

HR Recruitment

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ABSTRAT

HR recruitment system, it's providing less time consuming process for recruiting the employees for the organization in an efficient manner. This system providing online exam for the candidates and later giving them the feedback about exam and final process. The system will support the core activities of the human resources function and efficiently support the processing of bulk activities. It is widely recognized that HR needs have not been met and considerable improvement is required to support their role in the organization. An important aspect of this is to align responsibility, authority and ownership, and as such, practical responsibility for driving the joint HR system. Recruitment Forms the first stage in the process, which continues with selection and cease with placement of the candidate. Recruitment refers to the overall process of identifying, sourcing and screening, short listing, and interviewing the candidates for jobs within an organisation.

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I. INTRODUCTION

Recruitment refers to the process of identifying, attracting, interviewing, selecting, hiring and on boarding employees. In other words, it involves everything from the identification of a staffing need to filling it. Depending on the size of an organisation. The recruitment is the responsibility of a range of workers. Larger organisations may have entire teams of recruiters, while others only a single recruiter. In small outfits, the hiring manager may be responsible for recruiting. In addition, many organisations outsource recruiting to outside firms. Companies almost always recruit candidates for new positions via advertisements, job boards, social media sites, and others. Many companies utilise recruiting software to more effectively and efficiently source top candidates. Regardless, recruitment typically works in conjunction with, or as a part of Human Resources.

II. PROBLEM DESCRIPTION

Human resource is the combination of quantitative and qualitative assessment of human beings in the society. It does not mean only the number of people working in the organisation, but it is the aggregate of employees, employees skills, knowledge, ability, talents, aptitude, and creativity. Recruitment forms the first stage in the process, which continues with selection and cease with placement of the candidate. Recruitment makes it possible to acquire the number and type of people necessary to ensure the continued operation of the organisation. The HR professionals handling the recruitment function of the organisation are constantly facing new challenges. The biggest challenge for such professionals is to source or recreate the best people or potential candidate for the organisation.

III. PROPOSED SYSTEM

1. Automation of entire recruiting process.
2. Save time.
3. Cost efficient.
4. Better decision making.
5. Increases in vacancy closure rate.
6. Increases flexibility of recruitment team.
7. Modernize the recruitment method.
8. Improve the output.
9. Integration of different tools.
10. Transparency.
11. Centralised database.

