Campus Recruitment Management System for Educational Institutions

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Abstract - *A web-based tool called Campus Recruitment Application aids in automating the colleges' and universities' entire placement procedure. Attendance at placement drives held by colleges or universities is expected of students enrolled in courses there. Students at the colleges can register for the placement drive taking place on campus and complete the placement process in the application by using this campus recruitment application. Additionally, company personnel such as managers and HR personnel can use this application. To hold the drive for college students, they must register for the application. The college placement team has access to this application as well. They have the authority to confirm the background and history of the registered company and to accept or reject the student's registration. With our application, maintaining records and data is simple. A single application can be used for the whole placement drive process, from round one to the last HR interview.*

*Key Words***:** Recruitment; application; placement drive.

1.INTRODUCTION

Through the campus recruitment application, companies can register for campus recruitment; college administration can review and approve company registrations; students can create personal profiles and enroll in campus placements; company panel members can record interview results; and college administration can record announcements and results. The campus recruitment application facilitates all of the aforementioned processes, and student data retrieval is user-friendly. The members of the placement team will find it simple to record and store the placement data with this application.

1.1 LITERATURE SURVEY

Establishing a campus employment information network. System development is not more difficult in this paper. In addition to providing organized data storage, SQLite has very little resource usage, requiring less memory and processing data at a very high speed. With the advancement of mobile communication technology comes faster mobile phone transmission thanks to 4G high-speed data transmission and more potent information processing extensibility. The web application is written in the robust Java programming language.

Campus-Based Information System for Colleges. This paper uses Android mobile apps, which are powered by the Linux operating system, to provide information about the college. Android is the fastest-growing open-source mobile device platform. Android provides an easy-to-use yet robust framework for developing applications, along with open access to APIs for creating more sophisticated mobile apps.

1.2 Advantages of the System

1.2.1.   Automates recruitment tasks, saving time and effort for recruiters.
1.2.2.   Offers user-friendly interfaces, improving engagement and satisfaction.
1.2.3.   Provides analytics on recruitment metrics, aiding strategic planning.
1.2.4.   Facilitates better communication and coordination among stakeholders.

1.3 Disadvantages Of The System

1.3.1.   Requires upfront investment in development, deployment, and training.

1.3.2.   Adapting from traditional methods to the new system may require time.

2. PROCESS

2.1. Signup

The student registers and sets up a profile in preparation for processing. The student can check the information and, if finished, add any courses. An appropriate CV should also be uploaded.

2.2. Registration

The company registers itself by providing slot details and profile information. Additionally, it will offer comprehensive details on necessary procedures like written tests and pre-placement.

2.3. Approval

The placement manager evaluates the company's request and decides whether to accept, negotiate, or reject it. If something is rejected or subject to negotiation, a valid explanation and a workaround can be offered.

2.4. Enrollment

The student will sign up for a placement. Students can view the schedule and the prerequisites needed to be placed. Based on the student profile and placement eligibility supplied at registration, auto approval ought to be carried out.

2.5. Recruitment

Every procedure necessary for placement will be reviewed by the placement team. Students will be filtered with the appropriate result for each step, and the placement team may add comments to approve, reject, or hold students.

2.6. Post-Recruitment

Following the hiring process, the students and placement team will receive the required documentation and feedback along with the appropriate notifications. The company will send acceptance letters and other required materials to the students, and reports on the number and CTC of students will be sent to the placement team.

3. DETAILED PROCESS REQUIREMENTS

3.1. Post-Recruitment

3.1.1   The student enters their password, email address, user ID, and other contact details by clicking the "Student Signup" link.

3.1.2   The student presents their student ID after completing the required information.

3.1.3   The required student information, including course, education, and DOB, is automatically retrieved.

3.1.4   For further information, see the integration requirements. The student adds information such as hobbies and skills.

3.1.5   The student uploads their resume to the portal. After that, the request is forwarded to the placement team for approval and verification.

3.1.6   A member of the placement team reviews and verifies the request before approving it and activating the student's profile.

3.1.7   The placement manager should be notified of the approval delay if the placement member does not approve the request within 24 hours.

3.1.8   Upon successful verification, the student will receive the required notification along with their username and password.

