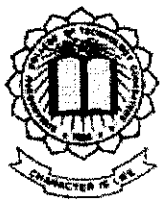

A STUDY ON ONLINE RECRUITMENT SYSTEM FOR INTEGER SOFTWARE SOLUTIONS PRIVATE LIMITED

by

N.UMAMAHESWARI
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of

Department of Management Studies

Kumaraguru College of Technology

Coimbatore

A PROJECT REPORT
Submitted to the

FACULTY OF MANAGEMENT SCIENCES

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

MASTER OF BUSINESS ADMINISTRATION

JUNE, 2007

KUMARAGURU COLLEGE OF TECHNOLOGY

(An ISO 9001:2000 Certified Institution)

COIMBATORE - 641006

BONAFIDE CERTIFICATE

Certified that this project titled **"A STUDY ON ONLINE RECRUITMENT SYSTEM FOR INTEGER SOFTWARE SOLUTIONS PRIVATE LIMITED "** is the bonafide work of **N.UMAMAHEWARI (Reg. No. 71205631056)** who carried out this research under my 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 candidate.

13.1.07

Faculty Guide

Director

Evaluated and viva-voce conducted on.....3.-.07.....2007.....

Examiner I

Examiner II

INTEGER
SOFTWARE SOLUTIONS Pvt. Ltd.

Date: 22.6.07

PROJECT COMPLETION CERTIFICATE

This is to certify that Ms. **N. UMAMAHESWARI** (Roll No. **05MBA56**) a student of KCT Business School, Kumaraguru College of Technology, had undergone project between (2.2.07) and (28.4.07) entitled "A Study on Online recruitment Systems in Integer Software Solutions Pvt Ltd".

During the tenure her performance was **Good.**

Signature of the HR,

#3529, 1st Floor, 1st Cross, 1st Main , HAL 2nd Stage, Bangalore - 560008

DECLARATION

I, hereby declare that this project report entitled as **"A STUDY ON ONLINE RECRUITMENT SYSTEM FOR INTEGER SOFTWARE SOLUTIONS PRIVATE LIMITED"** has been undertaken for academic purpose submitted to Anna University in partial fulfillment of requirements for the award of the degree of Master of Business Administration. The project report is the record of the original work done by me under the guidance of **Dr. B. SUBRAMANI, MBA., FDPM (IIM-A)., Ph.D.,** during the academic year 2006 – 2007.

I also declare hereby, that the information given in this report is correct to the best of my knowledge and belief.

Place: Coimbatore

Date : 1.6.07

N.UMAMAHESWARI

ACKNOWLEDGEMENT

.I express my sincere gratitude to our beloved correspondent **Prof. Dr. K. Arumugam**, the prime guiding sprit of Kumaraguru College of technology.

I extend my heartfelt thanks to Principal **Dr. Joseph V. Thanikal**, Kumaraguru College of Technology, for providing facilities to do this project.

I express my sincere gratitude and thanks to our Director **Dr. S. Ganesan** for permitting me to carry out the project.

I endeavor my sincere gratitude towards my guiding spirit **Dr. B. Subramani**, who has extended his guidance throughout this project.

I extend my sincere thanks and gratitude to **Mr.Jayakumar.V**, project leader, who have helped me in all his best and for his co-operation during the project work .

I am grateful to the staff members of Integer Software Solution Private Limited, Bangalore for their timely help to accomplish this project work successfully.

I also express my sincere thanks and appreciation to my friends and family members who helped me in completing this project successfully.

Above all ,I thank God, the almighty who has been of a great inspiration throughout this endeavor to complete this work of minesuccessfully.

EXECUTIVE SUMMARY

This project online recruitment system developed for Integer software solution private limited is to give software solution to the organization in order to maintain recruitment process.

The project is to provide real – time access of online recruitment system. The study the existing recruitment system in the organizations. the feasibility of introducing and online recruitment system. To make an information analysis based on the user types like employer, candidates, administrators the online recruitment system. To offer solution to the organizations based on the findings of the study.

In this project can used development tools like Microsoft Visual Web Developer 2005 Express Edition. Platform like Operating System: Windows Xp, Technology ASP.NET, scripting language : c#.NET designing : html – Dreamweaver Mx Database : Ms SQL Server 2000.

Data used for Development of online recruitment System at Integer software solution Private Limited were secondary in nature and it was collected from the reports of the company.

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Introduction

1.INTRODUCTION

1.1 BACKGROUND

The purpose of online recruitment systems like,

- Implementing a completely free online recruitment web site
- Any organization can post their vacancies on free of cost
- Candidates can apply for the job
- Short listing applications & conducting tests through online
- Advertising the company details in the website

Online recruitment systems is all about Consumes less manpower & Time, Get a global exposure for the company, absolutely free for the both organizations and candidates. Organization can get a wide range of professionals.

1.2 REVIEW OF LITERATURE

Online recruitment methods between we-find-you approaches and you-find-us approaches. We-find-you approaches refer to methods where the organizational recruiter searches for applicants you-find-us approaches refer to methods where the organization placed a job ad and the initiative to apply lies with the potential job applicant. This distinction is used to categorize the methods that are identified in literature. The we-find-you approaches are also referred to as e-recruiting.

First, almost all relevant literature distinguish the use of job boards to recruit, also referred to as career enhancement sites. Job boards are similar to job ads in news papers they contain a listing of job opportunities, and resumes of job applicants. So job boards can be used twofold by recruiters. To post jobs, but also to search for resumes that are posted by potential job applicants; so using job boards can be categorized as respectively a you-find-us and a we-find-you approach. People can post their resumes from all over the world 24 hours a day, while search mechanisms are used so recruiters can search for applicants with relevant skills and experience.

Second, almost all relevant literature also distinguish the use of organizational career websites, also referred to as company websites (or) professional organization websites. Using organizational career websites is similar to using job boards. They can be used to post jobs and to search for resumes; so using organizational websites is also a you-find-us and a we find -you approach. Organizations can extend the functionality of posting jobs on their career websites by setting up an online application procedure.

Third, generating names using the Internet is distinguished; recruiters can for example use search engines to look for resumes with links to a particular company's website ,participate in chat rooms or locate lists of employees on corporate websites. In this way, passive candidates can be found. Name generation can be categorized as a we-find-you approach.

Fourth, using the service of name generation firms is distinguished; this is similar to the preceding method in that the goal is to generate names. In this method they are delivered by the name generation firm.

Fifth, web-event recruiting is distinguished. In this method recruiters identify and analyze candidates in for example webinars (online seminars) and online conferences. Web-event recruiting can be categorized as a we-find-you approach.

1.3 OBJECTIVE OF THE STUDY

Primary objective

Implement a online recruitment system for integer software solution pvt, ltd. In bangaloure.

Secondary objectives

- To study the existing recruitment system in the organizations.
- To study the feasibility of introducing and online recruitment system.
- To make an information analysis based on the user types like employer, candidates, administrators the online recruitment system.
- To offer solution to the organizations based on the findings of the study.

1.4 STATEMENT OF THE PROBLEM

- Processing Manually.
- Using Mediums like News papers, third party consultancy, Existing Online job sites.
- Employs a separate team for scrutinizing the profile, conducting tests and Interviews.
- Conducting Campus Interviews.

1.5 SCOPE OF STUDY

- Implementing a completely free online recruitment web site
- Any organization can post their vacancies on free of cost
- Candidates can apply for the job
- Short listing applications & conducting tests through online
- Advertising the company details in the website

Advantages

1. Consumes less manpower & Time
2. Get a global exposure for the company
3. Absolutely Free for the both Organizations & Candidates
4. Organization can get a wide range of professionals.

1.6 METHODOLOGY

1.6.1 TYPE OF STUDY

Online recruitment system

Online recruitment system is all about Implementing a completely free online recruitment web site. Any organization can post their vacancies on free of cost. Candidates can apply for the job. Short listing applications & conducting tests through online. Advertising the company details in the website.

User Types : Organizations, Job Seekers & Administrator.

Administrator

This module is for site Administrator who can control the entire sites operations.

Employers

Activate / Inactivate Employers

The administrator can activate or inactivate the employer registration. The active employers and their jobs only visible for the candidates

Posted Jobs

It show all the jobs posted on this site and related details.

Candidates

The Authorization of the candidate can be done in this screen.

View Applications

It shows all the applications posted their related details and status of that application.

Employer

In this module the employer can register as a recruiter and they can post their jobs and they can manage the applications for their jobs and also they can conduct assessments in this module.

The following are the screens coming under this employer module.

Edit Your Profile

Here the employer can edit their profile which is posted during the user creation.

Edit Your Account

Here the employer can update their account details which is to change their password.

Your Jobs

Employer can post and edit their job vacancies here.

View Applications

Here employers can view the applications for the vacancies they have posted and they can process those applications.

Your Assessments

Employer can post the assessment and edit the posted assessment for their jobs.

The Employer can define the Assessments parts, Questions in each part, Marks per Question and more.

View Assessment Results

It shows the assessment mark & results of the candidates who attended the assessment

Your Recruitments

This screen can be used by the employer to call the candidate for the interview and the employer can set the interview date & Venue.

Selection List

Here the employer can post the interview result whether the candidates are selected or rejected.

Candidate

This module entirely dedicated for the candidates where they can register, search a job, Apply For the job, Attend the assessment and view the status of the application and more.

The following are the screens coming under this employer module.

Edit Your Profile

Here the candidate can edit their profile details which are given by them during the user creation.

