

Collaborative Knowledge Management And Information Retrieval System

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ABSTRACT:

Generally in every college or university the placements are done manually i.e., the placement officers need to contact the HR of the different companies and also also need to inform the students manually which is a time consuming task. In this project we are providing an application in which the placement officers have to register along with college/university details & to post the student's resumes based on the opportunities in the companies. Job providers will post the jobs if there is any requirement.. It stores the details of jobs and details of the candidates in the database. It helps in conducting the scheduled interviews. By this a lot of time is saved both for the placement officers and job providers.

KEYWORDS: Job providers, applicants, placement officers.

I. INTRODUCTION

Human resource management (HRM or HR) is the management of human resources. Commonly referred to as the HR Department, it is designed to maximize employee performance in service of an employer's strategic objective. HR is primarily concerned with the management of people within organizations, focusing on policies and on systems. HR departments are responsible for overseeing employee-benefits design, employee recruitment, training and development, performance appraisal, and rewarding (e.g., managing pay and benefit systems). HR also concerns itself with organizational change and industrial relations, that is, the balancing of organizational practices with requirements arising from

collective bargaining and from governmental laws. Human resources focuses on maximizing employee productivity. HR professionals manage the human capital of an organization and focus on implementing policies and processes. They can specialise in recruiting, training, employee-relations or benefits. Recruiting specialists find and hire top talent. Training and development professionals ensure that employees are trained and have continuous development.

Placement officers in the colleges or universities are providing opportunities for the students for attending the placements going on in the college or outside the college. They need to manually maintain the relationship with the HR managers of the different companies and at the same time they need to

maintain relationship manually with the students for providing the information about the drives which are going on. It is a time consuming task. The shortlisting process and recruitment process takes time and it is difficult to maintain the student data manually.

- This project is very simply employed in deciding in new recruitments and it'll reduce the quantity of your time needed to finish the recruitment process of any organization. this method can permit the job providers (i.e. time unit department) to post the desired jobs(Opportunities) which is able to be offered to University's/College's placement officers. Then Placements officers will check the student's profiles, if matches with opportunities then they're going to forward the student's profiles to individual time unit department. thus this method can permit the work suppliers to go looking from info for appropriate candidate for a foothold supported talent set.Effective way of providing communication between Job providers(MNC Organizations) and Placement officers.Easy maintenance of student's profiles. Effective way of conducting scheduled interviews.

II. MODULES

In software engineering a module could be a portion of a project that carries out a selected function and will be used alone or combined with different modules of a similar project. Here we tend to present elaborated

descriptions of every and each module light its main options, significance and relationship with relevancy different modules.

Registration Module :

This module permits applier (Placement Officer) to register himself/herself by providing his/her details together with faculty info during this application. thus this can be the entry module that permits Placement Officers to involve within the application.

User Management Module:

This module permits Administrator to feature users(i.e. candidates or Employees) by providing credentials to work into this application. during this module, admin may be able to add users who are registered candidates staff within the application solely. And exploitation this module, admin will view/edit existing user details. during this application, Users varieties are Admin, HR Manager, Project manger, questioner .

Employee Management Module:

This module permits Administrator to feature employees(i.e. Admin, HR Manager, Project manger, Interviewer) by providing their details like worker Id, name, gender, mail id, address, department & etc during this application. during this module, admin may be able to view/edit/delete existing staff from the appliance.

Resumes Module:

This module permits applier (Placement Officer) to transfer student's resumes (i.e. profiles) together with student's basic info supported the chance into the appliance. Once

resume is uploaded, the resume's standing can be initiated. then time unit manager may be able to read resume then can select either settle for or reject the resume & that resume standing can be settle for or Reject. solely accepted resumes are sent to Project managers to look at & schedule for interview. Once resume is regular, the standing can be regular. solely the regular resumes are sent to interviewers to require interview. Once the interview is completed, interviewer, Project manager Manager can provide the result . And this module permits different users (i.e. Admin, Project container, Interviewer) to view/download resumes within the application.

Opportunities Module:

this can be the fundamental module within the application. This module permits time unit Manager to feature job opportunities by providing department name like hr, Testing, Development & etc , position, no. of vacancies . during this module, time unit Manager may be able to view/edit/delete job opportunities. different users will solely be able to read chance details. supported the chance, applier can visit add a student's resume(i.e. Profile) into the appliance.

