

CORPORATE HRM INFORMATION SCHEDULER

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Abstract - This project is aimed at developing a web-based and central Recruitment Process System for the HR Group for a company. Some features of this system will be creating vacancies, storing Applicants data, Interview process initiation, Scheduling Interviews, Storing Interview results for the applicant and finally Hiring of the applicant. Reports may be required to be generated for the use of HR group.

The company places great importance on management of human resources by building family like affiliations. The HR-Department is governed by the companies quality system that governs all software development activities. There are a number of MIS reports generated by HR-Department. Which are present manually done or done using Microsoft Excel. There is a need to rationalize a database and bring in control in managing the data.

There are HR group who will create vacancies, create applicants (persons applying for a vacancy), initiate interviews and close vacancy. There are interviewers who will be intimated about the interview schedule and finally enters the result.

1. INTRODUCTION

The HR Management system includes the following modules.

1. Authentication Module
2. Basic employee data module
3. Interview Module
4. HR Group
5. Compensation Data Module

SCOPE

The scope of the Corporate HRM Information Scheduler is as follows:

The system scope includes the following:

There are HR group who will create vacancies, create applicants (persons applying for a vacancy), initiate interviews and close vacancy. There are interviewers who will be intimated about the interview schedule and finally enters the result.

PURPOSE

The vision of the Corporate HRM Scheduler is to provide the system which will be creating vacancies, storing Applicants data, Interview process initiation, Scheduling Interviews, Storing

Interview results for the applicant and finally Hiring of the applicant.

2. OVERVIEW OF THE SYSTEM

EXISTING SYSTEM:

The existing Corporate HRM system provides employees of the department but there is a limit to assume number of groups. In the current all the data is maintained mostly manual and in Excel sheets. The data security and data accessing is very slow.

Limitations in Existing System

Maintaining the data in excel sheets and files is very hard to remember the file names in which the required data is feed. No easy access to the required queries. Data redundancy, inconsistency, lot of human work need to be done in order analyze the details present in the excel sheets. It leads to wastage of time.

PROPOSED SYSTEM

In the proposed system we have the following new implementations: Users of the system: Employees of the Corporate HRM. Here again any number of groups can be assumed. For example, profiles and applicants which have rights to view only the reports in HTML Format, groups having rights to enter/update/delete data, etc.

Advantages over Existing System

The HR-management system Interface provides the following system features.

1. This system provides a Common User Interface for the HR to log on to the system.
2. Here the user interface is Graphical User Interface.
3. This application is a Web based Application.
4. Being a web based application it doesn't require any client side installation.
5. Any number of users can interact with the system simultaneously.

Problem Definition

- To manage the Operations in Interview panel and maintain the data of the process is a big deal.
- Find out the vacancies and arrange interview schedules for the particular department.
- Assigning task to employees in a specific interviews
- Maintain complete information of interview reports and selected candidates reports.

MODULES DESCRIPTION

Modules:

There are HR group who will create vacancies, create applicants (persons applying for a vacancy), initiate interviews and close vacancy. There are interviewers who will be intimated about the interview schedule and finally enters the result.

The requirements are as follows:

1. Generic:

- a. Login to the system through the first page of the application.
- b. Change the password after login to the application.
- c. See his/her details and change it.
- d. Help from the system.

2. HR group:

- a. Should be able to create a new vacancy.
- b. Should be able to change any of the editable details for the vacancy.
- c. Should be able to create a new applicant.
- d. Should be able to change any of the editable details for the applicant.
- e. Should be able to search on Applicant Number and Vacancy Number.
- f. Should be able to schedule the interview and enter details of the interviewer and date/time.
- g. HR person cannot 'close' the vacancy which is not owned by them.

3. Interviewer:

- a. Should be able to view all interviews scheduled to be taken.
- b. Should be able to view the details of the applicants details
- c. Should be able to view the details of the vacancy.
- d. Should be able to search on Interview Date, Applicant Number and Vacancy Number.

Should have the access to change the Interview details – Date/Time, Status (Selected/Rejected).

