



Application Developed to Search the Employees by the Recruiter

Arun.E¹, Ahamed Saifullah.M.H², Sankar Ganesh.P³, Prof.T.C.Subbulakshmi M.E.,(Ph.D)⁴

^{1,2,3}(Dept. of IT, UG Scholar, Francis Xavier Engineering College, Tirunelveli, India)

⁴(Professor, Dept of IT, Francis Xavier Engineering College, Tirunelveli, India)

Abstract: This application mainly act as a search engine for well graduated and employees for suitable job offers for our company. It will provide you the individual employees details as well as their current position. And it will show the employees expectation also. And their experiences too. It will provide as their current status and basic details. This will be upgrading technology which will help us greater than our expectation. From past decade the business organizations are more concentrating on the human capital because they are the most valued and most treasured assets. While recruiting the candidates the organizations has to map carefully the available human resources because they create the competitive advantage for the organizations. The word recruitment has become as a logistic of human resource capital for the many organizations. Business organizations are advancing modern recruiting and selection methods due to the entry of multinational companies. The aim of the paper is to study the recruitment and selection process followed at Sai Global Yartex Private Limited. The best human capital availability in organizations makes them competitive advantage and as well as they become the real life blood of the organizations. This research studies the review of literature for recruitment and selection procedures followed at organizations. The research was done using both primary and secondary data. Primary data was collected from 40 employees using questionnaire method. The results were obtained from percentage method. The research findings reveal that sai global yartex private limited follows best recruitment and selection process and they are satisfied with the organizational climate and the organization follows ethical recruitment policy. The main purpose of our application is to find out opening of any concern and their suitable employees. It will be greater in matching the employees and their consider recruiters. It has good user interface. It is easy to work efficiently.

Keywords: Mobile application, Search engine, Employees, User interface, Location, Career, Workforce supply.

I. INTRODUCTION

This application is used as a search engine for the graduates and employees who are in need of job. It will provide you the individual employee details as well as their current position. And it will show the employees expectation also. We use node JS server to create the application and the other programming language like HTML. This is user friendly and pie chart representation. Show that concern company act as admin and they can monitor the details of an employees. The main purpose of our application is to find out openings of any concern and their suitable employees. It will be greater in matching the employees and their consider recruiters. It has good user interface. It is easy to work efficiently. The goal of our "Application Development to Search the Employees by the Recruiter" is to allow registered members to establish and document networks of

people they and trust professionally. Application members profile page, which emphasizes skills, employment history and education, has professional networks news feed and a limited number of customizable modules. Basic membership for the application is free. Network members are called "connections". Unlike other free social networking like LinkedIn, Twitter. It requires connection to have a pre-existing relationship. This Application provide policymakers, employers, workers and educators with data driven insight into pattern that will help align workforce supply with demand. Such pattern include when people generally look for the next step in their career, work migration trends in specific geographical location, skill gaps in specific industries and what cities are "stikiest". With this application, you create an in-depth professional profile and user information is standardized by education, profile headlines, profile experiences and your company. It is" the place to be find and found". Fittingly based on the



aforementioned categories it's easy to find people you're looking for on the internet. Another key feature of this application is the ability to be recommended by the current and the previous employers and to be endorsed for a particular skill set. While it's common place to include letters of recommendation with resume, these recommendations are visible to all other connections. This can give you an advantage over someone you might be competing with when being considered for a new job, should your prospective employer see your profile before making a decision. Biggest benefits of using this application is career management. By connecting other users in your line of work, you network with people who are relevant to your career both now and in the future. By posting your profile, you access job posts that help you with your job. This is a professional application and it is a valuable resource centre.

This application has a job section for you to find a job in a specific company you are interested in or based on your profile a feature that most job portals are still working on cracking. It also allows you to help get a reference if you have connections within your target companies. On this application it erases to find out common references between you and the people you are trying to reach. It tells known and request references from people you know. If you are a recruiter or a business development professional, this application makes it easy for you to identify the employees you are looking for. This application helps you to achieve your target by taking a correct decision by selecting a good professional person.

