

Planned Prerequisite Resource Hopping Manager

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ABSTRACT - *The Corporate contracting capacities like compose, observing and investigations is a troublesome occupation, so our software is planned in a manner that examination is done in a sorted out and savvy way. Our software joins science and business insight to deal with the procedure in a legitimate organization. In the business sector today it's hard to distinguish and hold exceedingly qualified with extreme efficiency and dependable workforce, which is also reliable. Bouncing has turned into an issue inside of the procuring process, tapping is extremely basic procedure.*

This application significantly reduces the complexity faced by an organization in the process of hiring employees, by providing a well-planned and structured technique to hire the best possible, skillful, and talented employees. It provides all the necessary reports which are required by the human resource manager of the organization to hire quality employees. The HR of the organization also gets the options of viewing the resumes of the employees who are well suited for the job described from other sources as well.

Software permits enrollment offices and divisions of the unit rapidly and a powerful approach to track occupations, profile, competitors, customer's subtle elements and contacts points of interest. So with the assistance of use research material and time is spared. It will also reduce the workload since the system handles most of the complex working of the manual works.

Keywords: *Corporate, Bouncing, Dependable and Powerful.*

I. INTRODUCTION

With the beginning of the information revolution starting in the midst of 20th century, the economic, cultural, working situation of the world has been completely changed, which had the similar impact as of the industrial revolution which changed the whole world in a totally different way, leading to huge impacts in the industries, economic impact.

With the opportunities like these, people in the field of education have increased by large folds, thus increasing the opportunities for employment, which in turn has created many new problems which can be termed as good problems, but any how they are new problems which have to solve. The management of employment is a new problem in this, when an organization needs to hire employees, they need to know a wide details of the

employee background regarding the job which they are hiring him for. In a simple IT Organization there can a various jobs related to the IT field, which mainly deals with computers. Some of the jobs are: Software Developer, Software Tester, Technical Support Engineer, which require different skills like, technical knowledge, reasoning, and communication skills respectively. The person who organization gives the responsibility to hire employees for the job, has to have high management skills in order to hire the best employees for the job.

The process if done manually, can be a very hard task, expensive, and very high skill demanding, communication also becomes one of the major criteria. We in our project introduce an approach to automate this process which significantly reduces the cost, makes the process of hiring candidates for job easy, and the gap of communication reduces significantly as well. Thus it is one of the system which becomes very important in the event of hiring candidates who are skill full for the job. The project is implemented with the Microsoft .Net technologies, which is very useful to implement such complex projects.

The system has different parts for different users of the application. The part of the application for the HR allows him to post for a job with respect to the organization's needs. He is the one responsible to post the job details which the candidates of the system can use to know about the job openings. The Candidate part of the system, allows the candidate to post his resume to the system, and apply directly for the job based on his skills. The HR then can see the details of the each employee and choose only those candidates which he finds suitable for the job.

The further rounds in respect to the hiring process and important dates can be directly announced to the candidates using the system itself.

The Product is designed to manage the complete workflow for an individual institution/ Group of Education institutes or companies covering all the business functionalities. The Solution is modular in design and each module is integrated to provide seamless business workflow. This information is captured in a duty description and provides the employment attempt with the boundaries and objectives of the search. There are 4 major stages in

employment Duty analysis, Sourcing, Screening and selection, on boarding. The application makes the employment process easy for the corporation.

II. Existing and Proposed System

Existing System - The system which are already available; solve the basic necessities in the process of hiring, but they leave out many major parts untouched, which could solve many problems. The hiring process in the available systems do not implement the testing of the candidate by providing any assessment before the candidate is able to upload his resume, which helps in hiring skillful employees. No available systems do not have a major focus basing on the organization, but the process of the hiring potential employees surrounds around the organization itself.

The existing environment to the resource management it's quite expensive as each and every task is managed individually or with the help of multiple tools and integration. Some of the main concerns of the existing environment.

- Assignment stage cannot be defined centralized.
- Centralized integration with multiple resource centers is not supported.
- Will not support the social media platforms
- Will not support balancing platforms
- Automation of the activities is not possible
- Auto synchronization mode is not possible
- Online designed assessment can't be performed
- Detailed report generation is not available
- Detailed tracking and updating are not possible
- Integration for transfer in multiple formats is not a possibility
- Customized report is not a possibility.

