P-1741







EMPLOYEE RECRUITMENT SYSTEM

Ву

RAHUL . V Reg. No. 71203621038

Of

KUMARAGURU COLLEGE OF TECHNOLOGY COIMBATORE

A PROJECT REPORT
Submitted to the

FACULTY OF INFORMATION AND COMMUNICATION ENGINEERING

In partial fulfillment of the requirements for the award of the degree

of

MASTER OF COMPUTER APPLICATIONS

JUNE, 2006

ii

Kumaraguru College of Technology

Coimbatore - 641006

Department Of Computer Applications

Bonafide Certificate

Certified that this project report titled **EMPLOYEE RECRUITMENT SYSTEM** is the bonafide work of Mr. **RAHUL.V**, who carried out the research under our supervision. Certified further, that to the best of my knowledge the work reported herein does not form part of any other project report or dissertation on the basis of which a degree or award was conferred on an earlier occasion on this or any other

N-22 Project Guide

candidate.

Head of Department

Submitted for the University Examination held on 29 - 06 - 2006

Internal Examiner

External Examiner



May 24, 2006.

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Rahul V is pursuing an internship with Accenture Services Pvt. Ltd.; the period of internship is from January 19, 2006 to July 19, 2006.

During this period, the intern has been working on a project entitled as "Employee Recruitment System".

Till date, we found the intern's conduct satisfactory.

Yours Sincerely

Muthukumar Suruli India HR Services Centre,

Accenture Services Pvt. Ltd.

ABSTRACT

Maintaining data in a recruitment process of an employee is a long and tedious job. Mapping the recruitment process to a resource demand in a project makes it further tough. Employee Recruitment System is an automation system aimed at automating the demand supply management, starting from creating a demand for a resource to satisfying the demand through recruitment process.

The system starts by recording a demand for a resource for a project. The demand should explain the details such as skill, the operating group, number of resources needed etc. Then individual requests are generated for the resource. The system proceeds to recruitment process, taking a candidate through various tests and interviews. Once the candidate satisfies the needs aptly, he/she would be made a resource of the organization. This meets the particular demand raised earlier.

Employee recruitment system is web-based. The system would be deployed in Windows 2003 Server. Net is used as a front end and SQL Server 2000 SP3 as the backend. The system will make the process of recruitment much simpler with defined roles for the recruiter, the project manager and the administrator.

ACKNOWLEDGEMENT

I express my grateful thanks to our principal, **Dr. Joseph.V.Thanikal**, and former principal, **Dr. K.K.Padmanabhan**, Kumaraguru College of Technology, Coimbatore, for extending their help by providing all the facilities within our college.

I would like to express my sincere thanks to **Dr.M.Gururajan**, HOD, Department of Computer Applications, Kumaraguru College of Technology, for having permitted me to undertake this project.

I convey my earnest thanks to **Mr. N. Jayakanthan**, Lecturer, Department of Computer Applications, Kumaraguru College of Technology, for his invaluable guidance, support and suggestions throughout the course of this project work.

I also thank Mr. Nagarajan Dhandapani, System Analyst, Accenture, for his guidance and support at Accenture Services Pvt Limited, Chennai.

TABLE OF CONTENTS

Chapter	Title			Page No
	ABS	TRACT		iv
	LIST	OF TABL	ES	viii
	LIST	OF FIGU	RES	ix
	LIST	OF ABBI	REVIATIONS	х
1.	INTR	ODUCTIO	ON	1
	1.1	PROB	LEM DEFINITION	1
	1.2	INTRO	DDUCTION TO ERS	1
	1.3	ERS-	- OVERVIEW	2
2.	SYST	TEM ANA	LYSIS	4
	2.1	WHAT	IS SYSTEM ANALYSIS?	4
	2.2	HARD	WARE REQUIREMENTS	4
	2.3	SOFT	WARE REQUIREMENTS	5
	2.4	COM	MUNICATIONS INTERFACE	5
	2.5	REQU	IREMENTS DEFINITION	6
		2.5.1	Project	6
		2.5.2	Resource Requirement Details	6
		2.5.3	Sourcing Requisitions	6
		2.5.4	Candidate	7
		2.5.5	Joiner/ Resource Processing	8
		2.5.6	Reports	8
		2.5.7	Security	9
	2.6	PROC	ESS FLOW	9

3.	SYST	EM DESIGN	11
	3.1	SYSTEM DESIGN OVERVIEW	11
	3.2	DATA FLOW DIAGRAMS	11
	3.3	TABLE DESIGN	16
	3.4	INPUT DESIGN	27
	3.5	OUTPUT DESIGN	28
4.	IMPLI	EMENTATION	31
	4.1	TECHNOLOGY OVERVIEW	31
	4.2	SYSTEM VERIFICATION	32
	4.3	SYSTEM VALIDATION	33
	4.4	SYSTEM TESTING	35
5.	CONC	CLUSION AND FUTURE ENHANCEMENTS	38
	5.1	REVIEW OF ERS	38
	5.2	FUTURE ENHANCEMENTS	38
	APPE	INDICES	40
	REFE	RENCE	54

LIST OF TABLES

TABLE	DESCRIPTION	PAGE NO
	One out well to	40
3.1	Opportunity	16
3.2	Resource Requirement Details	16
3.3	Sourcing Requisition	17
3.4	Candidate	18
3.5	Candidate Education	19
3.6	Candidate Skill	19
3.7	Candidate Organization	19
3.8	Interview	20
3.9	Interviewer Pool	20
3.10	Offer Details	21
3.11	Candidate Documents	22
3.12	Candidate SR Mapping	22
3.13	Candidate Duplicate	22
3.14	Candidate Duplicate Relation	23
3.15	Resource	24
3.16	Applinks	25
3.17	Appuser	25
3.18	Approles	26
3.19	AppRoleLinks	26
3.20	AppUserRoles	26

LIST OF FIGURES

FIGURE	DESCRIPTION	PAGE NO
2.1	Communication Interface	5
2.2	Process Flow	10
3.1	Context Level Diagram	12
3.2	Level 1 DFD	13
3.3	Level 2 DFD Request Generation	14
3.4	Level 2 DFD Recruitment Process	15
3.5	Demand Sheet Report	28
3.6	Pipeline Report	29
3.7	Position Comparison Report	30
3.8	Excel output for Search Project Scree	n 30
A 1.1	Login	40
A 1.2	Main Screen	41
A 1.3	Project Add	41
A 1.4	Resource Requirement Add	42
A 1.5	Search Resource Requirement	42
A 1.6	Sourcing Requisition Add	43
A 1.7	Upload SR	43
A 1.8	Candidate Add	44
A 1.9	Candidate Education Details Add	45
A 1.10	Candidate Education Details View	45
A 1.11	Candidate Organization Details Add	46
A 1.12	Candidate Organization Details View	46
A 1.13	Candidate Offer Details	47
A 1.14	Candidate Document Details Add	48
A 1.15	Candidate Document Details View	48

A 1.16	Candidate SR Details	49
A 1.17	Candidate Potential Duplicate	49
A 1.18	Upload Candidate	50
A 1.19	Duplicate Candidate Search	50
A 1.20	Joiner/Resource Onboard	51
A 1.21	Add User	52
A 1.22	Search User	52
A 1.23	Add Role	53
Δ 1 24	Search Role	53

LIST OF ABBREVIATIONS

ERS	Employee Recruitment System
RRD	Resource Requirement Details
SR	Sourcing Requisitions
SRS	System Requirements Specification

CHAPTER 1

INTRODUCTION

1.1 PROBLEM DEFINITION

The Recruitment System is a broad process. A lot of information is to be maintained in the process, from requirement of the resource to taking the candidate through the recruitment process, until making the resource on board the company. The current system uses Excel sheets for maintaining the whole data and the recruiter has to manually enter all the details as and when it happens. Moreover a data may need to be changed in multiple locations to reflect a single change. The recruiter has to keep track of all these locations and do the change manually.

Hence the problem wraps up to designing an automated system which will be capable of maintaining the data in an efficient way and help the recruiter and other users enter the details easily. Moreover the system should reflect changes made in one location to all the places corresponding to the same data. The users must also be able to view the data in a comfortable way.

1.2 INTRODUCTION TO ERS

ERS aims at automating the process of recruitment by making the demand supply management easier for a project. The system will first record the details about the project for which the recruitment is to be done. Then the

demand for the project is raised by the project manager. Individual requests are generated based on the number of resources needed, raised by the project manager. These requests are to be satisfied by the recruitment process. The HR of the company will now start the recruitment process by selecting a candidate, conducting tests and interviews on the candidate and finally selecting the candidate if apt for the requirement raised. Each stage of the recruitment process is recorded clearly in the ERS. Once a candidate is selected, he/she is tagged against a particular request and hence the candidate becomes the resource of the company. The resource is then made onboard. This is the scope of ERS.

