E-Recruitment Process

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Abstract— 'E- Recruitment' is aimed at developing a web-based distributed recruitment process for the HR. The main objective of the system is to simplify the recruitment process, through automized recruitment process for identifying the prospective employee with required characteristics. The features of this system includes creating vacancies, storing application data, Scheduling interviews, storing Interview results for the applicant and finally hiring of the applicant. E-Recruitment is a process in which jobseekers can register themselves by attending the screening test for registration. After the registration they can search and apply for the jobs in several domains and location wise within a company. Based on the domain, online technical test will be conducted for the candidates. The shortlisted candidate will receive the E-mail alert for further process. The system makes it friendly to distribute, share and manage the examination entities with higher efficiency and easiness. Provide an innovative, cost efficient and effective recruitment system. Increases the quality and quantity of applicants being applied for various vacancies.

Key words: ASP.NET, MS SQL

I. INTRODUCTION

E- Recruitment 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 is done manually and it is all 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 whole lot more than 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. E-Recruitment process 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.

Recruitment means to estimate the available vacancies and to make suitable arrangements for their selection and appointment. Recruitment is understood as the process of searching for and obtaining applicants for the jobs, from among whom the right people can be selected. A formal definition states, "It is the process of finding and attracting capable applicants for the employment. The process begins when new recruits are sought and ends when their applicants are submitted. The result is a pool of applicants from which new employees are selected". In this, the available vacancies are given wide publicity and suitable candidates are encouraged to submit applications so as to have a pool of eligible candidates for scientific selection. In recruitment, information is collected from interested candidates. For this different source such as newspaper advertisement, employment exchanges, internal promotion, are used. In the recruitment, a pool of eligible and interested candidates is created for selection of most suitable candidates. Recruitment represents the first contact that a company makes with potential employees.

II. NEED FOR RECRUITMENT

– Vacancies due to promotions, transfer, retirement, termination, permanent disability, death and labor turnover.
– Creation of new vacancies due to the growth, expansion and diversification of business activities of an enterprise. In addition, new vacancies are possible due to job specification.

III. PURPOSE AND IMPORTANCE OF RECRUITMENT

– Determine the present and future requirements of the organization on conjunction with its personnel-planning and job analysis activities.
– Increase the pool of job candidates at minimum cost.

- Help increase the success rate of the selection process by reducing the number of visibly under qualified or overqualified job applicants.
- Help reduce the probability that job applicants, once recruited and selected, will leave the organization only after a short period of time.
- Meet the organization's legal and social obligations regarding the composition of its work force.
- Preparing potential job applicants who will be appropriate candidates.
- Increase organizational and individual effectiveness in the short term and long term.
- Evaluate the effectiveness of various recruiting techniques and sources for all types of job applicants.
- Recruitment is a positive function in which publicity is given to the jobs available in the organization and interested candidates are encouraged to submit applications for the purpose of selection.
- Recruitment represents the first contact that a company makes with potential employees. It is through recruitment that many individuals will come to know a company, and eventually decided whether they wish to work for it. A well-planned and well-managed recruiting effort will result in high quality applicants, whereas, a haphazard and piecemeal efforts will result in mediocre ones.

IV. EXISTING SYSTEM

The existing system is manual entry of updating the details of all the Candidates who will register daily, it is difficult to conduct and maintain the exam manually using papers. It is very difficult to the candidates from far distance to reach the exam Centre for all the rounds each time carrying the documents. This system is required to prepare registration form, question paper for the candidates and required to print a lot of number manually. To calculate how many candidates registered, and verification of details of these candidates in a month by hand is very difficult. This requires quite a lot of time and wastage of money as it requires quite lot of manpower to do that. Another factor that takes into account that is the possibility of errors and which requires verification and checking of data relating to various operations which is done manually. The limitation of existing system is that it is not all personalized. It cannot be used for personal and quick reference. Even the other staff members can make use of candidate information if the responsible person is not present and data will not be private. Keeping records of the candidate manually i.e. papers maintained in a company may have chances to lose.