II. LITERATURE REVIEW

HR professionals and technology experts say implementing computer-based systems that need no paper can save time and money. Productivity and efficiency are the No. One reasons for the people to get a paperless system, such systems significantly reduce the storage space needed. And they are a decision to accommodate the vast and changing array of issues that keep. Main HR departments have eliminated most of their paper from payroll administration and some other functions but have been to do so with processes such as performance management. Kicking the paper habit has been a pain point for HR for a number of years. Paperless is more than just converting the documents to digital. It's about to you can do with the data".

According to Korsten (2003) and Jones et al. (2006), Human Resource Management theories emphasize on techniques of recruitment and selection and outline the benefits of interviews, assessment and psychometric

examinations as employee selection process. They further stated that recruitment process may be internal or external or may also be conducted online. Typically, this process is based on the levels of recruitment policies, job postings and details, advertising, job application and interviewing process, assessment, decision making, formal selection and training (Korsten 2003).

Jones et al. (2006) suggested that examples of recruitment policies in the healthcare, business or industrial sector may offer insights into the processes involved in establishing recruitment policies and defining managerial objectives. Successful recruitment techniques involve an incisive analysis of the job, the labour market scenario/ conditions and interviews, and psychometric tests in order to find out the potentialities of job seekers. Furthermore, small and medium sized enterprises lay their hands on interviews and assessment with main concern related to job analysis, emotional intelligence in inexperienced job seekers, and corporate social responsibility. Other approaches to selection outlined by Jones et al. (2006) include several types of interviews, role play, group discussions and group tasks, and so on. Any management process revolves around recruitment and failure in recruitment may lead to difficulties and unwanted barriers for any company, including untoward effects on its profitability and inappropriate degrees of staffing or employee skills (Jones et al. 2006). In addition, insufficient recruitment may result in lack of labour or hindrances in management decision making, and the overall recruitment process can itself be advanced and amended by complying with management theories. According to these theories, the recruitment process can be largely enhanced by means of Rodgers seven point plan, Munro-Fraser's five-fold grading system, personal interviews, as well as psychological tests (Jones et al. 2006).

Price (2007), in his work Human Resource Management in a Business Context, formally defines recruitment and selection as the process of retrieving and attracting able applications for the purpose of employment. He states that the process of recruitment is not a simple selection process, while it needs management decision making and broad planning in order to appoint the most appropriate manpower. There is existing competition among business enterprises for recruiting the most potential workers in on the pathway towards creating innovations, with management decision making and employers attempting to hire only the best applicants who would be the best fit for the corporate culture and ethics specific to the company (Price 2007). Since



possessing qualities of being a team player would be essential in any management position (Price 2007).

Hiltrop (1996) was successful in demonstrating the relationship between the HRM practices, HRM-organizational strategies as well as organizational performance. He conducted his research on HR manager and company officials of 319 companies in Europe regarding HR practices and policies of their respective companies and discovered that employment security, training and development programs, recruitment and selection, teamwork, employee participation, and lastly, personnel planning are the most essential practices (Hiltrop 1999). As a matter of fact, the primary role of HR is to develop, control, manage, incite, and achieve the commitment of the employees. The findings of Hiltrop's (1996) work also showed that selectively hiring has a positive impact on organizational performance, and in turn provides a substantial practical insight for executives and officials involved. Furthermore, staffing and selection remains to be an area of substantial interest. With recruitment and selection techniques for efficient hiring decisions, high performing companies are most likely to spend more time in giving training particularly on communication and teamwork skills (Hiltrop 1999). Moreover the finding that there is a positive connection existing between firm performances and training is coherent with the human capital standpoint. Hence, Hiltrop (1996) suggests the managers need to develop HR practices that are more focused on training in order to achieve competitive benefits.

