Recruitment Tracking System

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Abstract- Recruitment Tracking System is the online system design and implemented to enhance the communication avenues using technology concepts. This is the system for recurrent team they are currently using the Excel sheet for candidate history and data and feedback. This is basically a Job portal where the jobseekers can find the appropriate jobs and recruiters can hire their desire candidate for their jobs or vacancies. This is a platform for recruiters and jobseekers for finding jobs or candidates easily without any hesitation and time wasting.

Keywords- PHP, MySQL, CSS, JavaScript(JS), MVC, XAMPP, Job portal, Recruitment.

I. INTRODUCTION

Recruiting the perfect talent for any organization is not an easy task for recruitment team. It requires manipulation of many parts of recruiting like managing job boards, some websites, many resumes databases. This is a very lengthy process and takes so much time that cause any organization to miss out best candidate for their requirement. Recruitment tracking system is the online system to help simplify the process of hiring any candidate. With Recruitment tracking system, organizations can collect and store data about the jobseeker or candidate for their requirement and track and monitor all the candidates through all stages of hiring process. Same way finding the desired job for any jobseeker is a very difficult task for solving the difficulties this system brings all feature to user to save time and money too.

II. LITERATURE REVIEW

In current scenario there is a competition for job and it is necessary to everyone and there are still many people who are seeking for job. Even in this digital world there are many company who don't have that much experienced employees.

Our main motto is to provide platform for jobs to jobseekers and employees for various companies. It is a online system which is access in any browsers on any devices. Recruitment Tracking System help the various companies to post their requirement for their work and find the best user for that work and user can search that work in list as per his/her skills and apply for the job. It will be able to save time of both.

It will increasing the speed of hire users according to work for the companies. It will increasing the speed of job offering to the users.

This online system will help users to find a job. This online system will help companies to find a best candidate for their work. This system will be designed to provide a common communication platform between various users and clients.

This online system mainly developed for the time saving, less paper work and also candidates or jobseekers money saving too.

There are two main modules,

• 　Jobseekers.
• 　Companies.

III. STUDIES AND FINDINGS

There are lots of online websites which is based on job offering. They provides intermediate communication platform. None of these websites provide live tracking of work progression. And none of these websites provides direct communication platform. Our online system can provide direct communication to the companies which has requirement for the jobseeker and direct communication to the jobseekers for companies.

Many peoples are from small towns or small villages searching for job that they cannot afford the cost for travelling and staying to cities where various companies located and that cannot affordable and is time consuming to all. For the same position for small firms, companies and business which is non- technical that they cannot have their personal website or any of job portals that the MNC or larger companies have their own so that's why this online system gives the appropriate platform to that firms and as well as companies to make hiring process easy and affordable with time saving and less money consuming.

For small firms, businesses and companies that they use that older way and money consuming way to find their desired candidate that is they gives costly advertisements in newspapers and they purchase data from some other ways and

saves details or works with excel sheets and does many callings for searching people for hire for their work.

This online system provides all these things in one place or platform that any of the jobseekers and recruiters have no worry to find candidates or jobs they only can do the register themselves to the system and verify their details to the system and after verification they can only search for candidate or jobs from anywhere without any hesitation. Thus our online system provides only verified users and candidates on the system and provides easy user interface that non-technical person can also understand easily and makes hiring process easy and quickly

The process is of hiring in this online portal is listed

- Job order
- Sourcing
- Screening
- Interviewing
- Post Interview
- Negotiating
- Hire

This online system can change problems to opportunities in four ways,

1. Financial:

- Increase productivity
- Elimination of manual process
- Time to focus on projects that improve profitability.

2. Strategic:

- Improve compliance
- Access the larger candidate database and higher quality hires
- Improve candidate experience
- Increase employment brand recognition

3. Technical:

- Single database with unlimited data storage
- Easy integration
- Upgrades & training included at no additional cost.
- Web-based solutions requires no internal IT
- Upgrades and Training included at no additional cost.

4. Operational:

- Standardize the processes
- Process automation
- Advanced reporting for continuous improvement

IV. CONCLUSION

Whether you are looking for your first job, switching careers or returning to the workforce after an extended absence Recruitment Tracking System will provides best platform for that. It will provides ease of work, multiple clients, unlimited working hours. People can also connected all over the world through the work via online system and it will also improve the hiring process as well for both modules (i.e. jobseekers and recruiters). This system will reduce the cost of hiring process and save the time and eliminates the manual process.

ACKNOLEDGEMENT

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