

Development of Corporate Recruitment System using Advanced Technologies

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Abstract - Recruitment model plays very important role in the world of globalization. Recruiters follows some processes while recruiting the suitable candidate for any type of vacancies. This paper aim to provide the efficient solution to bring the job information to the public that engages within law or middle management which can also facilitate firms as job seekers. The Corporate Recruitment System with three module i.e. Admin, Recruiters and Jobseekers has been developed using Bootstrap, Hadoop, Hive and Thrift server. The system requirement, methodology, results are discussed in this paper.

keywords - Corporate Recruitment System, Jobseeker, Hadoop, Thrift Server, Bootstrap

I. INTRODUCTION

Corporate Recruitment System CRS is web-based tool to cut back communication gap between Job suppliers and job seekers. Supported technology trend organizations must recruit individuals, especially in the field unit of rapidly growing IT market technologies in no time. This method can construct the achievement method very directly and quickly. This project can be used very easily in decision making method for new recruiters, and further more CRS gives very simple thanks to job suppliers for sending mail to any or all suitable job seekers. It integrates itself with standard information and granted access to the system through a Java server page, with nothing on the Internet browser and the Internet server. This means that the work supplier will avoid prolonged and spicy implementation cycles. The system can be implemented on all platforms, as Java technology is being used for the occurrence of the system i.e. platform freelance.

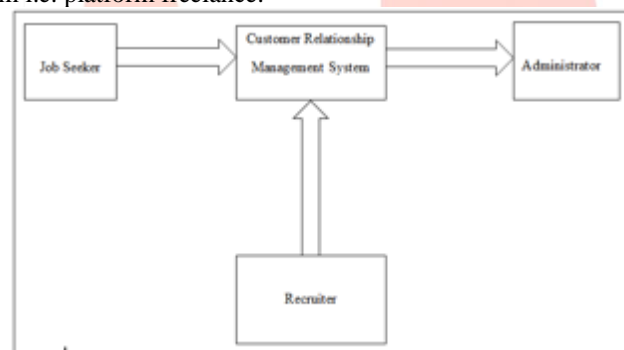


Figure 1: Block Diagram of Recruitment Module

Corporate Recruitment System (CRS) is designed with three modules such as Job Seeker, Administrator and Recruiter as shown on figure 1. The Jobseekers and recruiters are the major building blocks in recruitment system. The information provided by jobseekers and recruiters has been process to recruit suitable candidate for corporate.

Job seeker:

A job search or job hunt is an attempt to find employment, dissatisfaction with the current situation or desire for a stronger position. The immediate goal of a job seeker is usually to obtain an employment interview with an associate degree leader that can result in employment.

Administrator:

An administrator may be a person, whose job is to include the service of arranging and supervising a corporation or installation operations. The role of administrator includes an excellent deal of multitasking. Will work with groups, oversee operations at company endpoints, manage teams, co-ordinate with management and move step by step with company requirements.

Recruiter:

An individual organization works to fill job openings in businesses or organizations. Recruiters will work for resumes by resumes or by actively soliciting individuals. A recruiter's job involves reviewing a candidate's job experiences, negotiating salaries, and engaging swing candidates in key positions of employment. The recruiter helps the candidate and the hiring company by hiring, interviewing and hiring technology.

II. ADVANCED TECHNOLOGIES

The following different technologies are required to design proposed corporate recruitment system.

A. Bootstrap:

Bootstrap is the free and ASCII text file front-end frame work for coming up with internet sites and web applications. It contains hypertext mark-up language and CSS based mostly style templates for typography.

B. Hadoop:

Hadoop may be an assortment of ASCII text file software package that manages processing and storage for giant knowledge applications mistreatment and map cut back programming model. Hadoop is expeditiously work on solely UNIX system.

C. Hive:

Hive is user friendly and acquainted to users who square measure used SQL for querying information and managing massive data sets residing in distributed storage.

D. Java:

Java is open supply platform that is compatible with Hadoop. Hadoop is with efficiency acting on solely Linux OS.

E. Thrift Server:

Apache Thrift may be a software system frame work for ascendible cross language services development.

F. Tomcat 7:

Apache domestic cat is an open supply internet server and servlet instrumentation developed by the Apache software system Foundation.

III. SYSTEM ARCHITECTURE

The figure 2 shows the architecture of corporate recruitment system.