As discussed by Jackson et al. (2009), Human resource management approaches in any business organization are developed to meet corporate objectives and materialization of strategic plans via training and development of personnel to attain the ultimate goal of improving organizational performance as well as profits. The nature of recruitment and selection for a company that is pursuing HRM approach is influenced by the state of the labour market and their strength within it. Furthermore, it is necessary for such companies to monitor how the state of labour market connects with potential recruits via the projection of an image which will have an effect on and reinforce applicant expectations. Work of Bratton & Gold (1999) suggest that organizations are now developing models of the kind of employees they desire to recruit, and to recognize how far applicants correspond to their models by means of reliable and valid techniques of selection. Nonetheless, the researchers have also seen that such models, largely derived from competency frameworks, foster strength in companies

by generating the appropriate knowledge against which the job seekers can be assessed. However, recruitment and selection are also the initial stages of a dialogue among applications and the company that shapes the employment relationship (Bratton & Gold 1999). This relationship being the essence of a company's manpower development, failure to acknowledge the importance of determining expectation during recruitment and selection can lead to the loss of high quality job seekers and take the initial stage of the employment relationship so down as to make the accomplishment of desirable HRM outcomes extremely difficult. In the opinion of Bratton and Gold (1999), recruitment and selection practices are essential characteristics of a dialogue driven by the idea of "front-end" loading processes to develop the social relationship among applicants and an organization. In this relationship, both parties make decisions throughout the recruitment and selection and it would be crucial for a company to realize that high-quality job seekers, pulled by their view of the organization, might be lost at any level unless applications are provided for realistic organization as well as work description. In view of Jackson et al. (2009) and Bratton & Gold (1999) applicants have a specific view of expectations about how the company is going to treat them; recruitment and selection acts as an opportunity to clarify this view. Furthermore, one technique of developing the view, suggested by Bratton and Gold (1999), are realistic job previews or RJPs that may take the form of case studies of employees and their overall work and experiences, the opportunity to "cover" someone at work, job samples and videos. The main objective of RJPs is to allow for the expectations of job seekers to become more realistic and practical. RJPs tend to lower initial expectations regarding work and a company, thereby causing some applications to select themselves; however RJPs also increase the degree of organization commitment, job satisfaction, employee performance, appraisal and job survival among job seekers who can continue into employment (Bratton & Gold 1999) Jackson et al.2009.

However, the process of recruitment does not cease with application of candidature and selection of the appropriate candidates, but involves sustaining and retaining the employees that are selected, as stated by Silzer et al. (2010). Work of Silzer et al. (2010) was largely concerned with Talent management, and through their work they were successful in resolving issues like whether or not talent is something one can be born with or is it something that can be acquired through development. According to Silzer et al



(2010), that was a core challenge in designing talent systems, facing the organization and among the senior management. The only solution to resolve the concern of attaining efficient talent management was by adopting fully-executable recruitment techniques. Regardless of a well-drawn practical plan on recruitment and selection as well as involvement of highly qualified management team, companies following recruitment processes may face significant obstacles in implementation. As such, theories of HRM can give insights in the most effective approaches to recruitment even though companies will have to employ their in house management skills for applying generic theories across particular organizational contexts. Word conducted by Silzer et al (2010) described that the primary objective of successful talent strategies is to create both a case as well as a blueprint for developing the talent strategies within a dynamic and highly intensive economy wherein acquisition, deployment and preservation of human capital-talent that matter, shapes the competitive advantages and success of many companies (Silzer et al. 2010).

Toward that end Taher et al. (2000) carried out a study to critique the value-added and non-value activities in a recruitment and selection process. The strategic manpower planning of a company, training and development programme, performance appraisal, reward system and industrial relations, was also appropriately outlined in the study. This study was based on the fact that efficient HR planning is an essence of organization success, which flows naturally into employee recruitment and selection (Taher et al. 2000). Therefore, demand rather than supply must be the prime focus of the recruitment and selection process and a greater emphasis must be put on planning, supervising and control rather than mediation. Extending this principle, a realistic approach to recruitment and selection process was demonstrated, and the study found that an organization is efficient only when the value it commands exceeds the price involved in determining the process of decision making or product. In other words, value-added and non-value added activities associated with a company's recruitment and selection process impacts its role in creating motivated and skilled workforce in the country (Taher et al. 2000). Thus, the study identified the waiting time, inspection time and filing time as non value added tasks and the cost of advertisement as the only value added activity in the overall process. Taher et al. (2000) investigated the recruitment and selection section of Bangladesh Open University. It was found that whenever the recruitment and selection department of BOU received a recruitment request of new

