BORANG PENGESAHAN STATUS TESIS

JUDUL: E- RECRUITMENT SYSTEM FOR PRESCOTT METRO INN

SESI PENGAJIAN: 2004/2005

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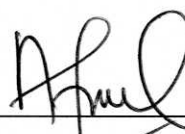____/____   TIDAK TERHAD

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Alamat tetap :   Nama Penyelia

686, Taman Bersatu, Jalan Batas Paip,   Ahmad Fadzli Nizam Bin Abdul

06600 Kuala Kedah.   Rahman

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Nama Penyelia

<u>Ahmad Fadzli Nizam Bin Abdul</u>

<u>Rahman</u>

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E- RECRUITMENT SYSTEM FOR PRESCOTT METRO INN

YAM HUEY CHYONG

This report is submitted in partial fulfillment of the requirements for the Bachelor of Computer Science (Software Development)

FACULTY OF INFORMATION AND COMMUNICATION TECHNOLOGY
KOLEJ UNIVERSITI TEKNIKAL KEBANGSAAN MALAYSIA
2005

DECLARATION

I hereby declare that this project report entitled

E- RECRUITMENT SYSTEM
FOR
PRESCOTT METRO INN

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

STUDENT : _____ Date: 23.11.2005

(YAM HUEY CHYONG)

SUPERVISOR : _____ Date: 23.11.2005

(EN AHMAD FADZLI NIZAM BIN ABDUL RAHMAN)

DEDICATION

To my beloved family members

ACKNOWLEDGEMENTS

First and foremost, I would like to express my warmest gratitude to my supervisor, En.Ahmad Fadzli Nizam Bin Abdul Rahman for his invaluable guidance and supervision throughout the planning and development of this project. I sincerely direct this appreciation for concern and advice given.

Secondly, I would like to convey my sincere thanks to Miss Yam Hooi Ling, my project moderator. She has given me many useful suggestions and ideas upon successfully developing the system. The suggestions and ideas given make this project more practical and more presentable in the real environment.

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Besides, I would like to thank Miss Yam Hooi Ling their correspondent during the interview session. Useful information given helps a lot in the development.

Special thanks to my fellow course mates for their willingness to share their ideas, knowledge and resources. They have showed me their helping hand in completing this project.

Last but not least, I would like to forward my heartfelt gratitude to my family members who have motivate and support me throughout the development process.

ABSTRACT

E-Recruitment System (ERS) is developed for the Prescott Metro Inn. It is a Web-based application System that provides applicants the opportunity to apply job and check the job application status through online. The job applicant will be informed the application status through the SMS or E-mail that sent by the administrator. 2 types of application are developed –standalone and web application. Hence, the advertising costs will be reduced and the administrators can process the job application efficiently. Besides, the Standalone system can reduce workload and increased the administrator job performance. The applicant can use the website to create an account and submit their resume. The Standalone system will improve the job application process and facilitates the administrator to select the qualified candidates for an interview. Due to the limited time, the system only focuses on the job application. The Object-oriented analysis and design methodology with the Unified Modeling Language is used to carry out the project analysis and design.

ABSTRAK

E-Recruitment System (ERS) yang dibangunkan khas untuk Prescott Metro Inn. Sistem atas talian ini memberi kemudahan pemohon untuk memohon kerja dan menyemak keputusan permohonan mereka secara atas talian. Pemohon akan dimaklumkan status permohonan kerja melalui sms atau email yang dihantar oleh pentadbir. Dengan adanya sistem ini, syarikat boleh menjimatkan kos untuk membuat pengiklanan dan pentadbir boleh menguruskan borang pemohonan secara lebih berkesan. Selain itu, sistem ini dapat mengurangkan kerja beban pentadbir dan meningkatkan hasil kerja. Pemohon mengunakan sistem atas talian itu untuk membuka akaun dan menghantar *resume*. Sistem ini akan meningkatkan prosess penapisan borang pemohonan dan memudahkan pentadbir menyenarai pemohon yang berkualiti untuk proses temu duga. Maklumkan kepada calon yang berjaya untuk ditemu duga akan dihantar melalui SMS dan email masing-masing seperti yang telah didaftar di akaun.

