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ABSTRACT

An Efficient Online Campus Recruitment is aimed at developing a web-based and central recruitment Process system for the HR Group for a company. Some features of this system will be creating vacancies, storing application data, and Interview process initiation Scheduling interviews, storing Interview results for the applicant and finally Hiring of the applicant. Reports may be required to be generated for the use of the HR group. Online Recruitment System is an online website in which jobseekers can register themselves and then attend the exam. Based on the outcome of the exam the jobseekers will be short listed. The exam will be conducted at some venue after short listing of the preliminary Aptitude Test. The details of the examination, venue & Date of the examination will be made available to them through the website. Recruiters and job seekers both uses Online Recruitment System medium to have direct interaction with best selected ones. By uploading resumes and setting job search criteria by the job seekers, they can browse the web application. Recruiters will have the freedom to post the particular jobs with their requirements, can filter their search query, check out the resumes of job seekers, upload their logos, can create their profiles and much. Online Recruitment System is one such platform with some unique features to make recruitment process easier by providing flexibility to the recruiters.

1. INTRODUCTION

Online Recruitment System is an online website in which jobseekers can register themselves online and apply for job and attend the exam. Online Recruitment System provides online help to the users all over the world. Using web recruitment systems like recruitment websites or jobsites also play a role in simplifying the recruitment process. Such websites have facilities where prospective candidates can upload their CV's and apply for jobs suited to them. Such sites also make it possible for recruiters and companies to post their staffing requirements and view profiles of interested candidates. Earlier recruitment was done manually and it was all at a time consuming work. Now it is all possible in a fraction of second. It is all done online without much time consuming. Today's recruitment applications are designed to do a whole lot more than just reduce paperwork. They can make a significant contribution to a company's marketing and sales activity. Recruitment websites and software make possible for managers to access information that is crucial to managing their staff, which they can use for promotion decisions, payroll considerations and succession planning. Online Recruitment System enables the users to

have the typical examination facilities and features at their disposal. It resolves typical issues of manual examination processes and activities into a controlled and closely monitored work flow in the architecture of the application. This multiplatform solution brings in by default, the basic intelligence and immense possibilities for further extension of the application as required by the user. The system makes it friendly to distribute, share and manage the examination entities with higher efficiency and easiness. The objective of these websites is to serve as a common meeting ground for jobseekers and employers, both locally and globally where the candidates find their dream jobs and recruiters find the right candidate to fulfill their needs. These sites are specifically designed for those who seek the most demanding and challenging positions in their chosen field with the most dynamic employers. Thousands of websites compete for your attention-each has its own unique interface URL and peculiarities.

2. MODULES AND ITS DESCRIPTION

Module in this project:

- 2.1. Administrator
- 2.2. Jobseekers
- 2.3. Company

Brief description on the modules:

2.1. Administrator: Administrator has the full authority over the website. He can view all the registered users and have the power to delete them. He can edit the web pages and update them. He can view all the company details also.

2.2. Jobseeker: A jobseeker can register himself. After registration, he will be directed to his homepage. Here he can update his profile, change password and see the examination details and all.

2.3. Company: A company can register itself, conduct online examination, approve or disapprove candidates attending examination and provides results about the selected candidates.

3. EXISTING SYSTEM

Presently recruitment is done manually. That is if a company or organization needs employees they make an announcement through newspaper. People who are eligible send

application to the organization or company. From these applications they are called for interviews or tests. After tests company has to do short listing manually. From these shortlisted candidates, they are called for interviews. After interview short listed candidates are employed. So it's all a time consuming procedure.

3.1. DISADVANTAGES OF EXISTING SYSTEM

Recruitment is done manually. These tasks are time consuming. It may take one month or long. People around the world cannot apply. Online Recruitment system very convenient because in the manual system there are lot of difficulties in conducting and managing a recruitment exam, short listing, maintaining staff etc.

4. PROPOSED SYSTEM

Online Recruitment is aimed at developing a web-based and central recruitment Process system for the HR Group for a company. Some features of this system will be creating vacancies, storing application data, and Interview process initiation, Scheduling Interviews, Storing Interview results for the applicant and finally hiring of the applicant. Online Recruitment System is an online website in which jobseekers can register themselves and then attend the exam. Based on the outcome of the exam the jobseekers will be shortlisted. The details of the examination and Date of the examination will be made available to them through the website. People all around the world can apply and register. It has made all the process easy.