1.3 ERS -- OVERVIEW

The system goes through a series of steps in handling the recruitment process. The modules generally are,

Project

The module records detail about the project for which the recruitment is done. The details include name of the client, the start and end dates etc. The module also handles searching and editing the project.

• Resource Requirement Details

This module raises a request for the resources. The total number of resources needed, the primary skill, level etc are recorded in RRD. The module also handles the search and edit of request raised.

Sourcing Requisition

This module creates individual requests for the request raised in the previous step. Individual requests are generated based on the priority of the issue. The module also handles editing and searching of the requests generated.

Candidate

The role of an HR starts from here. The module handles all processes from adding a new candidate to interviewing, testing etc of the candidate to finally offer the candidate a chance to join the company. The module can also search and edit these details from this module.

· Joiner/ Resource processing

This module stores the joining details of the candidate. A selected candidate is made on board as a resource in this module. The module also allows searching for resources and editing their details.

Reports

Three basic reports are generated in this system, namely, Demand Sheet, Pipeline report and Position Comparison Report. These reports show the complete details in a grid format.

Security

This module handles all security issues related to a user. The module handles user creation, role creation etc. Administrator makes use of this module.

CHAPTER 2

SYSTEM ANALYSIS

2.1 WHAT IS SYSTEM ANALYSIS?

System Analysis deals with description of the current system and where problems or opportunities are with a general recommendation on how to fix, enhance, or replace chosen system; explanation of alternative system and justification for the chosen alternative. It deals with studying the system and proposing changes that makes a positive impact to the organization.

A brief requirement is given as input to the analysis process. The requirements are studied and analyzed whether the proposed system is feasible within the current constraints. The result of the analysis is a defined and agreed software requirements specification. This srs further stands as a point of definition which can be referred to any time to know the exact requirements of the system.

2.2HARDWARE REQUIREMENTS

Development Environment:

512MB RAM

Pentium 4, 2.8 G Hz

2.3SOFTWARE REQUIREMENTS

User Machine:

Windows XP Professional

Microsoft Internet Explorer 6.0

Web Server Machine:

Windows 2003 Server Enterprise Edition

IIS 6.0

DOT NET Framework 1.1

Microsoft Excel

SQL Server 2000 Client

Database Server Machine:

Windows 2003 Server Enterprise Edition

SQL Server 2000 SP3

2.4 COMMUNICATIONS INTERFACE

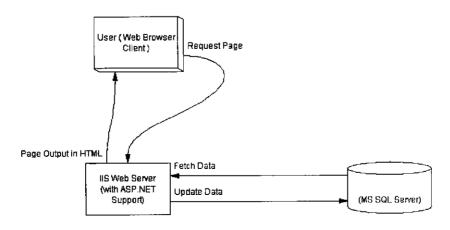


Figure 2.1 Communication Interface

2.5 REQUIREMENTS DEFINITION

2.5.1 Project:

- The system shall have provision for adding, searching, modifying the details of a project.
- The system must have provision to export the results of a search to excel sheet.

2.5.2 Resource Requirement details:

- The system shall have provision for adding, searching, modifying the contents of an existing requirement detail
- The system must have provision to export the results of a search to excel sheet.
- The project related fields should automatically be populated for requirement details.

2.5.3 Sourcing Requisition:

- The system shall have provision for adding, searching, modifying the contents of an existing SR.
- The system must have provision to export the results of a search to excel sheet.
- The project related fields should automatically be populated for SR
- The system shall have provision for generating SRs

2.5.4 Candidate:

- The system shall have provision for adding, searching, modifying the contents of an existing Candidate
- The system must have provision to export the results of a search to excel sheet.
- The system shall give provision for uploading candidate resumes.
- Ability to Add/ Modify/ Delete/ Export the following details of the candidate: -

Education details

Skill details

. Interview details

Offer details

Document details

SR details

Organization history

- Ability to resolve Potential Duplicates to True Duplicates or Original
- True Duplicate Candidates cannot be resolved into Potential Duplicates or Original. If a true duplicate candidate needs to be made original then the only way is to add the candidate as a new candidate
- Ability to tag/ detag a candidate from a candidate request.

 An offer can be made to a candidate only if the candidate attends atleast one face to face interview.

2.5.5 Joiner / Resource Processing:

- The system shall have the ability to search / update joiner information.
- · A candidate becomes a joiner only after accepting the offer.
- The system shall have the ability to mark resource onboard/ update resource information.
- Candidate must become a resource only after the candidate is in offer accepted status.
- The system must have provision to export the results of a search to excel sheet.
- Date of Joining is mandatory for making a resource onboard
- Ability to record the renege reason of candidate

2.5.7 Reports : Demand Sheet

- Criteria for demand sheet report are: From date, To date
- Should specify the status of the demanded resource, and other details of the demand.

Reports: Pipeline Report

- Criteria for pipeline report are: From date, To date
- Should specify the details and status of the candidates based on service line.

Reports : Position Comparison Tracker Report

- Based on Organization , graduation and status of the candidate
- Details of the candidate according to the criteria should be shown.

2.5.8 Security:

- Ability to add / edit users
- Ability to add / edit /delete roles

2.6PROCESS FLOW

The flow of control through various processes identified from the requirements is shown in figure. The requirements are analyzed to decide on the processes in the system and how the control flows through these processes.

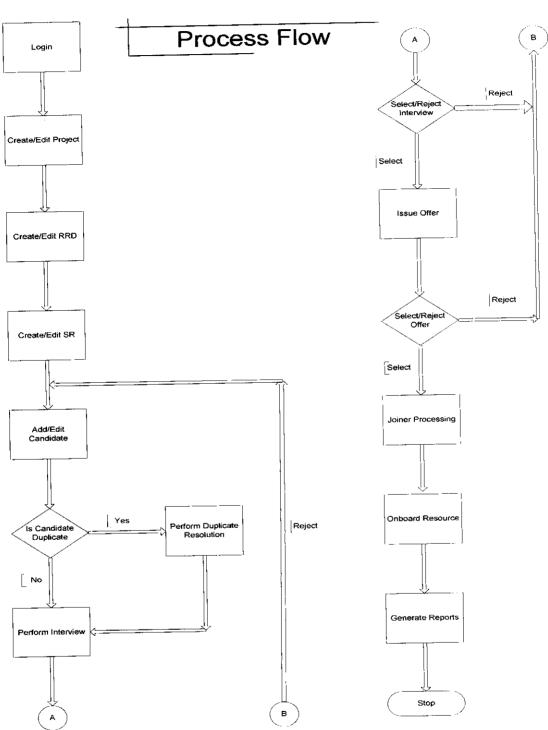


Figure 2.2 Process Flow

CHAPTER 3

SYSTEM DESIGN

3.1 SYSTEM DESIGN OVERVIEW

System Design is the process of transition from analysis to design specifications. System design includes activities like determining detailed requirements, design of data/information flow, design of database, design of user interface, physical design, and design of hardware/software configuration. The input, output, database interactions, files, all should be understood well in the system design process.

3.2 DATA FLOW DIAGRAMS

The flow of data through the system is represented using a data flow diagram. The data flow diagram for ERS has been decided upto level 2.

The Context level diagram shows the overall system with the users who will be interacting with it, being recruiter, project manager and administrator in this case. The project manager has the role of creating a new project, and raising new requests for resources for the created project. The Recruiter does the whole recruitment process. The administrator takes care of the user/ role creation and edits.

Context Level Diagram

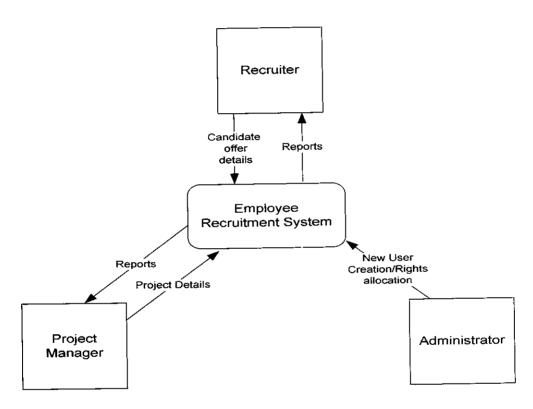


Figure 3.1 Context Level Diagram

The level 1 DFD will explain the major modules in the whole system, i.e., how the data flow between each of these modules. The flow from once a user logins to raising a request, recruiting a candidate to report generation is shown in level 1 of the data flow diagram. The interaction of each process with the corresponding tables is also shown.

