Man Power Acquisition Planning and Employee Recruitment

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Abstract:-

Recruitment is the way toward hunting down forthcoming workers and empowering them to apply for occupations in the association. Choice might be characterized as the procedure by which the association looks over among the candidates, those individuals whom they feel would best meet the activity necessity, thinking about current ecological condition. In the present quickly changing business condition, associations need to react rapidly to necessities for individuals. Thus, it is essential to have an all around characterized enlistment approach set up, which can be executed adequately to get the best fits for the empty positions. Choosing the wrong applicant or dismissing the correct competitor could end up being expensive missteps for the association. This paper will be planned and produced for any instructive colleges or schools for influencing enrollment to process. "Manpower Acquisition Planning and Employee Recruitment System" is an online device to lessen correspondence hole between Placement Officers (Applicants) and Job Providers (MNC Companies). Particularly in quickly developing IT advertise advancements are changing quickly, in view of innovation drift Organizations needs to select the general population. This procedure will influence recruitment to process simple and quick.

I. INTRODUCTION

The system is an online application that can be accessed by Placement Officers (Applicants) & Job Providers (MNC Companies) with proper login provided, which encourages the HR Management to take responsibility for recruitment process. The solution will be used to demonstrate how value can be delivered across any business process by linking business processes to relevant business content, and to the people that need to make business decisions.Recruitment process is very slow, difficult to handle more colleges/universities for recruitment process, Difficulty of maintaining the student's profiles and Communication gap between Job providers (MNC Organizations) and Placement officers.

"Employee Recruitment and Manpower Acquisition Tool" is to replace the existing manual system with a software solution.

This project can be very easily used in the process of decision making in new recruitments and it will reduce the amount of time required to complete the recruitment

process of any organization. This system will allow the Job providers (i.e. HR department) to post the required jobs (Opportunities) which will be available to University's/College's placement officers. Then Placements officers can check the student's profiles, if matches with opportunities then they will forward the student's profiles to respective HR department. So this system will allow the Job providers to search from database for suitable candidate for a position based on skill set. This system is Faster processing when compared to existing one, Easy recruitment process, Effective way of providing communication between Job providers(MNC Organizations) and Placement officers, Easy maintenance of student's profiles and Effective way of conducting scheduled interviews.

II.   MODULES

The project contains seven modules
    I.   Registration Module
    II.   User Management Module
    III.   Employee Management Module
    IV.   Resumes Module
    V.   Opportunities Module
    VI.   Schedule Interviews Module
    VII. Results Module

Descriptions of Modules:

In software engineering a module is a portion of a project that carries out a specific function and may be used alone or combined with other modules of the same project. Here we present detailed descriptions of each and every module highlighting its main features, significance and relationship with respect to other modules.

Registration Module:

This module allows Applicant (Placement Officer) to register himself/herself by providing his/her details along with college information in this application. So this is the entry module which allows Placement Officers to involve in the application.

User Management Module:

This module allows Administrator to add users(i.e. Applicants or Employees) by providing credentials to logging into this application. In this module, admin can be able to add users who are registered applicants & added employees in the application only. And using this module, admin can view/edit existing user details. In this application, Users types are Admin, HR Manager, Project Manager, Interviewer & Applicant.

Employee Management Module:

This module allows Administrator to add employees (i.e. Admin, HR Manager, Project Manager, Interviewer) by providing their details like Employee Id, name, gender, mail id, address, department & etc in this application. In this module, admin can be able to view/edit/delete existing employees from the application.

Resumes Module:

This module allows Applicant (Placement Officer) to upload student's resumes (i.e. profiles) along with student's basic information based on the opportunity into the application. Once resume is uploaded, the resume's status could be initiated. And then HR manager can be able to view & download resume then will

go for either accept or reject the resume & that resume status could be Accept or Reject. Only accepted resumes will be sent to Project managers to view & schedule for interview. Once resume is scheduled, the status could be scheduled. Only the scheduled resumes will be sent to interviewers to take interview. Once the interview is done, interviewer, Project manager & HR Manager will give the result. And this module allows other users (i.e. Admin, Project Manager, Interviewer) to view/download resumes in the application.

