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Recruitment Management System

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This dissertation submitted to the Faculty of Information Technology, University of Moratuwa, Sri Lanka for the partial fulfillment of the requirements of the Degree of MSc in Information Technology

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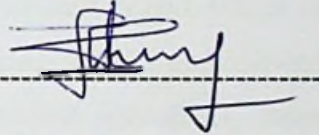
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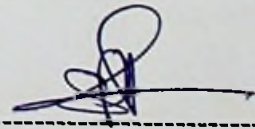


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This is to certify that this dissertation is completed by T.H.R.S Thirimanna under my supervision. The dissertation has been prepared according to the required format and the standard.

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Dr. Prasad Wimalaratne

Abstract

Recruitment process in software organizations is a multifaceted task which combined both technology and the human resource aspects. Most of the software organizations' recruitment process is handled manually which consumes more time, effort and the money and also may leads to slow down the rapid growth.

It is evident from literature that recruitment software applications can make significant contribution to a particular organization in terms of time and effort. Therefore it is postulated that organization can find right people for right positions with less effort by using automated recruitment applications.

The proposed solution automates the recruitment process start to end, which consists of many web based interfaces such as creating vacancies, storing applications data, automatic short listing of applications, interview process initiations, scheduling interviews, email notifications, storing interview results and finally hiring the applicant. Entire recruitment process is governed by four types of users such as Administrator, Human resource manager, Technical lead and Director; depending on their proficiencies functionalities of the application are restricted, which increases security of sensitive information. The solution is evaluated by implementing prototype and gathering outputs from the people who are in Information technology industry. As a result solution is enhanced with extra features which help to increase usability and performance. Recruitment application is developed under open source capabilities; hence it offers immense possibilities for further extensions.

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List of Acronyms

RMS	Recruitment Management System
J2EE	Java Enterprise Edition
DBMS	Database Management System
SQL	Sequential Query Language
OOA	Object Oriented Analysis
OOD	Object Oriented Design
OOP	Object Oriented Programming
OOSE	Object Oriented System Engineering
HTML	Hyper Text Transfer Protocol
UML	Unified Modeling Language
ORM	Object Relational Mapping
JSP	Java Server Pages
AJAX	Asynchronous JavaScript and Xml
CSS	Cascading Style Sheets
HRM	Human Resources Management
R & D	Research and Development
MVC	Model – View – Controller

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