Change Password

Here the candidate can change their password.

Search Job

Here the candidate can search for job and can apply for searched job.

View Applications

Here candidate can view all the applications applied by them and the status of the applications. If the candidate call for assessment then from here it automatically take the candidate to assessment screen there they attend their assessments.

Post Resume

Here the candidate can upload their soft copy of the resume.

1.6.2 DATA COLLECTION

Data used for the study are secondary in nature. The information was collected from the Human Resource and MIS department.

Types of Data Collection Systems

Bar code data-collection systems fall into three basic types: interactive, batch, and hybrid.

- An **interactive system** consists of one or more portables connected in real time to a computer. In these systems, the central computer manages data collection and verification as the user enters data.

- A **batch system** uses one or more portables to gather data that is stored for later input to a computer. This is the most common and most economical portable system. Batch systems can do only limited validity checking.

- A **hybrid system** is a combination of the two.

Interactive Systems

Interactive systems have several advantages over batch systems. Almost all systems where bar code hardware is in a fixed location are interactive systems. Advantages include:

- **Immediate Data Verification**: As the user enters data, the computer can check its validity and give the user variable responses depending on that validity.

- **Sophisticated Data Verification**: An interactive system can check many more variables when performing data verification. For example, a batch system can check the status of a part number only against the last part numbers that were sent to the portable. An interactive system can check the status of a part number against the entire inventory at any time.

- **User Interaction**: Interactive systems can give the user better feedback when an error occurs. Since the system can check more variables, you can tailor the responses given to the user to solve problems.

- **Error Reduction**: All of the above advantages tend to reduce errors in an interactive system. This reduces the labor cost to correct the errors, well as the consequences of acting on incorrect data.

- **Easy Setup**: Interactive systems use standard programming techniques and error checking, much like programming for PCs. You can process each transaction and verify data in real time. Batch processing requires a way to process data in batches and a mechanism for correcting errors after the fact.

1.6.3 Desk research

Secondary data is data that already exists and has been gathered for different purposes from the clients'. If the secondary data is not satisfactory, the client must also obtain primary data by using primary research methods.Desk research is the first researcher's task and has many advantages, e.g. lower costs and fast data availability.

RESEARCH QUESTIONS

The main research question will be subdivided into three research questions.

1 .Which important Internet recruitment methods used by organizations can be distinguished?

2. What benefits of Internet recruitment methods for the recruitment process can be distinguished?

3. How can organizations measure the performance influenced by the benefits of Internet recruitment methods?

RECRUITMENT PROCESS:

The recruitment process is the first part of the hiring process;the second part of the hiring process is the selection process. So, first an applicant pool is built, and out of that pool a selection is made of which applicants will be hired.

Four steps in this hiring process:

(1) Predicting the need for new employees based on the type of vacancies that exists,

(2) Using recruiting procedures to communicate with potential applicant,

(3) Selecting from the applicants those persons believed to be the best potential contributors to the organization,

(4) Welcoming the new employee(s) into the organization.

The recruitment process is executed by recruiters, source and contract recruiters. In 2004 the average size of direct recruiting professionals working for large organizations with an average staff of 170 thousand employees was 50.

Model of the recruitment process

Breaugh and Starke offer a framework of the organization a recruitment process;

INTERNET RECRUITMENT

The process of recruiting has changed enormously by using the Internet. It is increasingly being used by both large and small organizations and is becoming a favored medium of both employers and job-seekers.

Recruitment sources of external hires:

	Years		
Source	**2004**	**2003**	**2002**
Employee referrals	31.7%	28.5%	26.6%
Internet	29.6%	31.8%	27.0%
Direct sourcing	6.0%	2.6%	N/A
College	5.6%	2.4%	N/A
Newspapers	5.5%	3.8%	4.8%
Career fairs	3.2%	2.8%	3.2%
Thirdparty (agency)	3.2%	1.2%	N/A
All other	15.2%	26.5%	38.1%

1.6.4 Gathering data

Desk research can be very challenging. You can spend hours looking for some information or data that simply doesn't exist. On the other hand you may find exactly what you want in five minutes.

How to approach the task

The basics of good desk research involve:

- Knowing where to look and what to look for
- Understanding the quality of the source material
- Ensuring you get the right information.

Knowing where to look and what to look for

- Review what is known about similar campaigns and about the target audience.
- Read and assess all currently available studies and related past research reports.
- Draw from within your organisation, but also think laterally about trying to get information from other organisations with similar communication objectives or target audiences, such as your partners, academic institutions, and so on.

- Gather information through any means possible, such as:
    - visits to specialist libraries
    - sector and published surveys
    - phone calls to authors
    - trade information
    - the internet
    - books and other publications.

Understanding the quality of the source material

- Different sources obtain their information in different ways. It is important not to rely on a single piece of information if you can avoid it.
- Look for corroborating evidence unless the source is absolutely undisputed.
- Knowing how the data was obtained is central to knowing its value.
- If the information comes from a survey, find the sample source and size.
    - Are the people who replied self-selecting or is it a genuine cross-section?
    - Do you know what the questions were?
    - Has the data been adjusted in any way?

Ensuring you get the right information

- A desk researcher will need to make judgements about the validity of the data they source - don't trust it just because it's in an official-looking report on a website. Always cross check your sources.
- Where possible, compare two or more sources of the same data - though make sure that the sources are different.
- The internet is an amazing source of information - but an unfocused search over the internet may take a long time and result in masses of data, which will take forever to analyse.

Methods for obtaining data

There are three main methods of getting your data. These are:

- passive - someone, probably you if you are the client, provides the data
- snowballing - asking an expert
- active - the researcher goes and finds it.

There are no hard and fast rules about which approach to take, or which is better. The quality of the data is what is important and that could come from any one of those sources.

1.6.5 Collating and analysing data

Key principles

- Record all sources of information.
- Record facts, not interpretation.
- Prose, not bullet points, to avoid misinterpretation.

Collating

- Keep a record of all data in the form of notes, photocopies or downloaded files from online searches.
- Always log the source of any data, as it may need to be attributed. The accuracy of data may need to be evaluated and, if necessary, retraced.

Analysing

In order to make sense of the wide variety of source material, you need to analyse it.

- Look for links and patterns within the data.
- What are the common themes?
- Carry out cross-analysis to look for missing data - these are the big gaps where you can't find any information, or the information is very scant. This could alert you to a need to do further field research or potentially identify a weak point in your strategy or planned initiative.

Reporting

The final stage of the desk research process is to pull together the findings in the form of a presentation or written report. The findings will of course vary depending on the nature and objectives of the research, but could include:

- the common themes from the various studies (as well as key differences)
- the strengths and weaknesses of different approaches
- possible future developments
- national and international best practice ('what works?')
- information on regional/local differences.

The reporting stage should also identify the researcher's assessment of information gaps and further research needs.

1.6.6 TOOLS OF ANALYSIS

The tools used for identifying the rejected products are:

- Technology: ASP.NET
- Scripting Language: C#.NET
- Designing: HTML – Dreamweaver Mx
- Database: MS SQL Server 2005

ASP.NET

What is .NET?

.NET is the result of a complete make-over of Microsoft's software development products, and forms part of the company's new strategy for delivering software as a service. The key features that .NET offers include:

.NET Platform: The .NET platform includes the .NET Framework and tools to build and operate services, clients, and so on. ASP.NET, the focus of this book, is a part of the .NET Framework.

.NET Products: .NET products currently include MSN.NET, Office.NET, Visual Studio.NET, and Windows Server 2003, originally known as Windows .NET Server. This suite of extensively revised systems provides developers with a friendly, usable environment in which they may create applications with a range of programming languages including C++. NET, Visual Basic. NET, ASP.NET, and C# Because all these products are built on top

of .NET they all share key components, and underneath their basic syntaxes you'll find they have much in common.

.NET My Services: An initiative formerly known as "Hailstorm", .NET My Services is a set of XML Web Services1 currently being provided by a host of partners, developers, and organizations that are hoping to build corporate services and applications for devices and applications, as well as the Internet.

The collection of My Services currently extends to passport, messenger, contacts, email, calendars, profiles, lists, wallets, location, document stores, application settings, favorite Websites, devices owned, and preferences for
receiving alerts.

What is ASP.NET?

For years now, Active Server Pages (ASP) has been arguably the leading choice for Web developers building dynamic Websites on Windows Web servers. ASP has gained popularity by offering the simplicity of flexible scripting via several languages. That, combined with the fact that it's built into every Microsoft Windows-based Web server, has made ASP a difficult act to follow.

Early in 2002, Microsoft released its new technology for Internet development. Originally called ASP+, it was finally released as ASP.NET, and represents a leap forward from ASP both in sophistication and productivity for the developer. It continues to offer flexibility in terms of the languages it supports, but instead of a range of simple scripting languages, developers can now choose between several fully fledged programming languages.Development in ASP.NET requires not only an understanding of HTML and Web design, but also a firm grasp of the concepts of object-oriented programming and development.

ASP.NET Server Controls

At the heart of ASP.NET pages lies the **server controls**, which represent dynamic elements that your users can interact with. There are four basic types of server control: ASP.NET controls, HTML controls, validation controls, and user controls. All ASP.NET controls must reside within a <form runat="server"> tag in order to function correctly. The only two exceptions to this rule are the HTML Generic Control and the Label Web control. Server controls offer the following advantages to ASP.NET developers:

We can access HTML elements easily from within our code: we can change their characteristics, check their values, or even dynamically update them straight from our server-side programming language of choice.