Opportunities Module:

This is the basic module in the application. This module allows HR Manager to add job opportunities by providing department name like HR, Testing, Development & etc, position, no. of vacancies & Job description. In this module, HR Manager can be able to view/edit/delete job opportunities. Other users can only be able to view opportunity details. Based on the opportunity, Applicant will go to add a student's resume (i.e. Profile) into the application.

Schedule Interviews Module:

This module allows Project Manager to schedule the interview & assign that interview to appropriate interviewer. And Project Manager can be able to view existing scheduled interview details in between two dates. In this module, other users can view scheduled interview details in the application.

Results Module:

This module allows Interviewer, Project Manager & HR Manager to give the interview result in the application. After interview is done by interviewer, interviewer will go to give first result by providing rating & result description. Then Project Manager can see the result given by interviewer & he/she can setup further rounds & can give result to HR Manager. Finally HR manager will give the final result. In this module, other users like Admin & HR Manager can be able to see the interview results.
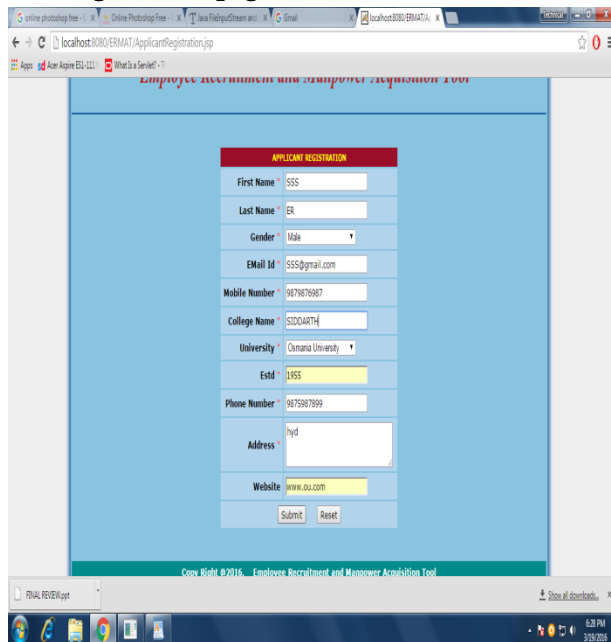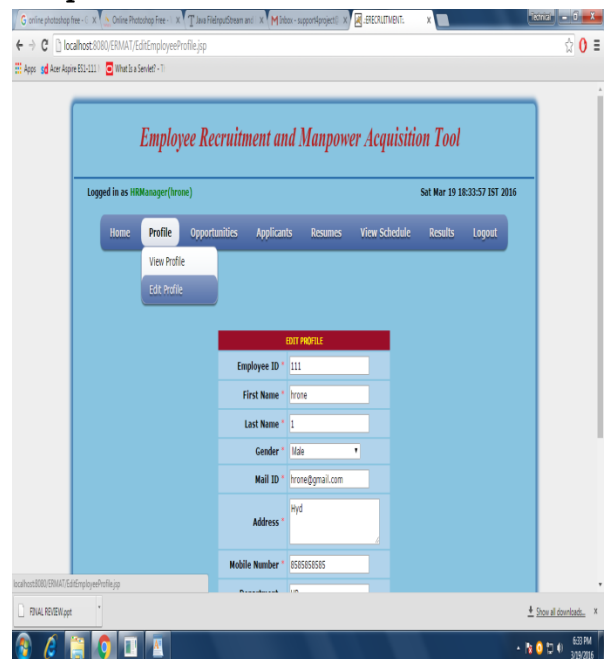
Screen shots:-
Admin login page
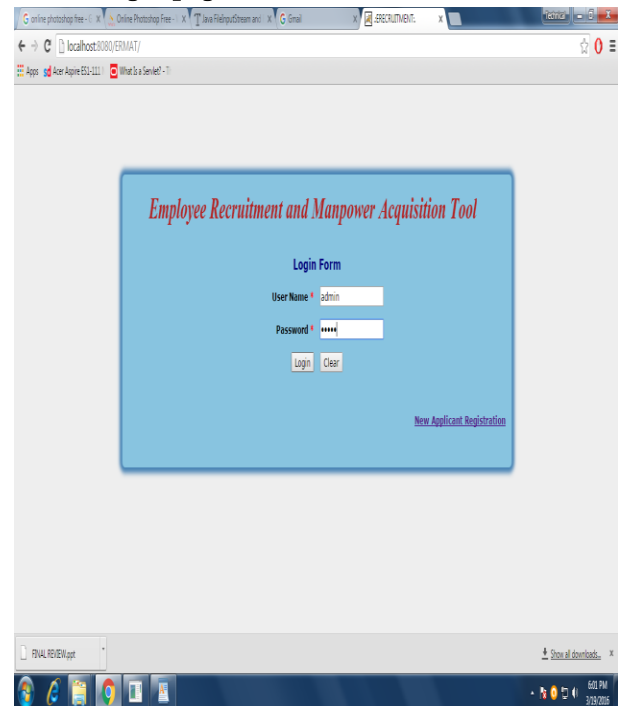
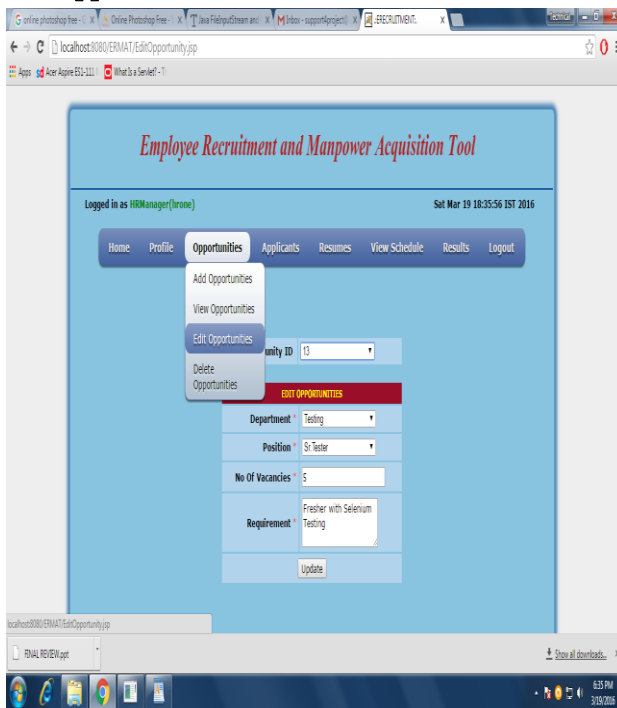**Admin home page**
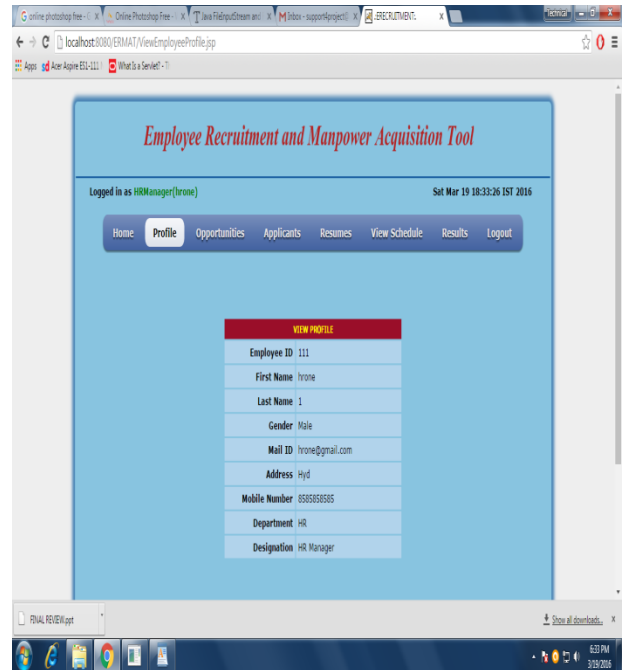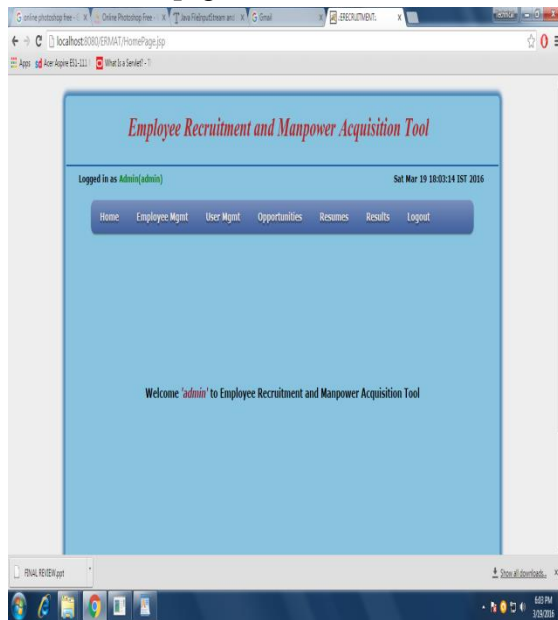
User registration page