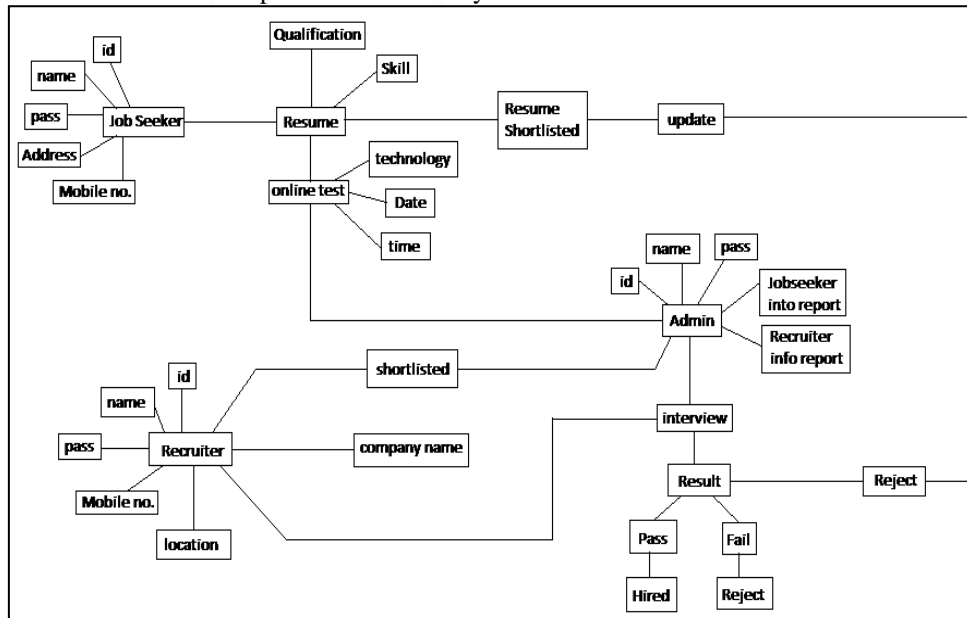


Figure 2: System Architecture

The System is divided into the five subsequent modules as follows:

1. Registration of Job Seekers and recruiters:

The system supports a facility to register each of the parties like job seekers and recruiters. Type the size of field unit within the format field that the job seeker wants to present within the visited formats by default, similarly the job posting by the job supplier also has to submit the posting within the prescribed form.

2. Advanced Search choice for Job Providers:

The system can enable job suppliers to view information for edge supported talent sets and appropriate candidates according to knowledge and it sends the information to acceptable candidates via mail.

3. Causation Mails sent to any or all appropriate job seekers:

Once job suppliers post their required jobs in this system, CRS sends automated mail to any or all registered job seekers with having information like employment details, job code, job supplier’s details and variety of motion etc. Forwarded with matching profile of the job seekers.

4. Conduct online test and its evaluation:

At this stage, the system can facilitate online pick up for hand-picked candidates. In fact, it produces reports that support the results of the test. The questions to be randomly placed with taking parameter like ability, technical background and time unit into the consideration. It often comes up to a decision on the matter of keeping an eye on the election with the work supplier.

5. Generation of Report:

CRS may allow registered job suppliers to obtain report-backed criteria such as supported technology, location, education qualification, project expertise and any specific expertise.

IV. DESIGN METHODOLOGY

The design methodology of corporate recruitment system is divided into three module.

A. Admin Module

An administrator may be a person whose functions include arranging and maintaining the functions of a corporation or establishment. The role of administrator includes an excellent deal of multitasking and can work with groups, oversee operations at company endpoints, manage team, co-ordinate with management and move step by step with company requirements. The working flow of admin module is shown in figure 3.

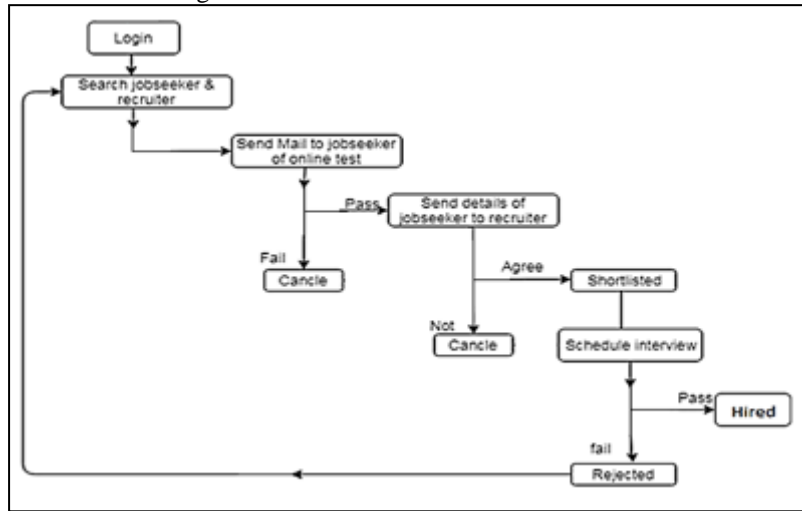


Figure 3: Flow Diagram of Admin Module

B. Jobseeker Module:

The jobseeker need to register and login into the system to search the available jobs. If jobseeker find suitable job then application to be submitted. The jobseeker has been appeared for online test if eligible for applied job. The job seeker got interview call on the basis of online test result. The jobseeker clears the interview then it get hired. The working flow of jobseeker module is shown in figure 4.