Figure 3.1
Collect Personal Details Screen

3.2. A company must go through the process to register for a placement

3.2.1   The Company HR selects the portal's "Register for Placement" link. Basic information is provided by the company, including name, sector, location, profile, email address, phone number, and HR Coordinator name.

3.2.2   See UX requirements for complete information. The company offers placement-related information, including preferred dates and times for slots, facilities needed, a lab for written exams, etc. The slot date cannot be more than seven days from the current date.

3.2.3   The Placement Officer should have authority over this parameter in order to modify it later. The company offers details on the selection criteria, including the roles (multiple) they are seeking and the requirements for each role.

3.2.4   The company checks all of the data they submitted and makes any necessary edits. The information is submitted by the company and is sent for approval.
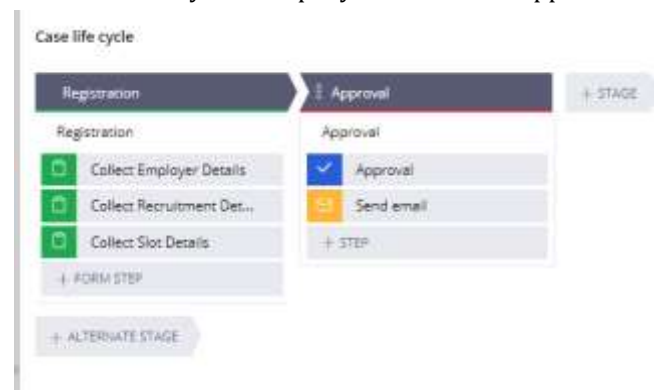

Figure 3.2
Company Registration

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3.3. Following process are followed for approval.

3.3.1 Sends placement officer request for additional negotiation. The placement officer has the power to negotiate with the company or approve/reject.

3.3.2 The process of approval will be simple: a slot will be confirmed in the calendar, and any necessary requests will be forwarded to facilities and other administration personnel.

3.3.3 Rejection can only be carried out with appropriate remarks, and the business must be notified in accordance with the requirements.

3.3.4 Regarding changes to dates, facilities, CTCs, slots, or roles, the placement officer can hold or negotiate with the business; the request should be sent via email to the business along with additional details.

3.3.5 The company can reply by mail or by logging into the portal, changing the information the placement officer requested, and then resubmitting the request.

3.3.6 If the request is not approved by the placement officer within 48 hours, it ought to be automatically approved. After reviewing the request, the placement officer will repeat the previous procedure.

3.4. Following process has to be followed by student to enroll for placement.

3.4.1 The student uses the shared user ID and password to log into the portal. A calendar of forthcoming placement-related events is included in the dashboard.

3.4.2 The student clicks on details to view their profile and eligibility requirements. The student verifies their enrollment by clicking submit.

3.4.3 The approval process for education and qualification requirements will be automated.

3.4.4 The student cannot enroll in more classes if they do not meet the requirements. Every accepted enrollment is confirmed with an enrollment ID, placement information, and a link to the study materials.

3.4.5 Students must receive a reminder two days prior to their placement so they can prepare the necessary paperwork.

3.5. Following process has to be followed during placement.

3.5.1 Two days prior to the planned placement day, the placement process begins. The lab check and facilities check, if necessary, must be completed at least one day prior to placement day.

3.5.2 The placement officer or facilities manager should be notified if the check is not completed within 24 hours. The placement officer can manually upload the placement progress report to the manager's dashboard.

3.5.3 The following results can be mapped for test pass or fail for each student who took part. Candidates who pass move on to a panel interview, where spots are assigned at random according to the panel members' respective workloads.

3.5.4 Each panelist is in charge of the interviews that are assigned to them. Each panel member has specific skills related to their role, and only these kinds of interviews need to be assigned to them.

3.5.5 Interview results are possible to Accept, Reject, or Hold with appropriate remarks. The panel manager may receive candidates who are on hold for a final decision. Results may be accepted or

rejected. All candidates can begin the post-placement process.

Figure 3.3
Candidate Registration and Interview

3.6. The following process has to be followed for post-recruitment

3.6.1 Every student is notified via email if they have been chosen for the process, and a PDF acceptance letter should be mailed.

3.6.2 The company will receive feedback for comments and process review. The placement officer will receive feedback, which they can use for future placements.