Edit profile

User view profile

Enter opportunities
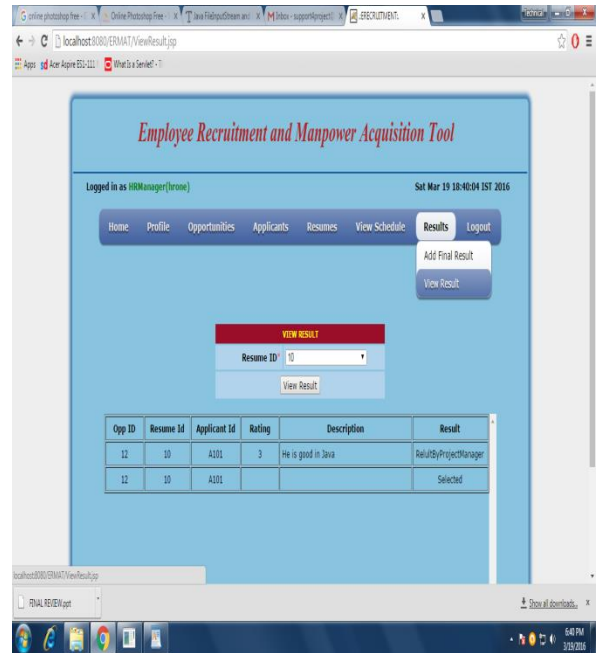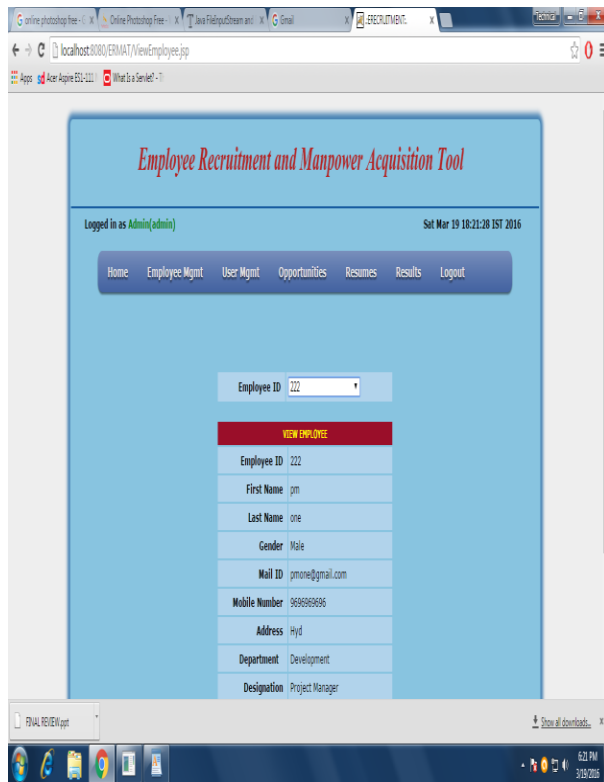
Edit opportunities