12. Better control.

IV. ARCHITECTURE OF THE PROPOSED ALGORITHM

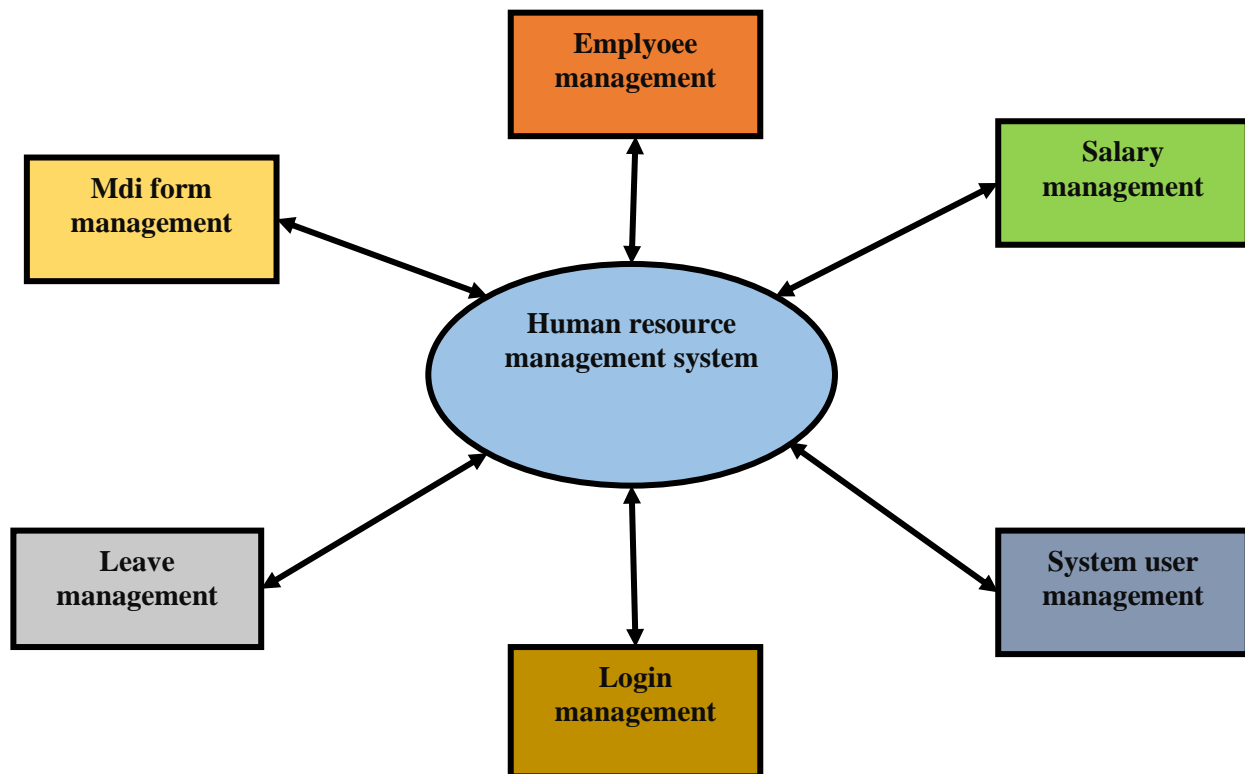


Figure 4.1: Block diagram for HR Recruitment

The HR recruitment management system, Will we have elaborated the high level process of recruitment. it's a basic overview of the whole recruitment management system or process being analysed or modelled. it's designed to be an at a glance view of search job, call letter and login showing the system as a single high level process, with its relationship to external entities of employee, employee registration and post job. It should be easily understood by a wide audience, including employee, post job and search job in HR recruitment management system:

1. Managing all the employee
2. managing all the employer registration
3. managing all the post job
4. Managing all the interview
5. Managing all the search jobs
6. Managing all the call letters
7. Managing all the login

V. BASIC OPERATION OF PROPOSED ALGORITHM

1. Admin
2. User

1. Admin:

- Admin logs into the system using his/her ID and password.
- In this module administrator access and maintain the data/record.
- Admin can also update is profile, change the password and recover the password. report are generated by the admin.
- Admin is allowed to maintain the complete staff details in the database.

Login page:

The page where the admin or staff will log in their system credentials to access the system.

Status category page:

The page where admin and staff will manage the list of recruitment steps or status of the applicants.

Vacancy page:

The page where all vacancies are listed and can be managed by staff or admin.

Applicant's page:

The page where all applicants are listed and can be managed or viewed by admin/Staff. This is the page where an admin and staff find the application from for the walk in applicants.

Settings page:

The page where an admin manages the website information such as the about us content.

2. User:**Home page:**

The page where the applicant will be redirected by default when browsing the recruitment website. This is also the page where all jobs in a list are displayed.

About page:

The page where the applicant can read the "About content" of the company on the website.

VI. RESULT AND DESCRIPTION

The HR recruitment management system works as follows:

- First, this HR recruitment management system requires system user credentials to access the admin side of the system and this can be done by logging into the system.
- Second, the system admin Our staff will populate the list of recruitment status categories to organize well the list of applicants according to their recruitment status.
- Third, the system admin/Staff will populate also the list of vacancy positions Or their company along with the description on availability of the position.
- Fourth, Applicant's will browse the recruitment website of the company and find their desired position to apply for. Then, when the applicant has already found her/his desired position to apply, she/he will simply click the panel/card of the position to be redirected to the complete details of the position and submit their application by clicking the apply now button below to display the application form. After that, the applicant will fill all the fields required and submit their application Along with their resume. This process also can be done by admin/Staff if the applicant will walk in to their building to apply.
- Then, admin/Staff can update or manage the recruitment status of each applicant for each step/process do their company requires for the recruitment.

VII. CONCLUSION

The HR recruitment management system is a simple project that will help a certain company manage their recruitment or job hiring process, and also can be accessed online. The purpose of this project is to help a certain company Store, process, manage, and track all the data that or related to the recruitment process. This project also explained how a job search engine works, but the difference is, this project is only dedicated to a single company while job search engines, look to a multiple company that submitted their job hiring to search engine website/company.

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