ASP.NET controls retain their properties even after the page has been processed.

This process is known as **view state**. We'll be covering view state later in this chapter. For now, just know that view state prevents the user from losing data that has already been entered into a form once it's been sent to the server for processing. When the response comes back to the clients browser, text box values, drop-down list selections, etc., are all retained through view state.

With ASP.NET controls, developers are able to separate the presentational elements (everything the user sees) and application logic (dynamic portions of the ASP.NET page) of a page so that each can be considered separately.

C#.NET

The official line is that Microsoft created C# in an attempt to produce a programming language that coupled the simplicity of Visual Basic with the power and flexibility of C++. However, there's little doubt that its development was at least hurried along. Following legal

disputes with Sun about Microsoft's treatment **(some would say abuse)** of Java, Microsoft was forced to stop developing its own version of Java, and instead developed C# and another language, which it calls J#. We're not going to worry about J# here, as C# is preferable. It's easy to read, use, and maintain, because it does away with much of the confusing syntax for which C++ became infamous.

Programming Basics

One of the building blocks of an ASP.NET page is the application logic: the actual programming code that allows the page to function.

To get anywhere with this, you need to grasp the concept of **events**.

All ASP.NET pages will contain controls, such as text boxes, check boxes, lists, and more, each of these controls allowing the user to interact with it in some way. Check boxes can be checked, lists can be scrolled, items on them selected, and so on. Now, whenever one of these actions is performed, the control will raise an event. It is by handling these events with code that we get our ASP.NET pages to do what we want.

For instance, say a user clicks a button on an ASP.NET page. That button (or, strictly, the ASP.NET Button control) raises an event (in this case it will be the Click event). When the ASP.NET runtime registers this event, it calls any code we have written to handle it. We would use this code to perform whatever action that button was supposed to perform, for instance, to save form data to a file, or retrieve requested information from a database.

Events really are key to ASP.net programming, which is why we'll start by taking a closer look at them. Then, there's the messy business of writing the actual handler code, which means we need to check out some common programming techniques in the next sections.

Specifically, we're going to cover the following areas:

- Control events and handlers
- Page events
- Variables and variable declaration
- Arrays
- Functions
- Operators
- Conditionals
- Loops

It wouldn't be practical, or even necessary, to cover all aspects of VB.NET and C# in this book, so we're going to cover enough to get you started, completing The projects and samples using both languages. Moreover, I'd say that the programming concepts you'll learn here will be more than adequate to complete the great majority of day-to-day Web development tasks using ASP.NET.

HTML – DREAMWEAVER MX

With Dreamweaver templates, its a simple, easy process to **build a very professional-looking web site**. Using Dreamweaver templates, you only have to add your own text content and your web site is complete. It's now easier than ever to build an attractive, high – quality web site that takes very little time or money to create. Start at What's New, then view Individual Templates or our money-saving Value Packs.

Our current selection has **almost 50 Dreamweaver templates to choose from**! We have designs with Flash intros, ecommerce templates, convenient value packs and complete web design portfolios.The templates you buy through our site are **immediately downloadable**.

Our web site is a distributor for the Colligan Web Store. Credit card orders are processed and billed by Colligan.com, and will display as such on your billing statement.

What is an HTML File?

- HTML stands for Hyper Text Markup Language
- An HTML file is a text file containing small markup tags
- The markup tags tell the Web browser how to display the page
- An HTML file must have an htm or html file extension
- An HTML file can be created using a simple text editor

MS SQL SERVER 2005

What Is SQL Server 2005?

SQL Server 2005 is a comprehensive database software platform providing enterprise-class data management and integrated business intelligence (BI) tools. The SQL Server 2005 database engine provides more secure, reliable storage for a relational database format or XML. By supporting both a relational database format and XML, the SQL Server 2005 database engine provides the flexibility necessary to support the way you work. It also enables you to build and manage highly available, well-performing database software applications that you and your people can use to take your business to the next level.

The SQL Server 2005 data engine lies at the core of this enterprise data management solution. In addition to providing support for relational databases or XML, SQL Server 2005 combines the best in analysis, reporting, integration, and notification. This enables your team to build and deploy cost-effective BI solutions with which they can drive data into every corner of your business through scorecards, dashboards, Web services, and mobile devices.

Close integration with Microsoft Visual Studio, the Microsoft Office System, and a suite of new development tools, including the Business Intelligence Development Studio, sets SQL Server 2005 apart.

Whether you are a developer, database administrator, information worker, or decision maker, SQL Server 2005 provides innovative solutions that help you gain more value from your data— whether stored in a relational database or XML data format.

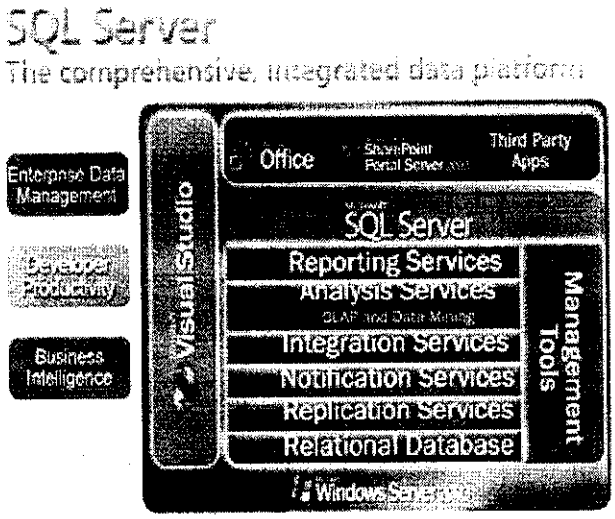


Figure 1. SQL Server 2005 Core Components

Microsoft has listened to your feedback, researched the industry, challenged Microsoft Research teams around the world, and thought creatively to deliver SQL Server 2005, which introdu ces hundreds of new and improved features, including support for relational databases and XML. These features will help to advance your business in three key areas:

Enterprise Data Management.

SQL Server 2005 delivers a more reliable, secure, and productive data platform for line-of-business and analytical applications. This version of SQL Server is the largest version of SQL Server ever, as well as the most dependable and secure version. And by providing

support for relational databases and XML, SQL Server 2005 can accommodate your organization's needs.

Developer Productivity.

SQL Server 2005 provides an end-to-end development environment that includes many new technologies that empower developers and significantly increase their productivity.

Business Intelligence.

The comprehensive analytical, integration, and data migration capabilities of SQL Server 2005 enable companies to extend the value of their existing applications, regardless of the underlying platform. BI solutions built on SQL Server 2005 put critical, timely information in the hands of all your people, empowering them to make better decisions faster.

SQL Server 2005 Features at a Glance

The following table provides an overview of several key enhancements in SQL Server 2005, focusing on enterprise data management, developer productivity, and business intelligence. A wider range of compared features is available at the SQL Server Developer Center at MSDN.

Enterprise data management.

- High Availability
- Management Tools
- Security Enhancements
- Scalability

Developer productivity

- Common Language Runtime (CLR) Integration
- Deep XML Integration
- Transact-SQL
- Transact-SQL Enhancements
- SQL Server 2005 Compact Edition

Business Intelligence.

- Analysis Services
- Integration Services
- Reporting Services
- Data Mining

1.7 LIMITATIONS OF THE STUDY:

The study has following limitations.

- This analysis is purely based on the employee details given by HR department, changes in the current software has to be made when new technology in online recruitment systems are to be implemented.

- The Personalized menus and shortcuts can be set up and modified to suit the needs, with the correct setup, new software can drastically reduce your processing time.

2.1 HISTORY OF THE COMPANY

Integer is an IT Education, Software development and Services organization, established in 2004, with over 150 employees and annual revenue exceeding 2.5 Crore. At Integer we are reversing this with new architecture, new technologies and new implementation and deployment strategies"

Integer Software applications utilize an exclusive platform architecture that provides a new dimension in web based, integrated end-to-end solutions. We expand the horizon of your world,by creating intelligent systems, where resources are shared with customers and partners via remote or local access to the Internet.

The internet is the only media. We have implemented a revolutionary architecture and software foundation that allow us to implement and deploy cutting edge solutions at low risk.

Integer architecture takes advantage of the internet and web technologies. It is multi-company, multi-level integrated software that covers both enterprise resource planning and customer relationship management. It is built on a solid foundation that retains enterprise control, tracking and audit ability. The Integer system now makes it possible to utilize the internet for real time enterprise business collaboration.

Our partnership with IBM, as 'Partner World for Developers' program, has given us worldwide support for developing and marketing e-business solutions across our collective products and technologies. IBM and Integer Software Solutions can together gain access to and connect with customers, sales channels, products, development tools, training, services and solutions.