Search resumes

View applicants
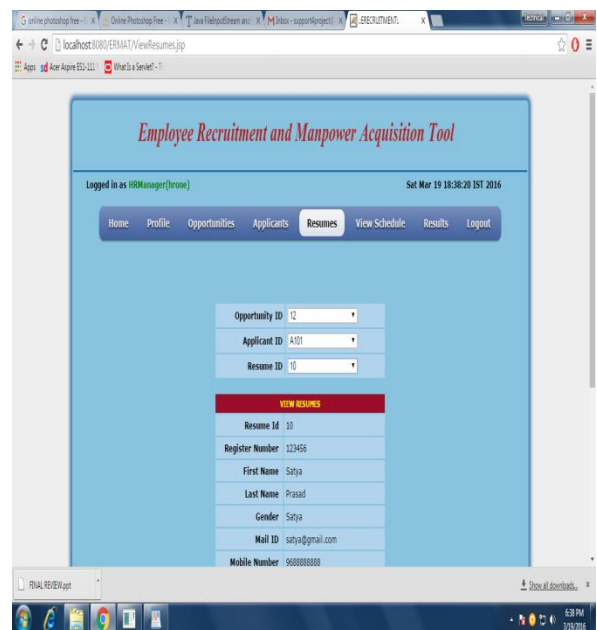
View interview details

Admin add employees

Edit employee profile
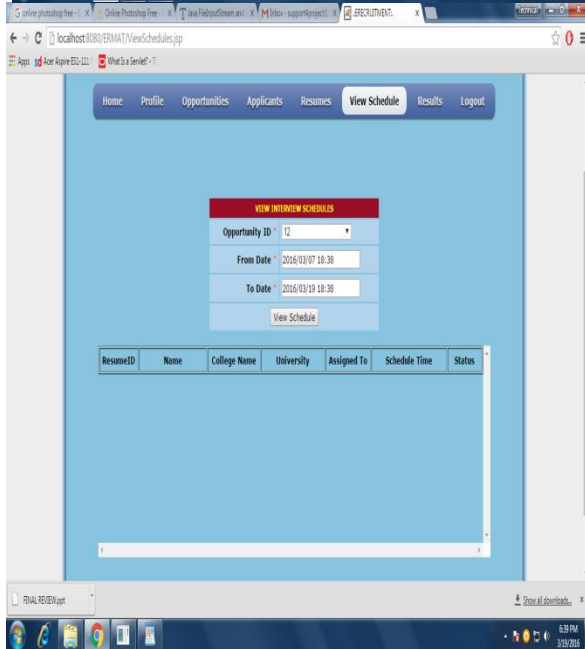
Add final result