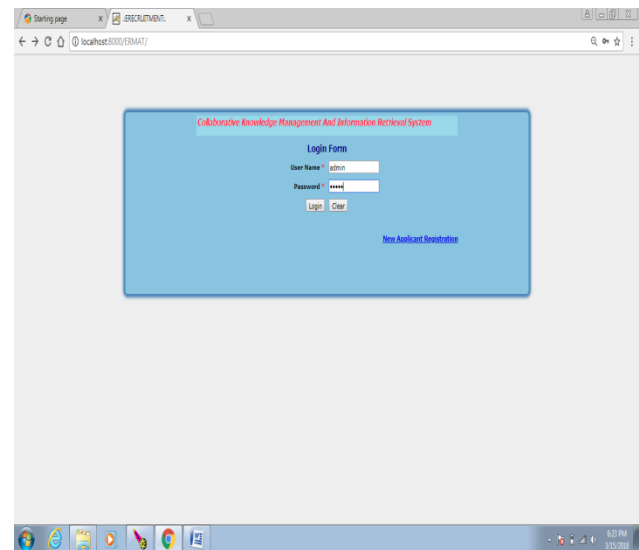
Schedule Interviews Module:

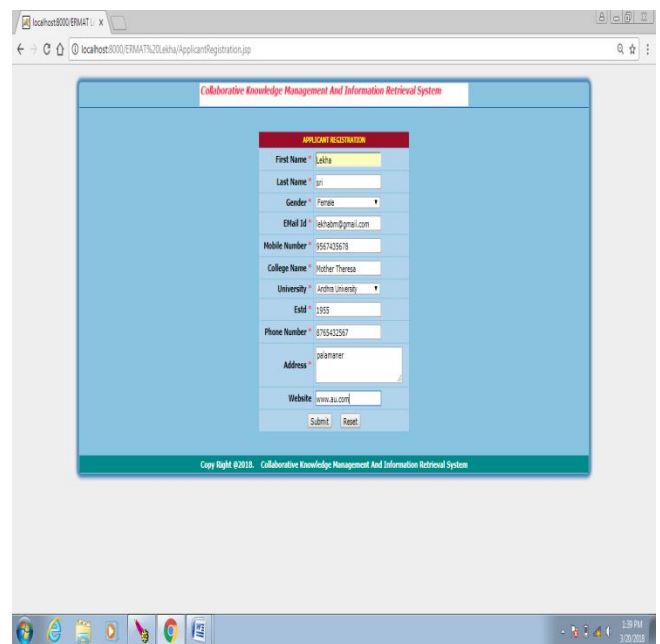
This module permits Project Manager to schedule the interview & assign that interview to acceptable interviewer. And Project Manager may be able to read existing regular interview details in between 2 dates. during this module, different users will read regular interview details within the application.