Proposed System - We have proposed a system to manage the process of hiring employees for a job in an efficient and reliable way. The system focuses on all the major components in the recruitment; that are the organization, the HR manager, and the candidates themselves. The system does this by creating a job and having a HR to manage it, who in turn can add other people to manage the job. They can also add an assessment before the candidate is allowed to upload his resume and apply for the job, thus reducing the number of candidates who are not skilled for the job and significantly reducing the time in the process of recruitment.

The requirement of the job can be updated on the social media platforms of the organization, thus the candidates get to know about the job and apply for it. The system provides the job to be described in a very detailed manner, thus self-elimination of the candidates is also possible i.e. the detailed job description gives all the prerequisites required for the job and the skill required thus the candidate who doesn't fits the criteria do not apply, which also helps to make the process of recruitment very fast.

The proposed system is built to define a new way of resource management. Multiple new advanced methodologies are added to incorporate all the related work at one place. Some of the main points to emphasize.

- Our application will support multiple platform integration
- Different stages can be defined and customize
- Application will support the automation of the work that will eventually help the company to manage that time and resources
- Application will support multiple customized report generation
- Matrix display supported, Will support multiple format sharing and conversions.
- Assessment design can be done
- Application supports bulk upload of resumes
- Will support media integration, Will support the Gateways integration.
- Will support encryption at the time of transfers

III. Feasibility Study

Feasibility study is done even before the initiation of project, the study is made to know about the feasibility study of the proposed system. The feasibility study on our system was done on the following issues.

Technical Feasibility

The technical feasibility is done to know about the technical issues faced by the system. It defines the technical aspects of the system. For our system, we need to have a technology which can handle the requirements stated in the project earlier, which requires a tool which can handle such complicated issues. Therefore noticing that we decided to implement the project in the MS Visual Studio and .Net framework basing on its powerful computation, speed, effectiveness, reliability, and also the huge library of the .Net framework which is extremely powerful and helpful. The project also requires people with the expertise in the .net technologies which the company already had.

Social Feasibility

With any automation computerized tool, there comes the fear of unemployment in people, which is highly misunderstood since new technologies have always have the impact to revolutionize the way of living of the population, help in economic growth, and also has impacts in creating new employments. With our project we automate the process of hiring the candidates and make it extremely easy for the organization to hire candidates for the project. It will not only help the organization but also help the person or the candidate who is applying for the job, since the candidate can get the information regarding jobs opening easily on his computer instead of manual searching which almost certainly stressful for the candidate.

Economic Feasibility

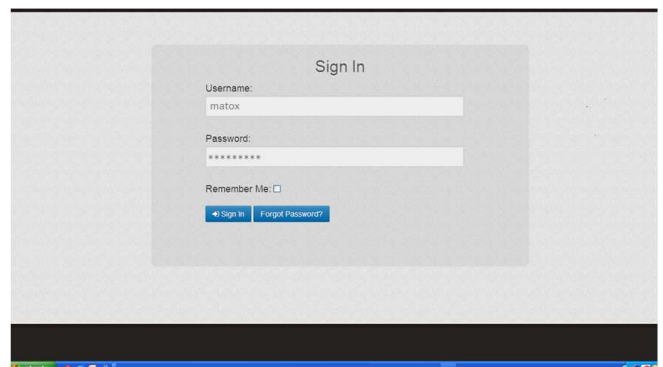
The project uses the technologies of the Microsoft .Net framework which is very helpful in building highly complex applications. To use it we need to have the valid license of the MS Visual Studio. For the back end part of the handling of the system, we need the use of IIS server which handles the server part of the system. The use of this available technologies is economical for the company.