4.1. ADVANTAGES OF PROPOSED SYSTEM

Online Recruitment System enables the users to have the typical examination facilities and features at their disposal. It resolves typical issues of manual examination processes and activities into a controlled and closely monitored work flow in the architecture of the application. This multiplatform solution brings in by default, the basic intelligence and immense possibilities for further extension of the application as required by the user. The system makes it friendly to distribute, share and manage the examination entities with higher efficiency and easiness. It is a comprehensive resource for finding a job online.

5. ARCHITECTURE DIAGRAM

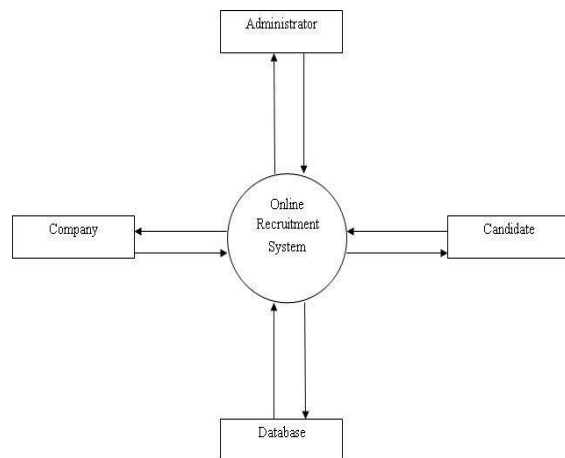


Figure.5.1. Online Recruitment System

6. CANDIDATE SELECTION METHOD

Selection is the process of picking individuals (out of the pool of job applicants) with requisite qualifications and competence to fill jobs in the organization. A formal definition of selection is the process of differentiating between applicants in order to identify (and hire) those with a greater likelihood of success in a job. The role of selection in an organization's effectiveness is crucial for at least, two reasons. First, work performance depends on individuals. The best way to improve performance is to hire people who have the competence and willingness to work. Second, cost incurred in recruiting and hiring personnel speaks volumes about the role of selection. Costs of wrong selection are much higher.

6.1. SELECTION PROCESS

Selection is a long process, commencing from the preliminary interview of the applicants and ending with the contract of employment. However, the process differs among organizations and between two different jobs within the same organization.

6.2. PRELIMINARY INTERVIEW

The applications received from job seekers would be subject to scrutiny so as to eliminate unqualified applicants as a part of recruitment. This is usually followed by a preliminary interview the purpose of which is more or less the same as scrutiny of applications.

Scrutiny enables the HR specialists to eliminate unqualified job seekers based on the information supplied in their application form. Preliminary interview, on the other hand, helps reject misfits for reasons which did not appear in the application forms. Besides, preliminary interview, often called “courtesy interview”, is a good public relations exercise. The employment interviews can be

(i) one-to-one, (ii) sequential, (iii) panel.

- In **one-to-one interview**, there are only two participants: the interviewer and the interviewee. This is the preliminary interview.
- The **sequential interview** takes one-to-one a step further and involves a series of interviews, usually utilizing the strengths and knowledge base of each interviewer, so that each interviewer can ask questions in relation to his/her subject area of each candidate, as the candidate moves from room to room.
- The **panel interview** consists of two or more interviewers and the figure may go up to as many as 15. Any panel interview is less intimate and more formal than the one-to-one, but if handled and organized well, it can provide a wealth of information. If not handled carefully, the panel interview can make the candidate feel ill at ease and confused about whose question to answer and whom to address. Interviewers themselves are likely to experience a nightmare, not knowing who will ask which question and in what order.

6.3. SELECTION DECISION

After obtaining information through the preceding steps, selection decision – the most critical of all the steps – must be made. The other stages in the selection process have been used to narrow the number of candidates. The final decision has to be made from the pool of individuals who pass the tests, interviews and reference checks.

The views of the line manager will be generally considered in the final selection because it is he/she who is responsible for the performance of the new employee. The HR manager plays a crucial role in the final selection.