Level 1 DFD

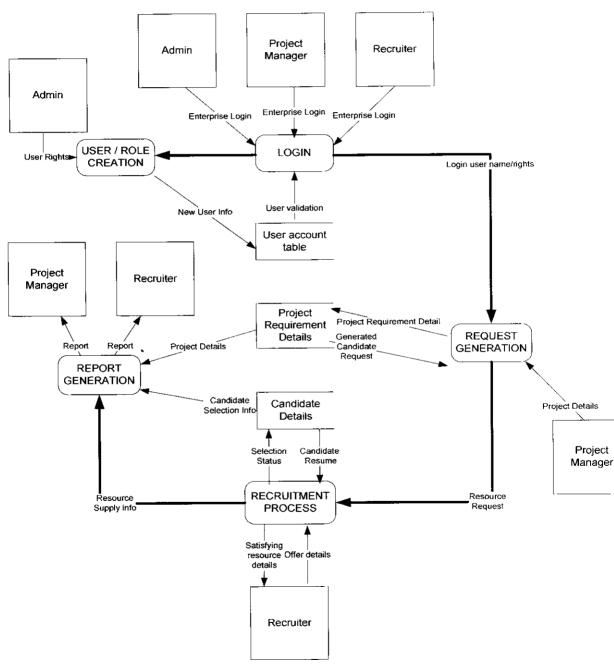


Figure 3.2 Level 1 DFD

The level 2 of data flow diagram shows the detailed processing in these modules. Two modules are expanded to level two, Request Generation and the Recruitment process.

The Request Generation process includes adding a project, creating a Resource Requirement Detail and creating individual Sourcing Requisitions.

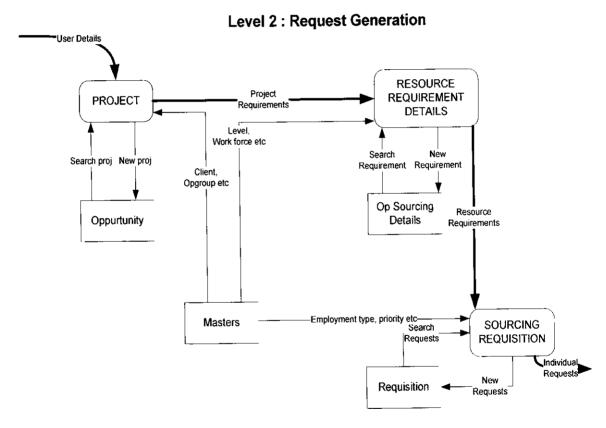


Figure 3.3 Level 2 DFD Request Generation

Similarly, the recruitment process further is broken down to adding a new candidate, interview process, joiner details, resource processing and recording the expenses.

Level 2 - Recruitment Process

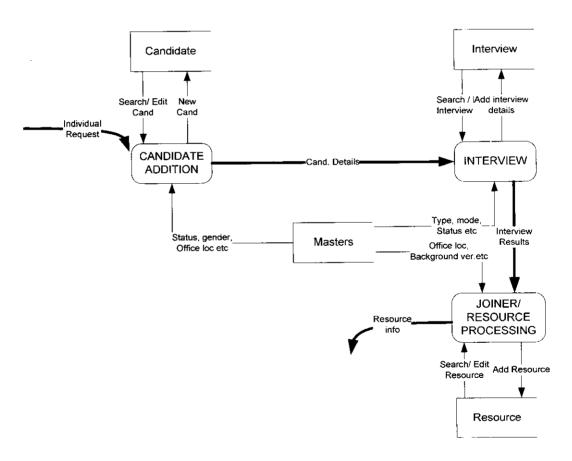


Figure 3.4 Level 2 DFD Recruitment Process

3.3 TABLE DESIGN

Table 3.1 Opportunity (Project Details)

Field Name	Data Type	Key Reference	Not Null
Op id	Bigint(8)	Primary key	Υ
Op opm_id	Bigint(8)	(op probability master)	Υ
op name	Varchar(100)		Υ
op point of contact	Varchar(100)		
Op project manager	Varchar(100)		
Op_project_startdate	Datetime(8)		
Op project enddate	Datetime(8)		
Op summary	Varchar(1000)		
Op_cl_id	Bigint(8)	(Client master)	Υ
Op ct id	Bigint(8)	(Country master)	
Op og id	Bigint(8)	(operating group master)	Υ
Op apm id	Bigint(8)	(approving partner master)	Υ
Op otm id	Bigint(8)	(opportunity type master)	
Op slm id	Bigint(8)	(service line master)	
Op created by	Varchar(100)		
Op created on	Datetime(8)		
Op_activeyn	Char(1)		Υ

Table 3.2 Resource Requirement Detail (Requirement for resource)

Field Name	Data Type	Key Reference	Not Null
Osd id	Bigint(8)	Primary key	Υ
Osd recvd date	Datetime(8)		Υ
Osd onboarding date	Datetime(8)		Y
Osd enddate	Datetime(8)		
Osd job description_filename	Varchar(500)		
Osd comment	Varchar(500)		
Osd skill comments	Varchar(500)		
Osd res req count	Int(4)		Υ
Osd level comments	Varchar(500)		
Osd client approval reqd	Char(1)		
Osd work location	Varchar(100)		
Osd ol id	Bigint(8)	(office location master)	Υ
Osd rl id	Bigint(8)	(resource level master)	Y
Osd wf id	Bigint(8)	(workforce master)	Υ
Osd_os_id	Bigint(8)	(opportunity status master)	Y

Table 3.2 Continued

Osd skm id	Bigint(8)	(skill master)	Υ
Osd ip id	Bigint(8)	(interviewer pool)	
Osd activeyn	Char(1)		Υ
Osd created by	Varchar(100)		Υ
Osd created on	Datetime(8)		Υ
Osd op id	Bigint(8)		Υ

Table 3.3 Sourcing Requisition (Individual requests)

Field Name	Data Type	Key Reference	Not Null
Rg id	Bigint(8)	Primary key	Υ
Rq tent dt fulfil	Datetime(8)		
Rq_tent_dt_closure	Datetime(8)		
Rq_act_dt_fulfil	Datetime(8)		
Rq_act_dt_closure	Datetime(8)		
Rq_sr_creation_dt	Datetime(8)		
Rq_rcomments	Varchar(500)		
Rq_withdrawn_dt	Datetime(8)		
Rq_grp_no	Bigint(8)		
Rq_et_id	Bigint(8)	(employment type master)	Υ
Rq_py_id	Bigint(8)	(priority master)	Υ
Rq_osd_id	Bigint(8)	(opsourcing detail)	Υ
Rq_au_id	Bigint(8)	(app user)	
Rq_rsm_id	Bigint(8)	(requisition status master)	Υ
Rq_swr_id	Bigint(8)	(sr withdrawal reason master)	
Rq_created_by	Varchar(100)		Υ
Rq_created_on	Datetime(8)		Υ
Rq activeyn	Char(1)		Υ

Table 3.4 Candidate (Basic Candidate Information)

Field Name	Data Type	Key Reference	Not Nulls
Cn id	Bigint(8)	Primary key	Υ
Cn fname	Varchar(100)		Υ
Cn Iname	Varchar(100)		Υ
Cn mname	Varchar(100)		
Cn dob	Datetime(8)		
Cn perm addr	Varchar(500)		
cn curr addr	Varchar(500)		
Cn email	Varchar(100)		Υ
Cn alt email	Varchar(100)		
Cn_mobile	Varchar(100)		
Cn resume doc name	Varchar(500)		Y
Cn comments	Varchar(500)		
Cn prev acc emp	Char(1)		
Cn recvd dt	Datetime(8)		Υ
Cn ref name	Varchar(100)		
Cn ref email	Varchar(100)		
Cn curr location	Varchar(100)		
Cn other contact no	Varchar(100)		
Cn relevant exp	int(4)		
Cn ref_id	Bigint(8)		
Cn curr rstm id	Bigint(8)	(state_master)	
Cn_msm_id	Bigint(8)	(marital status)	
Cn csm id	Bigint(8)	(cnd status master)	
Cn ct id	Bigint(8)	(country master)	
Cn gem_id	Bigint(8)	(gender master)	
Cn ol id	Bigint(8)	(office loc master)	
cn cm id	Bigint(8)	(city master)	
Cn au id	Bigint(8)	(app user)	
Cn ch id	Bigint(8)	(channel master)	
Cn nm id	Bigint(8)	(nationality master)	
Cn_cdt_id	Bigint(8)	(cnd_dup_types_master)	
Cn_te_id	Bigint(8)	(tot_exp_master)	
Cn_slm_id	Bigint(8)	(service line master)	
Cn_rl_id	Bigint(8)	(resource level master)	
Cn_created_by	Varchar(100)		Y
Cn_created_on	Datetime(8)		Υ
Cn_activeyn	Char(1)		Υ

Table 3.5 Candidate Education (Education Information)