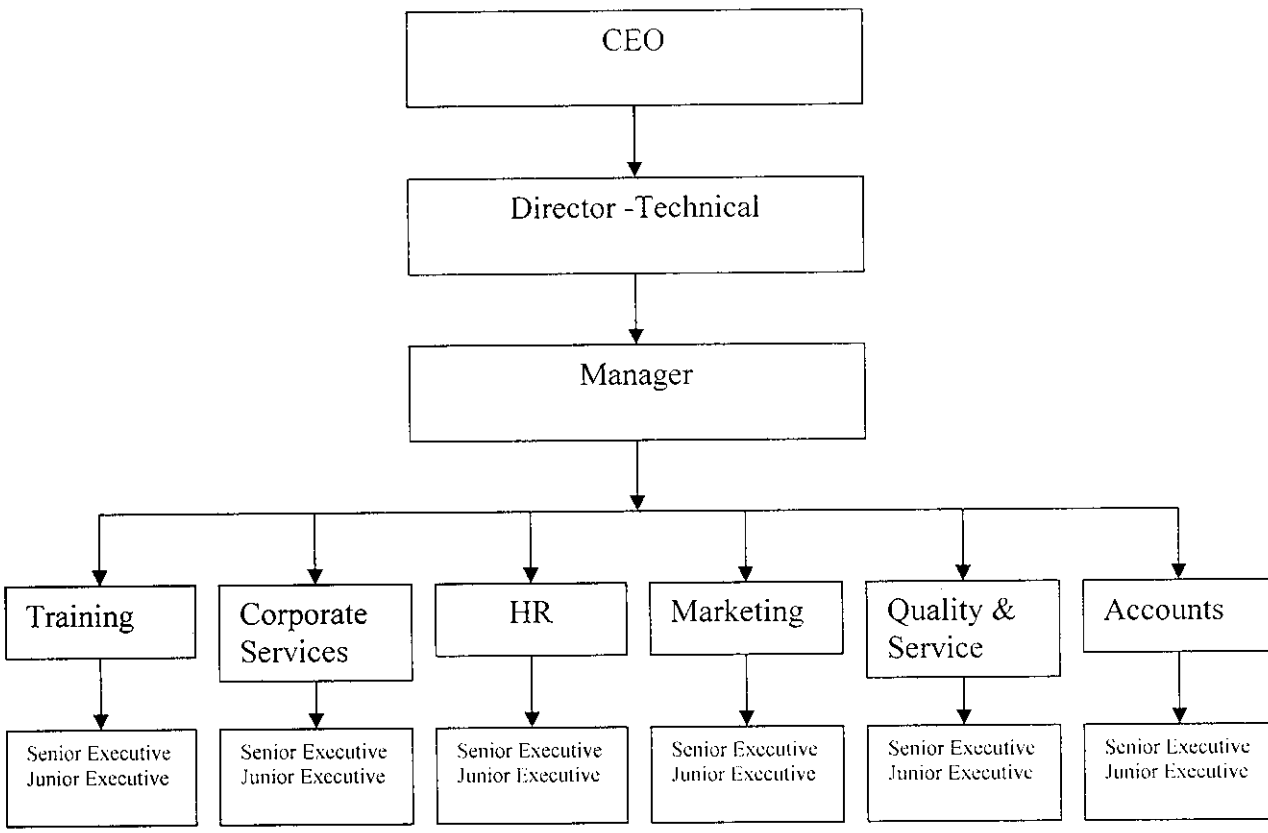
Partnering with Sun Microsystems, helps us provide our clients with market leading software solutions integrated with open-systems technology. Integer Software Solutions, being an ISV partner with Sun's iForce community of partners, transfers the benefits of expertise, products and services to clients having diverse business needs.

2.2 MANAGEMENT PROFILE

- Mr.C.Prince – CEO
- Mr.Roney Raphael – Director(Technical)
- Ms.Roopa.N – Manager(National/International operations)
- Ms.Deepthi K.Das – Senior Manager(Training)
- Ms.Nameeta.S.Nayak – Senior Manager(Corporate Services)
- Mr.Maijo Akkara - Internal Auditor
- Ms.Bhavana Meloth – HR Manager
- Mr.Raghuram.T – Marketing Manager
- Ms.Tarakeshwari – HR Placement
- Ms.Barnali – Manager(Quality & Service)
- Mr.JoJo.K.George – Accounts Manager

ORGANISATION STRUCTURE

The Organization Structure of Integer Software Solutions is a Top Down Organization Structure.



2.3 PRODUCT PROFILE

ABB:

Any branch Banking (ABB) services, the bank's customer is able to do his banking transactions from anywhere. The customer will be able to deposit cash into his account at his branch from any branch of the bank. He need not have the fear of running short of cash. He need not take the risk of carrying cash or purchase a DD by paying commission in the event he is able to generate some extra money by the collection of his outstanding during his tour / traveling. The collection of Out-station & In-station cheques can be much faster, through ABB Interface. The Bank's on the other hand are able to attract more & more customers as well as give efficient service to their customers, as this service will be not only be very helpful but also very useful for the business community.

Openize Technology:

Openize technology will become an integral part of the technology infrastructure that supports ERP systems. "The ERP vendors are embracing open-source technologies, especially at the platform level," Support for Linux and JBoss application servers is common, and many enterprises use the software. SAP built its Net Weaver Developer Studio on the Eclipse integrated development environment, and "[Linux] has eclipsed Solaris as the second-most-preferred platform for the Oracle ERP applications right behind Windows."

Openize technology makes business sense. Besides being cost effective and of very high quality, it is often more powerful than most commercially available products. This is because its shared development harnesses the benevolent brilliance of thousands around the world who are continually developing, improving, and evolving its core.

Working with Openize technology is not easy, though, and we leverage Openize technology to a degree that is still very uncommon. But this dependency is our strength, because our technical experts who can give complete support of Openize technology back us.

Asset Liability Management:

The solution broadly involves building a database of assets and liabilities of a bank from bank's computerized environment and achieves the twin primary objectives of (a) compliance of central bank's guidelines and (b) management of liquidity risk and interest rate risk. The value added features are (a) the risk management by means of modern mathematical and statistical models, (b) various hypothesis building tools to perform sensitivity analysis and what if scenarios. The solution also builds a strong platform for Release II, which enables credit risk management, business intelligence (MIS) and customer profiling and Release III, which helps in currency risk management.

Core Banking Solutions:

Banking has changed a long way in the last few years in the way the business is done and the delivery channels employed. Banks have to provide apart from providing the basic facilities, the information to their clients effectively and efficiently. This mandates that the solution provided to the banks should be comprehensive and address all issues.

Integer with its partner brings to you Fincraft, a state of the art core banking solution.The solution built on open source gives an option to the banks to have the benefit of technology scalability, price and convenience.

Reserve Bank of India vide its notifications has made it mandatory for the banks to have their information systems audited and certified by a qualified professional. Considering the scams and frauds which have been happening, RBI has directed the banks to put in place an appropriate audit and security infrastructure for their IT systems. They advised that the banks

and financial institutions should address the security concerns over the computerized set up at the earliest.

Some of the guide-lines / action points of RBI are as under:

- Audit of computrised branches at regular intervals.
- Audit of application software either developed in-house or procured from other vendors.

Keeping in view the RBI guidelines for the IS audit, we offer our services to the banking fraternity for carrying out the IS Audit at their branches and other offices.

The major outcomes or deliverables from the entire IS Audit exercise will include:

- Compliance to RBI circular towards Computer Audit.
- To evaluate the entire bank on the criteria's mentioned above.
- Identification of Control weaknesses.
- Suggestions towards the implementation controls for gaps identified.

2.4 SUPPORTS & SERVICES

Technical Consulting:

Integer consultants have technical expertise in the following areas:

- Operating Systems – Windows 2000/XP/NT/98/95, UNIX, Linux
- Systems – OLTP, Client Server, Web
- Middle wares – Java Application Servers

- Database Systems – Oracle, PostgreSQL
- Communication – TCP/IP, UDP, X.25, HTTP, Dial-up
- Languages – Java, J2EE, EJB, .Net, HTML & OTHER Web Technologies.

Financial Consulting

Integer Software Solutions Pvt, Ltd. has the financial domain knowledge and technical skills to provide value-added services to financial institutions worldwide. Integer Software Solutions Pvt, Ltd has developed applications for Payment Systems, Card Systems to process Debit, Credit and Smart Cards, EFT Switches, Retail Channel Transaction Processing for ATM, POS, Internet Banking.

2.5 COMPETITIVE STRENGTH OF THE COMPANY:

- Quality Software
- Highly Ethical Culture

2.6 FUTURE PLANS:

- Development on Mobile Technology
- SAP

2.7 FUNCTIONAL AREAS:

Software Training and Education:

Every organization has a different learning need. Some require Instructor-led training, some desire Web-based training, while some demand a mix of different modes of training. The subject areas of training also differ widely from client to client. Integer recognizes this fact and caters to all such unique learning requirements. We have

developed courses in various subjects for wide varied audiences - everything from IT, insurance, Finance, Medicine and Industrial automation. We conduct quality training on JAVA, J2EE, .Net, Testing and Embedded Technologies.

Software Development:

Software development is the translation of a user need or marketing goal into a software product. It is often difficult to isolate whether engineering or marketing is more responsible for the success or failure of a software product to satisfy customer expectations. This is why it is important to understand both processes and/or facilitate collaboration between both engineering and marketing in the total software development process.We are developing quality software's tailored according to the need of our clients.

Business Process Outsourcing:

Integer's Business Technology Consulting Group in concert with its vertical practices, works with clients in BPO strategy engagements. These engagements last from 8-12 weeks, depending upon scope typically deliver:

An assessment of suitability of select business process outsourcing based on economics, integration with other processes, systems and skill requirements.

A step-by-step plan for creating a BPO operation that mitigates risk and provides senior management focused measures and controls for BPO management.