6.4. PHYSICAL EXAMINATION

After the selection decision and before the job offer is made, the candidate is required to undergo a physical fitness test. A job offer is, often, contingent upon the candidate being declared fit after the physical examination. The results of the medical fitness test are recorded in a statement and are preserved in the personnel records. There are several objectives behind

a physical test. Obviously, one reason for a physical test is to detect if the individual carries any infectious diseases. Secondly, the tests assist in determining whether an applicant is physically fit to perform the work. Third, the physical examination information may be used to determine if there are certain physical capabilities with health defects from undertaking work that could be detrimental to themselves or might otherwise endanger the employer's property. Finally, such an examination will protect the employer from worker's compensation claims that are not valid because the injuries or illness were present when the employee was hired.

6.5. JOB OFFER

The next step in the selection process is job offer to those applicants who have crossed all the previous hurdles. Job offer is made through a letter of appointment. Such a letter generally contains a date by which the appointee must report on duty. The appointee must be given reasonable time for reporting. This is particularly necessary when he/she is already in employment, in which case the appointee is required to obtain a relieving certificate from the previous employer. Again, a new job may require movement to another city which means considerable preparation and movement of property. The company may also want the individual to delay the date of reporting on duty. If the new employee's first job upon joining the company is to go on training, the organization may request that the individual delays joining the company until perhaps a week before such training begins. Naturally, this practice cannot be abused, especially if the individual is unemployed and does not have sufficient finances.

Decency demands that the rejected applicants be informed about their non-selection. Their applications may be preserved for future use, if any. It needs no emphasis that the applications of selected candidates must also be preserved for future references.

6.6. CONCLUDING THE SELECTION PROCESS

Contrary to popular perception, the selection process will not end with executing the employment contract. There is another step a more sensitive one reassuring those candidates who have not been selected. Such candidates must be told that they were not selected, not because of any serious deficiencies in their personalities but because their profiles did not match the requirements of the organization. They must be told that those who were selected were done purely on relative merit.

7. BARRIERS TO EFFECTIVE SELECTION

The main objective of selection is to hire people having competence and commitment. This objective is often defeated because of certain barriers. The impediments which check effectiveness of selection are perception, fairness, validity, reliability and pressure.

Perception: Our inability to understand others accurately is probably the most fundamental barrier to selecting the right candidate. Selection demands an individual or a group of people to assess and compare the respective competencies of others, with the aim of choosing the right persons for the jobs. But our views are highly personalized. We all perceive the world differently. Our limited perceptual ability is obviously a stumbling block to the objective and rational selection of people.

Fairness: Fairness in selection requires that no individual should be discriminated against on the basis of religion, region, caste, race or gender. But the low numbers of women and other less-privileged sections of the society in middle and senior management positions and open discrimination on the basis of age in job advertisements and in the selection process would suggest that all the efforts to minimize inequity have not been very effective.

Validity: Validity, as explained earlier, is a test that helps predict job performance of an incumbent. A test that has been validated can differentiate between the employees who can perform well and those who will not. However, a validated test does not predict job success accurately. It can only increase possibility of success. Pressure: Pressure is brought on the selectors by politicians, bureaucrats, relatives, friends and peers to select particular candidates. Candidates selected because of compulsions are obviously not the right ones. Appointments to public sector undertakings generally take place under such pressures. The systematic and scientific selection organizations to ensure that they have right people at the right time. However organizations still face the challenge of retaining these talented individuals with them.

CONCLUSION:

The present study has shown that e-recruitment as an organizational concept and social phenomenon is not limited to the internal boundaries of an organization, and should not be perceived simply as some technological solution to a recruitment need. The research presented here has also confirmed that e-recruitment can be viewed and studied from the perspective of virtual organizing. E-recruitment can thus be defined as the organization of recruitment processes

and activities, which, by means of technology and human agents, facilitate time- and space-independent collaboration and interaction in order to identify, attract, and influence competent candidates. The analyses of the various data sources confirm the suggestion that e-recruitment is a highly composite phenomenon which relies on diverse organizational arrangements. Organizing for e-recruitment involves employers, various online intermediaries and technology providers, and even job seekers. Our proposed system helps to reduce the manpower concern while placements. E-recruitment is directed towards, and carried out together with, external partners and customers, to placed in reputed companies.

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LIST OF FIGURES

FIGURE 5.1: ONLINE RECRUITMENT SYSTEM

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