

Recruitment Management System

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Abstract: *This PHP-Based project mainly aims help companies organize candidates for hiring and recruitment purposes. These systems allow businesses to collect information, organize prospects based on experience and skill set, and filter applicants. There is a need for automation in filter applicants. Need of a system that collect and process the required candidates for an Organization, where it will automatically does the process and give results. The Resumes files are pre-stored in a specific folder that includes txt, pdf, and docs files. Process will begin once all files are loaded and the software will extract the information that are available in files that will match the company job description or job role based on selecting criteria..*

Keywords: Admin, Application, Employee, Resume, Vacancy.

I. INTRODUCTION

This PHP-based project mainly aims help companies organize candidates for hiring and recruitment purposes. These systems allow businesses to collect information, organize prospects based on experience and skill set, and filter applicants. There is a need for automation in filter applicants. Need of a system that collect and process the required candidates for an Organization, where it will automatically does the process and give results.

II. LITERATURE REVIEW

A Recruitment Management System (RMS), also known as an online recruitment or e-recruitment or information system for recruiting, is a software application that helps an organization develop and execute a recruiting plan. It specifies the positions to be filled and the skills required of the applicants for these positions. It is geared towards the upgrade of employee procurement in any organization both in developed and developing world (Ruël, Bondarouk & Looise, 2004). Its benefits transcend down to line managers in medium and larger organizations (Parry, 2009). RMS provides a platform for users to think strategically, efficiently and effectively with the availability of information for decision making with the aid of technology (Beadles, Lowery & Johns, 2005). It is assumed by Mathis and Jackson (2010) that technology enhances human resource activities at the workplace. The RMS has become increasingly the most important tool to match jobs with candidates. According to Radhika & John (2016), in today's highly competitive global market, the use of internet technology is indispensable, especially in finding the best people in filling crucial positions in a company. There are a number of dimensions of the RMS.

III. OBJECTIVES AND GOALS

The following are the goals of the proposed system

- Manage the details of employee applications that are available in the bulk.
- It manages all the information about the employee.
- The project is totally built at the administrative end and only the administrator is guaranteed the access.
- The purpose of the project is to build an application program

IV. IMPLEMENTATION

Identify the hiring need. You can't get what you want unless you know what you're looking for preparing a job description. Develop and execute your recruitment plan, for reviewing applicants and conducting interviews and check their references to make an offer for them from our side. our society today, the issue of managing human resources in firms, companies or organizations is a great challenge to the management. Hence the purpose of this project (recruitment management system).

Hence the purpose of this project aimed at developing a recruitment management system called Jobseek that manages the recruitment processes of organizations and reduces the cost used in the recruitment of staffs.

V. DATA FLOW DIAGRAM

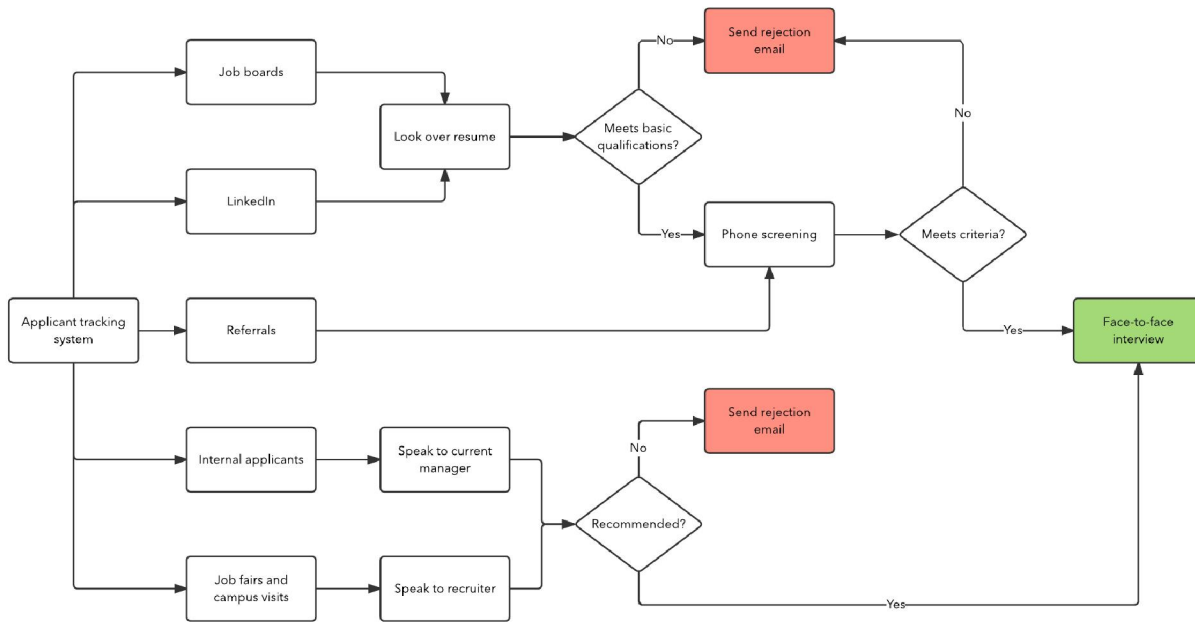


Fig 5.1

This website has 2 modules Employee module and admin module. Employee can only visit website and apply for his candidate.

Admin can control the whole vacancy list by adding, deleting, editing of the candidates.

VI. CONCLUSION

It can be concluded from the paper that Recruitment Management System is gaining importance in some organizations in Nigeria. In this age of competition, it is important that organizations create a niche for themselves by procuring talents without fear of overshooting their budget. It is very important for the organizations to have the right or applicable technology. RMS is a set of technological platforms or software for the attraction, assessment, and hiring of potential employees. It helps the human resource department in an organization to perform its function of employee procurement in a more effective and efficient manner. It does this by its support for human resource planning, recruitment, selection, employment contract, and induction and placement.

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