

## TESIS^ APPROVAL STATUS FORM

JUDUL: STUDENT RECRUITMENT SYSTEM (SRS)  
SESI PENGAJIAN: 1-2004/2005

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^ Tesis dimaksudkan sebagai Laporan Projek Sarjana Muda (PSM)

# **STUDENT RECRUITMENT SYSTEM (SRS)**

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This report is submitted in partial fulfillment of the requirements for the  
Bachelor of Information and Communication Technology (Software Development)


**FACULTY OF INFORMATION AND COMMUNICATION TECHNOLOGY  
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2004**

**ADMISSION**

I admitted that this project title name of  
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citations.

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## DEDICATION

To my beloved parents, En Abd Hamid bin Abdullah and Pn Che Membunga binti Hamat, thank you for your concerned and blessing. To my brother and sister, thank because always care of me. And also thank you to my special one , because always helps me and supporting me to finish up my PSM(Project Sarjana Muda). This is my thesis that I can present to all of you from your supported and concerned.

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## ABSTRACT

In Malaysia generally had many institutions or universities either government or private universities. Latest, there was a university that offers “hand’s on” learning. The university is Kolej University Teknikal Kebangsaan Malaysia (KUTKM) in Ayer Keroh, Malacca. Propose to the system, it is hope to make the student effortless especially student last year to apply a job after finishing their study. The system function is same as several systems that already formed either in any university or institutions. The functionality of the system is to allow the student apply any vacancy job that was state in the system by sending their resume to the company or employers. Other than that, the company or employer also can send or post a vacancy of their company to the system. The list of the company and student will be viewed to let others know about the users existing. This project was fully developed using ASP Programming Language and have several function. It is database maintenance, user information view and resume view. Waterfall model has been selected as the methodology to develop the system. The phase in this model includes requirements, design, coding and unit test, system integration, operation maintenance and retirement. As the conclusion, this system was develop in good quality and hope can give benefit to user and fulfill the user need.



## ABSTRAK

Di Malaysia umumnya terdapat banyak pusat pengajian tinggi awan mahupun swasta. Terkini munculnya kolej universiti yang menawarkan khidmat pembelajaran secara 'Hands On'. Kolej yang dimaksudkan adalah Kolej Universiti Teknikal Kebangsaan Malaysia (KUTKM) yang berpusat di Ayer Keroh, Melaka. Merujuk kepada sistem yang dibangunkan ini, ia adalah diharapkan dapat memudahkan para pelajar khususnya pelajar di tahun akhir untuk memohon pekerjaan selepas tamat pengajian nanti. Sistem ini berfungsi sama seperti sesetengah sistem yang telah sedia ada di universiti-universiti luar atau dalam negara dan mana-mana institusi. Kefungsian yang terdapat pada sistem ini ialah ia membolehkan para pelajar memohon pekerjaan dan kekosongan jawatan yang terdapat didalam sistem dengan menghantar ringkasan maklumat peribadi atau *resume* mereka kepada syarikat berkenaan. Selain itu syarikat juga boleh menghantar kekosongan jawatan di dalam syarikat kepada sistem. Senarai syarikat dan pelajar yang berdaftar akan dipaparkan bagi memudahkan pengguna mengetahui maklumat ringkas mengenai mereka. Projek ini dibangunkan sepenuhnya dengan menggunakan bahasa pengaturcaraan ASP dan ia mempunyai beberapa fungsi. Antaranya adalah penyelenggaraan data, paparan maklumat pengguna yang berdaftar dan paparan *resume*. Waterfall model juga dikenali sebagai Model air terjun dipilih sebagai metodologi sepanjang pelaksanaan projek ini. Fasa- fasa yang terdapat didalam model ini ialah keperluan, rekabentuk, kod dan unit pengujianan, sistem penyatuan, pengoperasian dan penyelenggaraan serta persaraan. Sebagai kesimpulannya, sistem ini dibangunkan dengan baik dan diharapkan dapat memberi manfaat kepada pengguna dan memenuhi kehendak pengguna.

