

DEVELOPMENT OF AN ONLINE BASED DRIVER RECRUITMENT SYSTEM

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Abstract: Nowadays the necessity of executing things increasing rapidly in our daily activities. Technology plays a vital rule in day to day activities. And this in turn made great changes in many work fields and out of them recruitment process is one that changed lot colors in their systematic approaches. The online based recruitment system is to replace manual operations of a company and also an individual person has to easily apply for his job. This project 'Online Based Driver Recruitment System' is aimed at developing a web-based and central recruitment Process system for drivers. This project is an online website in which drivers can register themselves and then attend the interview. Based on the outcome of the interview the drivers will be eligible. Some features of this system will be showing vacancies, storing application data, and Interview process initiations, Scheduling interviews, storing Interview results for the applicant and finally Hiring of the driver.

Key words: Executing, Technology, Recruitment process, Web-based, Features.

1. INTRODUCTION

Recruitment is the process of finding and attracting capable applicants for the employment. The process begins when new recruits are sought and ends when their application are submitted. Online Recruitment System is an online website in which jobseekers can register themselves online and apply for job and attend the exam. Online Recruitment System provides online help to the users all over the world. Using web recruitment systems like recruitment websites or jobsites also play a role in simplifying the recruitment process. Such websites have facilities where prospective candidates can upload their CV's and apply for jobs suited to them. Such sites also make it possible for recruiters and companies to post their staffing requirements and view profiles of interested candidates. It should contain all information of the company and the vacancies available. It should accept all information of the drivers like professional details, personal details and many other things. Interview applicant online. Processing and evaluating the applicants' status for employment. It should alert the applicant drivers and job provider when the right person or applicant is chosen for the job. This type of system has high cost of carrying out the project to get the better improved

system. The short time frame within which the project is to be completed and the work is being carried out with the other activities. Due to weather and some technical factors, internet connectivity was limited and sometimes unavailable making more difficult.

2. LITERATURE REVIEW

Recruitment refers to the process of sourcing, screening and selecting people for a job or vacancy within an organization. Though individuals can undertake individual components of the recruitment process, mid and large size organization generally retain professional recruits. It is a continuous process whereby the firm attempts to develop a pool of qualified applicant for the organization not only for present but also for future as there if no vacancy exists in present. Online recruitment is set to change the way in which companies recruit their workers. Online recruitment is a fundamental business process. It is the removal of complex and unnecessary paper works, and the introduction of streamlined workflow systems, reliable and random useable database applications and efficient communication channels

between job seekers and managers. “At a relatively low cost, the Internet offers employers and job searchers access to detailed and up-to-date information about job searchers and job vacancies in different locations around the world”. In this manner, companies can commit themselves to equal opportunities as job providers and can attract new and qualified candidates. [1] Several works have been done in the area of online recruitment. A review was recently conducted highlighting new challenges and strategic opportunities associated with staffing in the twenty-first century. A study also proposed architecture for a next-generation holistic e-recruiting system based on an extensive review of marketing, recruiting and information system literatures. Another work examined the reasons behind an organization’s decision to use online recruitment, through in-depth interviews and a survey of human resource managers, with recruitment responsibility, thus providing a basis for further research into how organizations may adapt online recruitment system. [2]

3. METHODOLOGY

The main goal of our project can be sub divided into five major and important steps. Firstly, to provide an innovative, cost efficient and effective recruitment system for drivers. Secondly, to develop a system that will all done online without much time consuming. Then, dramatically and sharply reduce paperwork and administrative work. Then, Streamline the recruitment process and reduce the corporate’s overall recruitment time cycle. And finally, some features of the system will be showing vacancies, storing applicant data, interview process, storing interview result, hiring a driver.

3.1 Design Procedure:

The most creative and challenging face of the system development is System Design. It provides the understanding and procedural details necessary for the logical and physical stages of development. Design of the system can be defined as a process of applying various techniques and principles for the purpose of defining a device, a process or a system in sufficient detail to permit its physical realization. Thus system design is a solution to "how to" approach to the creation of a new system. The design and development of this system employs 3-tier web architecture. They are: 1) The client tier: This

consists of the user interface and data access levels for the user of the system. Access methods and Graphical design is determined at this stage. All access to the system by the user is via the web browser. 2) The application tier: This is where the application logic is stored; application security and access methods are defined here. It usually consists of a web server such as Apache, IIS, and Tomcat and the application logic Container J2EE Container, PHP engine, ASP.net. 3) The database tier: This perhaps is the most critical aspect of the web application. It is where the user data, operational data and Meta data are stored for easy access and retrieval. All database logic and entity relationships will be defined here by SQL.