Every Organization should have a separate recruitment cell. The recruitment board must provide an innovative, cost efficient and effective recruitment system. Using the advanced technology the recruitment cell must provide efficient system so that it reduces the paper work and administrative risks. In order to overcome this we must develop a solid platform for an online recruiting solution that can be rapidly customize and deployed to meet the specific needs of each client. For recruiting thousands of candidates, the physical system have the following process are calling for the applicants, selecting the applicants, conducting examination, compiling results, selecting candidate for interview, generating interview letters and preparing details for interview board.

A. Disadvantages of Existing System

The main drawbacks of the existing system are not reliable and secure for maintaining manually the information. Here are some

- It is not easy to access or give exam.
- It is not secure, efficient and safe.
- It takes more paper work in manual exam.
- Difficult to store all the result for future.

V. PROPOSED SYSTEM

E- Recruitment Process is an online in which jobseekers can register them and then attend the exam. Based on the outcome of the exam the jobseekers will be shortlist. People all around the world can apply and register. It has made all the process easy. Further, based on the domain Online Technical Test will be conducted and evaluated automatically. If the person eligible for the next round, they will receive an email alert regarding HR Interview, venue, date and time.

E-Recruitment Process 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. Provide an innovative, cost efficient and effective recruitment system. Increases the quality and quantity of applicants applying for vacancies. Dramatically reduces the paper work and administrative work.

VI. SYSTEM ARCHITECTRE DESIGN

E-Recruitment process 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. People all around the world can apply and register. It has made all the process easy. E-Recruitment 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 fulfil 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.
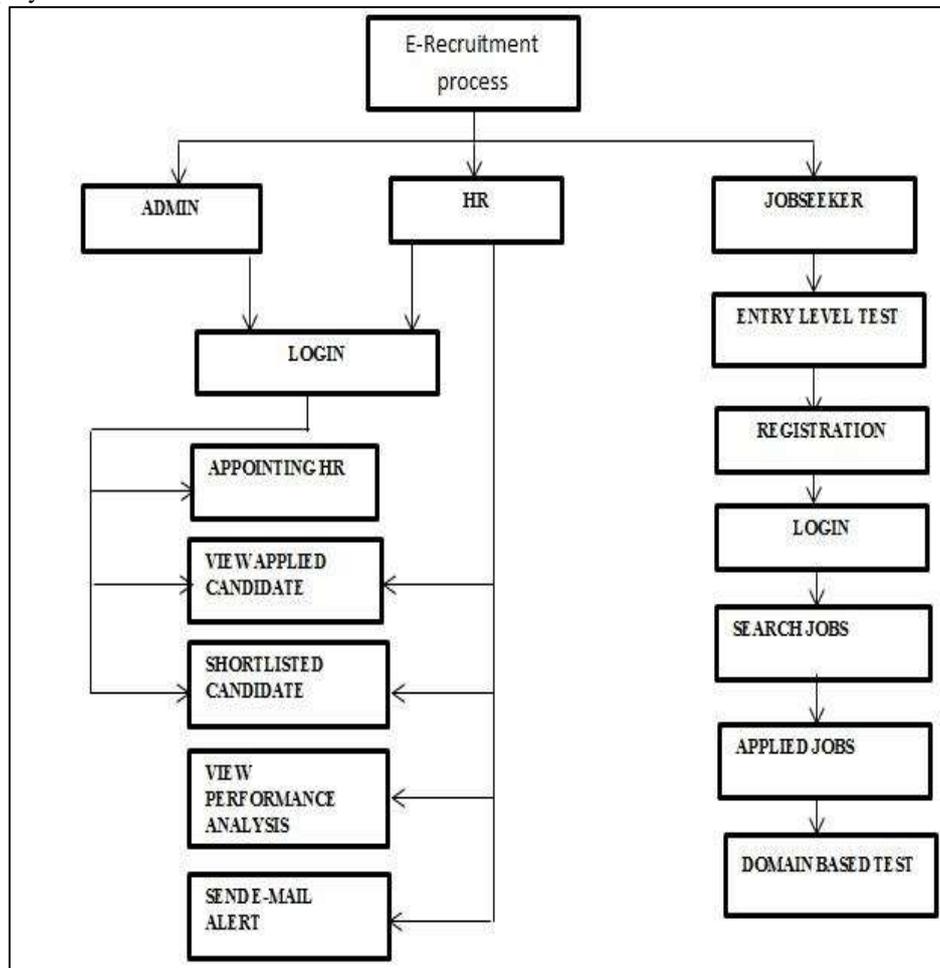