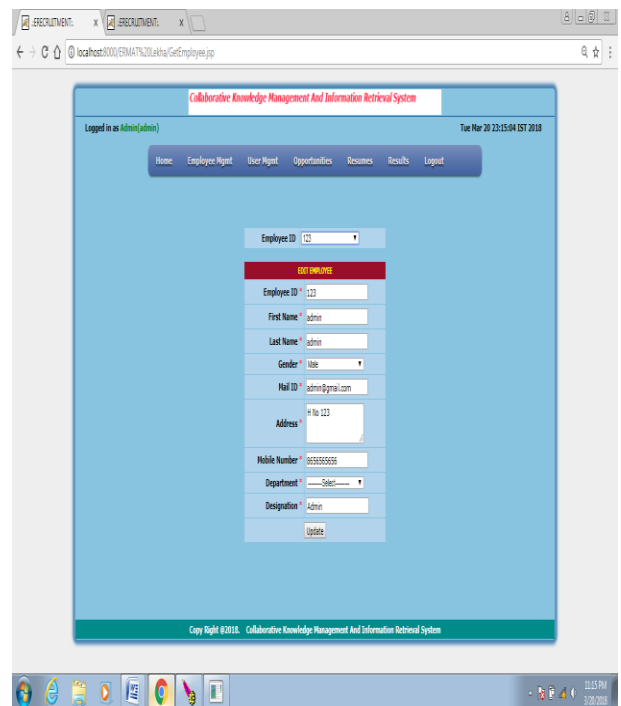
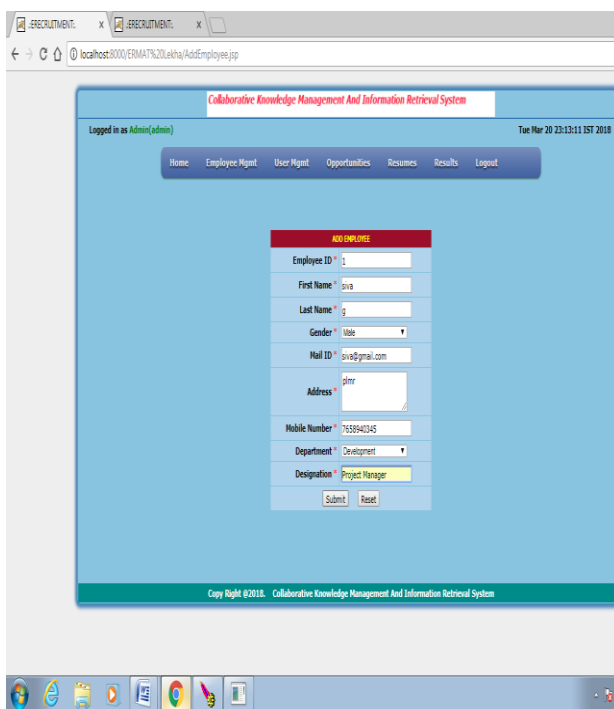
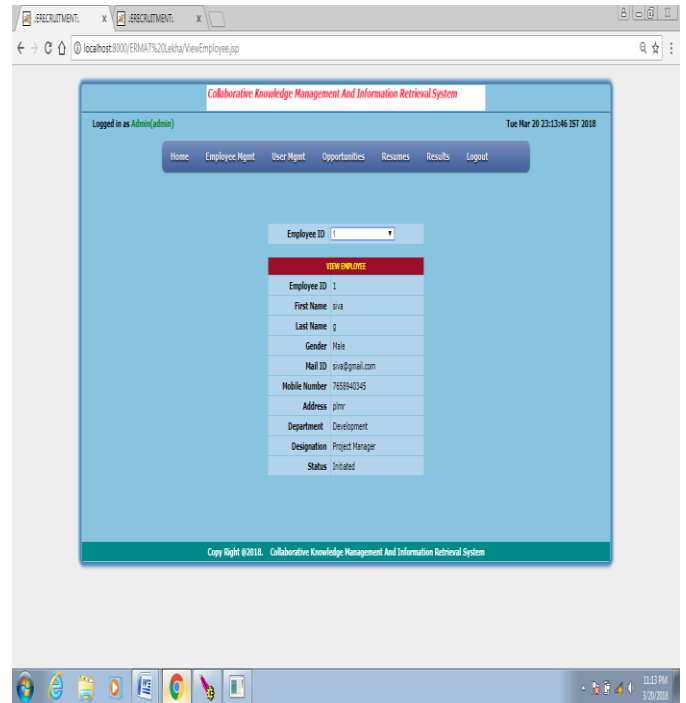
Results Module:

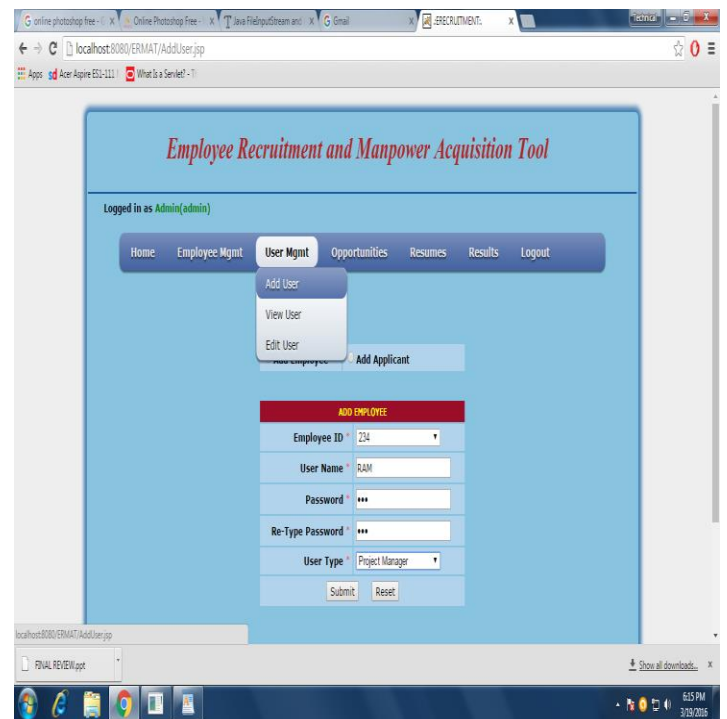
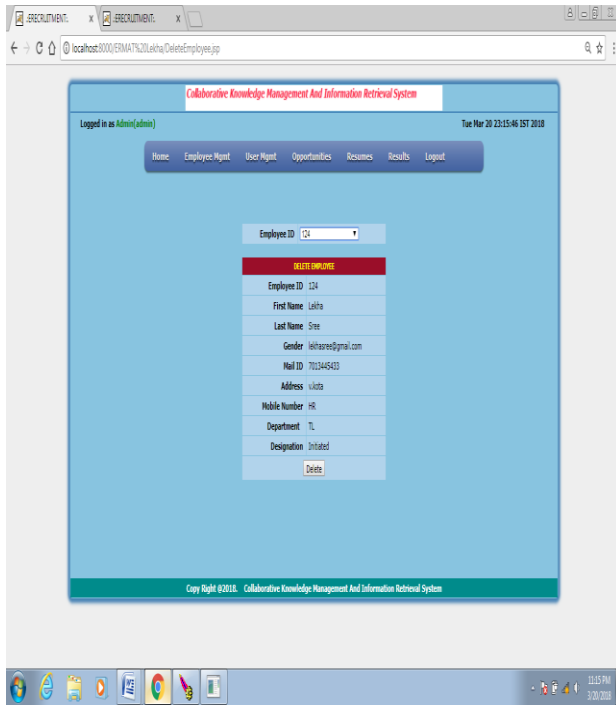
This module permits questioner, Project Manager Manager to provide the interview lead to the appliance. once interview is completed by questioner, questioner can visit provide 1st result by providing rating & result description. Then Project Manager will see the result provided by questioner & he/she will setup any rounds give result to time unit Manager. Finally time unit manager can provide the ultimate result. during this module, different users like Admin Manager may be able to see the interview results.

