

Employee Recruitment and Man power Acquisition Tool

MuppalaSomasekharRaju¹, Dr.G. Anjanbabu²

¹Student, Dept. of MCA SVU College of CM & CS, Tirupathi

²Professor, Dept. of MCA SVU College of CM & CS, Tirupathi

Abstract- This project will be designed and developed for any educational universities or colleges formaking recruitment process. "Employee Recruitment and Manpower Acquisition Tool" is a web-based tool to reduce communication gap between Placement Officers (Applicants) & Job Providers (MNC Companies). Especially in fast growing IT market technologies are changing very fast, based on technology trend Organizations has to recruit the people. This process will make recruitment process very easy and fast.

The main objective of this application is to make easy the recruitment process of any organization. This system is designed by keeping in mind both parties like Colleges/Universities and MNC Companies. This system allows Placement Officers (Applicants) to register his/her details along with college/university details & to post the student's resumes based on the opportunities in the companies. And then on the other hand even it allows job providers (MNC Companies) to post their requirements with the system.

This system is an independent module and is a part of the Human Resource Management System. It is a feature rich integrated recruitment package, designed for the desktop. It stores the details of jobs and details of the candidates in the database. It helps in conducting the scheduled interviews.

INTRODUCTION

The system is an online application that can be accessed by Placement Officers(Applicants) & Job Providers(MNC Companies) with proper login provided, which encourages the HR Management to take responsibility for recruitment process. The solution will be used to demonstrate how value can be delivered across any business process by linking business processes to relevant business content, and to the people that need to make business decisions.

This web application has been developed to be implemented in place of existing manual system. This application provides effective recruitment system for organizations by reducing their manual process and retains the present functionality available

in the current system. The specific purpose of this system is to make easy the recruitment process of any organization to reduce communication gap between Placement Officers (Applicants) & Job Providers (MNC Companies).

EXISTING SYSTEM

The existing system is a manual one. When the placement officer wants to share the student profiles with MNC companies (Job Providers) to process of recruitment, he has to do everything manually. And the job providers want to post the job requirements (opportunities), they have to concern the placement officers manually. Process of shortlisting the student's profiles & conducting scheduled interviews is very tedious.

PROPOSED SYSTEM

"Employee Recruitment and Manpower Acquisition Tool" is to replace the existing manual system with a software solution.

This project can be very easily used in the process of decision making in new recruitments and it will reduce the amount of time required to complete the recruitment process of any organization. This system will allow the Job providers (i.e. HR department) to post the required jobs(Opportunities) which will be available to University's/College's placement officers. Then Placements officers can check the student's profiles, if matches with opportunities then they will forward the student's profiles to respective HR department. So this system will allow the Job providers to search from database for suitable candidate for a position based on skill set.

Feasibility Study:

A Feasibility Study Report (FSR) is a formally documented output of feasibility study that summarizes results of the analysis and evaluations

conducted to review the proposed solution and investigate project alternatives for the purpose of identifying if the project is really feasible, cost-effective and profitable. It describes and supports the most feasible solution applicable to the project.

The three important feasibility studies are:

Technical Feasibility:

Fundamentally, we are trying to answer the question "Can the proposed project be actually built?" Some of the issues that have to be considered while determining technical feasibility are: Performance, Ease of Learning, Ease of deployment, Interoperability with other key technologies, and Scalability. For developing the proposed system which is called "Employee Recruitment and Manpower Acquisition Tool" we are going to use technologies like Java, MySQL, JavaScript and HTML which are known for giving high performance when it comes to the matter of developing highly scalable web applications with back-end support. The development of "Employee Recruitment and Manpower Acquisition Tool" is 100% technically feasible because of the availability of the open source technologies and also the robust and secure environments which those technologies provide. Apart from performance, ease of learning and ease of deployment which we get from the main technology - Java, our flexible and flawless design makes the project technically feasible.

Economical Feasibility:

When assessing the economic feasibility of this project the basic question that we are trying to answer is "does the project make financial sense?" We do this by performing a cost/benefit analysis, which as its name suggests compares the full/real costs of the application to its full/real financial benefits. "Employee Recruitment and Manpower Acquisition Tool" when once developed will bring huge economic benefits to both Colleges and MNC Companies. Lot of manual paper work can be avoided resulting in huge savings in stationary costs. The application can also be maintained with less operational costs. Since the costs involved in the development and maintenance are less and the benefits that will be available to Colleges and MNC

Companies are huge we can conclude that our project is economically feasible.