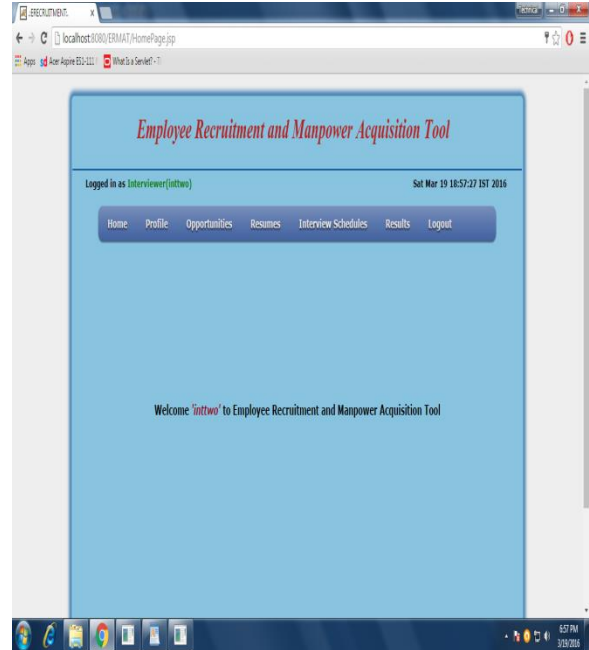
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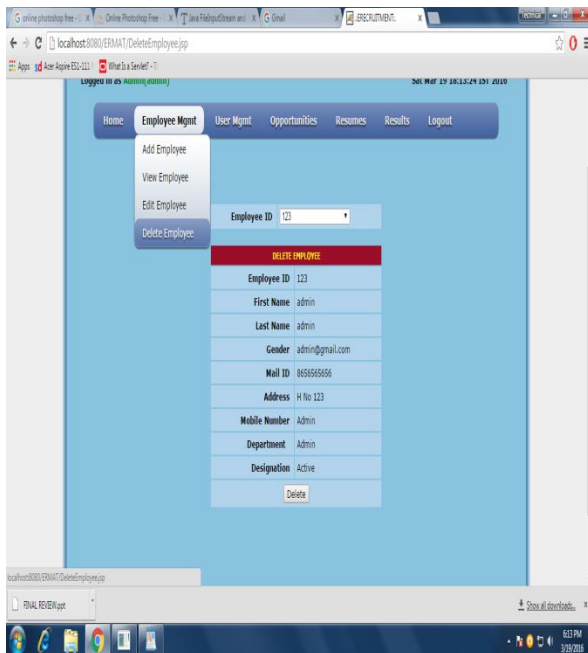
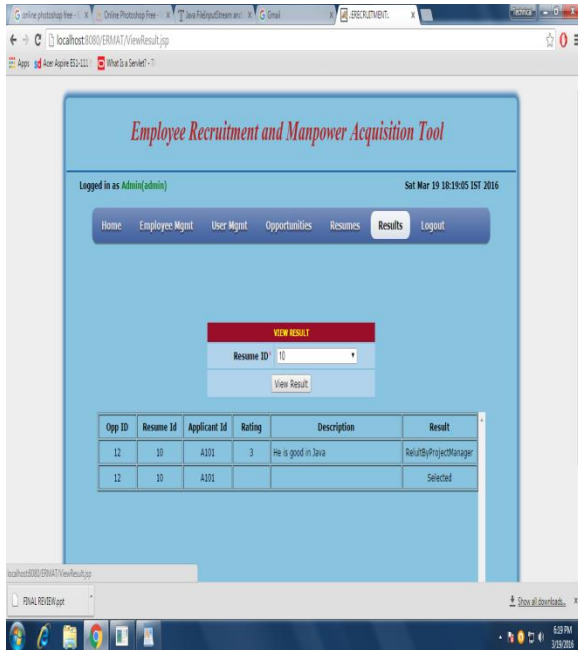**Add users**
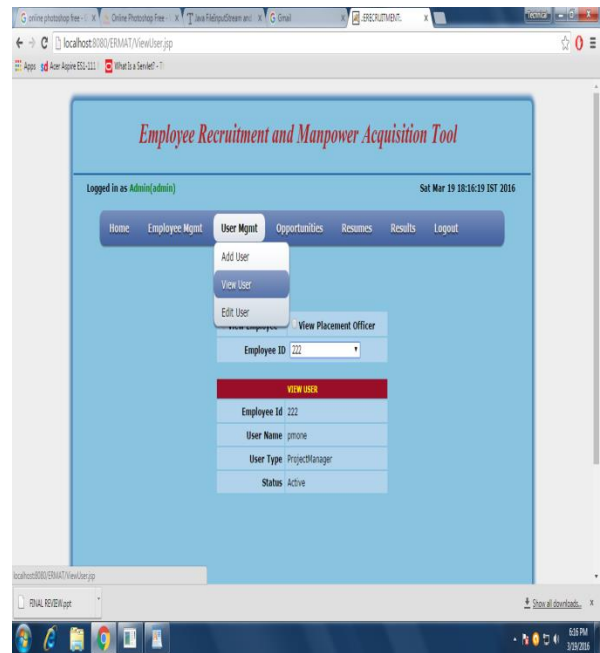
