UTM
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SECD 2613 System Analysis and Design

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INDIVIDUAL ALTERNATIVE ASSESSMENT

PHASE 4: - Technical Report (10%)

E-Recruitment System

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1. PROJECT OVERVIEW

In the old days, companies would have to spend numerous amounts of time and man forces to handle recruitment by using manual administration. The recruitment process that needs to be done are recruiting, resume screening, interviewing, offering the job and record keeping. In order to save those resources, all the manual administration must be digitized. Digitalizing the recruitment process nowadays is very important as it brings many benefits to the company itself such as lower hiring costs and increased employee productivity as the human resource department can invest the time saved to train new and existing employees. Our team was given the responsibility by stakeholders from Technocom System Sdn. Bhd., to digitalize their whole recruitment process.

2. PROBLEM STATEMENT

Manual recruitment process used by Technocom System Sdn. Bhd. are time consuming and require a lot of man force for manual administration such as sending, forwarding and record keeping.

3. PROPOSED SOLUTIONS (PHYSICAL DFD TO-BE SYSTEM)

Figure 1 shows the full Physical DFD TO-BE system for our proposed solution

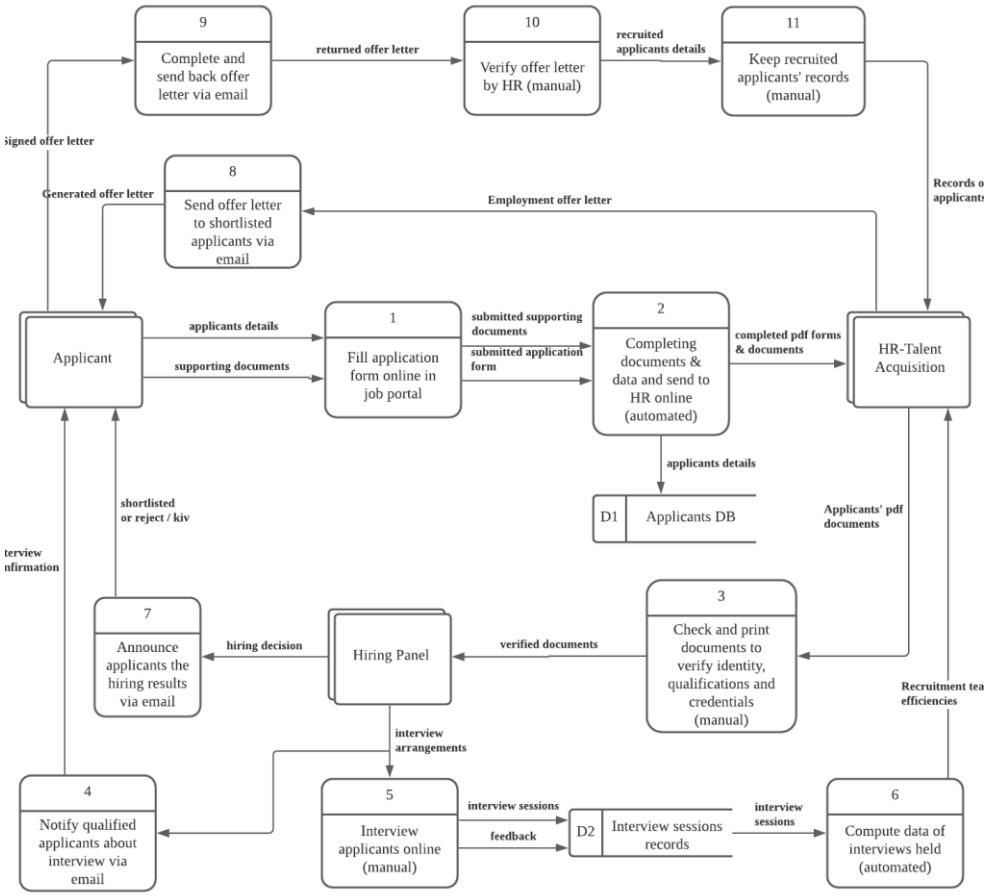

Figure 1: Physical DFD TO-BE Diagram 0

4. MODULE CHOSEN FROM THE PHYSICAL DFD TO-BE SYSTEM