3. MACRO MICRO ECONOMIC ANALYSIS

The Software Industry comprises of businesses related to the production and maintenance of computer software. The root of the industry lies in the IT phenomenon. Services regarding software such as training, consulting and maintenance are a part of this ever-growing industry. The IT industry is witnessing a rapid growth and offers lucrative job opportunities making IT a premium career option for the youth. Infact it is one of the fastest growing sector of Indian industry.

India is emerging as a Global IT superpower. The success can be attributed to factor advantage of high quality of software human resources. The Software Industry has succeeded in converting this comparative advantage to increasing exports. More and more companies are receiving the ISO 9000 certification and the day is not far when India will have the highest number of ISO 9000 companies in the world.

Indian Software Industry is estimated to be worth USD 1.2 billion. Unfortunately the growth has been limited to a few cities around Bangalore, Mumbai, Delhi and Noida.

The Software Industry, which is a main component of the Information technology, has brought tremendous success for the emerging economy. Presently there are more than 500 software firms in the country.

Overview of Indian Software Industry

According to statistics, country's software exports reached total revenues of Rs. 46100 crores. The shares of total Indian exports form 4.9 per cent in 1997 to 20.4 percent in 2002-03. It is expected that the industry will generate a total

employment of around four millions peoples, which accounts for 7 per cent of India's total GDP as in the year 2008.

The year 1995-96 was a boom for the industry. The performance of the industry over the years is as follows:

(In terms of US $ millions)

	1995-96	1996-97	1997-98	1998-99	1999-2000	2000-01*
Domestic software Market	490	670	920	1250	1700	2450
Software Exports	734	1085	1750	2650	4000	6300
Indian Software Industry	1224	1755	2670	3900	5700	8750

(* Source: NASSCOM)

Overview of Software Exports

Software exports has major share in India's total exports. As of the year 2004-05, both software and services revenue grew by 32 percent to $ 22 billions and $28.5 billions in 2005-06.

According to NASSCOM, India's domestic market, grew by 24 per cent. Presently Indian companies have concentrated on only two largest IT service markets. They are USA and the UK. Even Canada, Japan, Germany and France represent huge growth potential in the industry.

Progress of IT Industry **(In terms of US $ billion)**

Year	2003-04	2004-05	2005-06*
IT software and service exports	9.2	12.0	15.2
ITE-BPO exports	3.6	5.2	7.3
Domestic market	3.9	4.8	6.0
Total	16.7	22.0	28.5

*Estimated

Source: Ministry of Communications and IT.

According to a NASSCOM-McKinsey report, annual revenue projections for India's IT industry in 2008 are US $ 87 billion and market openings are emerging across four broad sectors, IT services, software products, IT enabled services, and e-businesses thus creating a number of opportunities for Indian companies. In addition to the export market, all of these segments have a domestic market component as well.

Other key findings of this report are:

- Software & Services will contribute over 7.5 % of the overall GDP growth of India
- IT Exports will account for 35% of the total exports from India
- Potential for 2.2 million jobs in IT by 2008

- IT industry will attract Foreign Direct Investment (FDI) of U.S. $ 4-5 billion
- Market capitalization of IT shares will be around U.S. $ 225 billion

Projected Revenues – 2008 **($ US billion)**

	India Based	India Centric	Sub total (International)	Domestic	Total	1998
IT Services	23	7*	30	8.5	38.5	2.1
Software Products	8	2	10	9.5**	19.5	0.6
IT-enabled Service	15	2	17	2	19	0.4
E-business	4	1	5	5	10	0.2
Total	50	12	62	25	87	3.3

Exports of $50 billion in 2008

- Legacy/client server, ERP and package work and Internet all have different proportions of work outside India where revenues are not export revenues.

  ** Resale of imported products included.

Integer is an IT Education, Software development and Services organization with annual revenue exceeding 2.5 Crore. They have partnership with IBM and Sun Microsystems. Their target markets are USA, UK, UAE and India. Data warehousing, Supply chain management, Logistics, Portfolio management & Self Service banking are the areas in which they are doing their current projects.

COMPANY OVERVIEW

Every organization has a different learning need. Some require Instructor-led training, some desire Web - based training, while some demand a mix of different modes of training. The subject areas of training also differ widely from client to client. Integer recognizes this fact and caters to all such unique learning requirements. We have developed courses in various subjects for wide varied audiences - everything from **(IT, insurance, Finance, Medicine and Industrial automation)**.

Our experience of over one year in Software development and training for some of the world's leading organizations gives us the unmatched edge that clients need. Integer is an IT Education, Software development and Services organization, Established in 2004 with over 150 employees & annual revenue exceeding 2.5 Crore. With some experienced and diversified trainers we conduct quality training on

- **JAVA TECHNOLOGIES**
- **J2EE**
- **.NET**
- **TESTING**
- **EMBEDDED**

PRODUCT PROFILE

- Any Branch Banking
- Openize Technology
- Asset Liability Management
- Core Banking Solution
- Information System Audit

CHAPTER- 4

SYSTEM ANALYSIS AND DESIGN

4.1 EXISTING MODEL:

- Processing Manually
- Using Mediums like News papers, Third party consultancy, Existing Online job sites.
- Employs a separate team for scrutinizing the profile, conducting Tests & Interviews
- Conducting Campus Interviews

4.2 PROPOSED MODEL:

- Implementing a completely free online recruitment web site
- Any organization can post their vacancies on free of cost
- Candidates can apply for the job
- Short listing applications & conducting tests through online
- Advertising the company details in the website

4.3 SYSTEM SPECIFICATION

4.3.1 HARDWARE REQUIREMENTS

Windows XP, 2000, NT,

Celeron or Pentium Processor,

RAM 128MB (Minimum),

Hard Disk 20GB (Minimum),

Keyboard (104 Keys),

Mouse (any make).

4.3.2 SOFTWARE REQUIREMENTS

- Technology: ASP.NET
- Scripting Language: C#.NET
- Designing: HTML – Dreamweaver Mx
- Database: MS SQL Server 2005

4.3.3 System Analysis

User Types : Organizations, Job Seekers & Administrator

Process Flow :

Organizations

1. User Registration
2. Posting Job vacancies
3. Scrutinizing & short listing the applications
4. Conducting online Tests
5. Calling the candidates for interview

Candidates

1. User Registrations
2. Posting Resumes
3. Search & Apply for jobs
4. Attending the Online test
5. Getting the status for the applications from the Recruiters

Administrator

1. Authorizing the Users
2. Bypassing the Applications
3. Administering all the processes

4.4 SYSTEM DESIGN AND DEVELOPMENT

4.4.1 FUNDAMENTAL DESIGN CONCEPT

System design is a process of conceiving, planning and sketching the layouts of the projects. It primarily includes design of the modules and its functions. Designing of MIS for quality assurance is an essential requirement for any organization that has a field workforce and resource.

4.4.2 DESIGN PROCESS

Administrator

This module is for site Administrator who can control the entire sites operations.

Employers:

Activate / Inactivate Employers:

The administrator can activate or inactivate the employer registration. The active employers and their jobs only visible for the candidates

Posted Jobs:

It show all the jobs posted on this site and related details.

Candidates:

The Authorization of the candidate can be done in this screen.

View Applications:

It shows all the applications posted their related details and status of that application.

Employer

In this module the employer can register as a recruiter and they can post their jobs and they can manage the applications for their jobs and also they can conduct assessments in this module.

The following are the screens coming under this employer module.

Edit Your Profile

Here the employer can edit their profile which is posted during the user creation.

Edit Your Account

Here the employer can update their account details means change their password.

Your Jobs

Employer can post and edit their job vacancies here.

View Applications

Here employers can view the applications for the vacancies they have posted and they can process those applications.

Your Assessments

Employer can post the assessment and edit the posted assessment for their jobs.

The Employer can define the Assessments parts, Questions in each part, Marks per Question and more.

View Assessment Results

It shows the assessment mark & results of the candidates who attended the assessment

Your Recruitments

This screen can be used by the employer to call the candidate for the interview and the employer can set the interview date & Venue.

Selection List

Here the employer can post the interview result whether the candidates are selected or rejected.

Candidate

This module entirely dedicated for the candidates where they can register, search a job, Apply For the job, Attend the assessment and view the status of the application and more.

The following are the screens coming under this employer module.

Edit Your Profile

Here the candidate can edit their profile details which are given by them during the user creation.

Change Password

Here the candidate can change their password.

Search Job

Here the candidate can search for job and can apply for searched job.