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**LIST OF ACRONYMS****A**

ASP                    Active Server Page

**D**

DAGS                 Demonstrator Application Grant Application Schema

DBIV-MIT            National Biotechnology Directorate Massachusetts Institute of  
Technology Collaboration

DFD                   Data Flow Diagram

**E**

ERD                   Entity Relationship Diagram

**H**

HTML                 Hypertext Markup Language

**I**

IIS                    Internet Information Services

IGS                    Industry Grant Schema

IRPA                  Intensification of research in priority Area

IT                     Information Technology

I/O                    Input Output

**K**

KUTKM                Kolej Universiti Teknikal Kebangsaan Malaysia

**M**

**MGS** Multi Media super Corridor Grant Schema

**N**

**NFS** National Science Fellowship

**R**

**RAD** Rapid Application Development

**R & D** Research and Development

**S**

**SDLC** System Development Life Cycle

**SRS** Student Recruitment System

**U**

**UID** User Interface Design

**UNIC** University Industry Center

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## **CHAPTER 1**

### **INTRODUCTION**

#### **1.1. PROJECT OVERVIEW**

Any recruitment process requires the eliciting of applications whether they are via the Internet, through the mail, or through a third party recruiter. Requesting applications may be achieved in a number of different ways, and some will be more appropriate to the plans than others. Some organizations simply place an advertisement in a newspaper, while others may choose a number of different activities including sponsorship, work placements and careers fairs, as well as national advertisements.

Student Recruitment System (SRS) is a system to help undergraduate student especially for the KUTKM student to get information on job opportunities. The system provides an access to information of a job vacancy in a company or organization. The system enables the users to apply for the job and send a feedback to user depends on their courses.

## 1.2 PROBLEM STATEMENT

Some problem was defined when building this system. In these cases the review focuses on the reasons, which caused the review to take place and any requirements of external bodies. There is a result of problems in relation to a company and environment. Students also have to meet a real working environment. The main problem that was define are; the lack of attentive student to inquire about a job outside from their hometown. In the other hand, they prefer to work out of their course and not tried to find a suitable job with their itinerary.

The best solution to resolve the problem is to store all the data of the student and the company into a database. The SRS will compare the application of the student on that job vacancy and send it to the company. It cans changes in student demand, employer expectations and employment opportunities. It will continue validity and relevance of aims and outcomes in relation to research in the area, professional practice.

## 1.3 PROJECT OBJECTIVES

Student recruitment System (SRS) is developed in regulate to the final year students or fresh graduate student for apply a job after they graduate from a university or college.

1. To help student undergraduate or post graduate to get a job based on their result.
2. To help to introduce and promote the graduated student of the university to the outsider company
3. To obtain job vacancies from company for the students.
4. To maintain the total of student have job and not an decrease employment rate
5. To provide a market of job vacancy for student.
6. To using a user-friendly interface.



## 1.4 PROJECT SCOPE

Project scopes include the process of the system, the time frame and the target user. The process determines the flow of the system running while the time frame determine for the time duration to complete the system. The target user verifies the users for the system.

### 1.4.1 PROCESS

In this system, a final year student must register themselves to the system with full information about them and fill all form in the system. From there, one database will be create and will be classify depends on their courses. This is to make the selection for the job vacancy is easier. All of the information given by the student will be kept safely.

The companies or organization that interest to employed fresh graduate from a university must register to the university. This is to ensure that the company had established and collect information about the company. With that, company will list down the vacancy in their company and put any condition if there is one. After the process, the company or organization will send all of the information to the SRS to been take action. A database will be creating to the company and all of the information will be keep safely as references.

The Student Recruitment System (SRS) will collect all of the information from the KUTKM student's and the company who offer a job vacancy from them. Then it will be checked, and will be split depends on their courses to ensure it fulfills all the criteria company needed. The student will send the resume of them to the company. The resume is taken when the student fill the form when they register into the system. System will inform the student during their application. The company or organization will inform the student if the job application accepted or not. A copy will be sent to the system as reference. After application forms have been received, the students are taken through a sequence of selection activities.

### **1.4.2 TIME FRAME**

The actual time for developing the system is in six months. It was begin with the project documentation from March until May 2004. Then continued with the implementation progress of the project. The implementation progress starts at end of the June until October 2004 where the project must be present.

### **1.4.3 APPLICATION COMPLEXITY**

From he surveys that have been done, the system must be assumed to the student only. It is because students are the main user for the system, but without any information about any organization or company that's owner a job vacancy it is not complete. College can get the information about the vacancy list by sending a letter and get a reply from them, but when there is a change or more update information about the company, the company will not noticed the college.