Based on the Physical DFD TO-BE System shown in Figure 1, there are 11 modules in the system including my own individual which focused more on computing data of interviews held. After interview sessions were held online, records, details and feedback of the interview session are then stored inside Interview Sessions Record database. The goal of this module is to collect interview sessions data from the database and compute the data extracted in order to get the efficiencies of recruitment team. The results are then to be accessed and reviewed by HR-Talent Acquisition. Figure 2 shows module 6 taken from Figure 1.

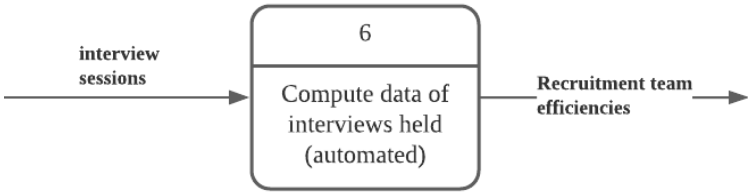

Figure 2: Module 6

4.1 CHILD DIAGRAM

Module 6 starts by collecting interview session data from the interview sessions records database to count how many interview sessions were arranged each week. The computed data before will be stored in the same database and will also be used to calculate the success rate of weekly interviews. Finally, the calculated success rate will be stored and both of the computed data will be presented to HR-Talent Acquisition as a way to measure the recruitment team efficiencies. Figure 3 shows the child diagram for module 6.

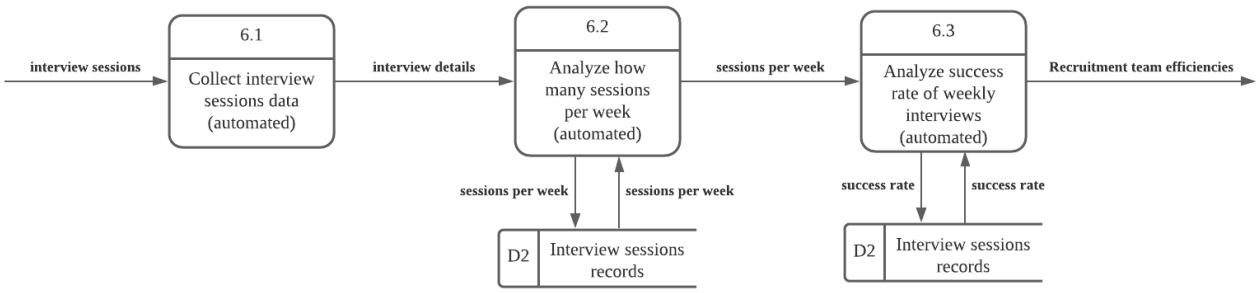

Figure 3: Module 6 Child Diagram

4.2 PROCESS SPECIFICATION

Since the new proposed system is fully digitized, it now can filter out automatically unqualified applicants according to a few sets of conditions. This process will not only increase the efficiencies, but also will make the selection process more fairly and unbiased. The conditions and its results for this process are structured into a decision tree as stated in Figure 4.

