all information which enables management of data efficiently. The verification of candidate information, conducting interviews and tests and recording the information will become easy. It provides two types of recruitments. They are on campus and off campus recruitment. Off campus recruitment process is fully based on candidate in open campus. Fresher and experience both are applied in required job post. The purpose of the application is to provide job offer for job seekers and can select best employee from available candidate profile. Then conduct the interview rounds and select the appropriate person in a organization. On campus recruitment is always conduct a college campus. The students can be register and login to attend the test. This recruitment process fully involved the fresher (college students). The employees can be add or remove jobs and these jobs can be seen by various candidates, and they can contact the concern person for the join. The employees are HR-Manager, HR-Executive, Technical team. The first round (Online test) is conducted by HR-Executive.

Then second round (Technical interview) is conducted by, Technical team. Then final round (face to face) is conducted by, HR-Manager. The admin can be add , modify, remove an employee details, then viewing the on campus details and off campus details. The HR-Manager can modify, remove the HR-Executive details, then required jobs are posted in a site. The HR-Executive can make a question for online test, then they conducted online test and its score forwarded (shortlisted) to technical team. The Technical team can conduct a technical round and its score forwarded

(shortlisted) to HR-Manager. Turnover refers to retirement, resignation and redundancy. While a department cannot plan turnover because there are factors, such as resignation, which are beyond its control, it can monitor turnover carefully to ensure the department will have minimal difficulties in retaining staff. If such difficulties are envisaged or experienced, the department will find out the causes for them and take early steps to address them by improving, for example, motivation or training and development opportunities. Succession planning assesses the likely turnover in key posts, identifies suitable candidates to fill these posts in future, and ensures that they have the right training and exposure for their future work. Given the effort and support required for undertaking succession planning, it is normally confined to the directorate and those ranks immediately below, plus any grades with high turnover or anticipated expansion.

## III. WORKING PROCEDURE
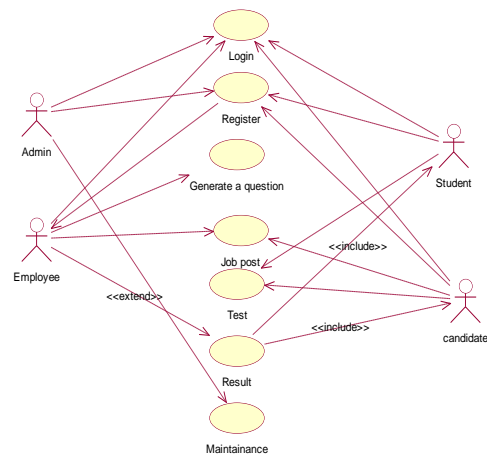


We use the Feasibility analysis for development and analysis purpose. The development in the proposed system is based on investigation and research to give full satisfaction for the decision makers. The main intension of the feasibility study is used to uncover the strength of the proposed system and weakness of the existing system such as defects present in the system environment, and resources required to carry out the process to arrive at ultimate solution. A good feasibility study must provide working architecture of the project, resources used to satisfy user and customers and how resources are used to arrive at solution. Feasibility study is generally done before the start of project implementation. A feasibility study evaluates the project potential for success.

**Administrator module:**

This module provides administrator functionality who controls the entire application. Administrator generates the reports and can add, delete, edit and update the information.

**Application module:**

This module is used to handle applications forwarded by applicants. The module has functions to check if the application is a new one or already existing in the database. Accordingly necessary action is taken.

**Test module:**

This module provides an interface through which an applicant can appear for the online examination. The questions vary as per the subject and position for which applicant is being tested.

**Interview module:**

Once an applicant successfully clears the test, he/she has to undergo a Online test, technical round and personal interview. This module provides the necessary interfaces and functionality.

**Appointment module:**

Candidates who are through all the rounds successfully would get the appointment or offer letters. The candidates need to either confirm or otherwise. The module also maintains lists of selected and rejected candidates.

Input design is one of the most expensive phases of the operation of computerized system and is often the major problem of a system. A large number of problems with the system can usually be traced back to fault input design and method. Needless to say, therefore that the input data is the life block of a system and has to be analyzed and designed with the most consideration. Outputs from computer systems are required primarily to communicate the result of processing to users. They are also used to provide a permanent copy of the results for later consultation. System testing is a type of testing to confirm that all code modules work as specified, and that the system as a whole performs adequately on the platform on which it will be deployed. System testing should be performed by testers who are trained to plan, execute, and report on application and system code. They should be aware of scenarios that might not occur to the end user, like testing for null, negative, and format inconsistent values. During testing, tried to make sure that the product does exactly what is supposed to do. Testing is the final verification and validation activity within the organization itself. System testing of software or hardware is testing conducted on a complete, integrated system to evaluate the system's compliance with its specified requirements. A tester should be able to repeat the steps that caused an error.

Test techniques include, but are not limited to, the process of executing a program or application with the intent of finding software bugs. In this system testing process developing by a comprehensive plan to test the general functionality and special features on a variety of platform combinations. Strict quality control procedures are used. The process verifies that the application meets the requirements specified in the system requirements document and is bug free. At the end of each testing day, we prepare a summary of completed and failed test. And the application is redeveloped and retested until every item is resolved. All changes and retesting are tracked through spreadsheets. Applications are not allowed to launch until all identification problem are fixed. Finally a report is prepared at the end of testing to show exactly what was tested and to list the final outcomes. There are different stages of testing based on the errors that are relevant only after the system is in use.

A system that has been put to use without testing can be disastrous in terms of the application. The importance of the software and its implementations cannot be overemphasized. Software testing is a critical element software quality assurance and represents the ultimate review of the specifications, design and coding. The unit testing part of a testing methodology is the testing of individual software modules or components that make up an application or system. Each module function is tested by a specific unit test fixture written in the same programming language as the module. In my project, I used unit testing for each modules of my application. I have totally four modules. I use unit testing for all the modules for checking that all of this will be working properly and give the proper results. Software maintenance is off course, far more than "finding mistakes". We may define maintenance by describing four activities that are undertaken to after a program is released for use. The first maintenance activity occurs because it is unreasonable to assume that software testing will uncover all latent errors in a large software system. During the use of any large program, errors will occur and be reported to the developer.The process that includes the diagnosis and correction of one or more errors is called corrective maintenance.

## IV. CONCLUSION

This project makes the Insurance system as simple and user friendly. As this project includes different types of users, this project combines all the features for different users. This project contains the report generation module it helps to maintain recruitment related information. By working on this project, we can learn basic computer knowledge and PHP technology such as jquery , json , JavaScript and SQL (PDO) database. In the existing system, maximum work goes manually and leads to error. But in this proposed system, all the process is done automatically and also admin can get detailed information and stay up to date.The prevailing method appears older and has now not adopted the today's technological aspects that make the process irrelevant and Un-connects to the quickest growing society. Our entire system was developed very user friendly.

## V. ACKNOWLEDGEMENT

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