From that, the system progress are online, so it can make sure the student can access the system from anywhere and the company can update their latest information about a job vacancy. The systems are accountable by one person of UNIC.

### **1.4.4 TARGET USERS**

This system is suppose to being used by all university in Malaysia, but as a beginning the system will be used for the Kolej University Technical Kebangsaan Malaysia (KUTKM). It is focused for the graduated students to employ a job. In KUTKM, the first intake of the college is around 350 students and the expectation of students for using the system is high. It is because, the college is a new one and not many company or organization realize of it existence.

These systems are accountable by a staff of a University Industry Centre (UNIC). The function of UNIC is to ensure the students get the practical place and to gain the researcher for a job vacancy.

### **1.4.5 MODULES**

The project scope of the Student Recruitment System is divided to three main modules that is the student module, administrator module and the company module.

#### **1.4.5.1 STUDENT MODULE**

The customer module includes: -

- i. An online job vacancy to view
- ii. A resume form
- iii. Information about a job in vacancy list

#### **1.4.5.2 ADMINISTRATOR MODULE**

The administrator module includes: -

- i. Maintaining and updating all the information stored in the database
- ii. Keeping track on student and company' information.
- iii. Managing list of the job vacancy.
- iv. Maintaining employer information

#### **1.4.5.3 COMPANY MODULE**

The company module includes: -

- i. Company Information
- ii. Send job form
- iii.



## 1.5 PROJECT SIGNIFICANCE

The benefit of this project is encouraging the graduate students to get a job in a short time after graduation. The system will help graduate students on applying a job without any difficulty and distress of finding a suitable job for them. They find that the system easy to use and expediency. The uses of e-forms for resume helps them to sending a detail information about them and it prevent invalid data and submit the online form that make the user feel secure when using the system. The system will use a database that carefully design to avoid reproduction of data and it is easier for the system administrator to maintain the database.

## 1.6 SUMMARY

For most recruitment activities, some forms of control and process management are employed to manage communication and other parts of the project. This control mechanism produces reports on activities carried out so far, provides easy ways of determining which stage of the process a particular applicant has reached, as well as many other areas of process management. This means that any recruitment-related activity can be tracked at any time.

Using the Student Recruitment System (SRS), the graduate students can easily employ any vacancy that listed in the system without having any trouble and difficulty compare to the older style. With this system, graduate students can easily applying a job vacancy based on their own course with no distress.

## CHAPTER 2

### LITERATURE REVIEW

#### 2.1 INTRODUCTION

A literature review discusses published information in a particular subject area, and sometimes information in a particular subject area within a certain time period.

A literature review can be just a simple summary of the sources, but it usually has an organizational pattern and combines both summary and synthesis. A summary is a recap of the important information of the source, but a synthesis is a re-organization, or a reshuffling, of that information. It might give a new interpretation of old material or combine new with old interpretations. Or it might trace the intellectual progression of the field, including major debates. And depending on the situation, the literature review may evaluate the sources and advise the reader on the most pertinent or relevant [1].

In addition, literature review also reviews the strengths weaknesses in the existing systems. A comparison has been done between existing systems and the Student Recruitment System. Through this study, the developer would be able to gain more knowledge and understanding in developing a new system. As a result, the developer would be able to improve the weaknesses and integrate the existing strengths with the latest web technology in order to produce a better system. In this stage, findings, summary, analysis and synthesis of the system will be done. This is to ensure the full understanding of the system and that the most suitable software and tools are used.



## 2.2 GATHERING INFORMATION

In developing a system, research need to be done in direction of the related topic. It is necessary survey the information about the current system, the limitation and the constraint about the system by doing a research.

There are many ways to survey the source for a related topic or similar to topic. Every source provides different information whether there are so many sources available. There are several kinds of method and sources being used like a books, either it is a textbook or not, questionnaires and reviews on existing system that is similar to the SRS. The primary source is from the Internet. The sources provide a lot of information such as a methodology for the system development, a sample project to reviews, the suitable technique to develop the system, tools being used, and specify the exceptional hardware and software requirement for to build the system.

There are assorted of search engines to capture the information such as Google, Yahoo, MSN and others. Thesis and journal articles also help to give the detailed information. Frequently it presents the topic within the same domain and the same discussion solution and it was the relevant source and dependable. Many information like authoring tools and others are taken in a book.