Edit users
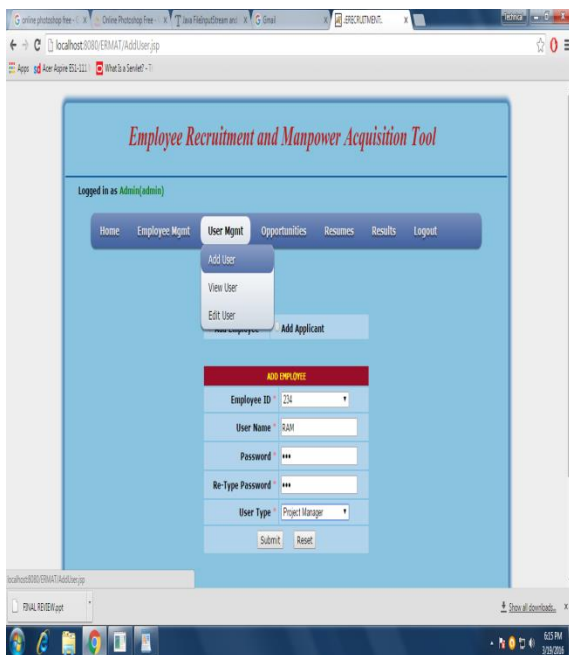
View users
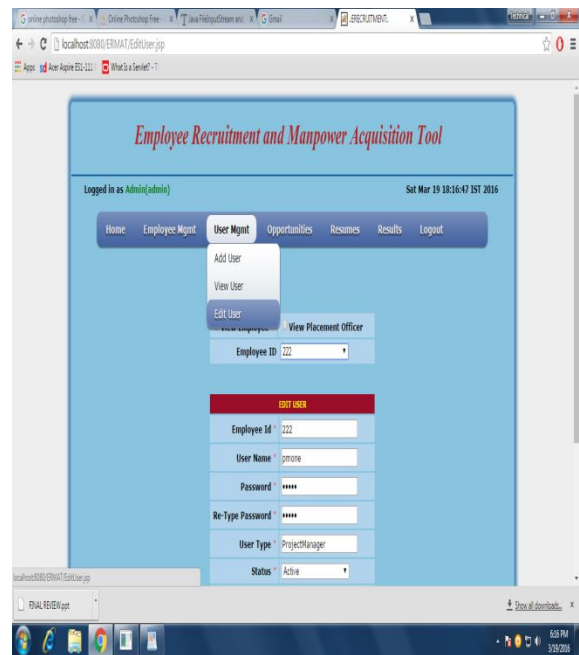
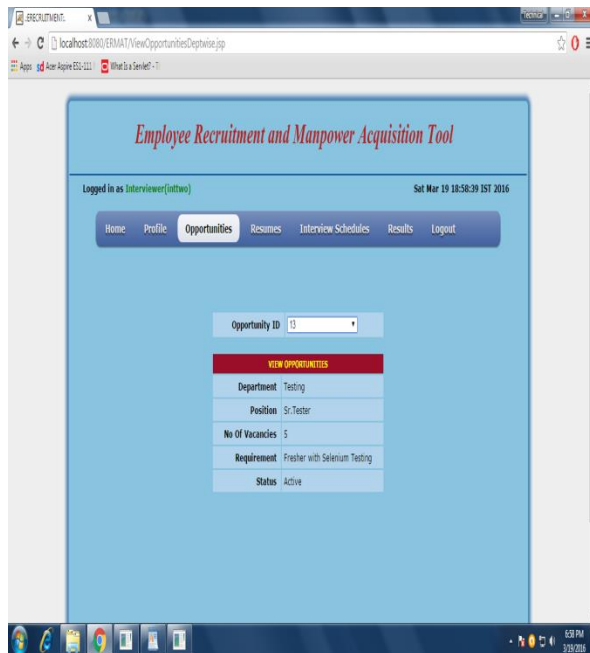**View resumes**
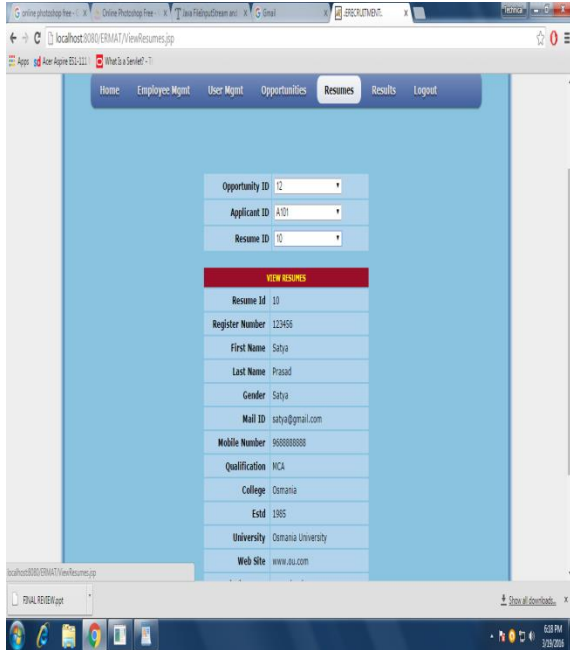
View results

