

**AXUS EMPLOYEE RECRUITMENT SYSTEM**

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**AXUS EMPLOYEE RECRUITMENT SYSTEM**

**SHADIRA BINTI SAAD**

**This report is submitted in partial fulfillment of the requirements for the  
Bachelor of Computer Science (Database Management)**

**FACULTY OF INFORMATION AND COMMUNICATION TECHNOLOGY  
UNIVERSITI TEKNIKAL MALAYSIA MELAKA**

## DECLARATION

I hereby declare that this project report entitled  
**AXUS EMPLOYEE RECRUITMENT SYSTEM**

is written by me and is my own effort and that no part has been plagiarized without  
citations.

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## **DEDICATION**

**To my beloved parent and siblings.**

**To my supportive friends.**

## ACKNOWLEDGMENTS

**Bismillahirrahmanirrahim**

Praise to Allah for giving me strength and patience to complete the Projek Sarjana Muda throughout these semester. Special thanks to my beloved parents Saad Bin Yaacob and Satariah Binti Haji Yakub for always prays and blesses me until now. I also would like to express my gratitude and honor to the project supervisor En. Yahya Ibrahim for always motivate and guiding me through the completion of this project, and my supportive friends Redzuan, Shafika Hani, Junairah, Faridah, Hanisah and Aini, you all never bored to help and for those who involved in contributing something meaningful during this project.

## ABSTRACT

Axus Employee Recruitment System (AERS) is a web-based system development project. The primary purpose to develop this system is to optimize the need of computer and internet in employee recruitment process at Axus Company. Besides, the qualified applicants could be sort by this system based on their qualifications and company requirements. This system will be used by any people who are interested to apply for a job at Axus Company and also for Human Resource group to post a new job at the site and to process the applications to select for the qualified applicants. This system could also solve the problems of the manual system that had been used at company before. To develop this system, SSADM approach is used and SDLC model had been chosen as a methodology. Results get from this application development is hoped to enhance the performance of Human Resource group to process the applications in order to select for the qualified applicants. Meanwhile, this system could also facilitate the applicants to apply for the job at Axus Company.

Sistem Pengambilan Pekerja Axus atau *Axus Employee Recruitment Sistem (AERS)* ini merupakan sistem yang berasaskan web. Tujuan utama *AERS* dibangunkan adalah untuk mengaplikasikan penggunaan komputer dan internet untuk proses pengambilan pekerja di syarikat Axus. Selain itu, sistem ini juga dapat menyaring proses pemilihan pemohon yang layak berdasarkan kelayakan dan syarat yang telah ditetapkan. Sistem ini akan digunakan oleh mana-mana individu yang berminat untuk memohon pekerjaan di syarikat Axus dan bagi pihak *Human Resource* mengiklankan jawatan-jawatan kosong di syarikat Axus serta melakukan kerja-kerja penyaringan dan pemilihan. Sistem ini dapat mengatasi masalah yang dihadapi oleh pemohon-pemohon yang masih menggunakan cara manual untuk memohon pekerjaan. *AERS* juga dapat mengatasi masalah yang dihadapi oleh pihak *Human Resource* yang masih menggunakan cara manual untuk meneliti setiap borang permohonan agar lengkap diisi dan memilih permohonan yang layak. Untuk membangunkan sistem ini, teknik SSADM digunakan. Metodologi pembangunan sistem ini ialah dengan menggunakan model SDLC. Hasil daripada pembangunan projek ini, diharapkan dapat membantu para pemohon membuat permohonan dan memudahkan pihak *Human Resource* menguruskan jawatan kosong yang ada dengan setiap permohonan.



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**LIST OF ABBREVIATIONS**

<b>3NF</b>	<b>Third Normal Form</b>
<b>ASP</b>	<b>Active Server Page</b>
<b>AERS</b>	<b>Axus Employee Recruitment System</b>
<b>BPO</b>	<b>Business Process Outsourcing</b>
<b>CPU</b>	<b>Computer Processor Unit</b>
<b>DBA</b>	<b>Database Administrator</b>
<b>DBMS</b>	<b>Database Management System</b>
<b>DDL</b>	<b>Data Definition Language</b>
<b>DFD</b>	<b>Data Flow Diagram</b>
<b>ERD</b>	<b>Entity Relationship Diagram</b>
<b>HR</b>	<b>Human Resource</b>
<b>IC</b>	<b>Identity Card</b>
<b>LAN</b>	<b>Local Area Network</b>
<b>OOAD</b>	<b>Object Oriented Analysis and Design</b>
<b>PC</b>	<b>Personal Computer</b>
<b>PHP</b>	<b>Personal Home Page/ Hypertext Preprocessor</b>
<b>PSM</b>	<b>Projek Sarjana Muda</b>
<b>RPO</b>	<b>Recruitment Process Outsourcing</b>
<b>SDLC</b>	<b>Systems Development Life Cycle</b>
<b>SSADM</b>	<b>Structured Systems Analysis and Design Methodology</b>
<b>SQL</b>	<b>Structured Query Language.</b>

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## **CHAPTER I**

### **INTRODUCTION**

#### **1.1 Project Background**

Axus Technology has been one of the leading companies in the equipment manufacturing since 1977. With a young and dynamic team, Axus Technology is well-positioned in many Asia markets including Malaysia. However, without a good system on hiring an employee, it is impossible to achieve new target market. Therefore, with this new develop system; employee recruitment process will be more systematic by replacing manual process in this company. According to Francisco J. Mata (2000), information technology has helped to computerize the business process thus streamlining businesses to make them extremely cost effective money making machines. This in turn increases productivity which ultimately gives rise to profits that means better pay and less strenuous working conditions. This opinion suitably describe that information system might be useful in Axus Technology to manage their employee recruitment process.