View Applications

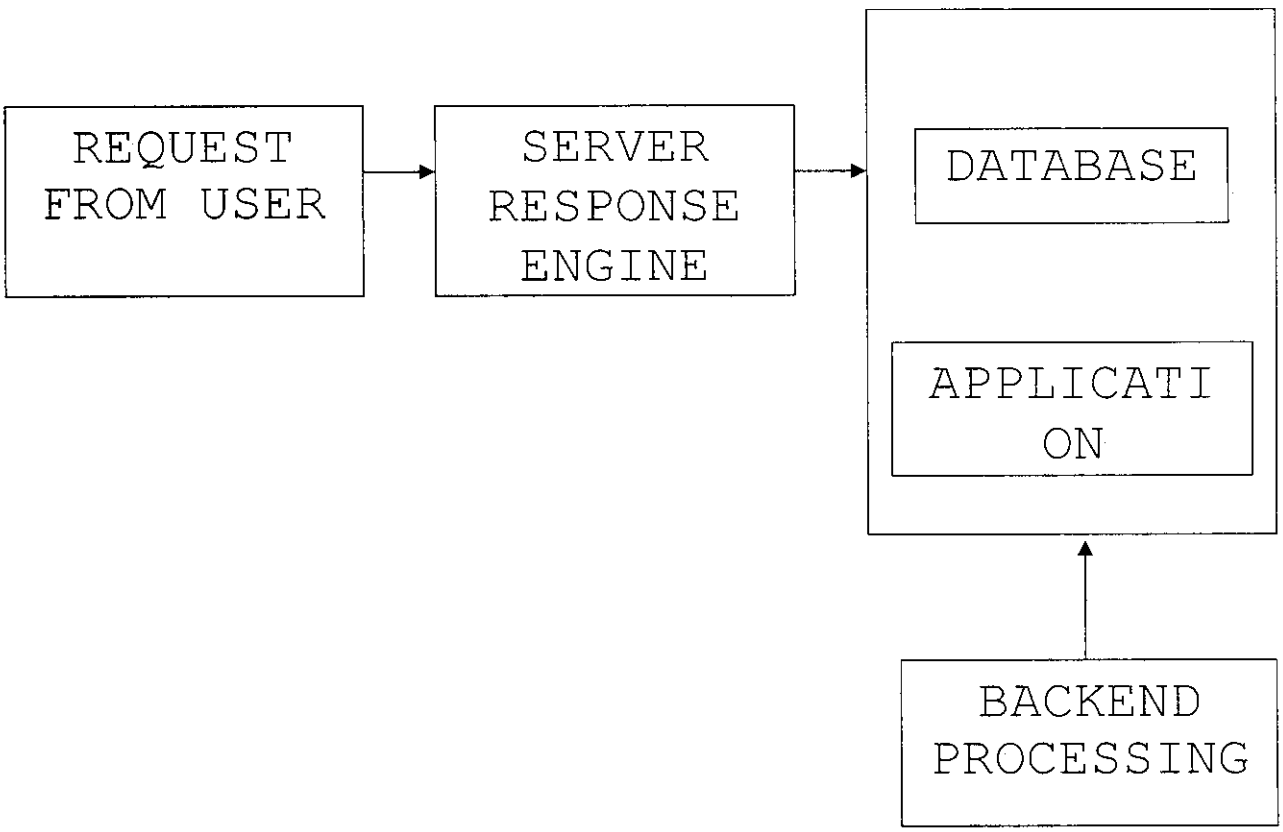
Here candidate can view all the applications applied by them and the status of the applications. If the candidate call for assessment then from here it

automatically take the candidate to assessment screen there they attend their assessments.

Post Resume

Here the candidate can upload their soft copy of the resume.

4.5 TECHNICAL OVERVIEW DIAGRAM



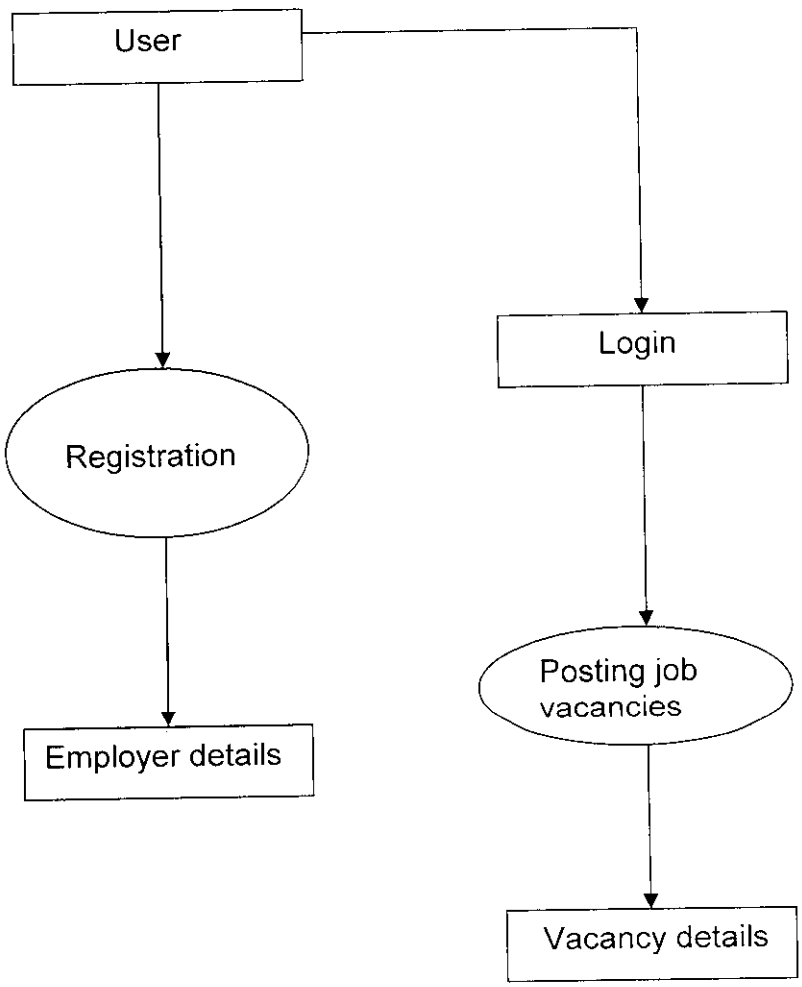
The user sends the request from the user end. The request is passed on to the response engine connectivity.

The server receives the request from the user end and checks it with the database for the availability of products.

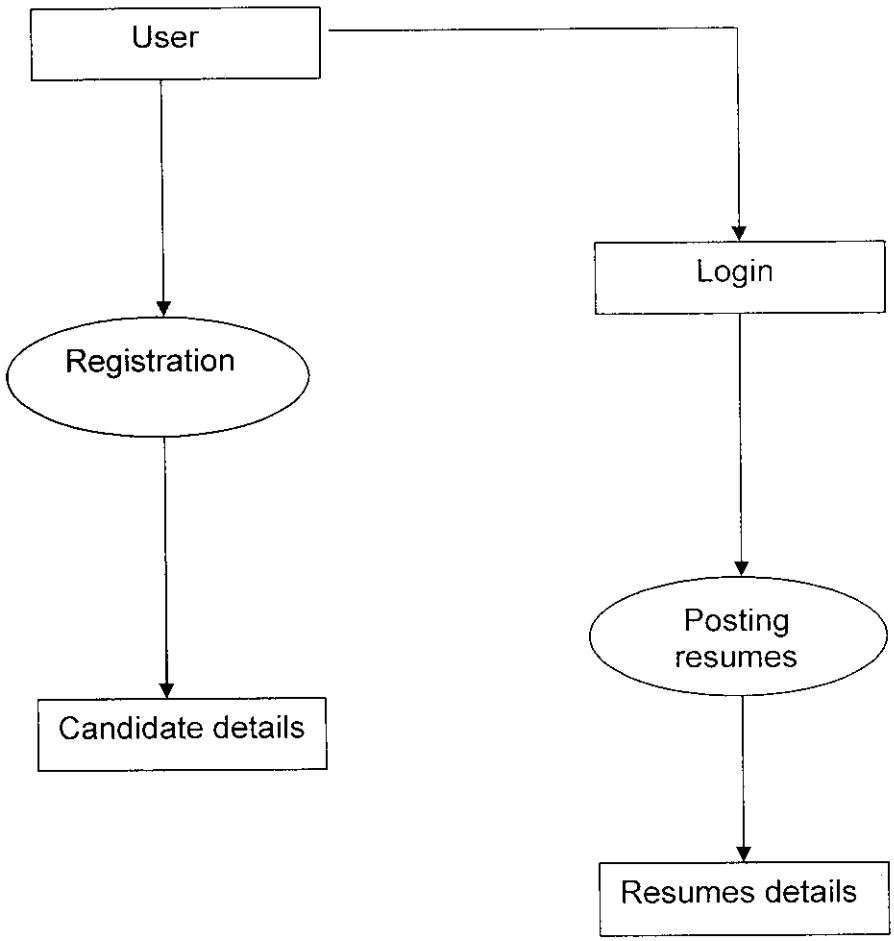
The application and the database are interlinked and the lists of items available through database creation are displayed to the user by using the Backend Processing.