Operational Feasibility:

Not only an application must make technical sense and economical sense, it must also make operational sense. The basic question that we are trying to answer is "Is it possible to maintain and support this application once it is in production?" Building an application is decidedly different than operating it, therefore we need to determine whether or not we can effectively operate and support it. "Employee Recruitment and Manpower Acquisition Tool" shall be deployed on Tomcat web server which has a proven track record of providing ease of operation and ease of maintenance to the web site administrators. The end College Placement Officers, HR Managers, Project Managers & Interviewers can easily learn how to operate it given the project's flexible and user-friendly GUI features. As the technologies which we chose for this project provides most effective and easiest ways for configuration and maintenance we can conclude that "Employee Recruitment and Manpower Acquisition Tool" is operationally feasible.

SYSTEM DESIGN

Functional Requirements:

A. Applicant (Placement Officer):

- Applicant can be able to create new account by providing his/her details along with college information.
- Applicant can be able to log-in into the application with their credentials given by Admin.
- Authenticated users (Applicant) can be able to view/edit their profile.
- Applicant can be able to view the job opportunities provided by HR Manager of the company.
- Applicant can add Student's profile into the application along with attachment of resume & can edit the Student's profile.
- Applicant can view the status of applied student's profile.
- Applicant can also be able to see the Interview Schedule details of shortlisted students.

- Applicant can be able to view the interview results of students provided by company.

B. Administrator:

- Admin can add/view/edit/delete employees like (HR Manager, Project Manager & Interview) into this application.
- Admin can provide credentials to the users (i.e. Employees & Applicants). And can be able to view/edit User details.
- Admin can be able to view opportunities added by HR Manager.
- Admin can be able to view Student's resumes & their status.
- Admin can be able to see the Student's results.

C. HR Manager:

- HR Managers can be able to view/edit their profiles.
- HR Manager can add/view/update/delete job opportunities.
- HR Manager can accept/decline applicants (Placement Officers).
- HR Manager can be able to view/download Student's resumes then either accept or reject for further interview process.
- HR Manager can be able to see the Student's results provided by Project Manager & Interviewer.

D. Project Manager:

- Project Manager can be able to view/edit their profiles.
- Project Manager can view the job opportunities.
- Project Manager can be able to view/download Student's resumes.
- Project Manager can be able to schedule the interview process & assign to interviewer & can view scheduled interview details.
- Project Manager can be able to see the interview results provided by interview & based on result he/she can setup further rounds & can give final result.

E. Interviewer:

- Interviewer can be able to view/edit their profiles.
- Interviewer can view the job opportunities.

- Interviewer can be able to view/download Student's resumes.
- Interviewer can be able to view scheduled interview details assigned by Project Manager.
- Project Manager can be able to take an interview & give the interview result by giving rating & adding description.

MODULES

The project contains seven modules

1. Registration Module
2. User Management Module
3. Employee Management Module
4. Resumes Module
5. Opportunities Module
6. Schedule Interviews Module
7. Results Module

Descriptions of Modules:

In software engineering a module is a portion of a project that carries out a specific function and may be used alone or combined with other modules of the same project. Here we present detailed descriptions of each and every module highlighting its main features, significance and relationship with respect to other modules.

Registration Module:

This module allows Applicant (Placement Officer) to register himself/herself by providing his/her details along with college information in this application. So this is the entry module which allows Placement Officers to involve in the application.

User Management Module:

This module allows Administrator to add users (i.e. Applicants or Employees) by providing credentials to logging into this application. In this module, admin can be able to add users who are registered applicants & added employees in the application only. And using this module, admin can view/edit existing user details. In this application, Users types are Admin, HR Manager, Project Manager, Interviewer & Applicant.

Employee Management Module:

This module allows Administrator to add employees (i.e. Admin, HR Manager, Project Manager,

Interviewer) by providing their details like Employee Id, name, gender, mail id, address, department &etc in this application. In this module, admin can be able to view/edit/delete existing employees from the application.

Resumes Module:

This module allows Applicant (Placement Officer) to upload student's resumes (i.e. profiles) along with student's basic information based on the opportunity into the application. Once resume is uploaded, the resume's status could be initiated. And then HR manager can be able to view & download resume then will go for either accept or reject the resume & that resume status could be Accept or Reject. Only accepted resumes will be sent to Project managers to view & schedule for interview. Once resume is scheduled, the status could be scheduled. Only the scheduled resumes will be sent to interviewers to take interview. Once the interview is done, interviewer, Project manager & HR Manager will give the result. And this module allows other users (i.e. Admin, Project Manager, Interviewer) to view/download resumes in the application.