Target Markets

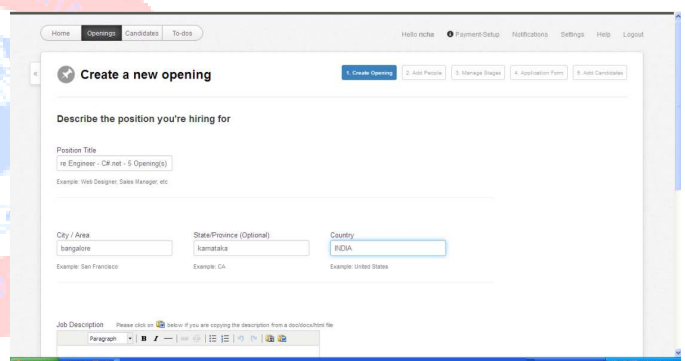
The market for the system can be for the organization which involves the process of hiring clients. With several such organizations, as every organization at every part of the time needs to have employment of new skill full employees for a job, requires the need of hiring, which if done manually can be very complex since it requires many skills. The market therefore for our system as we think is very huge, because every organization has the needs as stated above.

The market is not only in a specific country but also in every part of the world where there is an organization. The organization does not have to be a large scale organization, it can be medium or a small scale organization, since every organization has some sort of requirements of job, which can be done easily with the help of our system, which does the automation of the job easily, which could be more complex if done in a manual management way.

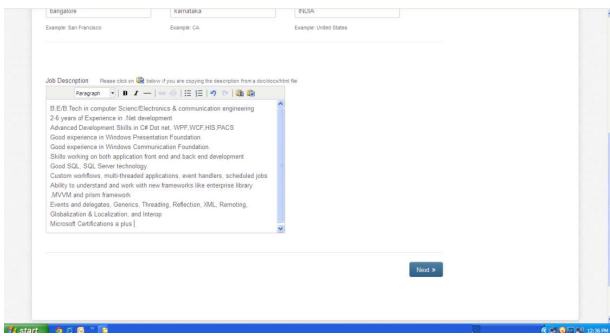
IV. Implementation



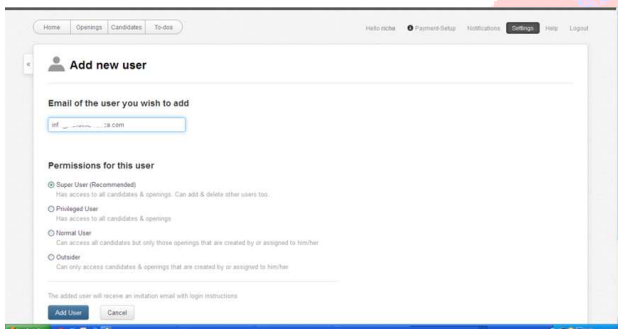
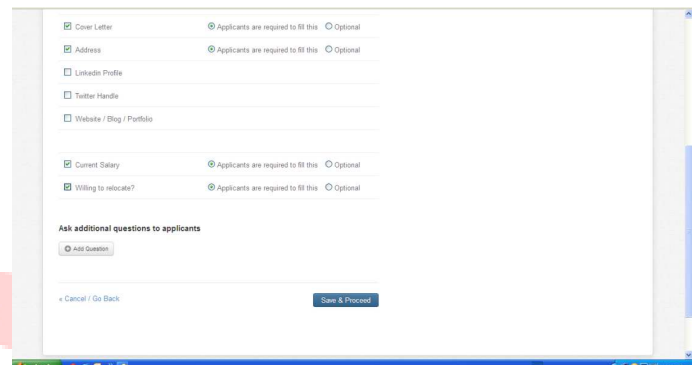
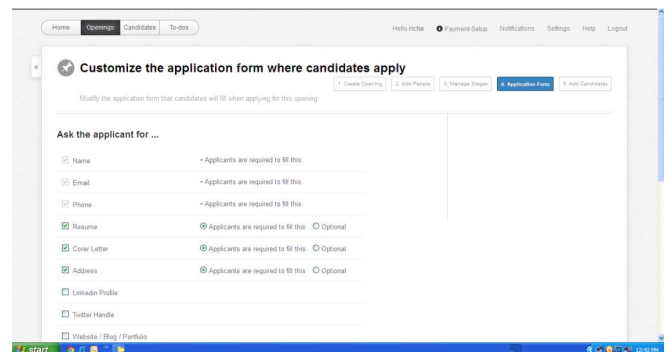
The Login page allows the users to login to the system, by taking the inputs for the username and password. If the inputs are incorrect the user is not allowed to login to the system and an invalid login credentials message is displayed. If the inputs are correct then the user is logged in to the system. In case the user is registered to the system and forgets the password, he can use the forgot password option to retrieve the password. The user can also use the option of remember me to log in to the system by saving cookies on the system, which allows him to login to the system without the need of entering the inputs again.