Fig. 1: System Architecture Design

A. LIST OF MODULES

1) Administrator
2) Jobseeker Registration
3) Searching
4) Online Exam
5) Job Posting
6) Short Listing

B. MODULE DESCRIPTION

1) Administrator

Administrator has the full authority over the website. He can enter into the website by login procedure with the help of admin user id and password. 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. He can send the message to the selected candidate and appointed HR's for the confirmation purpose.

2) Jobseeker Registration

A jobseeker can register him by clearing the Aptitude test. During registration, he should give the entire report about himself like, Education, Experience, and Personal qualification. And he uploads the soft copy of resume also. The candidate who secured 100% will be allowed to proceed with registration process. The candidate can choose their area of interest and also they can search for the jobs available. Based on the area of interest technical test will be conducted. Experienced candidate can fill the area of expertise, year of experience, the domain in which they worked and they can also enrol their achievements. The candidate should enrol their details as per the instruction mentioned. Candidate's Registration will confirm through user id. 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 HCL. The candidate can able to search the job by location wise also. The candidates can be able to view the details regarding the offer letters if they are selected.

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 the E-Recruitment. The Result of the exam will be displayed immediately and the result can be sent to The HR also. Before the registration process the screening test will be conducted. The test contains 10 questions which includes quantitative, verbal, reasoning. The candidate should get 100% in the test in order to proceed with registration process. The screening test will be conducted for both the fresher and experienced candidate. The screening test contains set of questions to test the basic knowledge of the candidate. The test has 40% of Quantitative questions, 30% of verbal questions and 30% of reasoning questions. If a candidate fails in the Screening test they will not be allowed for the upcoming process.

5) Job Posting

The HR in HCL will be post the new upcoming jobs in HCL. 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 is the candidate is short listed.

VII. RESULT

Thus the E-Recruitment process 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. E-Recruitment 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 main aim of the project is to consume time and process of recruitment which is happening manually. This project makes the jobseekers to login from anywhere and attend the recruitment process.