Field Name	Data Type	Key Reference	Not Null
Ce id	Bigint(8)	Primary key	Υ
Cd is max	Char(1)		
Ce passing yr	Datetime(8)		
Ce univ name	Varchar(100)		
Ce comments	Varchar(500)		
Ce gm_id	Bigint(8)	(graduation master)	Υ
Ce spm id	Bigint(8)	(specialization master)	Υ
Ce cn id	Bigint(8)	(candidate)	Υ
Ce dm id	Bigint(8)	(degree_master)	Υ
Ce created by	Varchar(100)		Υ
Ce created on	Datetime(8)		Y
Ce activeyn	Char(1)		Υ

Table 3.6 Candidate Skill (Skill Information)

Field Name	Data Type	Key Reference	Not Null
Csk id	Bigint(8)	Primary key	Υ
Csk comments	Varchar(500)		
Csk isprimary	Char(1)		
Csk cn id	Bigint(8)	(candidate)	Υ
Csk skm id	Bigint(8)	(skill master)	Υ
Csk created by	Varchar(100)		Υ
Csk created on	Datetime(8)		Υ
Csk active yn	Char(1)		Υ

Table 3.7 Candidate Organization (Organization Information)

Field Name	Data Type	Key Reference	Not Null
Co id	Bigint(8)	Primary key	Υ
Co role	Varchar(100)		Υ
Co compensation	Varchar(40)		Υ
Co worked from	Datetime(8)		Υ
Co worked to	Datetime(8)		
Co immediate org yn	Char(1)		Υ
Co cn id	Bigint(8)	(candidate)	Υ

Table 3.7 Continued

Co cm id	Bigint(8)	(currency master)	Υ
Co om id	Bigint(8)	(organization master)	Υ
Co created by	Varchar(100)		Υ
Co created on	Datetime(8)		Υ
Co active yn	Char(1)		Y

Table 3.8 Interview (Candidate Interview Information)

Feld Name	Data Type	Key Reference	Not Null
lv id	Bigint(8)	Primary key	Υ
ly interview dt	Datetime(8)		Υ
ly comments	Varchar(500)		
lv project spec yn	Char(1)		
ly interview address	Varchar(500)		
ly interviewlocation	Varchar(500)		
ly itm id	Bigint(8)	(interview type master)	Υ
lv cn id	Bigint(8)	(candidate)	Υ
ly imm id	Bigint(8)	(interview mode master)	
lv istu id	Bigint(8)	(interview status master)	Υ
lv_ip_id	Bigint(8)	(interview pool)	Υ
lv ilm id	Bigint(8)	(levels master)	
lv created by	Varchar(100)		Υ
lv created on	Datetime(8)		Υ
lv activeyn	Char(1)		Y
lv op_id	Bigint(8)	(oppurtunity)	

Table 3.9 Interviewer Pool (Interviewer Information)

Field Name	Data Npe	Key Reference	Not Null
lp id	Bigint(8)	Primary key	Υ
lp comments	Varchar(500)		
Ip interviewer name	Varchar(100)		Υ
lp interviewer email	Varchar(100)		
Ip avail from dt	Datetime(8)		
Ip avail to dt	Datetime(8)		
lp itm id	Bigint(8)	(interview type master)	Υ
Ip created by	Varchar(100)		Υ
lp created on	Datetime(8)		Υ
lp active yn	Char(1)		Υ

Table 3.10 Offer Details

(Offer Information)

Table 3.10 Offer Details		ormation)	Not Null
Field Name	Data Type	Key Reference	
Od_id	Bigint(8)	Primary key	Υ
Od_offer_made_dt	Datetime(8)		
Od_fixed_compensation	Varchar(40)		
Od_fixed_comp_currency	Bigint(8)		
Od total compensation	Varchar(40)		
Od total_comp_currency	Bigint(8)		
Od notice period_buyout	Varchar(40)		
Od_notice_period_buyout_currency	Bigint(8)		
Od joining bonus	Varchar(40)		
Od joining bonus currency	Bigint(8)		
Od relocation_exp	Varchar(40)		
Od relocation exp currency	Bigint(8)		
Od hot skill bonus	Varchar(40)		
Od hot skill bonus currency	Bigint(8)		
Od move to next level on	Varchar(40)		
Od offer accept date	Datetime(8)		
Od actual joining date	Datetime(8)		
Od offer declined date	Datetime(8)		
Od comments	Varchar(500)		
Od var_compensation	Varchar(40)		
Od var comp currency	Bigint(8)		
Od notice prd_buyout_proj_paid_yn	Char(1)		
Od join bonus proj paid yn	Char(1)		
Od_relocation_required_yn	Char(1)		
Od hotskill bonus proj paid yn	Char(1)		
Od tot exp positioning	Int(4)		
Od tentative joining date	Datetime(8)		
Od relocation from	Varchar(100)		
Od_joining_loc	Varchar(100)		
Od rq id	Bigint(8)	(requisition)	
Od cn id	Bigint(8)	(candidate)	Y
Od odrm id	Bigint(8)	(offer decline	
		reason master)	
Od et id	Bigint(8)	(employment type	
		master)	
Od ilm id	Bigint(8)	(levels master)	
Od au_id	Bigint(8)	(app user)	
Od created by	Varchar(100)		Υ
Od created on	Datetime(8)		Υ
Od activeyn	Char(1)		Υ

Table 3.11 Candidate documents (Documents Information)

Field Name	Data Type	Key Reference	Not Null
Cd id	Bigint(8)	Primary key	Υ
Cd submitted on	Datetime(8)		Y
Cd comments	Varchar(500)		
Cd doc path	Varchar(500)		Υ
Cd dtm id	Bigint(8)	(doc type master)	Y
Cd cn id	Bigint(8)	(candidate)	Υ
Cd created by	Varchar(100)		Υ
Cd created on	Datetime(8)		Υ
Cd active yn	Char(1)		Υ

Table 3.12 Candidate SR mapping (Mapping candidate

(Mapping candidate to particular SR)

Field Name	Data Type	Key Reference	Not Null
Csm id	Bigint(8)	Primary key	Υ
Csm rq id	Bigint(8)	(requisition)	Υ
Csm cn id	Bigint(8)	(candidate)	Υ
Csm created by	Varchar(100)		Υ
Csm created on	Datetime(8)		Υ
Csm active yn	Char(1)		Υ

Table 3.13 Candidate duplicate (Duplicate record information)

Felt Name	Data Type	Key Reference	Not Null
Cnd id	Bigint(8)	Primary key	Υ
Cnd fname	Varchar(100)		Υ
Cnd Iname	Varchar(100)		Υ
Cnd mname	Varchar(100)		
Cnd dob	Datetime(8)		
Cnd perm addr	Varchar(500)		!
Cnd curr addr	Varchar(500)		
Cnd email	Varchar(100)		Υ
Cnd alt email	Varchar(100)		
Cnd mobile	Varchar(100)		
Cnd resume doc name	Varchar(500)		Y
Cnd_comments	Varchar(500)		
Cnd_prev_acc_emp	Char(1)		ļ.,
Cnd_recvd_dt	Datetime(8)		Υ

Table 3.13 Continued

	<u> 1 abic 0.10</u>		
Cnd_ref_name	Varchar(100)		
Cnd_ref_email	Varchar(100)		
Cnd curr_location	Varchar(100)		
Cnd_other_contact_no	Varchar(100)		
Cnd relevant exp	Int(4)		
Cnd ref id	Bigint(8)		
Cnd_curr_rstm_id	Bigint(8)	(state master)	
Cnd msm id	Bigint(8)	(marital status)	
Cnd csm id	Bigint(8)	(cnd status master)	
Cnd ct id	Bigint(8)	(country master)	
Cnd gem_id	Bigint(8)	(gender master)	
Cnd ol id	Bigint(8)	(office loc master)	
Cnd cm id	Bigint(8)	(city master)	
Cnd au id	Bigint(8)	(app user)	
Cnd ch id	Bigint(8)	(channel master)	
Cnd nm id	Bigint(8)	(nationality master)	
Cnd cdt id	Bigint(8)	(cnd_dup_types_master)	
Cnd te id	Bigint(8)	(tot_exp_master)	
Cnd slm id	Bigint(8)	(service line master)	
Cnd rl id	Bigint(8)	(resource level master)	
Cnd created by	Varchar(100)		Υ
Cnd created on	Datetime(8)		Υ
Cnd cn id	Bigint(8)	(candidate)	Υ
Cnd activeyn	Char(1)		Υ

Table 3.14 Candidate duplicate relation (Potential Duplicate details)

Feld Name	Data Type	Key Reference	Not Null
Cdr id	Bigint(8)	Primary key	Υ
Cdr parent id	Bigint(8)		Υ
Cdr child id	Bigint(8)		Υ
Cdr created by	Varchar(100)		Υ
Cdr created on	Datetime(8)		Υ
Cdr cn id	Bigint(8)	(candidate)	Υ

Table 3.15 Resource (Resource Information)