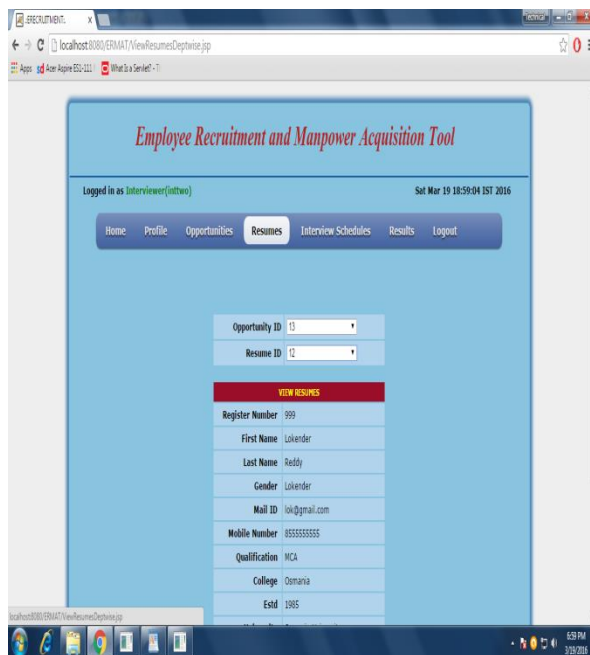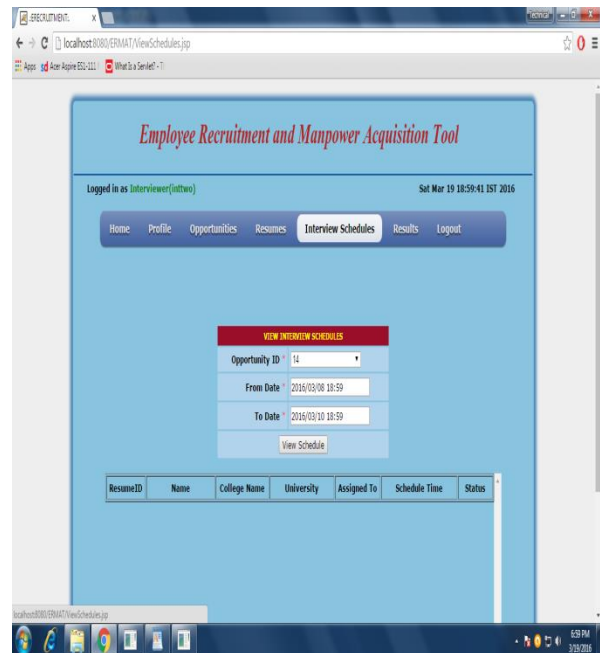Interviewer view profile

Interviewer home page

View opportunities

Interviewer view resumes

View interview schedules

III. CONCLUSION

The whole venture has been produced and sent according to the necessities expressed by the customer, it is observed to be sans bug according to the testing guidelines that are actualized. It encourages the HR Management to influence the enrollment to process simple and It is an extremely successful method for giving correspondence between Job suppliers (MNC Organizations) and Placement officers. As a major aspect of Employee Recruitment and Manpower Acquisition Tool, I have learnt a considerable measure about the reports that are helpful to the different offices and furthermore the recurrence of age of them. One more essential viewpoint that I need to specify is Database outlining, the standardization of the database and the other social database highlights. And furthermore by doing Employee Recruitment and Manpower Acquisition Tool I picked up a great deal of

information in the JSP's, the advancement, organization and the usage of the web application.

IV.   REFERENCES

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9. Manpower Group, 2012 Talent Shortage Survey Research Results, 2012.