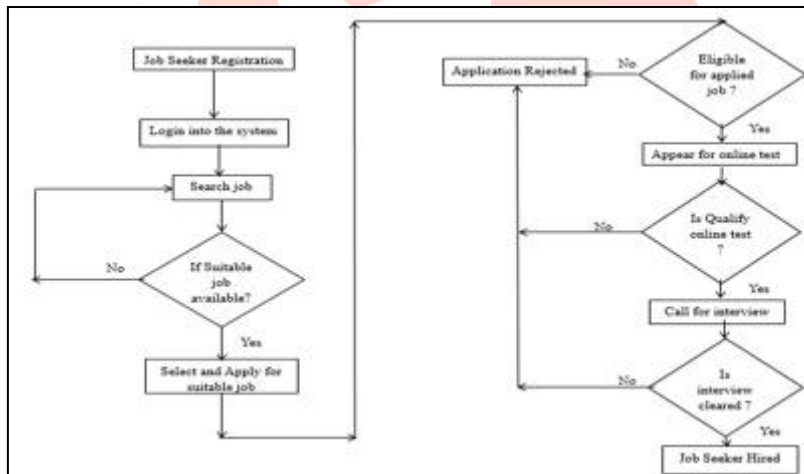


Figure 4: Flow Diagram of Jobseeker Module

C. Recruiter Module

The recruiter need to register and provide the job requirement for corporate recruitment. This module works simultaneously with admin module.

V. RESULTS & INTERPRETATION

A. Home Page

The figure 5 indicates the home page of the system. The sub modules & information content of home page is as follows.

About us: It shows the information about corporate recruitment system.

Job Provider: A job provider is a person who hires a person.

Job seeker: A job seeker is a person who is trying to get a job.

Search Job: User can search job here.

View application: It displays the count of applied applications.

User Registration: In this module, the user has to register and create a new user ID and password.

User login: User can login here using user ID and password.



Figure 5: Home Page

B. Registration Module

The user has to register himself to get the benefit of the corporate recruitment system. In this registration module shown in figure 6, the user has to fill all the details that have been asked and submit the information. After registration, the user will get the user ID & password which will help the user to login and proceed.

Figure 6: Registration Module

C. Login Module

The login module of corporate recruitment system is shown in figure 7. The user can login into the system by using user ID and password. The user ID and password must be correct otherwise it will show invalid user or invalid password and the user cannot proceed for further processing. The user can go back by clicking the cancel tab.

Figure 7: User Login Module

D. Job Provider Module

A job provider profile is shown in figure 8 in which the provider can view the seeker’s details, registration reports. The provider can examine the questions that have been asked by the seeker. The provider will check jobs and details that have been added by the administrator. In the seeker description the provider can check the qualification, skill, experience of the seeker. The provider will select the qualified seeker for further processing.



Figure 8: Job Provider

E. New job inclusion by admin

Figure 9 shows the admin page, where the admin can add the job. If there is an improvement or change required then the administrator can edit and update the jobs details. If the last date to apply for a particular job has expired or the vacancies are full, the administrator can remove the job description by entering the job code. Administrators can view all jobs that have been



added.

Figure 9: New job inclusion by admin

F. Job Seeker Profile Module

A job seeker profile module is shown in figure 10, where the user can check job-related information in the inbox. If the user wishes to improve or make any changes to the personal profile, the user can update the details and submit. In this profile, the user can post their resume.



Figure 10: Job Seeker Profile

G. Job vacancy module

Figure 11 shows job vacancy module where the seeker can view or search for available jobs. The seeker can also search for jobs by qualification. The user can check the job description. For example, responsibilities, vacancies, required experience, skills etc. If the user changes or forgets the password, he can click to change the password tab and change the password.



Figure 11: Job Vacancy

H. Job Search Module

The job search module is shown in figure 12 in which the user can search the desired job by qualification.



Figure 12: Job Search

I. Job Opening Module

The job opening module shown in figure 13 which include job codes, responsibilities, job name, vacancies, qualifications, skills created, skills and experience required.



Figure 13: Job Opening

J. Job Description Entry by Admin:

In module shown in figure 14, the administrator can edit the job description. The administrator can edit the job code, qualification, experience required and other details.



Figure 14: Job description Entry by Admin

VI. CONCLUSION

The different module for corporate recruitment system has been developed with advanced technologies. The develop module is attractive and possesses great practicality with all the assumptions. It can store all records safely so that the candidate's knowledge can protected for the future. It reduces the price of hiring corporate recent candidates.

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