Employee Recruitment System

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A B S T R A C T

Online recruitment is also a the net based technology used to get use of person for money a right person going up for position for a right regular work . It is a great system for the work persons looking for something. Online recruitment is widely given work by the work persons looking for something completely over the earth to make come about a right regular work . During this paper the operation of making observations is made on this condition of making attempts Employment 1 through the net and make observation of the expenses & believable of the net to the work persons looking for something .

Keywords: Recruitment, job seekers, expenses , Resume

1. Introduction

We consider a company that we can automate its recruitment process and this company is currently using a manual system to recruit employees; since recruiting employees manually is a time consuming, possibly erroneous in employing incompetent individuals, thus wasting of the company's money or loosely speaking not a wise strategy in terms of economy. Recruitment system is a process of selecting potential candidates for a vacant position and hiring the candidates who fulfil the requirement of the organization; hence hiring is a strategic function for human resource department. Recruitment is a process of finding the potential resources for filling up the vacant positions in an organization. It is a process of filtering the candidates based on their abilities and attitude, which is required for achieving the objectives of an organization. Recruitment process is a process of identifying the job vacancies, analysing the job requirements, reviewing applications, screening, shortlisting and selecting the right candidate. This Online Recruitment System provides online help to the recruiters. Using web recruitment system, plays a vital role in simplifying the recruitment process. This employee recruitment system has facilities where prospective candidates can upload their CV's and apply for jobs suited to them. This employee recruitment system also makes it possible for recruiters and companies to post their staffing requirements and view profiles of interested candidates. This Recruitment applications is designed to do a whole work and it reduces paperwork. They can make a significant contribution to a company's marketing and sales activity. There are two modules namely Admin and employee. Admin can view the candidate, filter the candidate as per the requirement, they have authority to update requirement statistics, and also, they can view feedback. Employee can apply for the respective desired job as per the vacancy, Employee can Update profile, check for the vacancies and also, he/she can ask for the information

2. Objective

The Project mainly deals with, associate requesting the Unemployed and also the clients requirements, storing information about the status of the qualifications available in the customers and to update the clients related tables for the selection of the persons that can be fit into the job by the consultants to their clients. By using such a system, the clients task of taking a decision for the acceptance or denial of the requests placed by the customers is reduced significantly. Instead of searching the manual interview and selecting the people.

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3. Literature Review

Dr.Sayelsabha, "Impact of Online recruitment on recruitment", mainly focuses on the Recruitment has become an important process within the highly competitive labor market. The quality methods of recruitment had been revolutionized by the emergence of the online. E-Recruitment is that the foremost recent trend within the recruitment process and it has been adopted in many organizations from large to small-sized companies. Many companies use Online Recruitment to post jobs and accept resumes on the online, and correspond with the applicants by-mail.

Nafia Sultana, Nahida Sultana, observing the good effects of on-line get newcomers: The paper is "Analysing the Effectiveness of Online Recruitment: A Case Study on Recruiters of Bangladesh," is about present organizations that become more online depedent while trading the to do with man support business manager activity . The operation of making observations not only taken to be the power to get an effect of on-line get freshres but most eligible candidate.

Anand J and Dr. Chitra Devi S, "The Impact of E-Recruitment and challenges faced by HR Professionals", International Journal of Applied Research, 2016, volume 2(3), ISSN 2394-7500, pp. 410-413, the study is about the electronic recruitment that's prevailing within the HR professionals. Many organizations intentionally in evaluating e-recruitment for his or her growth and feasible, to source right person for right time with right cost.

Lakshmi S. L, "e-recruitment: a boom to the organizations within the competitive world", IOSR Journal of Business and Management (IOSR-JBM), 2015, ISSN 2278-487X, pp. 25-28, This study has explored the effectiveness of using e-recruitment in organizations. It's been found that e-recruitment is effective in terms of saving recruitment cost, reducing time to rent and helping companies in developing competitive edge, market image and attracting right skilled candidates. Online recruitment is additionally effective in terms of managing talent process that's also considered effective.

4. Methodology

4.1. Module Description:

4.1.1. User Module:

In this module we describe the job seekers details. Consultancy will place registration form on the site. In this job seekers interact with the consultancy. Job seekers will take registration form from the site and fill those forms and send to the consultancy. Consultancy will store these registration forms in their database.

Figure 3.2: User module

4.1.2. Admin Module:

Login: Admin can login in his personal account using id and password.

View candidates: Admin can view candidates.

Filter candidates: Admin can filter candidates as per the requirement.

Update requirement statistics: Admin can update statistics on basis of requirement.

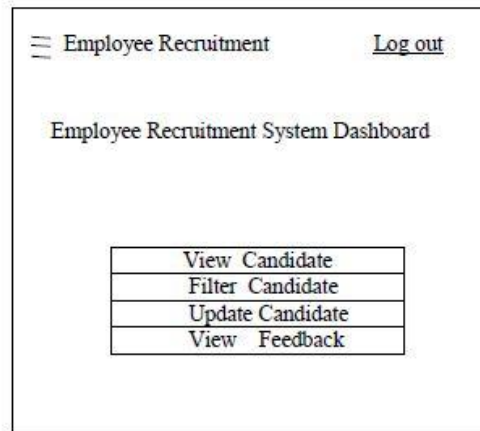*View Feedback: System allows admin to view the users feedback.*

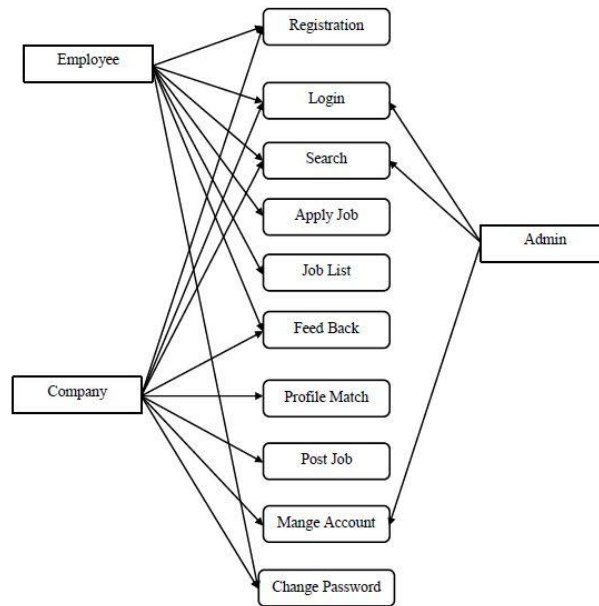Figure 3.3: Admin module

4.1.3. Architecture Diagram

Figure 3.1: Architecture Diagram

5. Conclusion

We do have some resources for applying for online. But it will definitely help us for ratifying job profile based on the interest.

6. REFERENCES

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Online Recruitment: A Case Study on Recruiters of Bangladesh,"

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