applicants from other sections, the officials failed to instantly advertise the vacancy in various media. The university had to follow some long sequential steps prior to doing so. After the vacancy is publicly advertised, what followed were the bureaucratic formalities and complications together with inspection and supervision by two departments thereby causing unnecessary waiting in the recruitment and selection process that eventually increases the cost of recruitment by keeping the organization's image at stake. The study also witnessed some amount of repetition taking place at every step of recruitment where the applications of applicants circulating around too many departments for verifications. This repetitive work tends to engage unnecessary persons for a single task that results in unnecessary delay in the decision and unjust wastage of manpower. After careful consideration of similar problems in the BOU, Taher et al. (2006) recommended for amending the recruitment process by stating that firstly processes like job analysis and searching internal and external sources must be followed by direct advertisement of the post as the HR's own responsibility, and not by any intermediate officials. This will eliminate the non-value activities. Secondly, Taher et al (2000) suggested a 'system' to be introduced to ease the respective department to study the shortlisted candidates, which can be done only by the request of the HR department. A medical assistance must be sought by BOU in regards to the physical or mental abilities of applicants for the job function as well as their workers compensation and risk. A procedure needs to be devised pertaining to the privacy and confidentiality of medical reports. Thus, this privacy and decrease in non-value added activity of the medical exam can be sustained effectively by testing the applicants via contracted medical advisors, or in-house doctors. Use of a computer based HR system should be installed in BOU to manage the pool of information about employees and to make the organization to take just-in-time HR recruitment and selection decisions. Therefore, any organization is encouraged to development real-time recruitment strategies that must attempt to generate a pool of appropriately qualified and well-experienced individuals so as to effectively initiate the selection strategies and decisions. In essence, the potential applications are encouraged to apply for the open vacancies and also the relevant departments can engage in recruiting the best candidates to upgrade the department's performance (Taher et al. 2000).



III. SYSTEM DESIGN

This application has the following modules,

1. Administration
2. Login and Registration
3. Search Page
4. Skill List
5. Detailed Profile

A. ADMIN MODULE

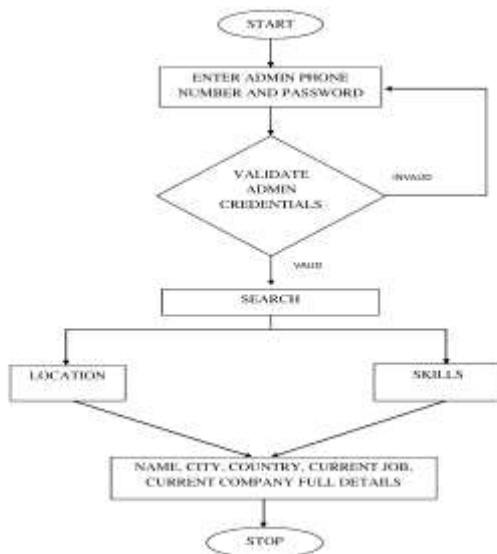


Fig.1 Admin Module

B. SEQUENCE DIAGRAM

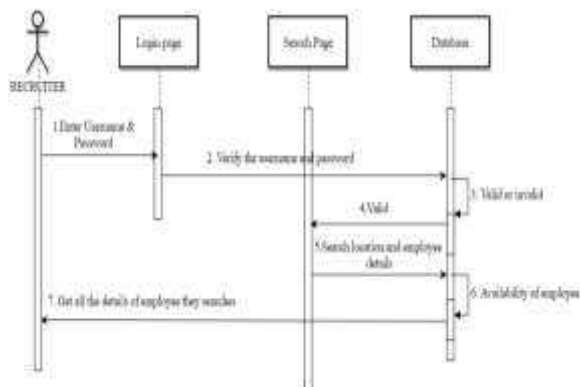


Fig.2 Sequence Diagram

IV. SOFTWARE REQUIREMENTS

A. ANDROID STUDIO

Android Studio is the power fused improvement condition (IDE) for Google's Android working system, in light of JetBrains' IntelliJ IDEA programming and organized unequivocally for Android headway. It is available for download on Windows, macOS and Linux based working systems. It is an exchange for the Eclipse Android Development Tools (ADT) as the basic IDE for nearby Android application improvement.