In above page admin can use the system to create new openings for the organization. The can describe all the details of the job. Here in this, the user has to provide the position or designation for which the opening is created. The city, state, country of the company have to be mentioned too, which states in which location the company required the employees.

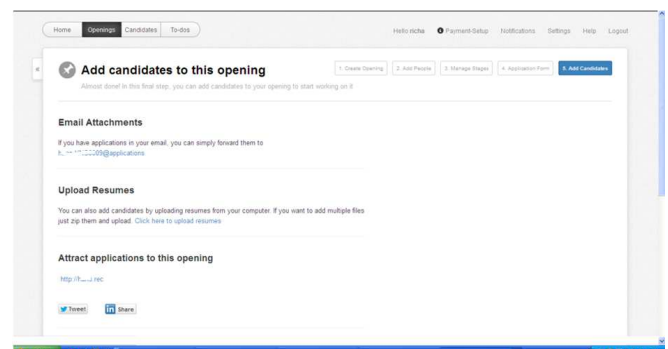


In the Continuation of Requirements for new employee's page, a detailed description for the opening can also be added, so that the candidates know the opening better, and have the idea about their eligibility. After specifying all the details the user can add other users who will have a role in the management of the opening created at the initial phase. In the above figure clearly states that the company have given the proper description of the requirements for new position, so that the candidate can easily understand the criteria which they are going to apply, as well as the organization will the exact match for their company.

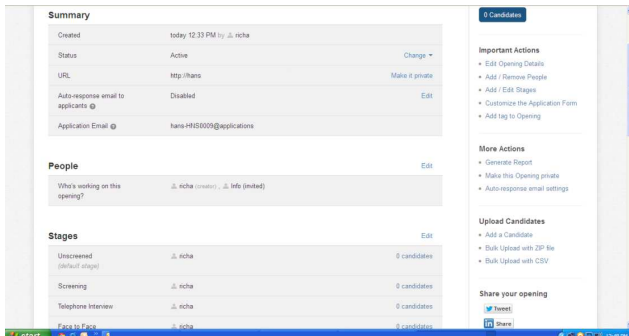


In the above page, the opening which has been created needs to be handled in the future, to add candidates, recruit candidates. This is done by adding the users who will manage the opening, the user can also be given permissions based on his handling of the opening. It can be a privileged user with all the permissions, normal user with basic permission and an outsider who can only access candidate's information and openings created. So that the recruitment process can be done in a savvy way. Each required criteria, interviews stages may clearly defined by the particular user, which may help of efficient recruitment for the new employees.

The above page allows the creator of the opening to ask the necessary details of the candidate who will apply to the opening. He can specify with a checkbox for what details have to ask and what details are not required for that particular opening, which can be set as an optional by providing a check box. There is an option of asking additional questions as well. Here the HR manager can set the assessment test for the specific requirements, suppose the organization needs a java software developers, he/she can set some sets of question from java programming to know test the applicant, wither the candidates is perfect for the job or not, once the applicant clears the test then only he/she can upload their resumes or cv's.

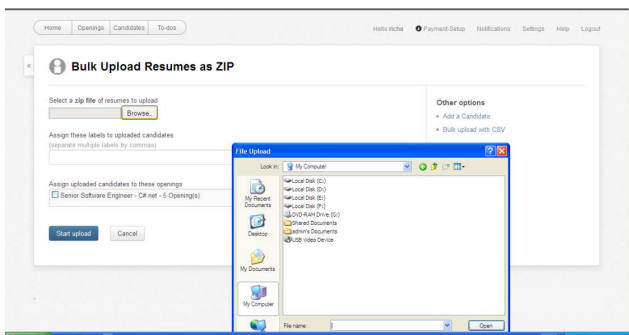


In above page, the creator of the opening can add candidates to the opening. He can upload the resumes of the candidates which he finds are suitable for the job specified and for advertisement of the opening i.e. to make sure every knows about the job opening, if they have some employee referral candidates then HR manager can easily can mail them about the requirements, interview stages, location of job as well as he can share the news about it on social media platforms like twitter and linkedin.