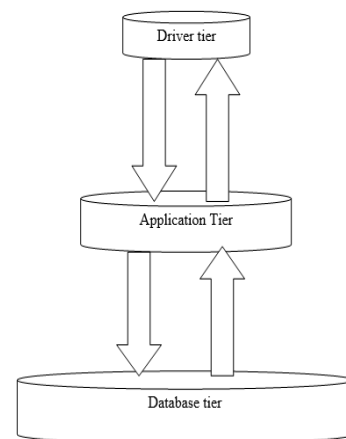


Fig 1: Architectural design of the driver recruitment system

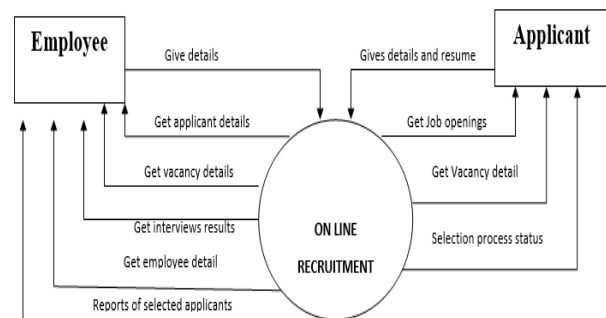


Fig 2: Data flow diagram of employee and applicant level with the system

3.2 Flowchart:

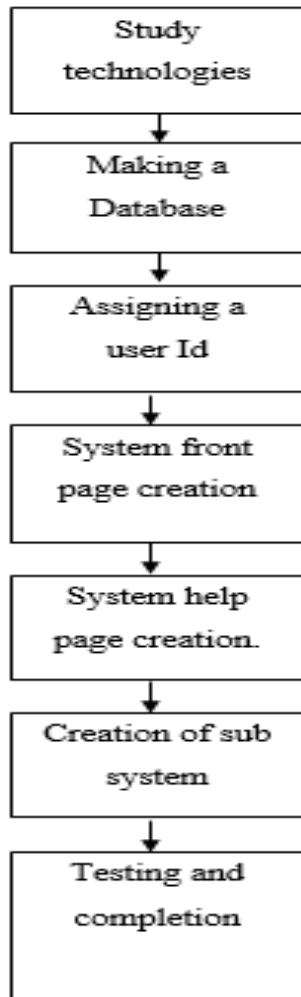


Fig 3: Flowchart of online recruitment system design steps

3.3 Advantages of this system:

There are many benefits for both the drivers and the employers but the online recruitment system is not free from a few shortcomings. Some of the advantages are given here: 1) Lower cost to the organizations, also posting job online for drivers is cheaper than advertising in the newspapers. 2) Reduction in the time for recruitment (over 65% of the hiring time). 3) It enables the users to have the typical interview facilities and features at their

disposal. 4) It gives all day and night access to the system for apply or looking for vacancies and many things. 5) This system has better success ratio and about 70 % of companies use internet for recruitment.

3.4 Disadvantages of this system:

Though the system has a plenty of advantages but it has some disadvantage also. These are: 1) Screening and checking the skill of driver is not available there. 2) There is low internet penetration and no access in some location. 3) Many of the drivers have no clear idea about the online recruitment system. 4) Due to availability of internet there may be large number of applicant.

3.5 Design Requirements:

Modern era is fully based on automated system which is nothing but a part of combination of electro-mechanical system. Which includes some physical or hardware system and for controlling and improving needs machine readable and easily compile able software system. For developing the online recruitment system for driver many important things are required there. For constructing, developing and improved system design require two types of components. They are Hardware type and Software type.

3.5.1 Hardware Requirement:

For constructing this system module we needed some hardware that includes: 1) PC with 2 GB hard-disk and 256 MB RAM, 2) Keyboard and 3) Mouse.

3.5.2 Software Requirement:

For further, workable improvement and need a precise observation with grater efficient we need easy compile able machine language that work more efficiently. For software requirement includes:

- 1) Operating system: WINDOWS XP/2007/08/10
- 2) MySQL Database,
- 3) Apache 1.3 webserver,
- 4) MICROSOFT ACCESS 2003/2007/2013/2016 and
- 5) PHP Script Engine.

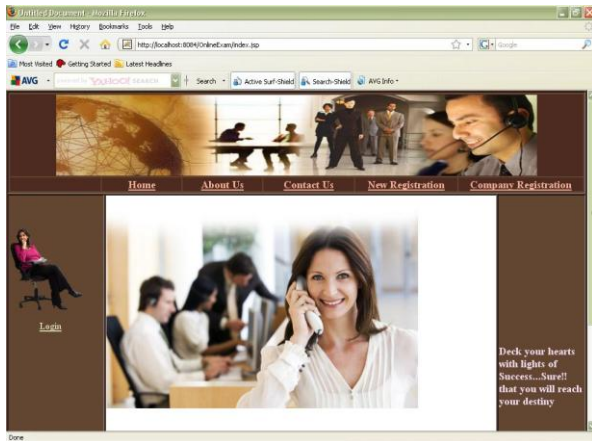


Fig 4: A preview of online recruitment system

3.6 Importance of ORS (Online Recruitment System):

The traditional recruitment process is still costly and time-consuming for both employers and job seekers. This is why ORS become more and more popular to the job seeker, employ and industrial administration. Because it is not time consuming, has a huge amount of centralized database for information storage and retrieval and hiring expenses becoming lower and hiring lead-time is much shorter.

4. CONCLUSION

In our fast changing world, web-based applications are fast becoming progressively accepted. Web-based driver recruitment system is one of the

technologically enhanced ways to recruit best and skillful driver in any organization or personal necessity. The development and implementation of this tool on a large scale thus very helpful for the drivers to get job very easily within short time and with a lowest cost. Recruitment and selection are getting much importance these days and it is very difficult to find the skilful driver in a short time. So I want to design this system for the drivers which will helpful for both the drivers and for any organization or person looking for a skillful driver. For current statistics report showed that it was observed that in Bangladesh, no particular work has been done on online driver recruitment system and technology applied in the area of developing a driver recruitment system. There is therefore, the need to develop a suitable driver recruitment system, which will assist in employing quality driver and for the driver to find the job easily.

5. REFERENCES

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