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LIST OF ABBREVIATIONS

ABBREVIATION	DESCRIPTION
KUTKM	Kolej Universiti Teknikal Kebangsaan Malaysia
PSM 1	Project Sarjana Muda 1
UML	Unified Modeling Language
SMS	Short Messaging Service
ERD	Entity Relationship Diagram
OO	Object-Oriented
OOAD	Object-Oriented Analysis and Design
OOSE	Object-Orientated Software Engineering
IE	Internet Explorer
IIS	Internet Information Service
PC	Personal computer
ERS	E- Recruitment System

LIST OF ATTACHMENTS

CHAPTER I

INTRODUCTION

This chapter provides a context for the rest of the subject of the report. It outlines the objective of how my project performed and provides readers with a sufficient project background to understand the rest of the report and what has been done previously. We will discuss about E-Recruitment System (ERS) for Prescott Metro Inn in this chapter, including project background, problem statement, objectives, scope, project significance, expected output and conclusion.

1.1   Project Background

The system that I am going to develop is ERS for Prescott Metro Inn. Prescott Metro Inn, Kajang's most exclusive 3-star Hotel. Offers first class service and facilities with courteous and warm hospitality to meet the needs of the most discerning businessmen and executive. It is a Web-based Application System and other one is Stand Alone. This online system provides applicant the opportunity to applying job and checking the status online. Therefore, the administrator is Stand Alone System can process job application easily. To inform the job applicant about the interview result will be informed via SMS or E-mail. I am focus on how the applicant applies the job and checks the status and how the administrators process the job application and inform the job applicant the interview result. The interview

result will be informed via SMS and E-Mail. Nowadays, most of the companies using this web-based system to offering the job for applicants and spread their customers' vacancy information. As for the interview arrangement, they just simply make a call to the interviewer.

Without this system, the applicant has to go to company to fill up the job application form or send the resume to the company by post. Meanwhile for the administrator, they have to spend more time on job application process and call the candidates for an interview after done all these time-wasted process. This is what it called the traditional job hunting methods.

1.2   Problem Statement

After studying and analyzing the current system, we found that there are many problems and constraints in that method. Those problems and constraints lead us to develop a better software system. The first problems and constraints are regarding the company had to spend high cost of advertising. Second, the administrator has to spend more time to process the applicants' resume. Companies must eliminate too much irrelevant information. A company can receive hundreds of resumes and applications from the Internet every day. Majority of them are unqualified or undesirable candidates.

For the applicant has to go to company to fill up the job application form or send the resume to the company. Furthermore, the applicants have to spend a lot of time for waiting the answer.

These problems resulting in a staggering amount of lost opportunity and wasted money.

1.3   Objective

The main purpose of this ERS is to provide another way for the applicants apply the job and the administrator can process job application easily. After applicants apply and save the data into database, administrator need select the requirement for interviewer through the system to select with one who is qualified to come for an interview. The interview result will be informed via SMS and E-Mail. The objectives of this system are:

- To provide a web-based for applicants to online apply job. After that applicants can check the status of their applied job.
- To make easier the job application process of administrator. This system can reduce workload and increased the job performance of administrator.
- To inform the job applicant of their interview result via E-mail or SMS.

1.4   Scope

This online system is an easy-to-use self-service system which enables the applicants applying job and checking the status online (Pending, Success, and Failed).

As for administrator, job application process also can be done more effectively. After applicants apply and save the data into database, administrator need to establish the requirements for interviewer, through the system to select who is qualified to attend an interview. Of course, the interview result will be informed via SMS and E-Mail to all of the applicants.

This system is the combination of software and hardware are required to develop. The hardware used is GSM modem. The software required would be ASP.Net for web base Application and Visual Basic is for Stand Alone System.

1.5   Project Significance

As I mentioned above, this online system is new System for Prescott Metro Inn.

