Candidate Recruitment Interface

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Abstract - **Companies currently encounter job applications across a range of channels, varying from responses to advertisements to employee referrals. Furthermore, with the growing number of platforms, it is becoming increasingly difficult for businesses to keep the data on all of these channels up to date while still responding to all candidates. Recruiters spend a lot of time scheduling time slots, sending invite links, and manually sending results for each round of the interview process to all candidates. As a result, we'll need a new recruiting solution that minimizes human contact and saves time.**

Index Terms - job, employees, emails, time slots, interview, recruitment.

INTRODUCTION

A lot of improvements have been made in the educational system as a result of covid. All, including classes, tests, and exams, has gone online, particularly recruitment. Everyone has acknowledged this, but human contact must now be kept to minimum at all costs in this case. Face-to-face encounters are almost non-existent these days. Let us assume that even if life goes back to normal, we will still want to maintain social distancing for safety. Ergo, the best thing to do now and in the coming days is to engage in remote hiring processes. We already see a huge dependency on technology for filling essential roles in organizations. Then why not use the same for campus recruitment as well? Organizing one-on-one online interviews with selected students, group discussions on online platforms, online campus drives, etc. can become a norm.

EXISTING SYSTEM

The recruitment process which we have been following till now is the old traditional method which is expensive and time consuming.

I. Off campus recruitment

In off-campus recruitment. Job seekers are applying for the companies through various websites and other sources. These applications are scattered across the recruiter's emails . So they find it difficult to choose the best candidate from thousands of applicants.Also after shortlisting them, arranging time slots for the interview process and monitoring each applicant all the way through to joining is a complex and exhausting process.

II. On campus recruitment

In on-campus recruitment,Companies compete with one another in the recruitment process to attract the best applicants to join their organization.Companies invest a significant amount of money, resources, travel, and set-up fees in order to attract the best new generation talent.It's really difficult because the firm is split into two factions.As the organization must ensure that the firm's branding is done, it is a major task to correctly screen and interview each candidate who comes through in order to fill their talent pipeline.

The candidates are dependent on their college placementcoordinators for updates about the placement. There is no way to interact with the recruiting team except email and also we don't have any other common platform to see all the updates regarding the placement.

III. Disadvantages

The candidate has to travel from one place to another for attending tests and interviews for off-campus placements and the recruiter's team has to come to the respective colleges and universities to hire students for on-campus placements.

A student can be scheduled for interviews from different companies at the same time.

The recruiter has to segregate resume of each candidate and the timing of the meetings are not accurately known.

Companies has various sectors and every candidate has different skills but the hiring process is same for all the departments.

PROPOSED SYSTEM

Our solution is an idea of creating an interface between a recruiter and a candidate and also the corresponding college placement coordinator (in case of on campus

recruitments) for effective hiring process. This system will automatically validate the candidates' academic details and shortlist them based on the given company's criteria. After validation, the students will receive each and every information about the rounds, invite links, test links meetings links after every round of recruitment process. Booking tests slots and meetings slots are also available. Either candidate can schedule their own slots or the recruiter can choose the meeting slot. Its bi directional. But once chosen, a link will be generated for meeting and sent to their respective mails and also it will be notified in their dashboard. Results of the candidate is also published in our system.

I. Advantages

Our system can eliminate many manual aspects of recruiting. It carries out the whole process from shortlisting candidates to scheduling interviews.

It stores all theinformation in a single platform and allows you to organise and access data easily. By correlating various

platforms and tools through our interface, each system can "speak" to one another, sendingdata, updates, and information.

It makes sure that eachprocess goes on smoothly without any complication for the candidates, who are able to upload their resumes, responding to pre-qualifying questions and submitting their applications.

Instead of using a multiple resources for a single candidate , we can use this single interface to track the status of the candidate during the whole process of recruitment .

It automatically shortlists the candidate and saves more time.

It can choose between scheduling a new interview or inviting a candidate to self-schedule.

Recruiters can easily contact their candidates through this system.

MAJOR REQUIREMENTS

As of coding languages ,We use HTML, CSS and JavaScript for front end development. Java and Servletsfor backend purpose.The information which we requireis candidateand recruiterdetails.We use MySQL database to store this information.

HTML

HTML is a very basic language that is easy to learn and modify. It run on operating system, including Windows, Mac OS, and Unix. An html document is made up of several html tags, each with its own set of content.