A. Home page

Fig. 2: Home page

Homepage describes about the Company details and their history. With the help of login/register, admin/HR/Jobseeker can work with the respective pages.
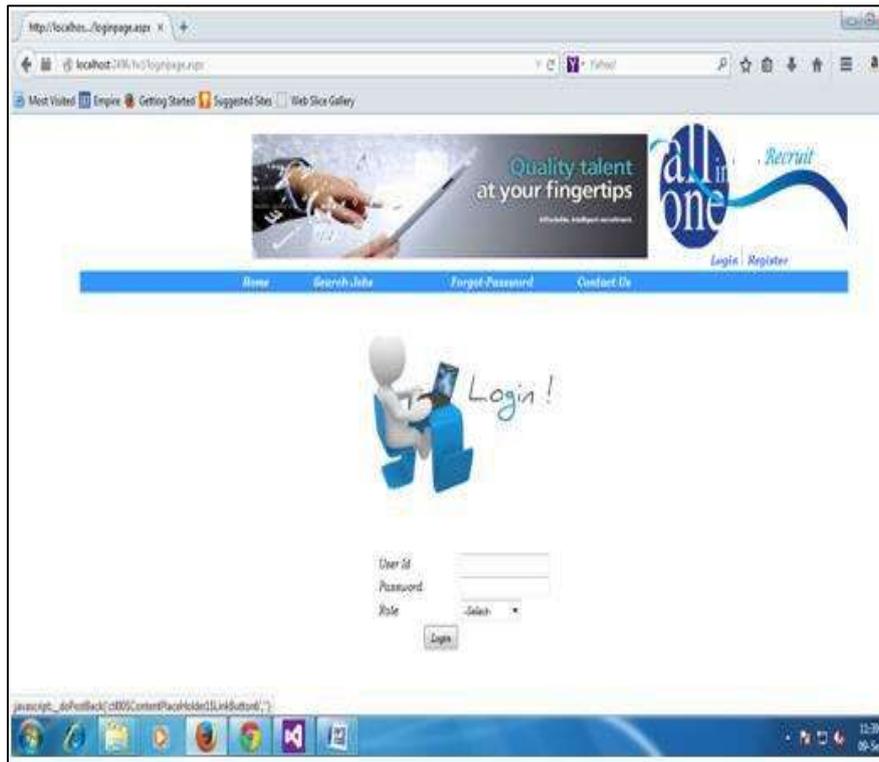
B. Login Page

Fig. 2: Login Page

Login page is used to get into the user's respective pages based on the role given such as admin/HR/Jobseeker.
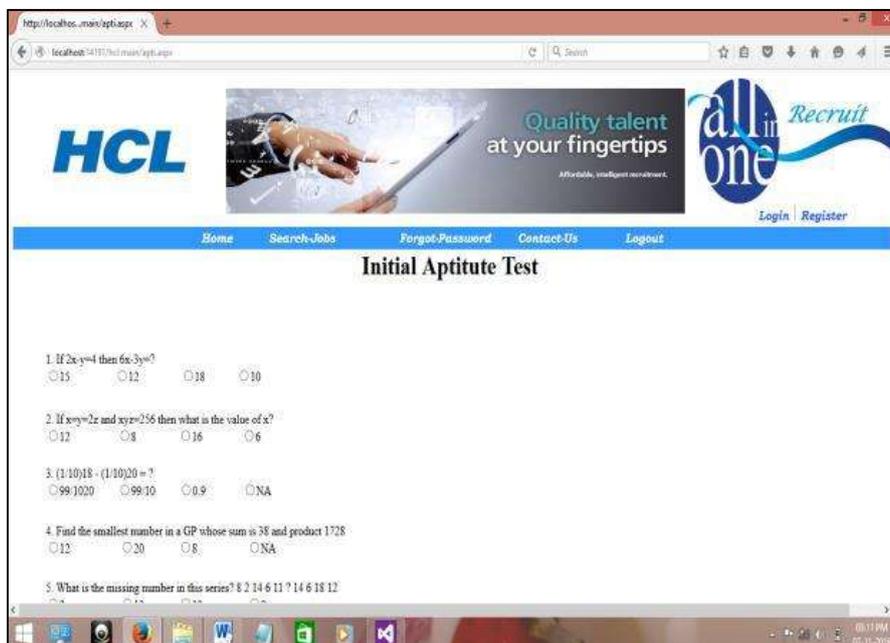
C. Screening Test Page