B. HTML

Hypertext Markup Language (HTML) is the standard markup language for documents designed to be displayed in a web browser. It can be assisted by technologies such as Cascading Style Sheets (CSS) and scripting languages such as JavaScript. Web browsers receive HTML documents from a web server or from local storage and render the documents into multimedia web pages. HTML describes the structure of a web page semantically and originally included cues for the appearance of the document. HTML elements are the building blocks of HTML pages. With HTML constructs, images and other objects such as interactive forms may be embedded into the rendered page. HTML provides a means to create structured documents by denoting structural semantics for text such as headings, paragraphs, lists, links, quotes and other items. HTML elements are delineated by tags, written using angle brackets. Tags such as `` and `<input />` directly introduce content into the page. Other tags such as `<p>` surround and provide information about document text and may include other tags as sub-elements. Browsers do not display the HTML tags, but use them to interpret the content of the page. HTML can embed programs written in a scripting language such as JavaScript, which affects the behavior and content of web pages. Inclusion of CSS defines the look and layout of content. The World Wide Web Consortium (W3C), former maintainer of the HTML and current maintainer of the CSS standards, has encouraged the use of CSS over explicit presentational HTML since 1999.

C. JAVA SCRIPT

JavaScript is a programming language commonly used in web development. It was originally developed by Netscape as a means to add dynamic and interactive elements to websites. While JavaScript is influenced by Java, the syntax is more similar to C and is based on



ECMA Script, a scripting language developed by Sun Microsystems. JavaScript is a client-side scripting language, which means the source code is processed by the client's web browser rather than on the web server. This means JavaScript functions can run after a webpage has loaded without communicating with the server. For example, a JavaScript function may check a web form before it is submitted to make sure all the required fields have been filled out. The JavaScript code can produce an error message before any information is actually transmitted to the server.

D. NODE JS

Node.js is an open-source, cross platform, JavaScript runtime environment that executes JavaScript code outside of a web browser. Node.js lets developers use JavaScript to write command line tools and for server-side scripting running scripts server-side to produce dynamic web page content before the page is sent to the user's web browser. Consequently, Node.js represents a "JavaScript everywhere" paradigm, unifying web-application development around a single programming language, rather than different languages for server- and client-side scripts.

E. ANGULAR JS

Angular JS is a JavaScript-based open-source front-end web framework mainly maintained by Google and by a community of individuals and corporations to address many of the challenges encountered in developing single-page applications. It aims to simplify both the development and the testing of such applications by providing a framework for client-side model-view-controller (MVC) and model-view-view-model (MVVM) architectures, along with components commonly used in rich Internet applications.

F. REACT

React.js is an open-source JavaScript library that is used for building user interfaces specifically for single-page applications. React allows developers to create large web applications that can change data, without reloading the page.

G. JDK

The Java Development Kit (JDK) is a software development environment used for developing Java applications and applets. It includes the Java Runtime Environment (JRE), an interpreter/loader (java), a compiler (javac), an archiver (jar), a documentation generator (javadoc) and other tools needed in Java development.

H. SDK

SDK is the acronym for "Software Development Kit". The SDK brings together a group of tools that enable the programming of mobile applications. This set of tools can be divided into 3 categories: SDKs for programming or operating system environments (iOS, Android, etc.) Application maintenance SDKs.