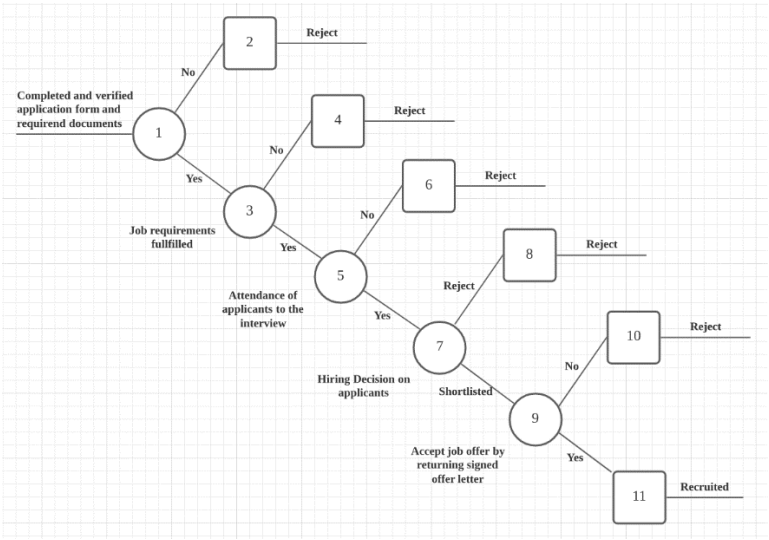

Figure 4: Decision Tree

5. INTERFACE DESIGN (GUI) OF THE CHOSEN MODULE

For this module, I have created a website called Interview Records as my prototype. In short, this website basically is a secured website which is connected to the database Interview Session records, and the main goal of this website is to display the recruitment team efficiencies for HR-Talent Acquisition.

In Figure 5, there are two textboxes that user need to fill in order to get authorization since the website contains sensitive and private information. After details required have been filled correctly, user can now log into the website.

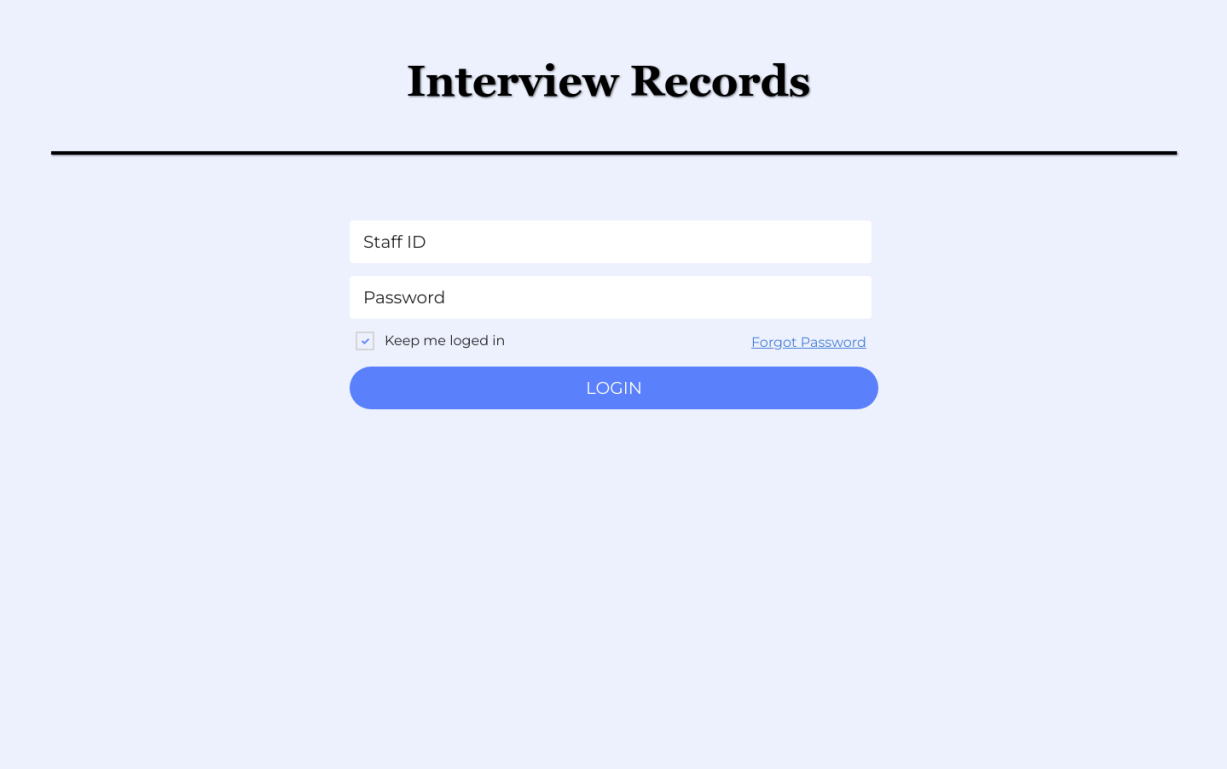

Figure 5: Login Page

After users have successfully logged into the website, The website will have to collect data from the interview sessions database which can sometimes take a while. Figure 6 shows the Loading Page.