Opportunities Module:

This is the basic module in the application. This module allows HR Manager to add job opportunities by providing department name like HR, Testing, Development &etc , position, no. of vacancies & Job description. In this module, HR Manager can be able to view/edit/delete job opportunities. Other users can only be able to view opportunity details. Based on the opportunity, Applicant will go to add a student's resume (i.e. Profile) into the application.

Schedule Interviews Module:

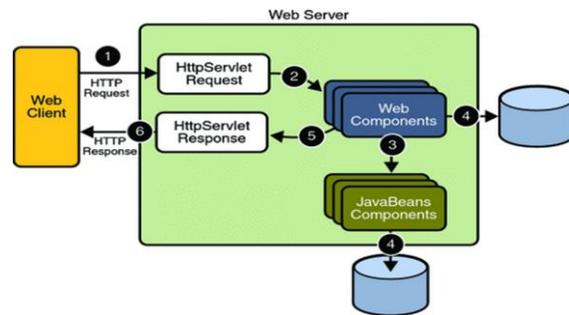
This module allows Project Manager to schedule the interview & assign that interview to appropriate interviewer. And Project Manager can be able to view existing scheduled interview details in between two dates. In this module, other users can view scheduled interview details in the application.

Results Module:

This module allows Interviewer, Project Manager & HR Manager to give the interview result in the application. After interview is done by interviewer, interviewer will go to give first result by providing

rating & result description. Then Project Manager can see the result given by interviewer & he/she can setup further rounds & can give result to HR Manager. Finally HR manager will give the final result. In this module, other users like Admin & HR Manager can be able to see the interview results.

ARCHITECTURE DIAGRAM



PROCESS MODEL

SDLC METHDOLOGIES

This document play a vital role in the development of life cycle (SDLC) as it describes the complete requirement of the system. It means for use by developers and will be the basic during testing phase. Any changes made to the requirements in the future will have to go through formal change approval process.

SPIRAL MODEL was defined by Barry Boehm in his 1988 article, "A spiral Model of Software Development and Enhancement. This model was not the first model to discuss iterative development, but it was the first model to explain why the iteration models.

As originally envisioned, the iterations were typically 6 months to 2 years long. Each phase starts with a design goal and ends with a client reviewing the progress thus far. Analysis and engineering efforts are applied at each phase of the project, with an eye toward the end goal of the project.

The steps for Spiral Model can be generalized as follows:

- The new system requirements are defined in as much details as possible. This usually involves interviewing a number of users representing all the external or internal users and other aspects of the existing system.
- A preliminary design is created for the new system.

- A first prototype of the new system is constructed from the preliminary design. This is usually a scaled-down system, and represents an approximation of the characteristics of the final product.
- A second prototype is evolved by a fourfold procedure:
 1. Evaluating the first prototype in terms of its strengths, weakness, and risks.
 2. Defining the requirements of the second prototype.
 3. Planning and designing the second prototype.
 4. Constructing and testing the second prototype.
- At the customer option, the entire project can be aborted if the risk is deemed too great. Risk factors might involve development cost overruns, operating-cost miscalculation, or any other factor that could, in the customer's judgment, result in a less-than-satisfactory final product.
- The existing prototype is evaluated in the same manner as was the previous prototype, and if necessary, another prototype is developed from it according to the fourfold procedure outlined above.
- The preceding steps are iterated until the customer is satisfied that the refined prototype represents the final product desired.
- The final system is constructed, based on the refined prototype.
- The final system is thoroughly evaluated and tested. Routine maintenance is carried on a continuing basis to prevent large scale failures and to minimize down time.

CONCLUSION

The entire project has been developed and deployed as per the requirements stated by the client, it is found to be bug free as per the testing standards that are implemented. It helps the HR Management to make the recruitment process very easy & It is a very effective way of providing communication between Job providers (MNC Organizations) and Placement officers.

As part of Employee Recruitment and Manpower Acquisition Tool, I have learnt a lot about the reports that are useful to the various departments and also the frequency of generation of them.

One more important aspect that I want to mention is Database designing, the normalization of the database and the other relational database features. And also by doing Employee Recruitment and Manpower Acquisition Tool I gained a lot of knowledge in the JSP's, the development, deployment and the implementation of the web application.

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