Online Recruitment System

[1]Shubhangi B.Jadhav, [2]Nayana S. Kakad, [3]Kanchan B.Kamankar

Department of Information Technology NDMVPS's KBT College of Engineering, Nashik

Abstract: - Online Recruitment System is a web-based system. In the earlier days all these activities are manually done and it was very time consuming process. So we came up with the solution which can handle this process and make the work less complex, efficient. It is automated system, it consist of three modules such as candidate, admin module, company module. It is basically website in which recruitment module is placed. Candidate first visits the website and allows seeing the vacancies available in company and applying for the job. Candidate allows creating their profile, fills the details like personal details, experience details, educational details, key skills etc. Admin has overall rights of website. Admin can post the vacancies available in company. Admin can check the resume of each applicant. Admin can set come criteria to shortlist the candidates. Company allows creating their profile, company can view list of all candidate with their resumes. Company stores all these data in their database. Based upon some criteria, candidates are shortlisted. The test will be conduct at the company. Test result will be send by an email to shortlisted candidate and call for an interview. The objective of this website is to replace the manual process, make the automated one.

Keywords: Online recruitment, automated system.

I. INTRODUCTION

The main aim of develop this system to replace manual the recruitment process for a company. Online Recruitment System is a web based automated system .system having functions such as posting vacancies, storing application of candidates, conducting aptitude test at company, storing test results, sending an email to selected candidates ,scheduling interview and finally selection of the candidate.

Online Recruitment System that consists of a candidate login, company login and admin login. The project is beneficial for college students, various companies visiting the campus for recruitment. In this system candidate visits the website, register for job, candidate can view their profile. Candidate can choose the functional area for the job. Candidate fills the details like personal details, educational details, experience details and key skill etc. Admin can view their profile; admin can post the vacancies which would be available at company and can see the previous posted job. The admin has overall rights over the system and can moderate and delete any details. Admin allows seeing list of interested candidate send their resumes. Admin can set the criteria for the job or can able to search candidate by adding features such as required experience, specialization, qualification. The system also consists of a company login where company can view a list of candidate and also their respective resumes. The system allows candidate to view vacancies available. The system handles candidate as well as company data and efficiently displays all this data. Admin set some criteria for shortlisting candidate, after shortlisting email is send to selected candidate. Aptitude test of selected candidate will be conduct at company, after that result will be displayed on company website, candidate who are shortlisted will call for an interview and then final selection of candidate.

II. RELATED WORK

Many researchers have contributed to the development of Online Recruitment System. Techniques used by these researchers are summarized below:

Mary Grace G. Ventura and Rex P. Bringula, 2014 [1],"Effectiveness of Online Job Recruitment System: evidence from the university of the east". The system was to develop online recruitment software. This system provides features as fast and accurate selection of the applicants. In this project the Waterfall Model was used in the development of the software.

Diksha Varshney, Bhumika Sharma, Somya Jain 2014[2],"Campus Recruitment Management: Platform based on dynamic electronic commerce". In this project the Electronic recruitment systems are used to improve human resource management. This system addresses the needs of employers and candidate through the internetworking. System improves the quality of recruitment and services. This system provides the features like reduced time to hire, reduced the cost of hire, wider reach for employers and candidate.

Assel B .Kmail; Mohammed Maree; Mohammed Belkhatir 2015,[3] "Online Recruitment System based on multiple semantic resources". The growth of online recruitment has increase the need for more effective automated system. This paper present an automatic semantic based online recruitment system that reuses knowledge captured in multiple existing semantic resources to match between candidate's resumes and job posts. In addition they used features such as statistical based concepts-relatedness measures to solve the problem of semantic knowledge incompleteness in the exploited resources.

III. PROPOSED SYSTEM

Online recruitment system is aimed at developing a web-based and central recruitment process system for a company. Some features of this system are post vacancies, storing resume applications and sending an email, scheduling interviews, storing interview results for the candidate and finally hiring of the candidate. Reports are generated for the further use of company. System having 3 modules as follows:

A. Potential Employee

- First we apply for job, Login creation.
- Registration
- Checking current vacancies available and post which are available.
- Fill resume, upload.
- Check status of an email, message that aptitude test is schedule or not at company.
- Check email that interview schedule or not, and result.