Axus Employee Recruitment System (AERS) by overall is aims to facilitate the applicant to apply for the job vacancies online. Indirectly, it is also to facilitate the human resource group for an easy and systematic employee recruitment process. AERS in manufacturing environment will address the issue of managing employee recruitment

which is difficult to be done manually. It is because a lot of employees need to be hired almost everyday at the production line.

This system is capable to capture and store data of applicants and management team, Human Resource (HR) group could retrieve back the data. The applicants and HR group could also check any information by querying the data according to their requirements. Additional functions like login and password verification will also be focused on to provide adequate security of AERS. Report could be generating by this system to provide report or statistical information on applicants based on job level, month and others.

With this AERS, Axus will be able to monitor, check, verify and validate information from each applicant who is interested to apply for the job offered by Axus. In addition, each applicant will be able to update their data online.

## **1.2 Problem Statement**

This system is developed based on the problems that occur from the current manual system. The problems are stated as below:

### **1.2.1 Manual current system**

Based on the current system of Axus employee recruitment process, we can see that applicant have to be present at the company themselves to obtain the forms and fill in the form manually. Same goes to HR group which have to make a selection process for qualified applicant manually. There is no appropriate computerized system to manage all this process.

Axus HR groups have to manually advertise the job vacancies anywhere and publish it on the newspaper. There is no appropriate and specific place or site to announce and give information about the job vacancies. Any potential applicant could unnotice this good opportunity if there is no proper way to publish it.

The difficulty from the manual selection is, for HR group itself, they have to deal with a lot of applicant form in order to make two selections. The first selection is to check whether all of the forms completely filled. The second selection is to sort and select the eligible applicant based on their qualifications and company requirements. After that, they have to inform the applicants about the application result manually by phone or offered letter. There will be possibility that the applicants could not be reached by the telephone or the applicants did not get the letter due to careless or human error. So, they need one application that will select the eligible applicant systematically and could inform the applicants about the result by assigning the application status to them.

### **1.2.2 Inefficient information retrieval**

All of the data are written in paper based form and kept in cabinet using filing system. There is no appropriated computerized system to manage all this data. Unsecured data can be easily obtained by unauthorized person. Using manual system, the workers at HR department store the forms anywhere as they like that could lead to waste of time to search and look one by one of the form.

### **1.2.3 Unable to generate a report**

Report or statistical information of the job application progress has to be created manually in paper based format such as using the log book. HR group will check the form manually one by one to count the number of applicant based on job level or monthly period. This could lead to human error in order to count the application forms.

#### **1.2.4 No facility for Database Administrator (DBA)**

There is no DBA for Axus Technology Company. So, the HR group needs to perform the management task such as manage all the data and report themselves. This could cause difficulties in maintaining all the enormous data using manual system. Meanwhile, they still got other clerical jobs to do. This will lead them to time-consuming and management problems that could also effect the company performance. Administrator could also create database, create tables, backup the database and import or export the data using this system.

### **1.3 Objectives**

AERS is implemented in order to achieve the objectives that benefit the HR group management. The objectives of this project are stated as below.

#### **1.3.1 To develop a computerize system**

AERS is a web-based information system that will facilitate applicants with online application forms. Applicants could apply for the job offered by Axus Technology Company by fill in the form completely online. HR group could select the eligible applicants by filled in the requirements into the system. System will sort the applicants based on the requirements needed. All of this process could be done by systematic computer system to increase performance.

### **1.3.2 Efficient information retrieval**

Only authorize user can access the information in this system. In order to access this information, users have to provide the system with their MyKad number (IC number) and password. By using MyKad number and password, applicants could update their information easily and HR group could view the required information or select the eligible applicants based on applicant's information.

### **1.3.3 To generate report automatically**

This system could generate the report automatically for management purpose. The administrator or manager could view the statistic of the application's information monthly, yearly or based on jobs applied.

### **1.3.4 To provide facility for DBA**

This system is developed with a function that enables DBA which is HR group of the company itself to create table based on data given through the system interface. The required data are table name, attributes, data type and constraints. This will provide a convenient way for DBA to create the table whenever needed. With this features, even without strong SQL or database concept knowledge, they could easily upgrade the system.

## 1.4 Scopes

The scope for the employee recruitment systems can be determined from various aspects of categories. With the scope of the employee recruitment system is systematically classified as the sub-chapters below, the requirements to this system are well defined as the details in this section.

### 1.4.1 Scopes of System Functionalities

- **Login:** Login is a necessity as the abstract security to form the security system to avoid from being breach.
- **Applicant Registration:** Prior utilize the system; registration needed for each applicant to use the system. Applicants are capable to access to the online service to fill in the form to apply for the job after registration.
- **Post New Job:** Administrator will be able to post, update or delete a new job vacancy for applicant's view.
- **Job Application:** In this new system, users are able to apply the job via internet by filled in the required forms. They can select any job to reply based on their qualifications and job requirements.
- **Applicant evaluation:** The system should be able to provide evaluation function done by human resource group to determine the qualified applicant. The system should be able to display the status of the applicant assigned by administrator which is HR group.