

Corporate Recruitment System

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Abstract— The Indian education system places strong emphasis on mathematics and science, resulting in a large number of science and engineering graduates. Mastery over quantitative concepts coupled with English proficiency has resulted in a skill set that has enabled India to reap the IT. Indian programmers are known for their strong technical and analytical skills and their willingness to accommodate clients. The cost of software development and other services in India is very competitive as compared. Indian IT industry has also gained immensely from the availability of a robust infrastructure country.

Recruitment is one of the biggest challenges in front of the Indian companies. There is need of a recruitment tool to meet the present and future trends in recruitment process of any organization. This paper explores the industry trends and deals with conceptual frame work of recruitment system. Further, this paper drawn a design of corporate recruitment system and it provides a solution for fast and easy process in recruitments and also it can be used in the process of decision making in new recruitments.

Index Terms— Recruitment, Corporate, Systems

I. INTRODUCTION

Corporate Recruitment System CRS is web-based tool to reduce communication gap between Job providers and job seekers. Especially in fast growing IT market technologies are changing very fast, based on technology trend Organizations has to recruit the people. This process will make recruitment process very easy and fast. This paper can be very easily used in the process of decision making in new recruitments, and also CRS allows very easy way to job providers to send mails to all suitable job seekers. And finally CRS will reduce the amount of time required to complete the recruitment process of any organization. CRS also provides an advanced search facilities. Because of online test supports by this system conducting an exam will become very easy for job seekers. This system is designed by keeping in mind both parties like Job providers and Job Seekers. System allows job seekers to register their details like skills experience with the system, and then on the other hand even it allows job providers to post their requirements with the system.

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II. INDUSTRY OUTLOOK

Information Technology (IT) industry in India is one of the fastest growing industries. Indian IT industry has built up valuable brand equity for itself in the global markets. IT industry in India comprises of software industry and information technology enabled services (ITES), which also includes business process outsourcing (BPO) industry. India is considered as a pioneer in software development and a favorite destination for IT-enabled services. The origin of IT industry in India can be traced to 1974, when the mainframe manufacturer, Burroughs, asked its India sales agent, Tata Consultancy Services (TCS), to export programmers for installing system software for a U.S. client. The IT industry originated under unfavorable conditions. Local markets were absent and government policy toward private enterprise was hostile. The industry was begun by Bombay-based conglomerates which entered the business by supplying programmers To global IT firms.

During that time Indian economy was state-controlled and the state remained hostile to the software industry through the 1970s. Import tariffs were high (135% on hardware and 100% on software) and software was not considered an "industry", so that exporters were ineligible for bank finance. Government policy towards IT sector changed when Rajiv Gandhi became Prime Minister in 1984. His New Computer Policy (NCP-1984) consisted of a package of reduced import tariffs on hardware and software (reduced to 60%), recognition of software exports as a "deli censed industry", i.e., henceforth eligible for bank finance and freed from license-permit raj, permission for foreign firms to set up wholly-owned, export-dedicated units and a project to set up a chain of software parks that would offer infrastructure at below-market costs. These policies laid the foundation for the development. Today, Indian IT companies such as Tata Consultancy Services (TCS), Wipro, Infosys, and HCL et al are renowned in the global market for their IT prowess. Some of the major factors which played a key role in India's emergence as key global IT player are Indian Education System the Indian education system places strong emphasis on mathematics and science, resulting in a large number of science and engineering graduates. Mastery over quantitative concepts coupled with English proficiency has resulted in a skill set that has enabled India to reap the IT. High Quality Human Resource Indian programmers are known for their strong technical and analytical skills and their willingness to accommodate clients.

III. RESEARCH METHODOLOGY

The main objective of this solution is to make easy the recruitment process of any organization. This system is designed by keeping in mind both parties like Job providers and Job Seekers. System allows job seekers to register their details like skills and experience with the system, and then on

the other hand even it allows job providers to post their requirements with the system. The study is directed towards the currently followed corporate recruitment system in some of the IT companies in India. The data is collected through both primary and secondary sources. The primary data is collected from the employees of software developer department in Bhanu Group of IT Solutions. Secondary include: Discussions and Personal Observations, organization and profile, journals and web sites and various books and documents of company

IV. CONCEPTUAL FRAME WORK

Corporate Recruitment System (CRS) is an independent module and is a part of the Human Resource Management System. CRS is a feature rich integrated recruitment package, designed for the desktop. It stores the details of jobs and details of the candidate's in the database. It helps in conducting the online test. It helps for online searching of candidate details by the HR Personnel, using 'Point and Click' parameters. Human Resource Department people can access the database to process and search for suitable candidates and view their details with a simple 'click' of the mouse button. CRS integrates itself with popular database oracle 8. CRS is delivered via a Java Server Pages with access to the system, using nothing more than a Web browser and Web Server. This means the Job Provider can avoid lengthy and expensive implementation cycles. The system can be implemented on all platforms, as the Java Technology is being used for the development of the system, which is platform independent.