3.SYSTEM DESIGN

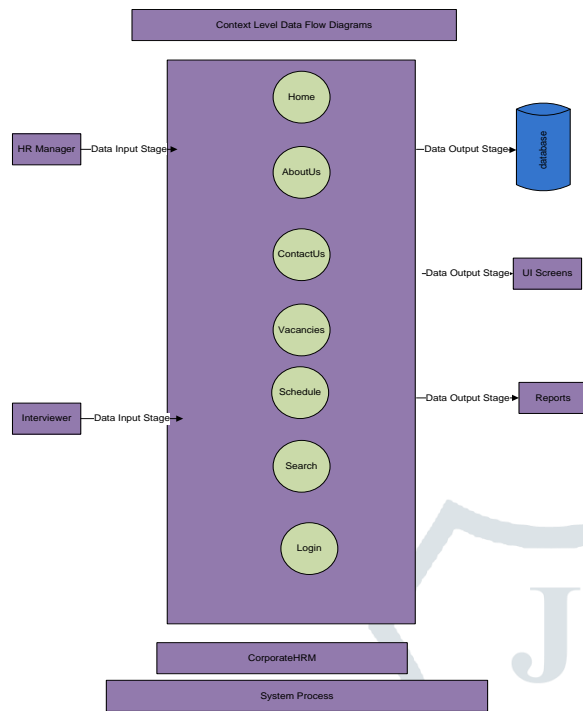


Fig 3.1: Context Level Data Flow Diagram

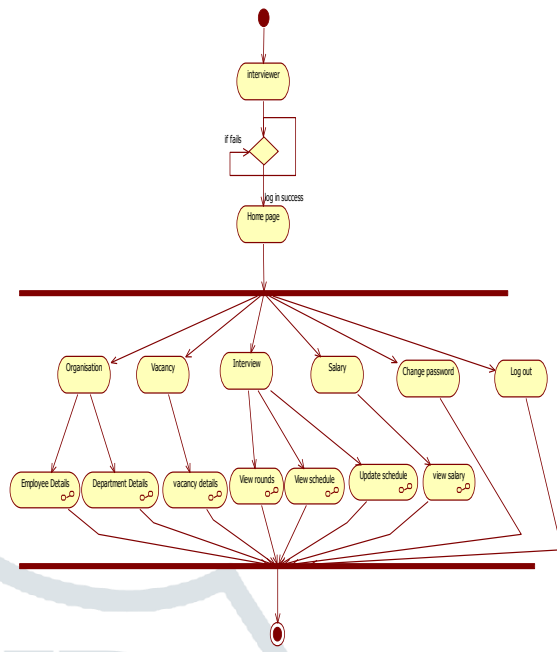


Fig 3.3: Activity Diagram

Fig

4. OUTPUT SCREEN SHOTS

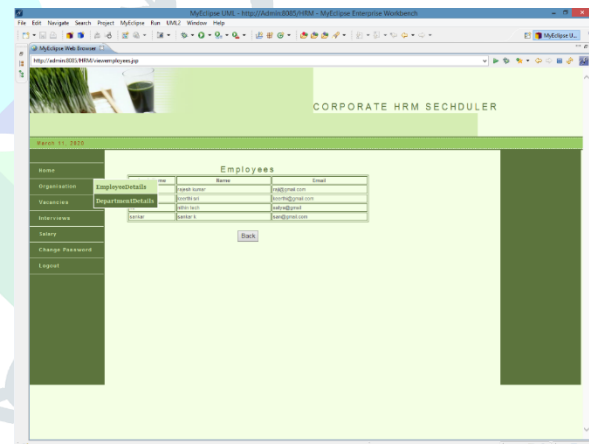


Fig 4.1: Home Page

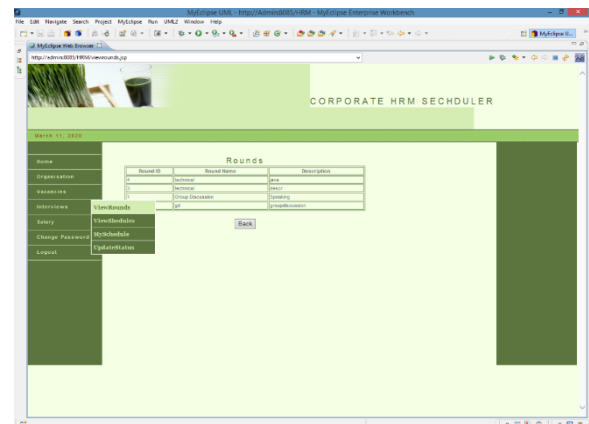


Fig 4.2: Rounds Page

Fig 3.2: ER Diagram

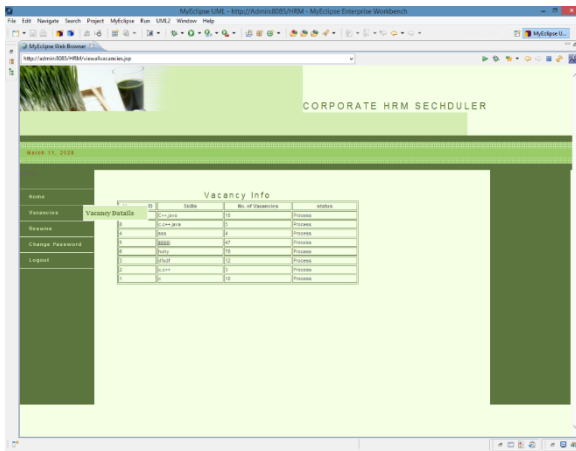


Fig 4.3: Vacancy Page

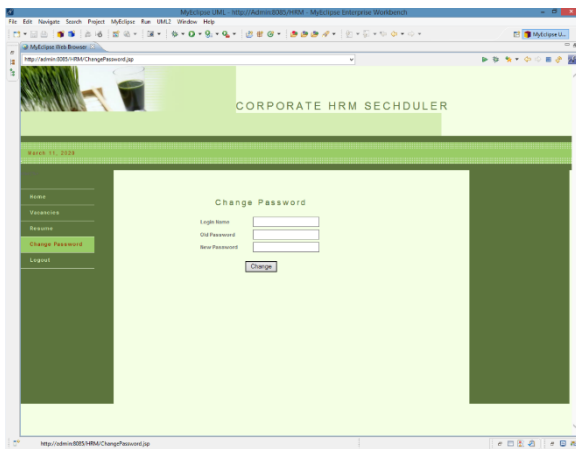


Fig 4.4: Change Password Page

5. CONCLUSION AND FUTURE ENHANCEMENT

It has been a great pleasure for me to work on this exciting and challenging Online application for the Corporate HRM Scheduler project. It also provides knowledge about the latest technology used in developing web enabled application and client server technology that will be great demand in future. This will provide better opportunities and guidance in future in developing projects independently.

BENEFITS:

The project is identified by the merits of the system offered to the user. The merits of this project are as follows: -

- It's a web-enabled project.
- This project offers user to enter the data through simple and interactive forms. This is very helpful for the client to enter the desired information through so much simplicity.
- The user is mainly more concerned about the validity of the data, whatever he is entering. There are checks on every stages of any new creation, data entry or updating so that the user cannot enter the invalid data, which can create problems at later date.
- Sometimes the user finds in the later stages of using project that he needs to update some of the information that he entered earlier. There are options for him by which he can update the records. Moreover there is restriction for his that he cannot change the primary data field. This keeps the validity of the data to longer extent.
- User is provided the option of monitoring the records he entered earlier. He can see the desired records with the variety of options provided by him.
- From every part of the project the user is provided with the links through framing so that he can go from one option of the project to other as per the requirement. This is bound to be simple and very friendly as per the user is concerned. That is, we can sat that the project

is user friendly which is one of the primary concerns of any good project.

- Data storage and retrieval will become faster and easier to maintain because data is stored in a systematic manner and in a single database.
- Decision making process would be greatly enhanced because of faster processing of information since data collection from information available on computer takes much less time than manual system.
- Allocating of sample results becomes much faster because at a time the user can see the records of last years.
- Easier and faster data transfer through latest technology associated with the computer and communication.
- Through these features it will increase the efficiency, accuracy and transparency,

LIMITATIONS:

The size of the database increases day-by-day, increasing the load on the database back up and data maintenance activity.

Training for simple computer operations is necessary for the users working on the system.

6. REFERENCES

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