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Web Application for Avocation of Efficient Aspirants

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Abstract: In this economical world, the education for the people is so increasing that the jobs for them are now decreasing. The companies want the people who are best in their field. At that time, it becomes difficult to find the people who are intellectual enough to be selected. The work for the companies also increases to find the people who are well versed and satisfy their requirements. For these drawbacks, we have to create the system which makes this recruitment process more easier. This project is about the recruitment process which is done online. This project will allow the person to apply for the job in the company for the interested vacancy which would be available at the company. After the registration, candidate will have an unique account and then will be a applied user. If he would be eligible he would be interacting with the system for further updates. The recruitment module can be placed in the company's website and the users who visit this website can view the vacancies in the company and will be able to apply directly from remote place even. The vacancies will be posted by the admin based on the needs of employees in the company. The admin will have rights of handling this process expect the evaluation process as it is the company specific and so the steps of the evaluation process cannot be predicted.

Keywords- Recruitment process, Registration, Recruitment module, Admin, Evaluation process.

I. INTRODUCTION

In this current situation, the challenges associated with finding a suitable job is increased by the jobseekers associated with the job search process. Normally when we want to apply for a job, we search the newspapers, television that may publicize vacancies and also job seekers register themselves with job portals such as naukri.com, shine.com and so on [1]. The number of job seekers has become one of the severe problem in the both developing and developed countries [2]. Many employers post the important details about the job in their own websites only instead of posting their job specifications in the job portals. Also there is a increase growth in number of online job search engines, dividing the online industry marketplace into "information islands" and make it unfeasible for job seekers to get an overview of all relevant positions [3]. Therefore we do not always get to know all the vacancies and the current status of the employer to decide if this is the type of job that is being hunted for. Also at times we get privileged by the company profile but don't get information about the score of the company by the existing or past employee in terms of salary and so. Taking all these details into consideration we propose to develop a system to perform the same search operations by interacting with the employer and job seekers.

The design of the web application is taken into consideration from the literature survey. The project should be run successfully on both software and hardware. The hardware which is used to run the project should support the software that is mounted for assembling the project. The hardware and the software using in this project is available readily to use in each and every machine [4][5].

II. System Analysis

A. Existing System

The recruitment process is a very important process for all people who need the job and also the company needs manpower for

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fulfilling the requirements. The existing system is based only on people. The all activities of this process are done on paper work, nothing is system dependent and it is not so efficient and flexible and time consuming. The candidates apply for job manually to the company by sending their resumes. The company responds them if they are qualified and then the evaluation process takes place which filters the candidates. Filtered candidates are called for the interviews and thus the whole recruitment process takes place.

B. Problems and Weakness of Existing System

The recruitment process is a very large and important process which is mostly done by human beings, not by the system. The conventional approach of submitting resumes to the company and then holding the evaluation process is a very tedious task as the company has to give advertisements or has to go to the colleges for recruiting people. This process can be made easy and flexible for the candidates as well as the company managers so that the whole recruitment process is handled automatically.

This conventional approach of recruiting people increases the work of maintaining candidates on paper work which requires a lot of manpower. Other than this, it increases the complexity and also contains less efficiency. The automated system needs to be found which replaces the current conventional system or at least decreases this whole process' complexity.

III. Feasibility Study

This is the important step in any software evolution process. This is because it makes analysis of different features such as cost required for developing and running the system, the time required for each period of the system and so on. If these important factors are not perused then definitely it would have effect on the organization and the development of the system will become a total failure. So for running the application and the organization successfully is a very important step in a software development life cycle process.

By making analysis with the requirement of the organization it would be possible to make a report of recognized area of problem. By making a complete analysis in this area a detailed document or report is prepared in this period which has details like project plan or programme of the project, the cost estimated for developing and executing the system, goal dates for each period of delivery of system developed and so on. This period is the base of software evolution process since further steps taken in software evolution life cycle would be based on the analysis made on this period and so careful study has to be made in this period

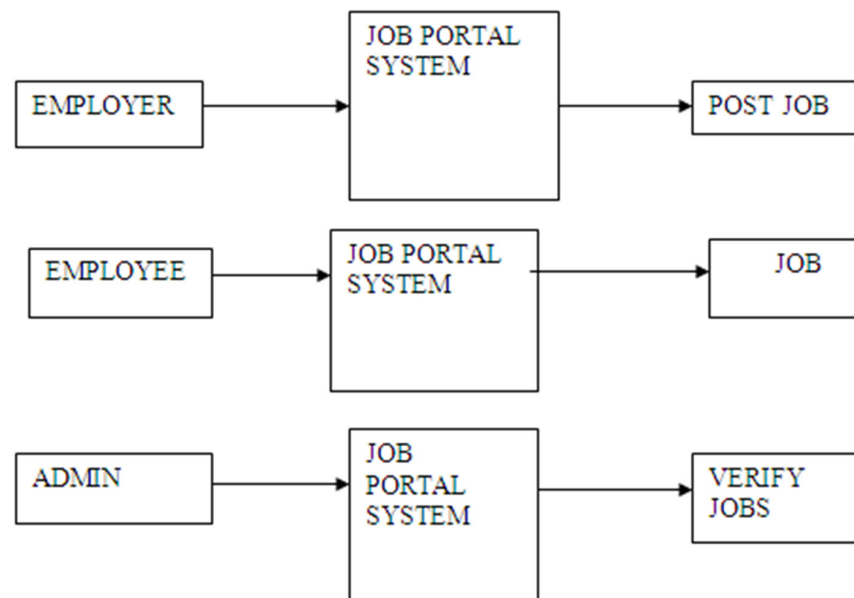
The feasibility study cannot be fixed on a same area or investigation made in feasibility study is given below. The feasibility study is based on the system that would be analysed and developed.

- Feasibility study is made on the system is being developed to analyze whether the system evolution process require instructing of employees. This helps in designing training sessions as required in later period
- .Is the system developed has capacity for increasing or capacity for switching to new technology later if needed in ease. In other study is made to find the cartable of the system in future.
- The above feasibilities are analysis which helps in development of the system. But the capacity of feasibility study does not end with this. Feasibility study includes the analysis of upholding stage. This helps in risk analysis. Also the study helps in making analysis about what training must be given and how and what all the documents must be prepared to help users and developers to look maintenance period.

IV. Requirements of Proposed System

The problems of the conventional recruitment process increases the need of some automated system which handles the process at some extent and can decrease the work of this process. The system can be built which is general and not specific to any company as the evaluation process contains different steps for different companies. Any company can use that system and can decrease complexity of the conventional approach. The new system may not include the phase of evaluation process but other general formalities of saving resumes and other details of the candidates, maintaining their data etc. can be included.

FIG I. Context Diagram



VI. Conclusion

The searching of job is a difficult process and it takes long time for searching the application sites, interaction with human agents and websites. The developed system will definitely helpful for solving the above problem. And it is also make the recruitment process more easier using this system. The extent of this project will be include some security process such as verification of experience and education with some biometric data. This could enhance the prospect of applying for the job in this system. And also we can add some online exams for the recruitment process. This will also be helpful for the employer to find the efficient employee.

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