V. EXPERIMENTAL RESULTS

Fig.3 Login Page

Fig.4 Search Page

First Name	Full Name	City
Harmant	Harmant Gaddapure	Pune
Anubis	Anubis Chavez Virgen	Austin
Sapna	Sapna Dixit	Ahmedabad
Murali	Murali Krishna	Hyderabad
Rachel	Rachel Hill	Hampton

Fig.5 Skill List-1

Current Job Title	Current Company	View Details
Java Developer	Java Developer	VIEW FULL PROFILE
Java Developer	Java	VIEW FULL PROFILE
Java Developer	Java Infotech	VIEW FULL PROFILE
Java/J2EE Developer	MasterCard-Java	VIEW FULL PROFILE

Fig.6 Skill List-2



Fig.7 Detailed Profile

VI. CONCLUSION

This application has become the most effective means of recruiting, screening, hiring, and retaining highly skilled professionals. Both employers and job seekers are utilizing the extensive, unique, highly specialized features of top performing social media, professional networking, and e-recruiting websites comprising modern day technological driven recruiting. Specialized mathematical formulas can be implemented to aid in organizations analyzation of the cost savings in establishing e-recruiting as the primary means of the overall recruiting and hiring process. Utilizing social media in a legal and ethical manner has aided in the overall e-recruiting process. While e-recruiting aids in the reputable presence of organizations in their specified markets. To an end result of retaining highly skilled employees, a desired, positive effect of organizations implementing e-recruiting systems. Continual research proves highly effective in keeping with technological changes while advancing the depths to which e-recruiting usage profits organizations.

REFERENCES

- [1]. Aqayo research (2008), "Efficient Talent Acquisition through E-Recruitment".
- [2]. Chapman, D. and Webster, J. (2003), "The Use of Technologies in Recruiting, Screening, and Selection Processes for Candidates", International Journal of Selection and Assessment, Vol. 11, No. 2/3, Pp. 113-20
- [3]. Jansen, B.J., Jansen, K.J., and Spink, A. (2005), "Using the Web to Look for Work- Implications for Online Job Seeking and Recruiting Internet Research" Journal of Internet Research, Vol. 15 No. 1, pp. 49-
- [4]. Holm, A. B. (2012). E-recruitment: Towards an Ubiquitous Recruitment Process and Candidate Relationship Management. Aarhus V: Rainer Hampp Verlag.
- [5]. Galanaki E (2002), "The Decision to recruit Online: A Descriptive Study", Career International Development, Vol. 7, No. 4, pp. 243-251
- [6]. Salmen, S. (2012). Einleitung - Die Suche von Top-Mitarbeitern im War for Talent! In B. Rath, & S. Salmen, Recruiting im Social Web (pp. 30-40). Göttingen: BusinessVillage GmbH.
- [7]. Smith, M., (1999), "Internet Helps Employer's Better Target Prospective Employees", Business News, Vol.12, Issue 3.
- [8]. Tong, T. Y. K., and Sivanad, C. N (2005), "E-recruitment Service Provider Review", Employee Relations, 27(1), 103-117.
- [9]. William, H., (2009). "E-recruitment: Rethinking recruitment", Personnel today survey, www.personneltoday.com, visited on 09 June 2009
- [10]. Vinky Sharma (2010) in his thesis on "Impact of e-recruitment on human Resource supply chain management: An empirical investigation of service Industry in indian context" Under the Guidance of Supervisor: Dr. Yaj Medury.
- [11]. Koch, T., Gerber, C., de Klerk, J.J.: The impact of social media on recruitment: are you LinkedIn? SA J. Hum. Resour. Manag. **16**(2), 1-14 (2018)
- [12]. Vidros, S., Kolias, C., Kambourakis, G.: Online recruitment services: another playground for fraudsters. Comput. Fraud Secur. **2016**(3), 8-13 (2016)
- [13]. Chiwara, J.R., Chinyamurindi, W.T., Mjoli, T.Q.: Factors that influence the use of the internet for job-seeking purposes amongst a sample of final-year students in the Eastern Cape Province of South Africa. SA J. Hum. Resour. Manag. **15**(1), 1-9 (2017)