All in one Recruitment Process

Publication History
Received: 23 January 2015
Accepted: 3 March 2015
Published: 18 April 2015

Citation
All in one Recruitment Process
An innovative web based application for making recruitment process online

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Abstract—This project is aimed at developing a web-based and central recruitment Process system for the HR Group of any particular company. Some features of this system will be creating vacancies, storing application data, and interview process initiation, scheduling interviews, storing interview results for the applicant and finally hiring of the applicant. Reports may be required to be generated for the use of the HR group. This project ‘All In One Recruit’ is an online website in which jobseekers can register themselves by attending the registration exam in aptitude. So a jobseeker will register only after clearing the Aptitude Test. After the registration they can search and apply for the Jobs in that particular company. And this project will reduce the manual work on HR correcting the Test, short-listing the candidates, informing the candidates and so on.

I. INTRODUCTION
This project All In One Recruit is an online website in which jobseekers can register themselves online and apply for job and attend the exam. All in One Recruit provides online help to the users all over the world. Using web recruitment systems like recruitment websites or jobsites also play a role in simplifying the recruitment process. Such websites have facilities where prospective candidates can upload their CV’s and apply for jobs suited to them. Such sites also make it possible for recruiters and companies to post their staffing requirements and view profiles of interested candidates. Earlier recruitment was done manually and it was all at a time consuming work. Now it is all possible in a fraction of second. It is all done online without much time consuming.

Today’s recruitment applications are designed to do a lot more than the normal process and it just reduce paperwork. They can make a significant contribution to a company’s marketing and sales activity. Recruitment websites and software make possible for managers to access information that is crucial to managing their staff, which they can use for promotion decisions, payroll considerations and succession planning.

All In One Recruit enables the users to have the typical examination facilities and features at their disposal. It resolves typical issues of manual examination processes and activities into a controlled and closely monitored work flow in the architecture of the application. This multi platform solution brings in by default, the basic intelligence and immense possibilities for further extension of the application as required by the user. The system makes it friendly to distribute, share and manage the examination entities with higher efficiency and easiness. The objective of these websites is to serve as a common meeting ground for jobseekers and employers, both locally and globally, where the candidates find their dream jobs and recruiters find the right candidate to fulfill their needs. These sites are specifically designed for those who seek the most demanding and challenging positions in their chosen field, with the most dynamic employers. Thousands of websites compete for your attention—each has its own unique interface, URL and peculiarities.

II. PROBLEM DEFINITION
The existing system that we are following today is completely manual. It was always time consuming and requires lots of men’s work. The accuracy of recruiting the suitable candidate is very much less as it is hard to figure out a person with very less time. The process will commence as if a company or organization needs employees they make an announcement through newspaper. People who are eligible send application to the organization or company. From these applications they are called for interviews or tests. After tests, company has to do short listing manually. From these shortlisted candidates, the candidates are called for interviews. After interview short listed candidates are employed. So it’s all a time consuming procedure.
III. PROPOSED SYSTEM

Online Recruitment is aimed at developing a web-based and central recruitment Process system for the HR Group of a particular company. Some features of this system will be creating vacancies, storing application data, and Interview process initiation, Scheduling Interviews, Storing Interview results for the applicant and finally hiring of the applicant. This project All In One Recruit Recruitment is an online website in which jobseekers can register themselves and then attend the exam. Based on the outcome of the exam the jobseekers will be shortlisted. The details of the examination & Date of the examination will be made available to them through the website. People all around the world can apply and register. It has made all the process easy.

IV. IMPLEMENTATION

The term Implementation has different meanings ranging from the conversation of a basic application to a complete replacement of a computer system. The procedures however, are virtually the same. Implementation includes all those activities that take place to convert from old systems to new. The new system may be totally new replacing an existing manual or automated system or it may be major modification to an existing system. The method of implementation and time scale to be adopted is found out initially. Neat the system is test properly and at the same time, the users are trained in the new procedure. Proper implementation is essential to provide a reliable system to meet organization requirement.

A. Modules in All in one Recruitment System

1) Administrator: Administrator has the full authority over the website. He can view the entire registered user. He can edit the web pages and update them. He can view Candidate who is short listed. He can appoint the HR person and generate the user id and password for him.

2) Job seeker Registration: A jobseeker can register himself by clearing the Aptitude test. During registration, he should give the entire report about himself like, Education, Experience, Personal qualification. And he can upload the soft copy of CV also. Candidate’s Registration will confirm through mail. After confirmation he will be directed to his homepage. Here he can update his profile, change password.

3) Searching: The candidate after registration, they can able to search the vacancy in several domain and technology within that particular company. The candidate can able to search the job by location wise also.

4) Online Exam: There is an online aptitude exam for the candidate at that time of registration. After registration the candidate can apply to the particular job by clearing the domain exam that is, if the candidate is applying for the software developer in DOT NET, the candidate should clear the online exam in DOT NET conducting by that company through All In One Recruit. The Result of the exam will be displayed immediately and the result can be sent to The HR also.

5) Job Posting: The HR of the company will post the new upcoming jobs in their company. During the job posting the HR will upload the details of jobs like Job Id, designation, description, posting date, expiry date, salary, experience.

6) Short Listing: HR can short list the candidates based on their result in online exam. After short listing the mail can be send to each candidate about the result by the HR that the candidate is short listed.

V. BENEFITS OF PROPOSED SYSTEM

The following are the benefits of having our proposed system in the place of existing system

- All In One Recruit enables the users to have the typical examination facilities and features at their disposal.
- It resolves typical issues of manual examination processes and activities into a controlled and closely monitored work flow in the architecture of the application.
- This multi platform solution brings in by default, the basic intelligence and immense possibilities for further extension of the application as required by the user.
- The system makes it friendly to distribute, share and manage the examination entities with higher efficiency and easiness.
- It is a comprehensive resource for finding a job online.

VI. SOFTWARE REQUIREMENTS SPECIFICATIONS

<table>
<thead>
<tr>
<th>SOFTWARE SPECIFICATIONS</th>
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<tbody>
<tr>
<td>Front End</td>
<td>Servlet, EJB, JSP</td>
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<tr>
<td>Back End</td>
<td>MySQL 5.5</td>
</tr>
<tr>
<td>IDE</td>
<td>NetBeans IDE 8.0.2</td>
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<tr>
<td>Operating System</td>
<td>Windows XP and above</td>
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REFERENCES