Field Name	Data Type	Key Reference	Not Null
Rs id	Bigint(8)	Primary key	Υ
Rs fname	Varchar(100)		Υ
Rs mname	Varchar(100)		
Rs Iname	Varchar(100)		Υ
Rs acc email id	Varchar(100)		
Rs personnel no	Varchar(18)		
Rs end date	Datetime(8)		
Rs_resign_date	Datetime(8)		
Rs work phone	Varchar(100)		
Rs emergency_contact	Varchar(100)		
Rs emergency no	Varchar(100)		
Rs rec remarks	Varchar(100)		
Rs emergency cnt_relation	Varchar(100)		
Rs transit accom_required_yn	Char(1)		
Rs careercounsellor	Varchar(100)		
Rs onboard remarks	Varchar(100)		
Rs rq id	Bigint(8)	(requisition)	
Rs ol id	Bigint(8)	(office loc master)	Υ
Rs cn_id	Bigint(8)	(candidate)	Υ
Rs od id	Bigint(8)	(offer_details)	Υ
Rs bgv id	Bigint(8)	(background	
		verification master)	
Rs_rrr_id	Bigint(8)	(resource_renege	
		reason master)	
Rs_created_by	Varchar(100)		Υ
Rs_created_on	Datetime(8)		Υ
Rs active yn	Char(1)		Υ

Table 3.16 Applinks (Available links information)

Field Name	Data Type	Key Reference	Not Null
Al id	Bigint(8)	Primary key	Υ
Al desc	Varchar(500)		
Al link name	Varchar(100)		Υ
Al url	Varchar(500)		
Al grp no	Int(4)		
Al grp name	Varchar(100)		
Al created by	Bigint(8)		Υ
Al created on	Datetime(8)		Υ
Al_active_yn	Char(1)		Υ

Table 3.17 Appuser (Users Information)

Field Name	Data Type	Key Reference	Not Null
Au id	Bigint(8)	Primary key	Υ
Au username	Varchar(100)		Y
Au_personnelno	Varchar(18)		Υ
Au rs pwd	Varchar(50)		Υ
Au_email_id	Varchar(100)		Υ
Au_usertype	Bigint(8)		
Au_strong_pwd	Varchar(50)		
Au_encryptedkey	Varchar(100)		
Au_defaultpage	Varchar(200)		Υ
Au ss id	Int(4)		Υ
Au_created_by	Bigint(8)		Υ
Au created on	Datetime(8)		Υ
Au_active_yn	Char(1)		Υ



Table 3.18 Approles (Roles Information)

Field Name	Data Type	Key Reference	Not Null
Ar id	Bigint(8)	Primary key	Υ
Ar name	Varchar(100)		Υ
Ar comment	Varchar(500)		
Ar created by	Bigint(8)		Υ
Ar created on	Datetime(8)		Υ
Ar active yn	Char(1)		Υ

Table 3.19 AppRoleLinks (Roles against Links information)

Field Name	Data Type	Key Reference	Not Null
Arl ar id	Bigint(8)	Primary key, fk	Υ
Arl al id	Bigint(8)	Primary key ,fk	Υ
Arl created by	Bigint(8)		Υ
Arl-created on	Datetime(8)		Υ
Arl active yn	Char(1)		Υ

Table 3.20 AppUserRoles (Users against Roles Information)

Fjeld Name	Data Type	Key Reference	Not Null
Aur au id	Bigint(8)	Primary key, fk	Υ
Aur ar id	Bigint(8)	Primary key, fk	Υ
Aur created by	Bigint(8)		Υ
Aur created on	Datetime(8)		Υ
Aur active yn	Char(1)		Υ

3.4 INPUT DESIGN

The input to the ERS system is done through GUI screens. A lot many data that are options are maintained with drop downs so that the user has the least probability of making mistakes while entering the data. The screens follow a uniform design pattern which gives the user a uniform look and feel throughout. The screens also follow the logical flow of activities in the system.

A tree control is provided for the user to browse easily through the whole system. The tree control also lets the user clearly know where he / she is currently in the system. The tree control is displayed in a separate frame on the left side of the screen. The target of the links in tree control is displayed on the middle frame. A header and footer frame displays the username, the system name, signout and help controls, and version information.

All the search results will be shown in a data grid control. Hence datagrids with necessary columns are decided and placed on the respective screens. A lens image is provided for selecting information the users don't type into. They are displayed as a pop up on click of the icon and the user can select the information from the pop up window. An eraser control is also provided on the side to erase the information if needed. A date control is provided for the user to enter date in the fields. The date control helps users avoid mistakes in entering the date in various formats.

All the fields are placed in a sequential manner so that the user can enter data in one flow linearly.

3.5 OUTPUT DESIGN

Reports are generated as output for the users to view. Search criteria are specified so that the user can search for the details based on the information they know about the records. There are 4 basic reports produced by the ERS application.

- Demand Sheet
- Pipeline Report
- · Position Comparison

The Demand Sheet report lets the user search details about the demands in the project for resources. The search criteria are Requisition from date, to date and service line. The status of each demand is displayed along with other details.

Project RR Detail:	Demand SI	neet Ke	port.		
	Requisition From Dat	e	4/1/2006	📝 🥏 Requisition To Date	L.f. Ø
301110171113	ServiceLine		Select Service Line		
Recruitme Reports	Search		Clear		
Pipelin	Status Requirer	nent OG Ide	nal Level Magged Leve	Location Date of Requisition Requested By P	roject Probability Requisition UnBoarding (
	Closed aaaa	FPM	Analyst	04/13/2006	04/28/2006
	Open assa	FPM	Analyst	04/13/2006	04/28/2006
Maintain I	Open assa	FPM	Analyst	04/13/2006	04/28/2006
	□ Ореп азаа	FPM	Analyst	04/23/2006	04/28/2006
	Open asss	FPM	Analyst	04/23/2006	04/28/2006
	_			Total Record(s) : 5	
	1				

Figure 3.5 Demand sheet Report

The Pipe Line Report lets the user view details about the interviews including the status of each interview. The search criterion is service line. The candidates in various stages of the interview will be displayed.

	Employee Recruitment System
Sourcing Requisition Candidate Doiner/Mark Onboard Reports - Demand Sheet - Demand Sheet - Position Companison Track Security Security	Pipeline Report ServiceLine BI Search Clear Status Skill Name Candidate Name Level Location HR Screening HR Screening Date NR Interview HR Interview Date Panding test tested Total Record (s):1 Export Skill 1 Interview Skill 1 Interview Date Skill 2 Interview Skill 2 Interview Date Skill 3 Interview Date Skill 1 Interview Final Interview Date Test Test Date Joining Location ServiceLine BI
10 A A A A A A A A A A A A A A A A A A A	

Figure 3.6 Pipeline Report

The Position Comparison Report shows details of candidates, such as education details, experience, organization details etc. The search criteria are organization, graduation and candidate status.

. संस्थितभाग राजा है	Em	ployee Re	cruitme	ıt System		1 935 0 5 000 (1° 💌 - 1.0	sall.
	Position C	Clear		Graduation S.P.J.I.M.R.	∨ Stati	us Select Status	~
☐ Jainer/Mark Onboard ☐ Reports — Demand Sheet Pipeline Report	Candidate N test tested			ivorsity Year of passing 2	<u>nd Dearce University</u> Total Reco		ar of passing 3rd Dears
⊕ Security	Export		anization 1 Or	venization 2 Organizatio:	n 3 Organization 4 DO	Level at the time of loining	na Comot
X	Compensation 1	ojalna Benus M	love to next is	evel o			
<	.			·······			>

Figure 3.7 Position Comparison Report

The Search results also allows user to export the data to an excel sheet. A sample excel output for the Search Project screen is shown below

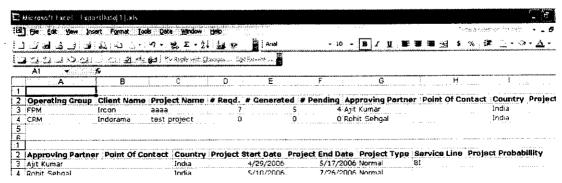


Figure 3.8 Excel output for search project screen.

CHAPTER 4

IMPLEMENTATION

System Implementation is the part of the software engineering life cycle, where, the design artifacts are converted to a working application. Coding is done in this stage using an apt framework and programming language, which would solve the specific problem the best way. Once the design is coded into a working application, it has to be verified, validated and tested in detail. The tested product if successful is deployed in the user environment.

4.1 TECHNOLOGY OVERVIEW

Microsoft .Net framework is used in constructing this application. VB.Net along with ASP.Net is used in the front end in coding the application. These languages provide a wide variety of options in implementing the need. ASP.Net is an ideal choice since the application is web based.