The System can be divided into the following modules:

A. Registration of Job Seekers and Job Providers:

System supports a facility of registering both parties like job providers and seekers. The form are in the format which the job seeker by default have to submit in the prescribed formats as well the job posting by the job provider also have to submit the posting in the Prescribe form.

B. Advanced Search option for Job Providers:

System will allow the Job providers to search from database for Suitable candidate for a position based on skill set and experience and also it sends intimation to suitable candidates through mail. A set of reporting system is supported to the system for the immediate specific need of the organization by different parameters.

C. Sending Mails automatically to all suitable jobseekers:

Once Job providers posts their required jobs in this system then CRS sends automatic mails to all registered job seekers with employment details, details of the job codes and the job providers details and the number of posing etc. as well the job provider is forwarded with the matching profile of the job seekers.

D. Conduct online test for evaluation:

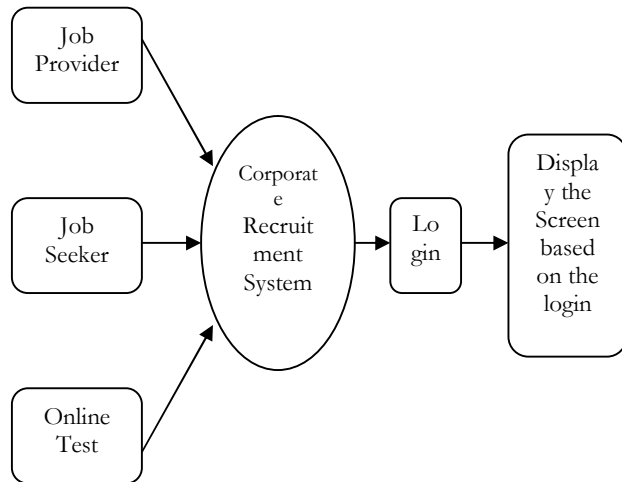
At this stage system will provide a facility of conducting online test for selected candidates. And also it prepares reports based on the results of the online test. Test can be random basis from the aptitude or technical or HR questions; this is the option with the job provider to decide on the matter

of the test. The job provider will provide a password to the job seeker for attempting the test on line.

E. Generation of Reports:

CRS will allow job providers to generate reports based on criteria's like based on technology, location, education qualification, project experience and any specific experience.

DATA FLOW DIAGRAMS OF CORPORATE RECRUITMENT SYSTEM



V. FINDINGS

It simplifies the operation and avoids a lot of manual work. Every Transaction is obtained and processed immediately. Avoids errors by avoiding the manual work. User friendly screen to enter the data and enquire the database tables. User can easily access the system without much experience. Provide Hardware and software securities. Portable and flexible for further extension.

VI. SUGGESTIONS

The Corporate Recruitment System for the recruitment process can be further developed into a separate, automated system with the following enhancements:

1. A mail server can be implemented to send mails directly from the system to the inbox of the recipient. The code needed for the same is being implemented except the mail server.
2. Help file can be included. The system, as of now, does not support any help facility for the users of the system. A help menu can be provided with a special function key and help command in the main page itself. Help can be either introduced as a separate window, a reference to a printed manual or as one or two line suggestion produced in a fixed screen location.
3. The system can use typed commands, as they were once the most common mode of communication with the system. The typed command can be provided through control sequence or function keys or typed word.
4. A training module can be included in the system. This module can be used to train the users of the system about the systems usage. The training module can be in the form of a HTML file describing different

commands usage and the overall function of the system. This would be a handy tool for the developer to train the HR department people.

CONCLUSION

The objective of this paper is to computerize the users profile and conduct online interviews. By using this paper they can conduct online conferences with job seekers, from the different branches of the company. It will help them to communicate business requirements of the company and have up-to-date information. By seeing the job requirement only person having required skills will post their resumes. On-line tests will reduce the work of the company and results are immediately declared.

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