4.6 DATAFLOW DIAGRAM:

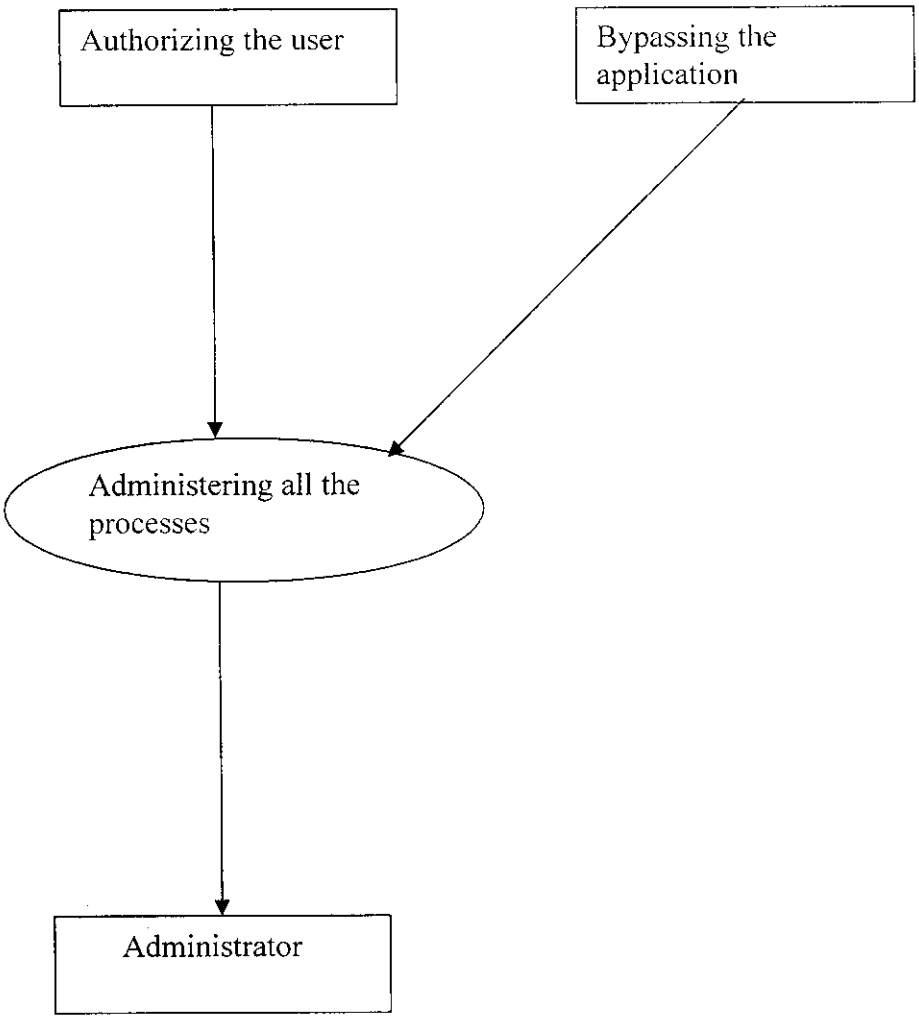
4.6.1 Organization



4.6.2 CANDIDATES



4.6.3 ADMINISTRATORE



4.7 TABLE DESGIN

ONLINE RECRUITMENT SYSTEM

1. EMPLOYER TABLE:

Table1.1

Industry type master

Table name: tbindustry_mas

S.No	Field Name	Data Type	Size	Constraint	Description
1	IndTypeId	int	4	Primary Key	Industry Type Id
2	IndTypeName	varchar	50		Industry Type Name
3	IndTypeDesc	varchar	50		Industry Type Description

Table1.2

Functional area master

Table name: tbfunarea_mas

S.No	Field Name	Data Type	Size	Constraint	Description
1	Fun Area Id	int	4	Primary Key	Functional Area Id
2	Fun Area Name	varchar	50		Functional Area Name
3	Fun Area Desc	varchar	50		Functional Area Description

Table1.3

Company type master

Table name: tbcmptyp_mas

S.No	Field Name	Data Type	Size	Constraint	Description
1	CompTypeId	int	4	Primary Key	Company Type Id
2	CompTypeName	varchar	50		Company Type Name
3	CompTypeDesc	varchar	50		Company Type Description

Table 1.4

country master

table name: tbcountry_mas

S.No	Field Name	Data Type	Size	Constraint	Description
1	CountryCode	int	4	Primary Key	Country Code
2	CountryName	varchar	25		Contry Name
3	CountryDesc	varchar	50		Country Desription

Table 1.5

State master

Table name: tbstat_mas

S.No	Field Name	Data Type	Size	Constraint	Description
1	StateCode	int	4	Primary Key	State Code
2	CountryCode	int	4	Foreign Key Ref: tbCountry_Mas.CountryCode	Country Code
3	StateName	varchar	50		State Name
4	StateDesc	varchar	50		State Description

Table 1.6

city master

table name: tbcity_mas

S.No	Field Name	Data Type	Size	Constraint	Description
1	CityCode	int	4	Primary Key	City Code
2	CountryCode	int	4	Foreign Key Ref: tbCountry_Mas.CountryCode	Country Code
3	CityName	varchar	50		City Name
4	CityDesc	varchar	50		City Description

Table 1.7

Education qualification master

Table name: tbedqual_mas

S.No	Field Name	Data Type	Size	Constraint	Description
1	EduQualCode	int	4	Primary Key	Edu.Qual Code
2	EduQual	varchar	50		Edu.Qual Name
3	EduDesc	varchar	50		Edu.Qual Description

Table 1.8

Ug degree master

Table name: tbug_mas

S.No	Field Name	Data Type	Size	Constraint	Description
1	UgCode	int	4	Primary Key	UG Code
2	UgName	varchar	50		UG Name
3	UgDesc	varchar	50		UG Description

Table 1.9

Pg degree master

Table name: tbpg_mas

S.No	Field Name	Data Type	Size	Constraint	Description
1	PgCode	int	4	Primary Key	PG Code
2	PgName	varchar	50		PG Name
3	PgDesc	varchar	50		PG Description

Table 1.10

post pg degree master

table name: tbppg_mas

S.No	Field Name	Data Type	Size	Constraint	Description
1	PPgCode	int	4	Primary Key	Post PG Code
2	PPgName	varchar	50		Post PG Name
3	PPgDesc	varchar	50		Post PG Description

Table 1.11

Subject master

Table name: tbsub_mas

S.No	Field Name	Data Type	Size	Constraint	Description
1	SubCode	int	5	Primary Key	Subject Code
2	SubName	varchar	50		Subject Name
3	SubDesc	varchar	50		Subject Description

Table 1.12

Status master

Table name: tbjop status

S.No	Field Name	Data Type	Size	Constraint	Description
1	StatID	int	4	Primary Key	Status Id
2	Status	varchar	50		Status Description

Table 1.13

User account details

Table name: tblogin

S.No	Field Name	Data Type	Size	Constraint	Description
1	UsrIdCode	bigint	8	Primary Key	User Id Code
2	UsrTypeId	int	4	Foreign Key : Refer: tbUserType_Mas. UsrTypeId	User Type Id
3	UsrId	varchar	25	Unique	User Id
4	Pwd	varchar	25		User Password
5	PwdHintQuestion	varchar	50		Password Question
6	Answer	varchar	50		Password Answer
7	CreateDtTme	Date/Time			Create Date and Time
8	LastAccDtTme	Date/Time			Last Access Date and Time
9	UserStatus	int	4		1 -active 2 - InActive

Table 1.14

Employer details

Table name: tbemp_mas

S.No	Field Name	Data Type	Size	Constraint	Description
1	EmprCode	int	8	Primary Key	Employer Code
2	UserIdCode	int	8	Foreign Key : Refer: tbUserId_Mas. UserIdCode	User Id Code
3	EmprName	varchar	25		Employer Name
4	EmprDesg	varchar	25		Employer Designation
5	EmprCompName	varchar	50		Employer Company Name
6	EmprIndustry	int	3	Foreign Key : Refer: tbIndustry_Mas. IndTypeId	Employer Industry
7	EmprIndOther	varchar	50		Employer Industry Other
8	EmprCompType	int	2	Foreign Key : Refer: tbCompType_Mas. CompTypeId	Employer Company Type
9	EmprCompTypeOther	varchar	50		Employer Company Type Other
10	EmprEmail	varchar	3		Employer Email

11	EmprPhCc	int	3		Employer Phone Country Code
12	EmprPhAc	int	6		Employer Phone Area Code
13	EmprPhTel	int	10		Employer Phone Telephone
14	EmprMobile	varchar	15		Employer Mobile
15	EmprAddress	varchar	100		Employer Address
16	EmprCity	int	3	Foreign Key : Refer: tbCity_Mas.CityCode	Employer City
17	EmprCityOther	varchar	25		Employer City Other
18	EmprState	int	3	Foreign Key : Refer: tbState_Mas. StateCode	Employer State
19	EmprStateOther	varchar	25		Employer State Other
20	EmprPincode	int	10		Employer Pin code
21	EmprCountry	int	3	Foreign Key : Refer: tbCountry_Mas. CountryCode	Employer Country
22	EmprCountryOther	varchar	25		Employer Countrt Other
23	DtTmeofCreate	Date/Time			Date and Time of Create
24	DtTmeofLastAcc	Date/Time			Date and Time Last Access

Table 1.15

Employer post job

Table name: tbemprpostjob

S.No	Field Name	Data Type	Size	Constraint	Description
1	JobId	int	10	Primary Key	Job Id
2	EmprCode	int	5	Foreign Key : Refer: tbEmployer_Det. EmprCode	Employer Code
3	IndTypeId	int	3	Foreign Key : Refer: tbIndustry_Mas. IndTypeId	Industry Type Id
4	IndTypeOther	varchar	50		Industry Type Other
5	FunAreaId	int	3	Foreign Key : Refer: tbFunArea_Mas. FunAreaId	Functional Area Id
6	FunAreaOther	varchar	50		Functional Area Other
7	JobCode	varchar	25		Job Code
8	JobName	varchar	50		Job Name
9	RequireSkillSet	varchar	Max		Require Skill Set
10	RequireEduQual	varchar	Max		Require Educational Qualification
11	NoOfOpenings	int	5		No Of Openings
12	PostingDate	Date/Time			Posting
13	OpeningDate	Date/Time			Opening
14	ClosingDate	Date/Time			Closing Date
15	OtherExtraDetails	varchar	Max		Extra Details
16	ReqExp	int	4		Required Experience
17	ClDateStr	varchar	10		
18	Active	int	4		Status
19	CityID	int	4		Working place

2.CANDIDATE TABLE:

TABLE 2.1

Candidates details

Table name: tbcandi_det

S.No	Field Name	Data Type	Size	Constraint	Description
1	CanCode	int	5	Primary Key	Candidate Code
2	CanRegNo	varchar	10	Unique	Candidate Reg.Code
3	UserIdCode	int	5	Foreign Key : Refer: tbUserId_Mas. UserIdCode	User Id Code
4	CanName	varchar	25		Candidate Name
5	CanEmail	varchar	50		Candidate Email
6	CanAddress	varchar	100		Candidate Address
7	CanCity	int	3	Foreign Key : Refer: tbCity_Mas.CityCode	Candidate City
8	CanCityOther	varchar	25		Candidate City Other
9	CanState	int	3	Foreign Key : Refer: tbState_Mas. StateCode	Candidate State
10	CanStateOther	varchar	25		Candidate State
11	CanPincode	int	10		Candidate PinCode
12	CanCountry	int	3	Foreign Key : Refer: tbCountry_Mas.CountryCode	Candidate Country
13	CanCountryOther	varchar	25		Candidate Country Other
14	CanPhCc	int	3		Candidate Phone - Country Code
15	CanPhAc	int	6		Candidate Phone – Area Code
16	CanPhTel	int	10		Candidate Phone – Telephone
17	CanMobile	varchar	15		Candidate Mobile
18	CanGender	int	4		Gender of candidate
19	Dob	varchar	20		Date of birth of candidate

Table 2.2

Candidates education details

Table name: can_edudet

S.No	Field Name	Data Type	Size	Constraint	Description
1	UserIdCode	bigint	8	Foreign Key : Refer: tbUserId_Mas. UserIdCode	User Id Code
2	CanHighestEduQual	int	4		
3	CanUgCode	int	4	Foreign Key : Refer: tbUg_Mas.UgCode	Can. UG Degree Code
4	CanUgOther	varchar	50		Can. UG Degree Other
5	CanUgSubCode	int	4	Foreign Key : Refer: tbSub_Mas.SubCode	Can. Subject.Specialization
6	CanUgSubOther	varchar	50		if other then subject name
7	CanUgPercentage	varchar	10		Can. UG. Percentage
8	CanPgCode	int	4	Foreign Key : Refer: tbPg_Mas.PgCode	Can. PG Degree Code
9	CanPgOther	varchar	50		Can. PG Degree Other
10	CanPgSubCode	int	4	Foreign Key : Refer: tbSub_Mas.SubCode	Can. Subject.Specialization
11	CanPgSubOther	varchar	50		if other then subject name
13	CanPgPercentage	varchar	10		Can. PG. Percentage
14	CanPPgCode	int	4	Foreign Key : Refer: tbPPg_Mas.PPgCode	Can. PPG Degree Code
15	CanPPgOther	varchar	50		Can. PPG Degree Other
16	CanPPgSubCode	int	4	Foreign Key : Refer: tbSub_Mas.SubCode	Can. Subject.Specialization
17	CanPPgSubOther	varchar	50		if other then subject name
18	CanPPgPercentage	varchar	10		Can. PPG. Percentage
19	OtherCourse	varchar	50		done any other course details
20	OtherSub	varchar	50		subject on that course
21	OtherPercentage	varchar	10		percentage on that course

Table 2.3

Candidates career details

Table name: tdcan_cardet

S.No	Field Name	Data Type	Size	Constraint	Description
1	UserIdCode	bigint	8		
2	CanTotalExp	int	4		Candidate Total Experience
3	CanFunAreaId	int	4		
4	CanFunAreaOther	varchar	50	Foreign Key : Refer: tbFunArea_Mas. FunAreaId	Functional Area Code
5	CanCurrentIndTypeId	int	4	Foreign Key : Refer: tbIndustry_Mas.IndTypeId	Current Industry Type Id
6	CanCurrentIndOther	varchar	50		If Any other then indu. name
7	CurrentEmployer	varchar	50		Current Emploer Name
8	CurEmprAddress	varchar	200	Foreign Key : Refer: tbUg_Mas.UgCode	Empr.address
9	CurCTC	varchar	50		Current CTC
10	ExpCTC	varchar	50		Expected CTC
11	IncaseofselReport	varchar	75	Foreign Key : Refer: tbPg_Mas.PgCode	Incase of selection reporting date
12	CanDtTmeCreate	varchar	50		date and time of create
13	CanDtTmeLastAcc	varchar	50		date and time of last access

Table 2.4

candidate resume details

table name: tbcan_resumedet

S.No	Field Name	Data Type	Size	Constraint	Description
1	UserIdCode	bigint	8	Foreign Key : Refer: tbCandidate_det.UserIdCode	Application Id
2	ResumeHeadline	varchar	150		
3	ResumeDetails	varchar	8000		

Table 2.5

Candidate applied job details

Table name: tbcandidate_apjob

S.No	Field Name	Data Type	Size	Constraint	Description
1	AppId	int	8		Application Id
2	JobId	int	8	Foreign Key : Refer: tbEmprPostJob. CanCode	Job Id
3	UserIdCode	int	8	Foreign Key : Refer: tbCandidate_det.UserIdCode	Candidate Code
4	DtTme	varchar	50		
5	Status	int	4		
6	Active	int	4		

3.ADMINISTATOR TABLE

Table 3.1

Assessment master

Table name: tbass_mas

S.No	Field Name	Data Type	Size	Constraint	Description
1	AsId	int	5	Primary Key	Assesmenr Code
2	JobId	int	3	Ref:tbEmprPostJob.JobId	
3	AsDate	int	3		Assessment Date
4	AsTitle	int	3		Assessment Title
5	AsCode	varchar	Max		Assessment Code
6	TotNoParts	Date/Time			Total No.Of. Partts
7	MinMark				

Table 3.2

Assessment part master

Table name: tbasses_part

S.No	Field Name	Data Type	Size	Constraint	Description
1	ApId	int	8	Primary Key	Assesmenr Code
2	AsId	int	8	Ref:tbEmprPostJob.JobId	
3	PartNo	int	4		
4	TotQuest	int	4		
5	MarkPerQues	int	4		
6	PartTitle	varchar	100		

Table 3.3

Question master

Table name: tbqus_mas

S.No	Field Name	Data Type	Size	Constraint	Description
1	QID	int	8	Primary Key	Question Code
2	APID	int	8	Foreign Key : Refer: tbAssesment_Mas. Asscode	Assesment Code
3	Question	varchar	50		Question
4	opt1	varchar	50		Choice 1
5	opt2	varchar	50		Choice 2
6	opt3	varchar	50		Choice 3
7	opt4	varchar	50		Choice 4
8	AnswerOpt	int	4		
9	Answer	varchar	50		Answer option

Table 3.4

Assessment cal master

Table name: tbcal_mas

S.No	Field Name	Data Type	Size	Constraint	Description
1	AssCallCode	int	8	Primary Key	Assesment Call Code
2	AsId	Int	8	Ref:tbAssess_Mas.AsId	

3	UserIdCode	int	8	Foreign Key : Refer: tbCandidate_det.UserIdCode	Candidate Code
4	AssCalldate	varchar	20		Candidate Reg no
5	AppID	int	8		Assesment User Id
6	Active	int	4		Assesment Password

Table 3.5

Assessment result

Table name: tbasses_res

S.No	Field Name	Data Type	Size	Constraint	Description
1	AssResID	bigint	8	Primary Key	Result Id
2	AssCallCode	bigint	8	Primary Key	Assesment Call Id
3	UserIdCode	bigint	8	Foreign Key : Refer: tbCandidate_det.UserIdCode	Candidate Code
4	AssAttDate	varchar	30	1	Assessment Attended dated
5	APID	bigint	8	1	Part ID
6	TotMarks	int	4	1	Toatal Marks
7	MarksObt	int	4	1	Marks Obtained

Table 3.6

Interview calls

Table name: tbintcalls

S.No	Field Name	Data Type	Size	Constraint	Description
1	IntCallCode	int	5	Primary Key	Interview Call Code
2	UserIdCode	int	5	Foreign Key : Refer: tbCandidate_det.UserIdCode	Candidate Code
3	DateOfIntView	Date/Time			Date Of Interview
4	Venue	varchar	100		Venue of Interview
5	ReportTo	varchar	50		Reporting to
6	Status	int	1		0-No Response 1-Cleared 2-Failed
7	AppID				
8	Active				

Table 3.7

Employer post result

Table name: tbpost_res

S.No	Field Name	Data Type	Size	Constraint	Description
1	IntCallCode	bigint	8	Foreign Key : Refer: tbIntCalls_det. IntCallCode	Interview call code
2	EmprCode	bigint	8	Foreign Key : Refer: tbEmployer_det. EmprCode	Employer Code
3	DateOfIntView	varchar	50		Date of Interview
4	Venue	varchar	50		Venue of Interview
5	IntTime	varchar	15		Interview Time
6	Result	int	4		

CHAPTER-5

RESULTS AND DISCUSSIONS

- Implementing a completely free online recruitment web site
- Any organization can post their vacancies on free of cost
- Candidates can apply for the job
- Short listing applications & conducting tests through online
- Advertising the company details in the website
- Consumes less manpower & Time
- Get a global exposure for the company
- Absolutely Free for the both Organizations & Candidates
- Organization can get a wide range of professionals.

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4. Dreamweaver templates, its a simple, easy process to build a very professional-looking web site.

5. MSDE/SQL and Access provide ASP.NET Website using C# and VB.NET Build your own

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