The ERS application implements its security in two levels. A user with ordinary password can only access data that is viewed generally. Sensitive data needs a Strong Password to view or edit. A user with strong password can view, edit or delete sensitive data. The other users see an encrypted value in these fields. Only a user with strong password can create the organization details for a candidate. The offer details that are sensitive such as compensation information can only be viewed by user with strong password. The passwords

are encrypted and stored. However these cannot be decrypted. Rather the password entered is encrypted and compared with the encrypted version in the database. This ensures security for sensitive data.

The security for users can be set from the application. A new user can have page level rights. The administrator can create users and assign the pages that are accessible for that user. The rest of the pages remain disabled for the user. For Eg, a project manager is given rights in project, RRD and SR pages and a recruiter is given rights to handle candidate recruitment pages.

Users are allowed to upload the project details, or candidate details directly to the database from an excel file. The template for such details is provided in those corresponding pages itself. The system also allows users to upload documents such as resume, education documents, certificates etc. ERS also allows user to export selective data from a data grid to an excel file.

The main operations are written as stored procedures. The stored procedures do all interaction with the database. These stored procedures are called from the visual basic code. Microsoft Sql Server is kept as the backend server.

4.2 SYSTEM VERIFICATION

System Verification answers the question "Am I building the product right?". It includes the review of interim work steps and interim deliverables during a project to ensure they are acceptable. Verification also determines if the system is consistent, adheres to standards, uses reliable techniques and prudent practices, and performs the selected functions in the correct manner. In

data access, it verifies whether the right data is being accessed, in terms of the right place and in the right way.

For eg, the drop downs gather data from the database, so each dropdowns should be verified whether they are bound to the correct database field. It is done during development of the key artifacts. Verification is a demonstration of consistency, completeness, and correctness of the software at each stage and between each stage of the development life cycle. In ERS, verification is done during the development itself. Each database bindings are verified after binding to test whether the control is bound to the right data field.

4.3 SYSTEM VALIDATION

Validation answers the question "Am I building the right product?". This checks whether the developer is moving towards the right product, whether the development is moving towards the actual intended product that was agreed upon in the beginning. Validation also determines if the system complies with the requirements and performs functions for which it is intended and meets the organization's goals and user needs. It is traditional and is performed at the end of the project. In data access, it checks whether we are accessing the right data, in terms of data required to satisfy the requirement.

Validation is performed after a work product is produced against established criteria ensuring that the product integrates correctly into the environment. It determines the correctness of the final software product by a development project with respect to the user needs and requirements.

Functional validation is done in ERS to check whether each of the functions is done correctly as expected in every page. Each control in every

page is designed to do some function. These functions are validated against whether they are done as the requirement states it. For eg, clicking a submit button should take the corresponding action such as saving the details in a database. Clicking the date control icon should pop up a date picker. This level of validation can continue to all the controls in the system. This checking is usually done after the system is developed so that all activities that are affected can be checked.

Field level validation is done in ERS to check whether each of the fields either accepts the data as expected and do the client side validation of data entered. For eg, a field level validation on a text box would check against proper type of data is entered and follows every rules such as length of entry, data type etc. Client side validation codes are written using various ASP.NET web controls. It provides five built-in validation controls — Regular expression, Required field, Range validator, comparison and custom validator.

The validation is done in a step by step process. First the page is loaded with the routines called from the validation controls. When the user moves between controls on a client-side validated form after changing a control's value, the validation events for the control that lost the focus are fired and appropriate error messages (if any) are displayed. If the user generates a form submit on a client-side validated form, the entire form is evaluated for any validation controls that are not valid. If even one control is not valid, the form will not be submitted. When the form is posted back to the server through a postback event, it is evaluated for validity on the server. This occurs even if the form was already evaluated on the client. If any of the validation controls are found to be invalid through the server-side check, the page is redisplayed with the appropriate error messages included. If the form passes all validation on both the server and

client, the page processing sequence continues with the event that triggered the postback firing.

4.4 SYSTEM TESTING

Testing is a process of high importance because, it decides whether the product is reliable or not. Hence it is done with an aim to break the system, finding maximum number of errors. These errors can then be corrected, thereby increasing the reliability of the system.

Standard procedures are followed in testing the ERS. First test cases are generated for each screen. These test cases will cover every possibility which could result in both positive and negative results. These test plans are maintained for any further testing done on the system. The test plan stores information such as, the test script/input, expected output, actual output, comments and the name of the tester. This plan is followed in all the types of testing done in the system.

Three types of testing are done in major in ERS.

- · Unit Testing
- Integration Testing
- System Testing

Unit testing focuses on the individual units of the system. In ERS each page is tested separately as a unit. Initially the flow of control and data through that page is checked. When considering a module as a unit, the flow of data and control through the whole module is tested. The result is stored in the test plan. In a page, each control is further tested in unit testing. The process is done in all the pages of the system. Once the errors are rectified, the testing procedure is

repeated with same test cases to ensure this hasn't produced new errors. Hence this is a continuous process.

Integration testing tests the process of integrating the various modules to form the completed system. ERS followed bottom-up integration testing. Modules from the bottom most level are taken up individually, tested, integrated, and again tested. For eg. The add project screen is tested, the search project screen is tested, then they are integrated together and again tested. The project added in the first page should be displayed properly when searched in the project search page. This indicates proper flow of information in the project module. The same procedure is followed in other modules in the same level at first. Then the upper level is taken into action. The flow of data through the whole module in the upper level is taken and executed. A change of data made in one screen should have reflected in all other screens.

This process is continued from the page level to module level, finally to the system level. In the final stage, the whole system is taken together and tested for integration. A change in one place should be reflected through out the system. Regression testing is done after each change made into the software. This tests if the change has affected any part of the ERS negatively after the change was made. The whole set of test cases need to be run again to do the regression testing.

Now that the individual units are tested, integrated modules are tested, what remains is the entire system testing. The system testing takes into consideration the hardware, and the software. That is, the ERS should be able to be run on the specified hardware for variety of cases. The ERS is tested against recovery from errors.

Security testing is important in system testing. The system in no way shall be accessible to unauthorized users. Testing is done to ensure that if a user tries

to enter a URL that takes directly to a page inside the system without logging in, corresponding messages are displayed. The ERS would redirect the user back to the login page in such a case.

Another security issue involves the sensitive data in the system. Tests are done to ensure that the data is seen only if the user has entered through strong password. ERS displays encrypted form in other cases. ERS also stores the sensitive data in encrypted form. The passwords are stored in the system using an irreversible encryption algorithm.

One more level of security is concerned with user rights. Each user is applied rights page wise. The pages he does not have access to are not displayed to him in ERS. The page access rights are checked in each individual page. Moreover the administrative page rights can be assigned only by a user who has administrative rights. Hence the system is thoroughly tested against all kind of security loop holes.

These three testing covers all parts of ERS. The testing strategy is followed with an intent to find errors. Corrections made then make the software stronger.

CHAPTER 5

CONCLUSION AND FUTURE ENHANCEMENTS

5.1 REVIEW OF ERS

The Employee Recruitment System has been successful in implementing the demand supply management in a project. The system has transitioned from manual excel sheet entries into an automated user friendly view and entry of data. Now, the system takes a user through a sequential flow of activities from creating a demand to recruiting a candidate onboard the company.

Implementation of security in the system has provided a good idea of the various aspects in it and the range of knowledge available in it. Overall the system has indeed implemented a lot of concepts in vb.net and asp.net. SQL queries were written in stored procedures to effectively manipulate the data. The requirements have been effectively satisfied through the Employee Recruitment System.

5.2 FUTURE ENHANCEMENTS

The Employee Recruitment System could be expanded further to include some other functionality. Provisions can be included to automatically add candidate information by uploading the information received in the email ids configured. Now the details are mapped from an excel sheet. Recruitment expenses can be made to be recorded within the application itself in the future

versions. Future versions could also include facility to add options to dropdowns from the front end itself.

APPENDIX 1

The major screens in the system are shown next.