It enables developers to add graphics, images, and sound to webpages, making them more appealing and interactive.HTML5 is the most recent iteration of the Hypertext Markup Language (HTML). In January 2008, the first draft of this version was released.


CSS

Cascading Style Sheets (CSS) defines the style and formatting of markup language text. CSS is commonly used in conjunction with HTML and JavaScript to alter the appearance of webpages and user interfaces.


JAVASCRIPT

JavaScript may be a lightweight object-oriented programming language that's wont to script webpages on variety of hosts.When applied to HTML documents, it is an interpreted, high level programming language that enables dynamic interactivity on websites. Since they have built-in execution environments, all common web browsers support JavaScript. Users have a lot of power over their web browsers thanks to JS.
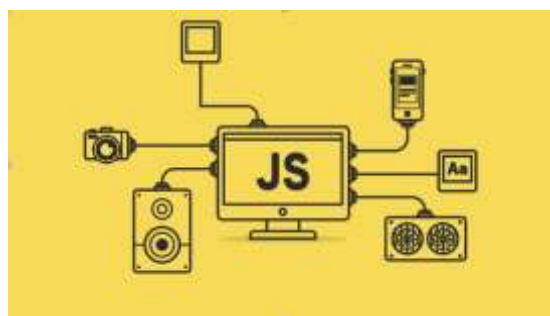
JAVA

Java is a platform-independent programming language that is fast, stable, and reliable.Java has a wide range of uses, including designing Android apps, scientific computing applications, and big data analytics.
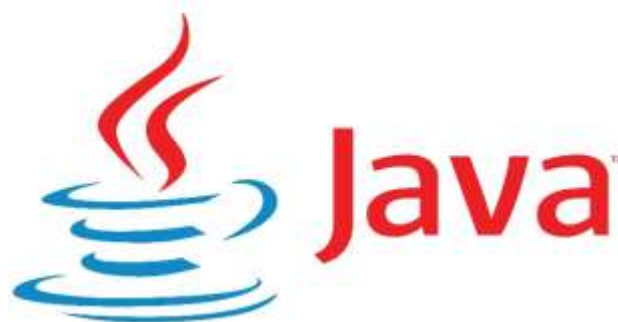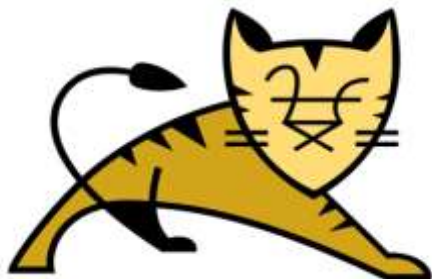

SERVLETS

Servlets, a key component of Java, are used to create web applications. Servlets are server-side scripts that create dynamic webpages. Because of the Java programming language, servlet technology is dependable and scalable. Servlet is an API that includes documentation as well as a variety of interfaces and classes. Servlet is a class that extends servers' capabilities and responds to incoming requests.

TOMCAT

In the Candidate recruitment system, the programs has to be run on the Tomcat server. ApacheTomcat is an open source execution of theJava Expression Language, Java Server, Web Socket technologies and Java Server Pages. Tomcat allows us to use a pure Java hypertext transfer protocol web server platform in which every Java code will run. It isdeveloped and supported by the developers of an open community of the Apache Software Foundation. It was released under the license named as Apache License 2.0.

JAVA SERVER PAGES

It's a technology that runs on the server. It is employed in the creation of web applications. It is employed in the development of interactive web content. It is a more advanced form of Servlet Technology. It's atechnology thatcreates interactive, cross-platform web pages.Before processing the client's order, JSP is translated into servlets by the JSP container.

MYSQL

Database plays a key role in this project because all the information that has to be communicated between the candidate and recruiter will be stored in the Database and can be accessed later for any purposes. The database that is used in CRI is MySQL Database.SQL queries and JDBC are used to update tables in the database tables and also fetch the data from the table.SQL is a database management language that allows you to create, delete, retrieve, and modify data in databases.

## DESIGN METHODOLOGY

I.   Candidate Module

In the candidate module, each candidate will be able to create a profile and provide their corresponding academic as well as extracurricular activitydetails. A list of companies which are recruiting candidates will be displayed on the page so that interested and eligible candidates can apply for companies by clicking the apply button. Once applied for a company, automatic validation will take place .This automatic validation will shortlist the candidates based on the eligibility criteria given by the company and an update will be given to the candidate. Following this step, timings and test links for each round of the recruitment process will be available in the rounds section of the webpage. In case of interviews, time slot booking section will be used to book slots either by the candidate or the recruiter. The result of each and every round of the interview will be shown in the results section.