3.6.3 Student reports are to be mailed to the placement manager.

Figure 3.4
Employee Onboarding

4. SCOPE OF THE PROJECT

The project will eventually be implemented in all universities and independent colleges. Automation is a possibility. Maintaining records is simple.

5. UX REQUIREMENTS

These are the UX requirements for the campus recruitment application.

5.1 Student Sign-Up

Email/ User ID, Password, Student ID, Name, DOB, Enrolled Course, Year of Joining, tenth details (school, year, location, board, percentage), Details of the 12th grade (College/School, year, percentage, place, board), Graduation and Post-Graduation (year, location, college name, and year-specific percentages), Skills (multiple choice), Interests & Courses Upload your resume.

5.2 Company Registration

Company name, Sector, Location, Profile, Contact (HR Coordinator), Email ID, Mobile Number, Address, Slot Date, Slot type (Process type), Facilities (one or more), Additional Requirements, Roles(one or many), Each role, Maximum number of candidates they are looking for, Average CTC, Eligible departments to apply, Selection cut off (10th, 12th, Current), Selection Process (Written test, GD, interview (Tech, HR)).

5.3 Approval

Company name, Sector, Location, Profile, Contact (HR Coordinator), Email ID, University Program, Mobile Number, Address, Slot Date, Slot type(Process type), Facilities (one or more), Additional Requirements, Roles(one or many), Each role, Maximum number of candidates they are looking for, Average CTC, Eligible departments to apply, Selection cut off (10th, 12th, Current), Selection Process (Written test, GD, interview (Tech, HR)), approval decision, comments.

5.4 Enrolment

Placement calendar, Eligibility criteria, Process (details of interview).

5.5 Recruitment

Student confirmation, Written test results, Panel information, Panel interview results.

6. PORTAL REQUIREMENTS

6.1 Students Home Portal
To sign up or log in, students should have access to an unauthenticated portal.

6.2 Home Portal

Company. to sign up for the interview.
Employee Portal - Placement Team. to grant the requests made by the company and the students. to upload student confirmation and run checks. to upload the grades of the students.

6.3 Placement Officer Portal for Managers

To bargain with the company or accept the final proposal. to review roles, average CTC, and additional reports. to offer the business feedback. to elevate requests for facilities.

6.4 Portal for Workers -

To grant the requests made by the company and the students. to upload student confirmation and run checks. to upload the grades of the students.

6.5 Worker Portal

Facility Administrator/Manager.
to obtain placement requests and reply.
to complete checks right before the scheduled placement.

6.6 Panel Manager/Panel Members

Employee Portal. to provide feedback and update the interview results. to verify test results and the panel's prior feedback.

These are the UX requirements for the campus recruitment application.

7. SECURITY REQUIREMENTS

7.1 Student requests should only be approved by placement members. Nobody else in the group should be able to complete the task.

7.2 The company request should only be approved by the placement officer. Members of placement shouldn't be able to view or approve requests.

7.3 The placement manager ought to have access to every team member's work.

7.4 The education history, resume, and other student details should be accessible to panel members.

7.5 The only person who can review panel member comments for interviews is the panel manager.

8. RESULT

The final output of the application is shown here.

Figure 8.1
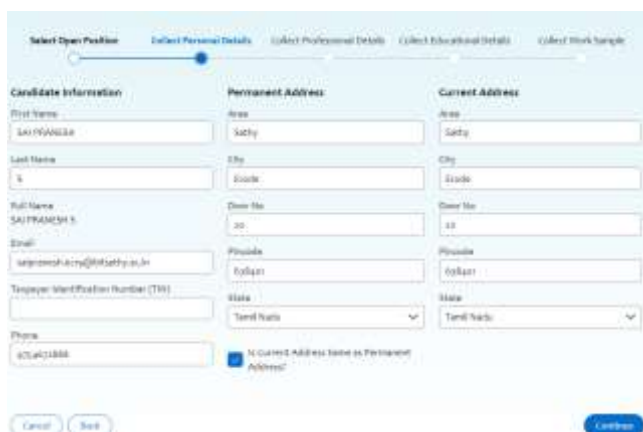*Candidate Registration and Interview Page*

Figure 8.2
Collect Personal Details Screen

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