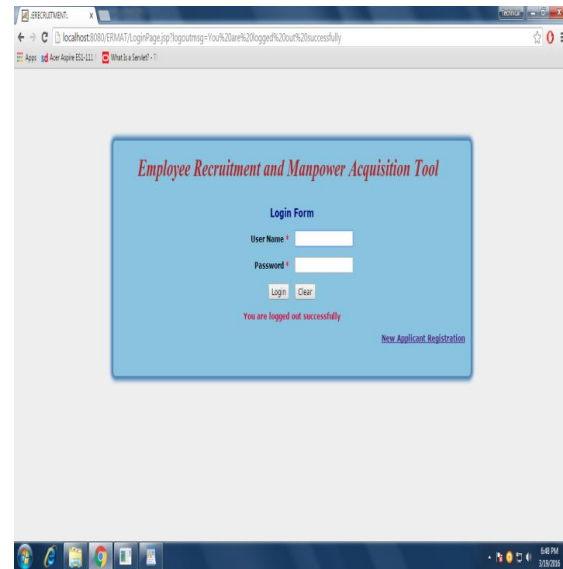
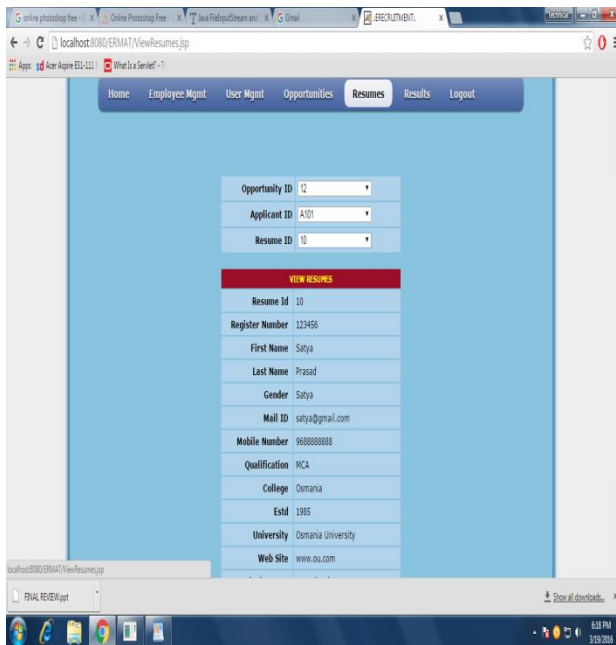
RESULTS:











III. CONCLUSION

The whole undertaking has been produced and conveyed according to the necessities expressed by the customer, it is observed to be bug free according to the testing guidelines that are executed. It encourages the HR Management to influence the enrollment to process simple and It is an exceptionally viable method for giving correspondence between Job providers(MNC Organizations) and Placement officers.

IV. REFERENCES

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