Figure 6: Loading Page

Next users will arrive at the home page which is filled with information. At their left side is the main goal of this website which is the computed data of the recruitment team efficiency. There two aspects of efficiency which are the interview sessions arranged in this month or week, and the rate of success weekly interview. Not only that, the number of interview sessions held in the past year is also shown in a graph form. The data collected from the database were used to calculate and produce those data and statistic. On the bottom left of the page, users can find the upcoming interview that have been arranged and on the right side is a quick list of the most recent interview that has been done. Figure 7 shows the Home Page.

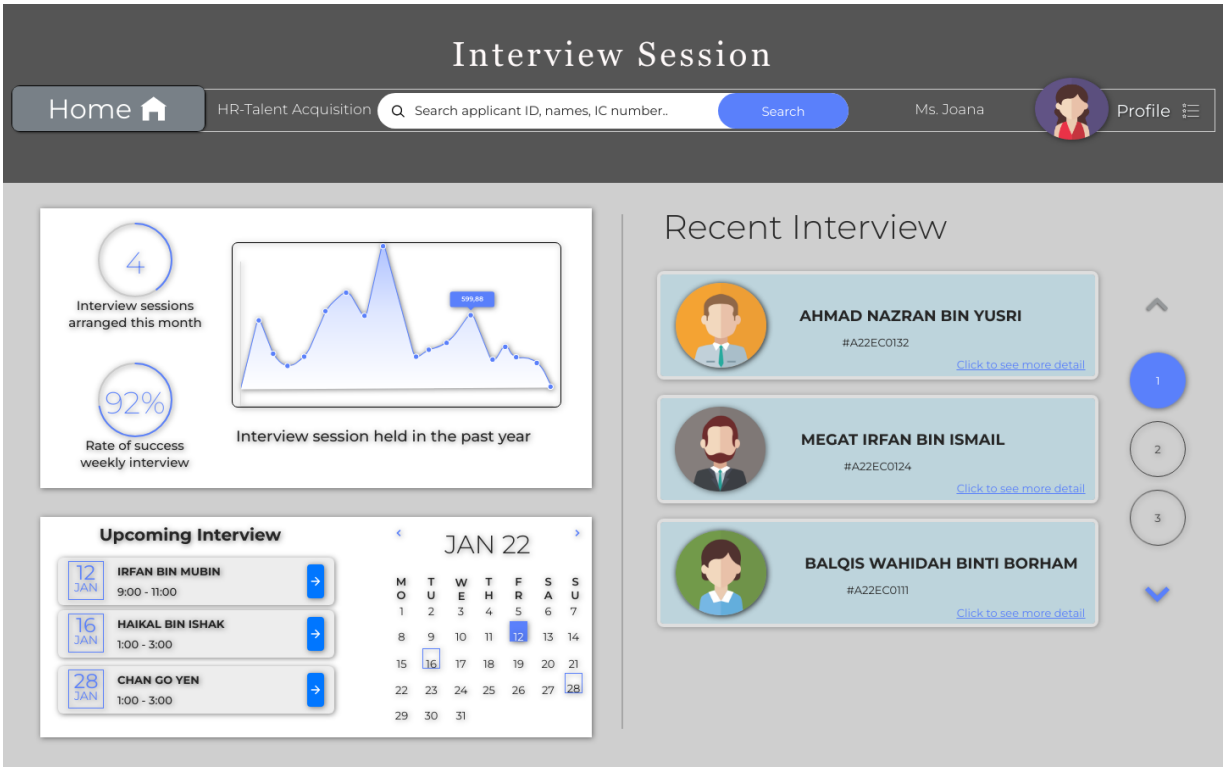

Figure 7: Home Page

If the user decides to click on any interview to see more detail, it will bring the user to the Application Interview session page. Here user can see many information and detail of the interview including overall rating, feedback, hiring decision and many more. Even though the hiring decision has been made such as indicated in Figure 8 below, users can still see the detail of employment by clicking the button on the bottom left of the page. Figure 8 and Figure 9 shows the Applicant Interview Session Page and the Detail of Employment Page respectively.

