BORANG PENGESAHAN STATUS TESIS

JUDUL: E- RECRUITMENT SYSTEM FOR PRESCOTT METRO INN

SESI PENGAJIAN: 2004/2005

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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	:	(YAM HUEY CHYONG)	Date: 23.11.2005
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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.

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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.

	TABLE OF CONTENTS	PAGE
CHAPTER	SUBJECT	
	PROJECT TITLE	i
	ACKNOWLEDGEMENTS	ii
	ABSTRACT	iii
	ABSTRAK	iv
	TABLE OF CONTENTS	vii
	LIST OF TABLES	xi
	LIST OF FIGURES	xii
	LIST OF ABBREVIATIONS	xiii
	LIST OF ATTACHMENTS	xiv
CHAPTER I	INTRODUCTION	
*	1.1 Project Background	1
	1.2 Problem Statements	2
	1.3 Objective	3
	1.4 Scopes	3
	1.5 Project Significance	4
	1.6 Expected Output	4
	1.7 Conclusions	4
	LITERATURE REVIEW AND PROJECT	
METHODOL	OGY 2.1 Introduction	6
	2.2 Facts And Finding On Electronic	
	Recruitment	7
	2.2.1 Case Study 1	7
	2.2.2 Case Study 2	8

V111

		2.2.3	Case Study 3	10
		2.2.4	Case Study 4	10
		2.2.5	Case Study 5	11
		2.2.6	Case Study 6	17
		2.2.7	Case Study 7	18
		2.2.8	Case Study 8	20
		2.2.9	Case Study 9	21
		2.2.10	Case Study 10	22
	2.3	Proje	ct Methodology	25
	2.4	Proje	ct Requirements	28
		2.4.1	Software Requirements	28
		2.4.2	Hardware Requirements	29
		2.4.3	Other Requirements	29
	2.5	Proje	ct Schedule And Milestones	29
	2.6	Concl	usion	29
			a contract of	
CHAPTER I	II AN	ALYSIS	S	
	3.1	Introd	luction	31
	3.2	Proble	em Analysis	31
		3.2.1	Background of current system	31
		3.2.2	Problem Statements	33
	3.3	Requi	rement Analysis	33
		3.3.1	Functional Requirements	34
		3.3.2	Business Flow	36
		3.3.3	Actors	40
		3.3.4	Use Case Description	40
		3.3.5	Software Requirements	53
		3.3.8	Hardware Requirements	53
		3.3.9	Network Requirements	54
	3.4	Concl	usion	54

CHAPTER IV	DI DI	ESIGN		
	4.1	Introd	luction	55
	4.2	High 1	Level Design	55
		4.2.1	Raw Input/Data	56
		4.2.2	System Architecture	56
			4.2.2.1 Static Organization	57
			4.2.2.2 High -Level Class	
			Diagram	58
		4.2.3	User Interface Design	59
			4.2.3.1 Navigation Design	59
			4.2.3.2 Input Design	60
			4.2.3.3 Output Design	61
		4.2.4	Database Design	61
			4.2.4.1 Logical Database Design	61
		4.2.5	Deployment View	63
	4.3	Softw	are Specification	64
		4.3.1	Physical database Design	77
	4.4	Concl	usion	77
CH A PERD V				
CHAPTER V	222.222		ENTATION	
		Introdu		79
	5.2		re Development Environment	80
		Setup		
		5.2.1	Operating System	80
		5.2.2	Programming Language	81
		5.2.3	Software Development Tools	83
		5.2.4	Database Server	84
			Control Procedure	84
			entation Status	85
	5.5	Conclu	sion	91
CHAPTER VI				
	6.1	Introdu	ıction	92

6.2	Test Pl	an	92
	6.2.1	Test Organization	93
	6.2.2	Test Environment	93
	6.2.3	Test Schedule	94
6.3	Test St	rategy	95
	6.3.1	Classes of Tests	95
6.4	Test De	esign	97
	6.4.1	Test Description	98
6.5	Test Re	esult and Analysis	109
6.6	Conclu	sion	109
CHAPTER VII P	ROJECT	CONCLUSION	
7.1	Observa	ation on Weakness and Strengths	111
7.2	Propos	itions for Improvement	112
7.3	Conclu	sion	112
REFERENCES			114
BIBLIOGRAPHY			116
ATTACHMENTS			118

LIST OF TABLES

TAB	LE TITLE	PAGE
2.1	Why there is a Recruiting Revolution (Top 10	
	Reasons)	11
2.2	Tradeoffs in Personality (Cisco)	17
2.3	Beware the Interface (Baxter)	18
2.4	Efficiency isn't Everything (Citibank)	20
2.5	Big Can Be Difficult (Procter and Gamble)	21
2.6	An Effective Mix (Trilogy)	23
6.1	Personal Computer Configuration	93
6.2	Test Schedule	94
6.3	Unit Testing-Login	99
6.4	Unit Testing-StaffLogin	100
6.5	Unit Testing-ManageJob	100
6.6	Unit Testing-Send E-Mail	101
6.7	Unit Testing-Send SMS	102
6.8	Unit Testing-Find Job	102
6.9	System Testing - Login Module	104
6.10	System Testing - Manage Job Module	105
6.11	System Testing - Find Job Module	106
6.12	System Testing - Apply Job Module	107
6.13	System Testing - Create Resume Module	108
6.14	Test Case Result	109

LIST OF FIGURES

FIG	GURE TITLE	PAGE
2.1	Methodology for Prescott Metro Inn	27
3.1	Activity Diagram for Prescott Metro Inn As-Is System	32
3.3	Overview of ERS for Prescott Metro Inn	35
3.4 3.5	Registration Activity Diagram [Applicant] Login Activity Diagram [Applicant]	36
3.6	Find Job Activity Diagram [Applicant]	37
3.7	Check Status Activity Diagram [Applicant]	38
3.8	Manage Job Application Activity Diagram [Administrator]	38
3.9	Global view of use-case model	39
4.1	System Architecture for E-Recruitment System	40
4.2	•	56
4.2	Layering Architecture for E-Recruitment System for Prescott	57
	Metro Inn	
4.3	ERS for E-Recruitment Package	57
4.4	High-Lever Class Diagram for E-Recruitment System	58
4.5	Navigation Design for Client Web System [Applicant]	59
4.6	Navigation Design for Client Web System [Administrator]	60
4.7	Entity Relationship Diagram (ERD) for ERS	61
4.8	Deployment Model for ERS	63
4.9	Deployment Architecture for ERS	
6.1	Testing Steps	64
6.2	Login	95
6.3	Staff Login	99
J.J	Stati Logili	99

LIST OF ABBREVIATIONS

ABBREVIATION

DESCRIPTION

KUTKM Kolej Universiti Teknikal Kebangsaan

Malaysia

PSM₁ Project Sarjana Muda 1

UML **Unified Modeling Language**

SMS Short Messaging Service

ERD Entity Relationship Diagram

00 **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

ATTACHMENT	TITLE	PAGE	
A	Gantt Chart	122	
В	Sequence Diagram	134	
C	Interface Design	141	
D	Input Design	151	
E	Output Design	156	
F	Data Dictionary	162	
G	User Manual	169	

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 valueadded 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.