

DESIGN AND DEVELOPMENT OF RECRUITMENT SUPPORT SYSTEM FOR PLACEMENT DRIVE RELATED ACTIVITIES

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Abstract - First of its kind application having an integrated database between placement cell and prospective candidates. The application is loaded with data pertaining to recruiters which further elaborates company profile, package offered, location preference and minimum eligibility criteria. The unique novelty of this application is related to the chatbot feature. This chatbot gives an opportunity to access upon the resolution of the frequently asked questions. This application will give exposure to candidates to quickly decide upon which company, post and package target. The application also gives the real time data of companies' past performance and allows the candidate of sharing the experience through a well-managed feedback system. This application will play a role of game changer on training and placement cell thereby completely eliminating the process of loading the incoming company's data subsequent to which candidate data is filled. With this application, once it is linked with the candidate and training and placement cell, the dynamic sheet is filled up automatically and a unique master serial number (primary key) is generated which can be used for follow ups and updates.

Key Words: Artificial Intelligence, Recruitment and Chatbot

1. INTRODUCTION

In recent times students who are ready to get employed are mistaken with the recruitment process of various companies. There are very less sources which provides half knowledge about the recruitment drives. This application will be containing lots of information about companies' recruitment process, company reviews and interview questions from people on the insight making it easy to apply for the designation that's right for you. Students will be able to navigate easily through the various recruitment rounds so as to deeply understand the process and prepare for it accordingly. This application is being built to get familiar with screening process of recruitment in various colleges. The system will study and analyze the recruitment and selection process followed at various organizations. This system will serve the purposes of students who are applying for the jobs as well as the training and placement cell of the college. This system will analyze the satisfactory level of the students about recruitment papers and selection procedure of a particular company.

1.1 Project Objectives

The project serves the following objectives:

- To implement an application for students to easily understand the recruitment process of various colleges.
- Upgrading and improvising the idea of surfing of recruitment process of various companies by introducing a chat bot module to solve the queries using Natural Language Processing.
- Currently, market provides systems with limited features and functionalities which are unable to satisfy the proper needs of the students regarding the same. Instead of using different platforms and in person communication, a simple one tap away solution is being implemented which compiles the maximum number of features.
- A platform for sending and receiving information about the drives taking place in the campus.

1.2 Literature Survey

- **Human resource management theory by Korsten (2003) and Jones (2006)**

It emphasizes on techniques of recruitment and selection and outlines the benefits of assessment and its selection process. Typically, this process is based on levels of recruitment policies, job postings and interview process.

- **Expertise Recruitment Assessment by Alan Price (2007)**

In this survey, it formally defines recruitment and selection as the process of retrieving applications for the purpose of employment.

- **Building recruitment process to enhance employable skills in Engineering Students by Hiltrop**

This paper discusses the process of selective hiring and introducing various such strategies to the students taking part in hiring process.

- **A survey to understand the nature of recruitment and selection for a company by Jackson**

This paper emphasizes on generating the appropriate knowledge against which the job seekers can be accessed.

- **Realistic approach to recruitment and selection process by Taher**

This study focuses on the essence of organizational success by understanding the flow of recruitment and selection process.

2. PROPOSED SYSTEM

2.1 Problem System

There is no proper technology to give a full insight of the recruitment processes happening in and around campus. Every website gives a vague idea about different companies' recruitment process.

2.2 Solution

This application is being built to get familiar with screening process of recruitment in various colleges. The system will study and analyze the recruitment and selection process followed at various organizations. This system will serve the purposes of students who are applying for the jobs as well as the training and placement cell of the college. This system will analyze the satisfactory level of the students about recruitment papers and selection procedure of a particular company.

2.3 Working of the system

The system consists of the following actors and their interaction with the system is as follows:

1. **Student:** The student will have a login access and can check the notifications, check company profile, view company papers, and register for the job.
2. **TnP Campus:** The TnP Campus will have a login access and can upload recruitment papers, and update the profile.
3. **er Admin:** The super admin of the system will have a login access and can manage users and the organization information.
4. **Chatbot:** The chatbot of the system will solve queries and fetch the data.

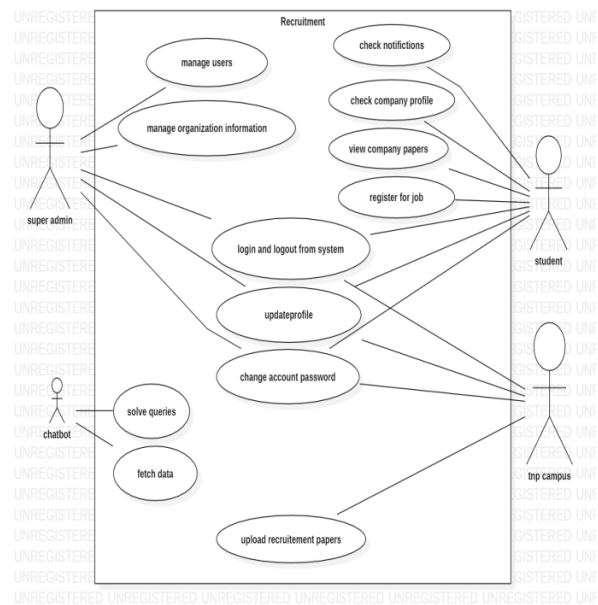


Fig -1: Use Case Diagram

2.4 Architecture of the System

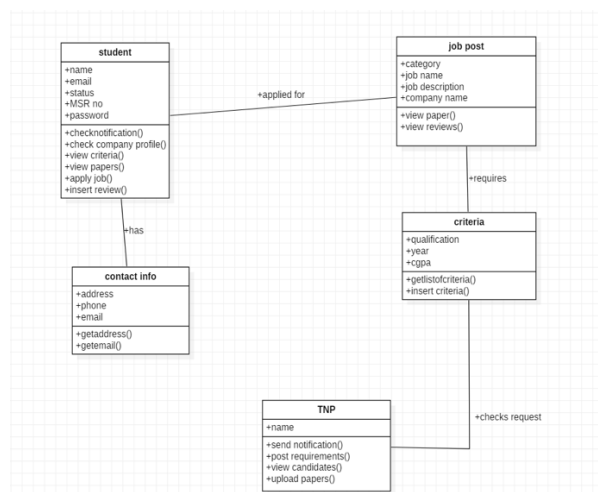


Fig -2: Class Diagram

User Classes and characteristics

1. Class Student

It accepts the student data. Students are required to fill in the details, choices of company. It accepts details like master serial number, name, mail id and status. Inserting, deleting and updating of individual personal records can be done via this class.

2. Class Criteria

This class contains all the information regarding the students like qualification, year of graduation and the CGPA scored. This class is also responsible to

insert the criteria of a particular job profile and fetches the list of the students who fit into the criteria.

3. Class Job_Post

This class is used to provide specification of different jobs provided by different companies. Students can review different job profiles and download recruitment papers of different companies.

4. Class Contact_Info

It is the child class of student class. It contains information like address, phone number and email. It fetches all the required details of the students who have registered for the drive.

5. Class TNP

The TNP class can send notifications regarding new job opportunities. It can post requirements of a particular job profile. It can view the candidates who have applied for the drive. It can also upload the recruitment drive papers.

3. CONCLUSION

Hence, the system will be developed which can help students to get familiar with recruitment and selection process. It will enhance students ability by providing recruitment papers and solve their queries in short period of time.

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