B. Subscription
- In subscription, first company register itself.
- Then create admin account.
- To check for how many user login of this software required it is provided by the company admin.

- The logo and password will provide by company which are use this software.

- Then do online payment, it may be trial or paid subscription.
- Reactivation process- if when user is block, because of unpaid.

C. Company Registration
- Company registration, admin account creation.
- Post the vacancies available in company.
- Then scan the resume of applicant. Send email to selected resumes.
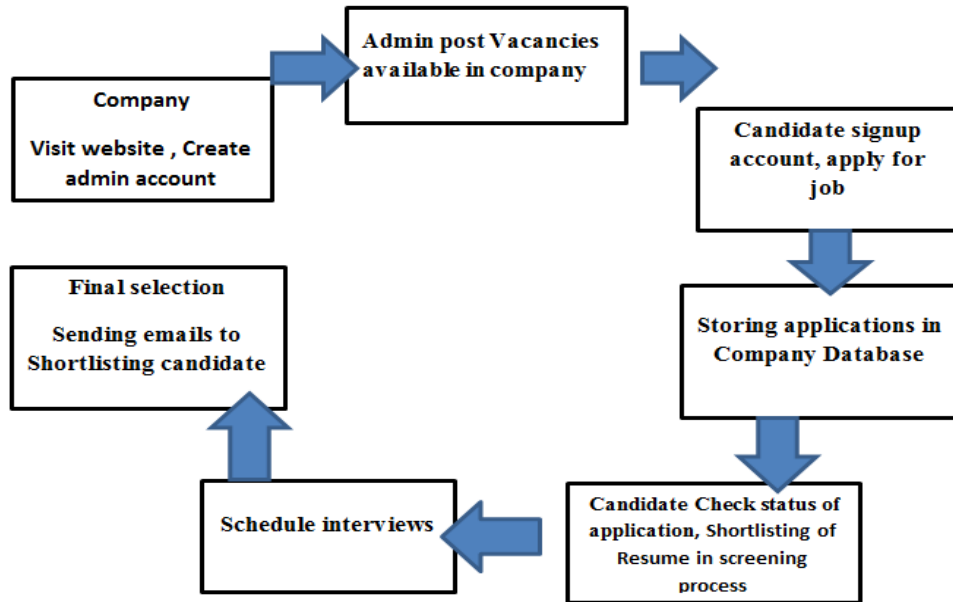- Scheduling test and interviews at company, and selection of candidate.

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Figure 1: Architecture Diagram

IV. CONCLUSION

Online Recruitment System websites is created to resolve issue of manual recruitment process, which takes too much time to hire the candidate. So the online recruitment system is very convenient because in the manual system there are lots of difficulties in managing recruitment. System provides common meeting ground for the candidate locally and globally, where the candidate can find their dream jobs. Company can recruit the right candidate and fulfill their needs.

REFERENCES

[1] Mary Grace G. Ventura1 and Rex P. Bringula ,2014, "Effectiveness of Online Job Recruitment System: Evidence from the University of the East" The system was to develop an online recruitment software. that facilitate the fast and accurate selection of qualified applicants.

[2]AsselB. Kmail; Mohammed Maree; Mohammed Belkhatir, 2015, "An Automatic Online Recruitment System Based on Exploiting Multiple Semantic Resources and Concept Relatedness Measures".

[3]AsselB. Kmail; Mohammed Maree; Mohammed Belkhatir ,2015, "Online Recruitment System based on multiple semantic resources". The growth of online recruitment has spurred the need for more effective automated system, on the other hand newer semantics based approaches are penalized by limitations of exploited semantic resources

[4]Diksha Varshney, Bhumika Sharma, Somya Jain, 2014, "Campus Recruitment Management: Platform based on dynamic electronic commerce" .The electronic recruitment systems are used to facilitate and improve human resource management. They address the needs of employers and job-seekers via internetworking mean improve the quality of recruitment and services. In future High Volume of Responses because anybody in the world with Internet access could potentially see your job posting, you may be inundated with responses