Fig. 3: Screening Test Page

Screening test should contain aptitude, verbal, reasoning questions. The candidate should score 100% of mark for the upcoming procedures.
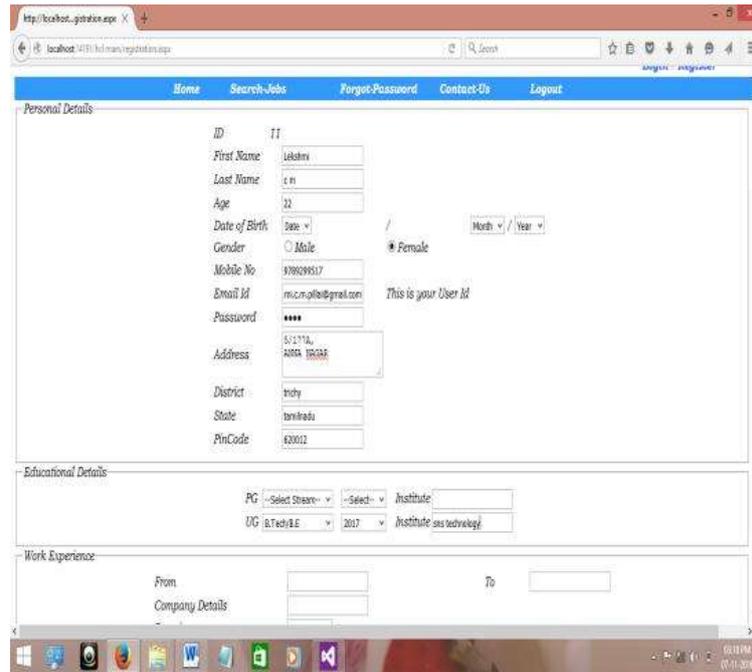
D. Registration page

Fig. 4: Registration page

Registration page contains details such as personal details, educational qualification and experience details. The candidate must login with the help of user id and password for the further process.
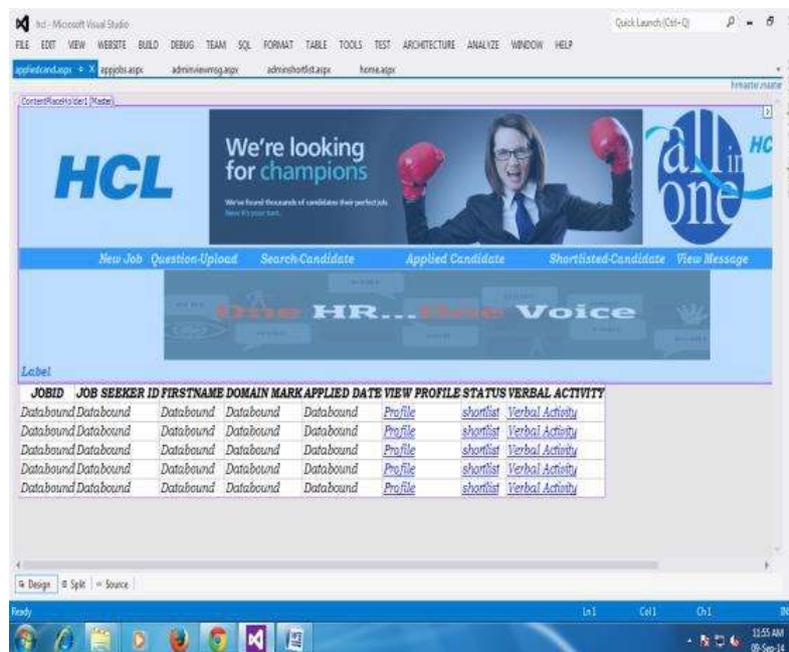
E. Applied candidates

Fig. 5: Applied candidates

Applied candidate will be viewed by both HR and admin. It shows the details such as candidate profile and mark

VIII. CONCLUSION AND FUTURE WORK

The website 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. Nowadays manual process of searching a job of one's choice as well as searching the appropriate candidate for a specific job has become a huge task and so realizing the need for easy management of this process, the site has been developed. It is very easy to update and maintain information through the site. The main feature of the site includes flexibility, ease of manipulation of information, easy access searching storage, reducing of manual work in an efficient manner.

IX. FUTURE WORK

− To ensure portability and therefore compatibility.
− To ensure our system moves with time i.e. allow for maintenance, upgrades and periodic backups by developed and authorized personnel.
− The system makes it simpler to distribute, share and manage the examination entities with higher efficiency and easiness.
− Mobile recruitment process will be going to implemented with advanced features.

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