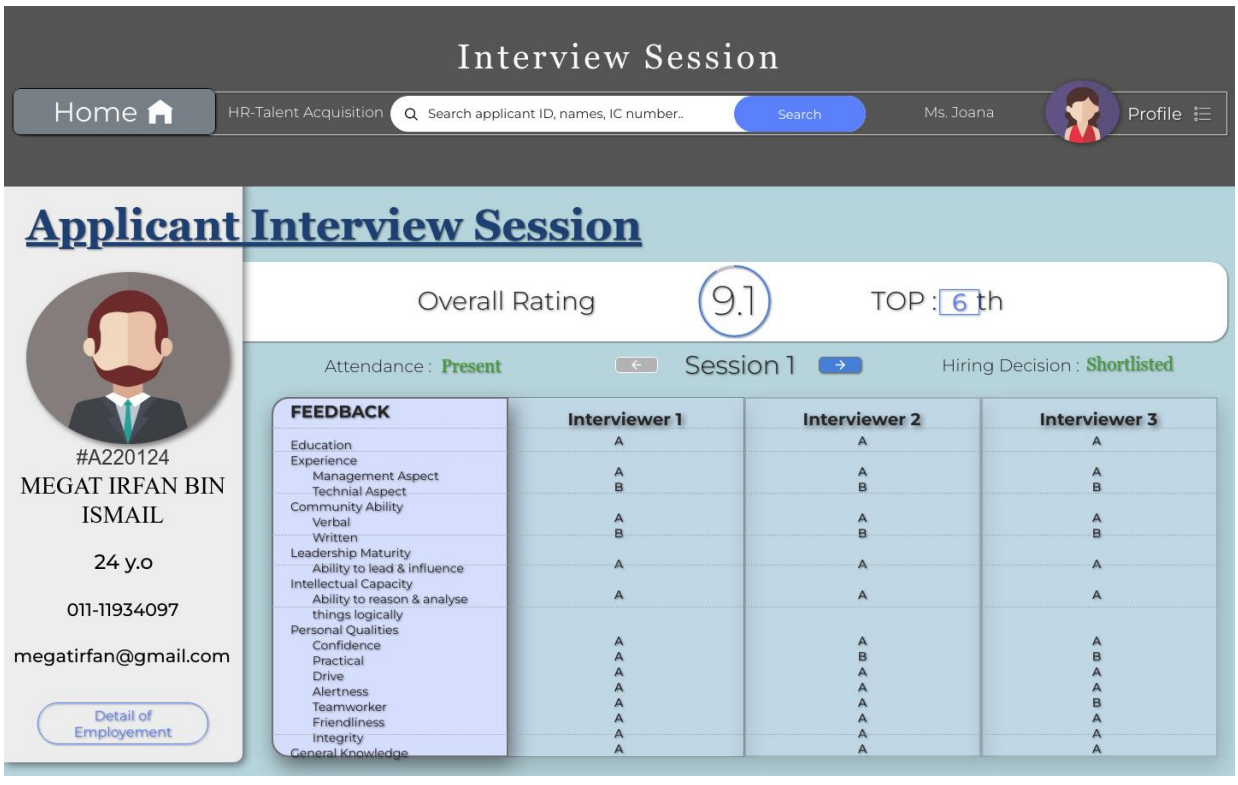

Figure 8: Applicant Interview Session Page

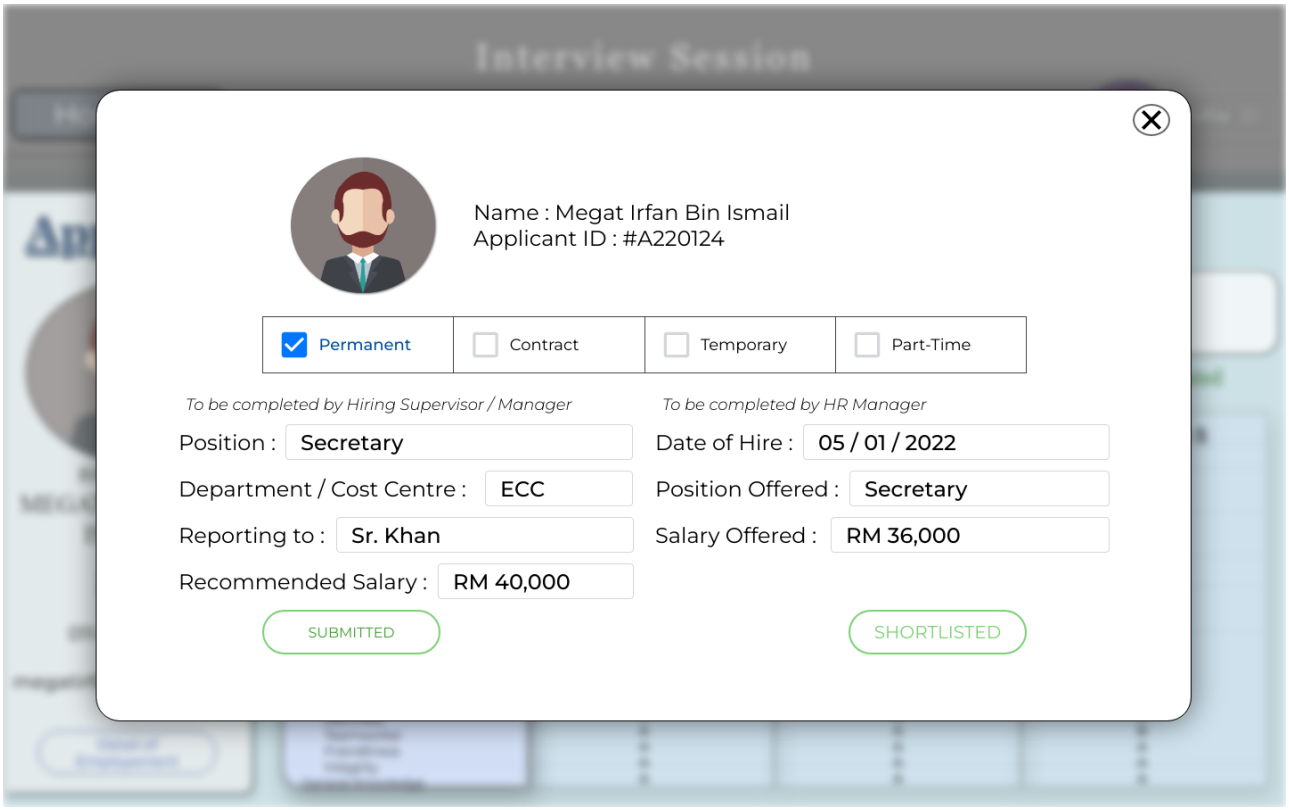

Figure 9: Detail of Employment Page

6. CONCLUSIONS WITH YOUTUBE LINK OF THE PRESENTATION VIDEO

The prototype is only currently available for viewing purposes only since all the data have already been filled by Hiring panel and HR manager using another system. Even though I achieved the main goal of this module which is only to compute the data from interview sessions to be presented to HR-Talent acquisition, I still think the system and prototype have a lot of hidden potential.

The case study for this project has a very clear view of showing how the real-business work with each other with different rank and position while having a very close relation with both System Analysis and Design, and Database which is why it was a great case study. My suggestion for the future is I think that it will be a great idea to be more involved into cyber security because any system that were ever built must have a way to protect itself.

Youtube Link : https://youtu.be/upn4IdOuN7s