Advanced Corporate Recruitment System (ACRS)

Student’s Name

Institutional Affiliation

Advanced Corporate Recruitment System (ACRS)

**Organizational Background**

The organization at hand is an e-commerce organization which is experiencing a very high rate of growth in the last twenty years, with its size expanding year after year. As a result of the expanding the size of the organization, it is obvious when that the number of employees should raise and a more cost-effective and efficient approach possible should be put in place for a better recruitment process of new employees. It is a tradition that when there is a vacant position announced by an organization, all interested applicants are expected to take their applications physically or through message delivery service providers to the organization expected.

**System Analysis**

Advanced Corporate Recruitment System (ACRS) was an idea that came at a time when there was need to change the process and overcome problems inherited by the unfair systems. It is a web platform aimed at bridging the gap of communication between job seekers and those providing selected job opportunities which rely on qualified IT personell to match organizations need and curb with the fast evolution. ACRS main purpose of development was to integrate the functionalities of those automated systems that existed when the idea was developed and add up to the current idea to enhance efficiency.

**Database**

Point and snaps in ACRS are purpose of-control parameters in all the framework activity. Prophet databases usage was the earlier arrangement for this framework because of functionalities requiring expansive capacity limit and propelled look with simultaneous access without crash ability and seclusion of clients. Amid framework SQL databases was used because of the expenses related with Oracle while SQL is an open source. Framework databases has been created for less demanding access through PDA program, telephone USSD, Web server and different internet browser.

Major functionalities added to the ACRS include email notification to top management involved in the recruitment of new employees, reports generation, access controls which are more advance and secure and finally the introduction of real-time search capabilities. In addition due to the technological advancement in the use of mobile devices, which include tablets and smart phones, ACRS has been developed and implemented with feature that fits them in the mobile devices browsers. The implementation features used in this case are JavaScript, CSS and HTML5 to make it more dynamic (Scime, 2005).

**Networking**

Data storage

Admin

Job applicants

Employer

**Computer Infrastructure**

The framework improvement had a difference in plan and chose to sort the functionalities usage into 2, that is, Job Seeker and HR office. The various modules are identified with one of this significant one. Other related functionalities incorporate beginning enlistment of HR supervisor, enrollment work searchers and dispense id, propelled look both HR and the activity searchers, Mails Auto-sending to enlisted HR chiefs and occupation searchers, Vacancy posting by HR, interviews, reports, USSD questioning, and portable short messages warning. ACRS being a system-based programming it has least required least programming and equipment improvement and working necessities. The prerequisites included Windows 7 or above, capacity 500 GB hard plate, center I 3 processor or over, an internet browser, OZEKI server for informing, SQL database, 4 GB RAM and Dreamweaver CS6 web advancement instrument or comparable.

**Human Computer Interaction**

The primary idea while coming up with this system is design a less complicated system or users which delivers high quality information and a more reliable software. ACRS has centralized so much on the needs of the job seekers and the requirements of the employer who in case is River side. Jobseekers can to register into the system that gives them a provision to upload their CVs , input experience and skills with the system while on the other hands employer posts the requirements and brief description with the system. ACRS has been developed with the capability to compare the employer’s requirements and the job seekers qualification and make an intelligent match then give the results.

**Web Design**

Applicants are expected to undertake online interview answering questions that are generated randomly by the system and a review done by the administrators upon the successful applicant. The questions that used for interview are prior loaded in the system. The system is designed to ensure that no two applicants undertake the same test for interview.

**System Implementation**

**Incremental software development model**



**Gantt Chart**



**References**

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