The main reason of many companies is investing in ERS because there are too much existing job seekers from all over the world. Nowadays, many job seekers are using the Internet to applying job because of it's faster and cheaper way. There is more advantage in online job seeking compare with using traditional channels. Applicants can find the right job in the easier way. The advantages for the company are time reduction on fill-in positions, sourcing for more qualified candidates and reducing cost-per-hire.

The calculations above, of course, are based on many assumptions. Notice that we calculate what companies could save, what the benefits would be. The language is conditional because the benefits are conditional.

1.6   Expected Output

The applicants can applying job online and checking the status. The administrator can process the job application easily. The interview result will be informed via SMS and E-Mail. Besides that, others companies can use this system to provide the easiest way for applicant to apply the job.

1.7   Conclusion

This chapter is briefly descriptions for ERS, which enable applicants, can online to applying job and checking the application status. The administrator can process the job application easily. The interview result will be informed via SMS and E-Mail. It is the easy way for applicants and administrator to use this system.

Next chapter I will discuss about fact and finding, how to decide methodology and model that are used to develop this online system and what the hardware and software are used to develop this online system.

CHAPTER II

LITERATURE REVIEW AND PROJECT METHODOLOGY

2.1   Introduction

This chapter will discuss about the literature review and project methodology. From this chapter, you can see the differences between what method is suitable using to develop this system and the proposed system in the context of project requirement and also for project schedule and milestones.

The proposed system will has some additional features that the existing system doesn't have. For example animations, sound, and others features that will be discussed in detail later on.

This chapter will discuss about the following:

- Preview on the literature review and project methodology
- Project requirements include software requirement, hardware requirement and other requirements.
- Project schedule and milestones

2.2   Fact and Finding

The literature review is the background study about the knowledge and information gained to develop this project. The purpose of literature review is to get a better knowledge about the system going to develop and get better understanding on the current and future trends of the system.

In addition, literature review also enables the comparison among existing related software. Study on the strength and weakness of e-Recruit gives an overview on what modules should be included in the system. Besides, by doing improvement on the weaknesses occur in the existing system, the system developed will have better functionality.

Case Study 1

e-Recruitment Solutions: Attracting and Retaining Talent via the Web

According to Aberdeen's (2001/05) new research report, *e-Recruitment Solutions: Attracting and Retaining Talent via the Web* highlights the advantages of e-Recruitment solutions. These advantages include the opportunity to improve hiring processes in the following ways:

- Reducing time to fill positions;
- Streamlining recruitment processes;
- Reducing cost-per-hire;
- Sourcing more and higher quality candidates;
- Allowing greater collaboration among the parties involved in talent acquisition; and
- Freeing Human Capital Management (HCM) professionals to focus on value-added activities.

In order to define, segment, and forecast the future growth of this market, Aberdeen Group conducted an extensive survey of e-Recruitment suppliers. The results of this survey include:

- e-Recruitment market trends ;
- e-Recruitment solution benefits;
- Preferred solution features for candidates, hiring managers, internal recruiters, and external recruiters;
- Perceived differentiators among e-Recruitment solutions providers;
- Pricing and implementation;
- Solution functionality and technology;
- Respondent demographics - financial, target market, etc.; and
- Profiles of 37 suppliers, including positioning, structure, core products and services, and Aberdeen conclusions.

Case Study 2

Recruiting for Canada's Future Public Service — Changing the Practices

Observations and Recommendations

According to Maria Barrados (2001).This chapter discusses issues that the government needs to address, regardless of the legislative framework:

- human resource plans and recruitment strategies;
- recruitment practices, funding, and tools;
- recruitment services to managers;
- Departmental reporting.

Planning and strategies

- Deputies should ensure that human resource planning is an integral part of business planning, that the key recruitment elements and strategies are included in their human resource plans, and that the plans are communicated widely.

Recruitment practices

- Departments should identify where increased investment in indeterminate hiring is needed to meet their long-term human resource needs.
- Deputy heads should ensure that departments analyze their recruitment needs in order to identify where local or departmental inventories of pre-qualified candidates need to be developed and maintained.