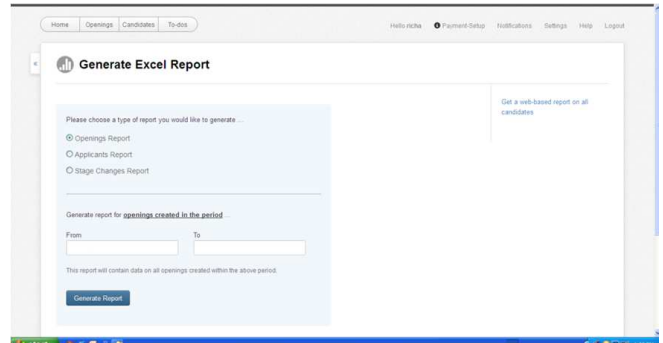


The overall Summary page gives the detail summary of the opening which has been created. Some of the summary information provided is the information about creation date, status of the opening, url, the users who are working on the opening, stages of the openings, screening information.

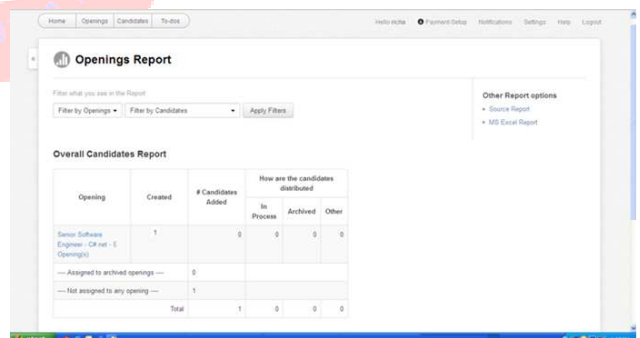
Some of the important actions available to the creator are edit the opening details, add remove the users for the openings who manage, edit or add new stages, customize the application form where details of the requirement of the information are entered. Add any tags to opening which helps in efficient searching of the job. Report generation is also available, the opening can also be made private so that only the creator has the access to the opening. Bulk upload is also available of the resumes, adding the candidate is also available. The bulk uploading of the resumes can be done using a zip file or a csv file.



Manage upload page shows the uploading of the bulk resumes. When company employees refers the candidate, the user can select a zip file or a csv consisting the many resumes and upload them through this page at once without wasting time by uploading one-one file at a time.



Report Generation page allows for the generation of the report of the openings, and the generate details of the candidate who have applied to the opening also can generate the changes in the interview stages. Here the admin of the application can see the report in a specific given time by providing from date and to date, so that it will generate the report for given period of time, report generation can be seen through or in the format of the MS Excel.



Opening report page shows the details of the openings, here it shows the details of each opening and all the candidates who have applied to the opening, in the matrix form that is '1' for the selected one and '0' for the none.

The details of each openings created by the user can be seen here, the details shown here are the number of the candidates applied to the job, whether the opening is still in process or is it inactive.

V. Conclusion

Human resources is one of the major fields is always expanding with the invention of technologies in each and every field. Any automated or be it manual works done to solve this problem of hiring done by the human resource managers has to solved in different ways. To do this the technology has to be reinvented always with the changes following the current innovations.

Our project also falls on the similar lines and it being done in a way to solve all the challenges faced by the organizations, human resources managers, employees, will also have to reinvent itself always with the innovation of new fields and technologies.

The responsibility of establishing good public relations lies with the resource management to a great range. They arrange business meetings, workshop and seminars and distinct official gatherings in favor of the company for the

purpose of buildup relationships with other organization, enterprises or business sectors. Sometimes, the resource management department plays an energetic role in preparing the companies or business and marketing strategy for the organization too.

VI. References

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