Employee Recruitment System	\$
Please S i gn-in.	
Sign in User ID: * Password*	
Strong Password Sign In NOTE: Hyou do notknowyour enterprise ID and Password, pie ase confact your local IT helpdesk	•

Figure A 1.1 Login Screen

Here once in the	Employee Recruitment System	rielp G Glupport 💌	ลังสัก: <i>โ</i> รสั
×			
e vati"			
⊕ RR Details			
Sourcing Requistion			
⊞ Candidate			
⊕ Joiner/Mark Onboard			
⊛ Reports			
Security			
<u> </u>			
Septing 1 A		A A STANDARD A ST	

Figure A 1.2 Main Screen

Messignature objetis	Emplo	yee Recruitment S	ystem		hely a lapaset 💌	Tanks
× ⊕ Project - Search/Edit Project ⊛ RR Details ⊕ Sourcing Requisition	Project	and the second of the second o	er Brown		amadaaaa	
⊕ Candidate ∰ Joiner/Mark Onboard ⊛ Reports ⊛-Secunty	Operating Group* Service Line Project Manager	Select Operating Group Select Service Line	· · · · · · · · · · · · · · · · · · ·	Point Of Contact Approving Partner* Project Type*	Select Approving Partner	. •
	Country Project Start Date	India	· W	@ Project Probability	Select Project Probability	v
	Project End Date	:	1.3.	0	1.1.26. 4.04.	
	Save & Next	Save				
<	>					

Figure A 1.3 Project -- Add

. Procedus	Employe	e Recruitmen	t S y ste	m)	Felip > Copposit 💌 Signi-rag
⊛ Project	* Resource Re	equirement	di termi		
⊕ RR Details Search/Edit RRD	Augusii dh Seile angin	toto esperante	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Ammoratory of the many amoratory of the control of	
Upload RRD	Project*		.0	Client	
⊛ Sourcing Requistion ⊛ Candidate	Primary Lovel ^a	: Select Level	~	Level Comments	
⊋ Joiner/Mark Onboard ⊛ Reports ⊛ Security	Primary Skill*		9	Skill Comments	
	Requisition Received Date*	4/26/2006	· · · · ·	Work Location	
	Resource On-boarding Date*		0	No. of Resources*	
	Resource Req. End Date	•	G	Service Line	
	Home Office*	Select Home Office	~	Status	
	Workforce*	Select Work Force	~	Preferred Interviewer	O
	Job Description		Brow	se .	
	Comments				
	Client Approval Req	pired			
≺ Version 1.0	Save & Next	Save			·

Figure A 1.4 Resource Requirement – Add

recinistic again	Emp	loyee Recri	uitment S	ysten	n			mode v a Upp with 💸	1944 (P)
x ⊛Project	Search Reso	urce Requi	rement						
⊇ RR Details	Client				Project I	Name	దిచిని		
Add RRD	Primary Level	All		•	Skill				.0
	Status	Open		· •	Approvi	ng Partner	All		
Upload RRD	Home Office	All			Point of	Contact	<u> </u>	· · · · · · · · · · · · · · · · · · ·	٦
⊕ Sourcing Requistion ⊕ Candidate	Resource Onboarding S Date	tart "		W.	Operatio	ng Group	All	~	
⊕ Joiner/Mark Onboard ⊕ Reports	Resource Onboarding E Date	nd		80	RRD No.]
 Security 	WorkForce	All		• ".	Service	Line	IÍΑ	. •	
	Search	Clear							
	RRD No. Delete D	eratino Group C	lient Project N	ame Wo	rk Force	Status Tot	al resources re	quired Service Line (Not fulfilled
			rcon aaaa			Ópen		5 81	ž
	R200 FPM	1];	rcon aaaa	Ente	rorise	Open		2 B1	2
	Tot	al Record(s):2						7	4
	Export	/////	ve enere inchinere erene						······
	End Date Primary s	kill Home Office V	Verk Location	Reguisiti	on Recei	ved Date (Level Point of I	Contact Approving Pa	ctner
	05/16/2006 ABAP	Bangalore		04/13/200			inalyst	Ajit Kumar	
	05/16/2006 ABAP	Bangalore		04/23/200	16	,	inalyst	Ajit Kumar	
									:
	> ·				************				

Figure A 1.5 Search Resource Requirement

welcome range	Employee Recruit	tment Sy	ystem	hos e apped	Tosposki,
x ⊛ Project	Sourcing Requisition			en e	
¥ RR Details	RRO*		Work Force		
Sourcing Requistion	Primary Level		Level Comments		
Search/Edit SR Upload SR	Primary Skill		Skill Comments		
€ Candidate⊕ Joiner/Mark Onboard	Resource Onboarding Date		Resource Req. End Date		
9 Reports 9 Security	PRD Comments		3ab Description	Cownload Job Cescription for RRD	
	A Commence of the Commence of				
	Project		Chent		
	Home Office		Service Line		
	Approving Partner		Project Manager		
	Country				
	Type* Select SR TYPE	~	Prienty*	Select Priority	~
	Status *		SR Creation Date		
	Tent, Date Of Fulfillment	[Fi]	Tent. Date Of Closure		
	Recruiter Select Recruiter	•	Recruiter Comments		
	Total No. of Resources*				
K. Section 1.1	> Generate SR's Clear				

Figure A 1.6 Sourcing Requisition Add

	Employee Recruitment System	Help a Capped 💌 Labour
× © Project RR Details Sourcing Requisition Add SR Search/Edit SR © Candidate © Joiner/Mark Onboard Reports	Upload SR Fulfillment & Closure Dates Upload Upload	Pownload SR Details Template

Figure A 1.7 Upload SR

Medgarie rendi		Empl oye e I	Recruitr	nent Sys	tem		 23:	ego Sileop (n. 💅	192
× ⊛ Project	Candidal	e .						4 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -	
RR Details Sourcing Requistion		es e est Steller			e e				
G-Candidate	First Name*		٠	Middle Name			Last Name*		
Search/Edit Candidates	Gender*	Select Gender	~	DOB*		70	Marital Status	Select Marital Status	¥
	Mobile	*		Email*			Alt. Email		
⊛ Joiner/Mark Onboard ⊛ Reports	Other Contact Number			Current Address			Permanent Address		
⊛-Security	Nationality*	Indian		City	Select City	÷	Current Location		
	Channel*	Select Channel	~	State	Select State	Ÿ	Level	Select Level	~
	Provid e r	•	* : <i>D</i>	Country	India	*	Preferred Work Loc.	Select Work Location	•
	Provider Email			Relevant Exp. (months)			Tetal Exp.	Select Total Expens	•
	Recy. On*	04/26/2006	10	Status*			Prev. Acce	nture Emp.	
	Resume		Browse						
	Comments						Service Line*	Select ServiceLine	¥
,	Save								

Figure A 1.8 Candidate Add

Control of the Contro	94 Sign Details Organization	Interview Offer Details	Document SR Details	Duplicate Candidate	Breeks atta	lose Lax
Details.	Details N	pecass to records found for specifies	Details d criteria.	Cantinuace	Candidate	i croctoo.
Add New	Elducation Details - Microso	off Internet Explorer			7 - X	ì
	Education Detail	c .		Cle	ose	
	Degree of Education*	All			~	
	Education*	IIA			~	ļ
	Specialization*	aji.			~ `	
	Year of Passing					
	University Name					
1	Highest Education					
	Comments					
	Save					

Figure A 1.9 Candidate -- Education Details Add

Candida	 Skill Details	Organization		Offer Details	Document	SR Details	Duplicate	Potential Duplicate	100E3655F3878
	 MLX:				Details		Candidate	Candidate	
elete D elete Post (Educati M.C.A Total Record	Comp	pecializatio outer Applica		Passing Un 2001	iversity Nan anna u	ne: <u>Highest:</u> niv Y	Education	Comments
	 TOTAL RECORD						 •••••••••••••••••••••••••••••••••••		
Export	Add New								
one	 							مدا فعالا	al intranet

Figure A 1.10 Candidate Education Details View

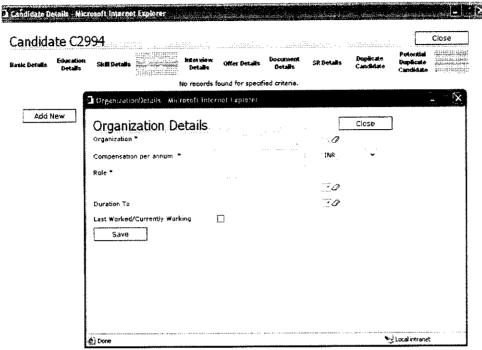


Figure A 1.11 Candidate Organization Details Add

Candid	ate C29	94	4 ***************			rangga anga		taring		Clase
Basic Details	Education	Skill Details		Interniew Details	Offer Details	Document Details	SR Details	Duplicate Candidate	Potential Buplicate Candidate	
	irganization		ast Worked	. ,		orked To		ompensatio		
	<u>M Group</u> 'otal Record(N .	04/08/20	JO4 04	1/01/2005	JuniorSE		20000 India	п кирее
umas me	-				era ere	ga saraj s	LERENA	Billippi de 11	1.9.1	

