Corporate Recruitment System

Abstract

Corporate Recruitment System is web-based tool to reduce communication gap between Job providers and job seekers. 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 solution is to make easy the recruitment process of any organization. This system is designed by keeping in mind both parties like Job providers and Job Seekers. System allows job seekers to register their details like skills and experience with the system, and then on the other hand even it allows job providers to post their requirements with the system.

Existing System

In the existing system job seekers are submitting resumes personally or mailing resume to the HR. Job providers are maintaining the list of job seekers in some text files or Ms-Access. Whenever there is requirement for the candidate HR will be searching records according to skills of the candidate. Then HR will be sending mails individually to all the job seekers one by one. The existing system is not efficient as it takes lot of time and needs lot of manpower.

Proposed System

- *CRS is web-based tool to reduce communication gap between Job Providers and Job Seekers.*
- *Especially in fast growing IT market technologies are changing very fast, based on technology trend Organization has to recruit the people.*
- *This process can be done very easily by CRS.*
- *The main objective of this project is to make easy the recruitment process of any organization.*

Scope of the System

The proposed system scope is limited, in such a way CRS allows only resume in text format or it takes word document. The present system helps not only to organizations but also for the job seekers, who are intended to get a good job. May be in future we will enhance our project can permit users to opt for a video resume. The application CRS can be enhanced so that it sends an sms to jobseeker regarding interview time, date and venue. Any untraced-specifications will be concentrated in coming version; it is to be enhanced in near future.

Module Description

The Proposed system consists of 5 modules

1. **Registration.**

2. **Advanced Search option for Job Seekers and Job providers.**

3. **Sending Mails automatically to all suitable Jobseekers.**

4. **Conducting an online test.**

5. **Generating reports.**

1.Registration :

Case 1: - If The user is Jobseeker.

If the user is jobseeker then CRS should allow him to view and modify only his resume and details. but not others and also he will have an option of searching for jobs based on Technologies and exp.

Case 2:- If the user is Job provider.

If the user is job provider then CRS should allow him to post his requirements and search for an jobseekers and viewing their details.

2.Advanced Search Option for job seekers and job providers :

Both parties of this system like Job providers and Job seekers can use this option.

This facility will give an option for employers for searching jobseekers based several factors at a time for

example we want to search for people who has exp more than 3 years in J2EE and preferable work location

Should be Hyderabad for this kind of search this module supports.

3. Sending Mails automatically to all suitable Jobseekers :

This module is responsible for sending automatic mails to all Job seekers.

When job provider post job opening in this system CRS will search all jobseekers mail ID's whose technical

skills matches with the requirement then system should send mails to all these job seekers.

4. Conducting an online test :

This module should provide a facility of conducting an online test for Job seekers.

CRS will picks up randomly questions and it displays with optional answers for the user after answering for

this question it will display next question.

Finally it should send a mail to user with mark details and also it should send one mail to Job provider also.

5. Generating reports :

CRS will allow job providers to generate reports based on criteria's like based on technology, location,

education qualification, project experience and any specific experience.

Features to be implemented

- *Session management*

- *Connection pooling*

- *Normalized database*

- *Prevention of duplication login*

- *Design patterns*

- *Three-tier architecture*

- *Maintainability*

- *Easy deployment with Ant script.*

- *Exception handling*

- *Client-side validation.*

Technologies to be used

- *Client – side Scripting: JavaScript*

- *Programming Language: Java*

- *Web based Technologies: Servlets, JSP*

- *Database Connectivity API: JDBC*

- **Build Tool:** *ANT*

- **Debug Tool:** *Log 4J*

- **CASE tool:** *Rational Rose, Visual Paradigm, Enterprise Architect*

- **Backend Database:** *Oracle/SQL Server/MY SQL/MS Access*

- **Operating System:** *Windows XP/2000/2003, LINUX, Solaris*

- **J2EE Web/Application Server:** *Tomcat/Weblogic/Websphere/JBoss/Glass Fish*

- **IDEs:** *Eclipse with My Eclipse plug-ins/Net Beans/RAD*

- **Browser:** *IE/Mozilla*

Hardware requirements

- *Pentium processor* -------- *PIV 1.06GHZ or above*

- *RAM Capacity* -------- *256MB*

- *Hard Disk* -------- *40GB*

- *Floppy disk* -------- *1.44 MB*

- *CD-ROM Drive* -------- *32 HZ*

- *KEYBOARD* -------- *108 Standard*