II.   Recruiter Module

In this module, the recruiter of a company can create a profile providing information such as the name of the company, details of company, eligibility criteria and approximate package offered by the company. The test links for candidates will be generated and sent to the candidates so that they can take up the test. Based on the performance, they can shortlist candidates andconduct further interviews. At the end of the recruitment process, recruiter will have a list of hired candidates for the company for future reference.

BLOCK DIAGRAM
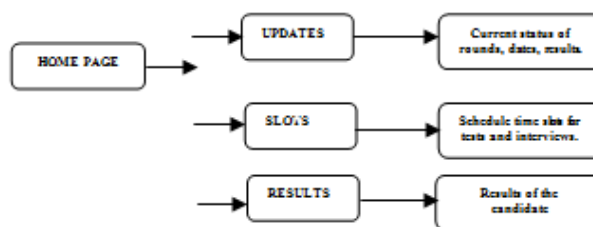
I.   Candidate Registration

Candidate needs to register their details in the given registration form before signing into the interface. The details in the form will be sent to the server and stored in the database. These details will be used for authentication of a candidate. Further, the candidate will be able to access the web application.

II.   Companies visited

This section consists of information regarding the companies visited for recruitment. These details will be

uploaded by the recruiter who belongs to that particular company. Candidate will be allowed to apply for the company if he/she meets the eligibility criteria given by the recruiter. The validation is automated in this system.

III. Rounds

The Rounds section displays the various rounds of the recruitment process. And also provides the corresponding links for each round. When the link is clicked, it will redirect the candidate to the specified test or meeting platform. E.g., Aptitude test, technical interview.

IV. Slot Booking

Slot Booking is applicable for both the candidate and the recruiter. They can book their slot according to their convenience. This section has "Choose slot" to book the date and time for meeting, "Link slot" to provide the generated meeting link. The generated link will be sent to the recruiter if the candidate books the slot and vice-versa.

V. Login Pages

Login page needs to be designed to login with the Username and the Password. When the user login using username and password, a request will be sent to the server. Once the Username and Password is validated in the system,the response will be sent back to portal. Once the validation is successful user will be allowed to login to view his page.

Recruiter Login

VI. Candidate Login

VII. Company profile

The recruiter of a company provides the mandatory criteria for the recruitment process to take place like CGPA, History of arrears, Years of experience, Degree and stream etc. By using these data , automatically validation will take place when a candidate tries to apply for that company.

VIII. Result Update

Based on the candidate's performance in the interviews, the recruiter shortlists the candidate and upload the result in the result upload form. This result can be viewed by the candidate in their profile.

APPLICATIONS

Shortlist promising candidates and the recruiters will get to interview only a few truly deserved candidates. This also gives a suitable circumstance to diversify the applicant pool and superiorize from majority of applicants.

An online test to figure out aptitude, personality, logical thinking and various other skill sets. These tests can be conducted online and the links can be sent via this system.

Due to several undertakings and multiple interviews, recruiters can make the interview scheduling process very complicated. To save time and avoiddouble-bookings, let candidates choose the most favourable day and time and schedule the meeting in case of on-campus recruitment.

In case of off-campus recruitment, the candidates are less in number compared to on-campus hence, the recruiter can allot the interview date and time and schedule the meeting.

Candidates need not keep refreshing the emails all the time for updates and results, all the updates about each and every round is given in this single interface

Results of each round is available in this system.

CONCLUSION

In the recent days, Online recruitment has become highly significant because of the advantages it possesses, but still there are a lot of difficulties faced by both the recruiters and candidates during the recruitment process.Our project will make the complex work easier by using a single interface for the whole recruitment process, where all the information regarding the recruiting company, time slots for different rounds of interview process, updates about each round and results will be furnished on the web page.Since the validation process is automatic,Manual work will be greatly reduced. Many job seekers will be able to apply for the companies they are interested in through this website and attend the interviews without any difficulty.Thus, the project Candidate Recruitment Interface will be of great use for the job seekers and recruiters to have an efficient recruitment process without any inconvenience.

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