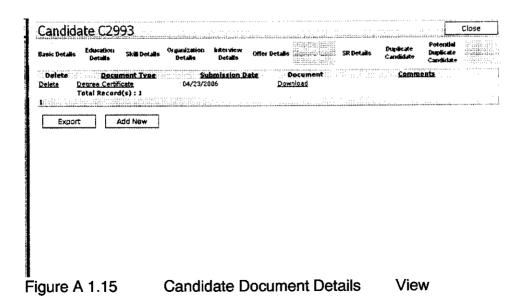
Figure A 1.12 Candidate Organization Details View

		resett Interne								-
asic Details	Education Details	Skill Betalls	Organization Details	interview Details		Bocampent Details	SR 9eta8s	Duplicate Candidate	Potential Duplicate Candidate	Supply of City 22:03
Cannot upo	date Offer	details. Plea	sse check wi strould	nether atte	east c acker	ne interview is Fa d Out" and "Sched	ce-To-Face a luled"	and the stat		
itatus*			• • • • • • •	.,		Level	Select Level			~
iffer Made Da	ite					Made By				0
ixed .ompensation	D					Variable Compensation	0			
otal Compen	sation	•	INR	~						
otice Period Uyout	0		INR	•		Notice Period Buyout paid by Client	in and			
ming Bonu										
elacation Red	quired [Relocate From				
elocation Exp	oenses ₀		INR	······································						
ot Skill Bonu	\$		INR	.		Hot Skill Bonus Paid by Client				
avement to I	Next				: O	Total Exp. (Positioning)				months
ffør Accept D	ate				0	Tent. Joining Date				0
ctual joining	Date					Joining Location	Select City			*
ffer accept pdated on						SR No.		•		
ffer Declined ate				4.4	C	Offer Declined Reason	Select Reason	n .		~
omments	Г									
	1									

Figure A 1.13 Candidate Offer Details

Add New Document Details Close Document Type * Select Document Type * Select Document * Submitted On * 04/26/2006	Dotalis Educatio Details	n Skilli Details Organizat Details		Offer Details	That he brings	SR Details	Ouplicate Camiidate	Potential Bupilicate Candidate	20256 - 191696 - 20256 - 191696 - 20256 - 19169
Document Details Close Document Type * Select Cocument Type \ Select Document * Rrowse Submitted On * 04/28/2006			No records fo	und for speci	fied critoria.				
Document Type * Select Cocument Type \(\begin{align*} Select Document * Rrowse \\ Submitted On * 04/28/2006 \(\begin{align*} \text{Comments} \end{align*}	Add New	2 OccumentDetails is	Nicrosoft Interne	Explarer		William Willia	HISTO ASSESSMENT SEPARATION OF THE PARTY OF		<u>.</u> X
Document Type * Select Cocument Type \(\begin{align*} Select Document * Rrowse . Submitted On * 04/26/2006 \(\begin{align*} \text{Comments} \end{align*}		D	_taila					Clos	se]
Select Document * Submitted On* O4/26/2006 Comments						Jagota Politico (N.		J. 17	<u> </u>
Comments		P .	octobr 1	. oca nem 17			Brow	se .	
Comments		Submitted On*	04/26/2	006	13.	s s	•		
Save		Comments	[
Save		\$4 \$4							
		Save							
!									
l:		Ę							
		e Done						ે Local intrar	net

Figure A 1.14 Candidate Document Details Add



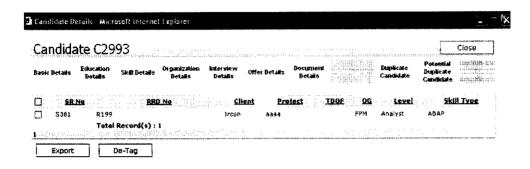
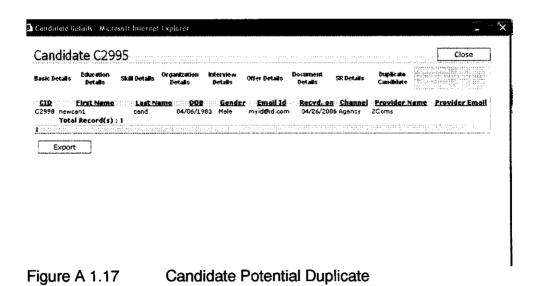


Figure A 1.16 Candidate SR Details



	Employee Recruitment System	Help S Separat 💌 Suitherd
× ⊛ Project	Upload Candidate Details	
Project Re Details Sourcing Requisition Candidate Add Candidate Search/Edit Candidates Duplicate Candidates Duplicate Candidates Security Security Security	Browse.	Download Candidate Details Template

Figure A 1.18 Upload Candidate

Alberta in Na	Employee Recruitment System	(42.24 - 2.42¢.4.5 <mark>12.</mark> - 2.66_2.5
X Project RR Details Sourcing Requisition Candidate Add Candidate Search/Edd Candidates Upload Candidate Details	Duplicate Candidates Channel All Candidate Submitted From 4/1/2006 Candidate Submitted To 4/27/2006 Candidate Submitted To 4/27/2006	
∰Joiner/Mark Onboard ∰ Reports ∰ Security		LEMOIL COME Due AfternateEmail Pup SubmissionDat can@cancan.com cannew@cancan.com D4/23/2006 me Ora MiddleName Ora LastName Ora DateOfBirth Ora candidata 04/06/1983 new
.	ra Email Oru AlternateEmail Oru PrimarySkill Oru Submission® ewcan@cancan.com cannaw@cancan.com ABAP 04/05/2005	ote Oro Channel Oro Provider Name Oro Provider Email Campus

Figure A 1.19 Duplicate Candidate Search

respire and mathel	E	mployee Re	cruitmer	nt Sys	tem		M 11 1 11 22	· V	1,15,11,15
x ⊛ Project	Joiner/Ma	ke Resourc	e Onboa	ırd					
æ RR Details	Name	newcandl			Level	All	· · · · · · · · · · · · · · · · · · ·		
Sourcing Requistion	Joining Location	All	~ :		E-mail address				
→ Candidate	Status	IIA	v:						
5-Joiner/Mark Onboard	Agency	172		· Ø	Channel	i All			
Search/Edit Resource	Offer Accept Date			_	Tentative Joining	: 7 **		.40.04	
Reports	Between			~ O	Date Setween			30	
* Security				.0				-0	
	Transit Accomo	dation Required.							
	Search	Clear							
	Date of Joining*	04/26/2006		0					
	<u>Name</u>		Personnel No	•	NA Renege Reas	oo Status	Lovel Agency	Channel	Join Loc.
	newcand1 can	didate				Offer Accepted	A	Campus	Bangalore
	Total Record	(s):1						*	
	Export CR No. M	Mark As Onboard		Days.co.	of Ossaskass 2 as a St # Jan 18				e l
	Onboard S381 B		eur Facetion	Personn	el Number E-mail Ad	04/20/2006	it Date Backgro	und Yern	<u>Beatis</u>
<u>د </u>	₹	<u></u>							>

Figure A 1.20 Joiner/Resource Onboard

जिल्ह्य (पार्त्त के व्यवस्थ	Employee Recruitment System	edp Susset M Latinal
× Project RR Details Sourcing Requistion Candidate Joiner/Mark Onboard Reports Search/Edit User Add Role Search/Edit Role	User Name* E-mail eddress* Pessword* Confirm Pessword* Strong Pessword Confirm Strong Pessword Role* Select Save	

Figure A 1.21 Add User

Specialism of the	Employee Recruitment System	Papa Papa Papa Papa Papa Papa Papa Papa
x ⊕ Project ⊕ RR Details ⊕ Sourcing Requistion ⊕ Candidate ⊕ Joiner/Mark Onboard ⊕ Reports ⊜ Security	Search User Enterprise ID	
Add User Add Role Search/Edit Role	Status Enterprise Id User Name Ema Reactivetes (_venterprise id rebul r.venterpola@accenture.co Total Record(s): 1 Export	

Figure A 1.22 Search User

welcon e suhus	Employee F	Recruitment System	He 0 + 10 2000 € 0.41.000€
Project PR Details Sourcing Paquistion Candidate Jointer/Mark Onboard Reports Security	* New Role. Role*		
Add User Search/Edit User Search/Edit Role	Available Rights Offer Project RRD SR Candidate Joiner Report Administration	Assigned Rights*	
<	> Save		

Figure A 1.23 Add Role

· · · · · · · · · · · · · · · · · · ·	XXXXV/44	postaronomicos en esta posta de entre en esta e
30 m (1, 2) 1 = 2 x 2 x 3	Employee Recruitment System	Holy P Support 💆 — Latterly
* Pruject RR Details Sourcing Requistion Candidate	Search Role Name lest Search Clear	
∰ Joiner/Mark Onboard ∰ Reports ∰ Security 	Status testrole Total Record(s): 1 Export	Lamments
< 5615aaa 1 f	>	

Figure A 1.24 Search Role

REFERENCE

- Steven Holzner(2005), "Visual Basic .Net Programming Black Book", Dreamtech press
- 2. Roger S Pressman (1995), "Software Engineering A Practitioners Approach", TechMedia
- 3. Mesbah Ahmed, Chris Garett, Jeremy Faircloth, Chrish Payne, (2002), "ASP.NET Web Developers guide", Syngress Publishing.
- 4. James A. Senn (1989), "Analysis & Design of Information Systems", Second edition, McGraw-Hill International Edition.
- 5. http://msdn.microsoft.com/asp.net/
- 6. http://msdn.microsoft.com/library/