

Campus Recruitment Application

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Abstract—Campus Recruitment Application allows the students of the college or university to participate in the placement drive happening in their college or university. In the application, the entire process of the drive can be completed. Starting from the round 1 to the final interview, the entire process can be monitored and recorded. Entire process is automated.

Keywords — Recruitment platform, placement application.

I. INTRODUCTION

The campus recruitment application allows the companies to register themselves for campus recruitment, allows college management to review and approve company registration, allows students to create profile for themselves, allows students to enroll for campus placement, allows company panel members to record results of interview, allows the college management to record results and announcements. All the above mentioned process can be performed in the campus recruitment application and it is easy to access the data of the students. By using this application, it will be easy for the placement team members to record and store the placement data.

II. LITERATURE SURVEY

Campus employment information network development. In this paper, system development

have no greater difficulty. SQLite offers arranged data store and at the same time, the amount of the resource is very low so they need less memory space and processing speed has very fast. Development of mobile communication technology, mobile phone transmission is more faster based on more powerful information Processing Extensible ability as well as 4G high speed Data Transmission. This web application are written in powerful java language.

Information System Based On College Campus. In this, paper have Android mobile apps is used to provide information regarding there college and Android is the fastest growing open source mobile device platform, which in turn is powered by Linux operating system. Android offers a simple yet powerful application development framework and also open access to APIs to build richer mobile applications

III. PROCESS

A. Signup

Student registers and creates his/her profile for further processing. Student can review the details and add any courses if completed. Also a proper resume should be uploaded.

B. Registration

Company registers itself with the profile information along with slot details. It will also provide detailed information regarding required

processes like Pre-Placement, Written test etc.

C. Approval

Placement Manager reviews the company request and approves/negotiates/rejects it. In case of rejection or negotiation, a proper reason along with alternative can be provided.

D. Enrolment

Student will enroll for placement. Student can check calendar and required qualifications for placement. Auto approval should be done based on student profile and placement eligibility provided during registration.

E. Recruitment

Placement team will go through each process required for placement. For every step, students will be filtered with proper outcome and comments can be added by placement team for approving/rejecting/holding student.

F. Post –Recruitment

Once recruitment is done, necessary artifacts and feedback will be sent to students/placement team with proper notifications. Students will receive acceptance letter and necessary information from company, and the placement team will receive reports related to count and CTC of students.

IV. DETAILED PROCESS REQUIREMENTS

- Student clicks on “Student Signup” link to provide email/user ID, password and other contact information.
- Once mandatory information is completed, student provides Student ID.
- All the necessary student details like DOB, Course, and Education are automatically fetched.
- Check integration requirements for more details. Student adds details like skills and interests.

- Student attaches resume to be available in portal. The request then redirects to placement team for verification and approval.
- On review and verification, placement team member approves the request and profile is activated for student.
- If placement member doesn’t approve the request within 24 hours, a notification should be sent to placement manger regarding delay in approval.
- Necessary notification will be sent to student on successful verification along with username and password.

Company which wants to register for a placement needs to undergo the process.

- Company HR clicks on “Register for placement” link on portal. Company provides basic data such as Name, Sector, Location, Profile, HR Coordinator name, email id, mobile number etc.
- Refer to UX requirements for all details. Company provides information related to placement such as slot date they prefer, slot timings, facilities required, lab for written test etc. Slot date cannot be before one week from current date (7 days).
- This parameter should be delegated to Placement Officer for change in future. Company provides selection criteria information like roles (more than one) they are looking for and selection criteria for each role.
- Company reviews the complete information they provided and can edit if required. Company submits the information, which will be forwarded for approval process.

Following process are followed for approval.

- Company request redirects to placement officer for further negotiation. Placement officer can approve/Reject/Negotiate with the company.
- Approval will be straight forward with slot being confirmed in calendar and necessary requests will be spun off to facilities and other administration.
- Rejection can only be done with proper comments and required notification has to be sent to company for it.
- Placement officer can hold/negotiate with company regarding slots/CTC/roles/Date/facility requests being amended and same should be sent in email to company with elaborating information.
- Company can respond using mail/logging into portal and amending the details requested by placement officer and resubmit the request.
- If placement officer doesn't approve the request within 48 hours, request should be auto approved. Placement officer reviews the request and above process will be repeated.

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

- Student logs into portal with communicated user ID & password. Dashboard contains a calendar with upcoming events related to placements.
- Student clicks on details to check eligibility requirements and profile. Student clicks on submit to confirm enrolment.
- Automated process will be used for approval pertaining to education and qualification requirements.
- If student doesn't qualify for criteria, student cannot enroll further. All

approved enrolments receives confirmation with enrolment ID, placement details and study material link.

- A reminder has to be triggered just before 2 days of placement for students to get ready with required documents.

Following process has to be followed during placement.

- Placement process starts 2 days before intended placement day. Facilities check & laboratory check (if required) has to be done at least one day before placement day.
- If check is not done before 24 hours, it should be escalated to placement officer/Facilities Manager. Placement officer can check the progress of placement in dashboard of manager be uploaded manually.
- For every student who participated, following results can be mapped for test pass or fail. Panel interview follows with passed candidates and each interview will be allocated in random based on work load each panel member has.
- Panel member is responsible for all interviews assigned to them. Panel member has certain skills based on each role and only such interviews has to be allocated to them.
- Outcome of interview can be Accept/Reject/Hold with proper comments. Candidates on hold can be sent to panel manager for final decision. Outcome can be accept/reject. Post placement process can be started with all candidates.

Following process has to be followed for post recruitment

- All students receives a notification with confirmation that they are selected in the process and an acceptance letter (PDF) should be mailed.

- Feedback will be sent to company for comments and review of process. Feedback will be sent to Placement officer which can be used for other placements.
- Reports on students should be mailed to placement manager.

V. SCOPE OF THE PROJECT

The future scope of the project is to implement in all the universities and autonomous colleges. Things can be automated. Records can be maintained easily.

VI. UX REQUIREMENTS

These are the UX requirements for the campus recruitment application.

Student Signup: Email/UserID, Password, Student ID, Student Name, DOB, Year Of Joining, Enrolled Course, 10th details (School, Percentage, year, location, board), 12th details (College/School, year, percentage, location, board), Graduation & Post graduation (year specific percentages, year, location, college name), Skills(Multi selection), Courses & interests, Resume upload.

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)),

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.

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

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

VII. PORTAL REQUIREMENTS

Students - Home Portal. Students should have access to unauthenticated portal to login or sign up.

Company - Home Portal. To register for interview.

Placement Team - Worker Portal. To accept the requests from Students and Company. To perform checks and upload student confirmation. To upload student results.

Placement Officer - Manager Portal. To accept final proposal or negotiate with company. To check average CTC, roles and other reports. To provide feedback for company. To escalate facility requests.

Worker Portal. To accept the requests from Students and Company. To perform checks and upload student confirmation. To upload student results.

Facility Administrator/Manager - Worker Portal. To receive request for placements and respond. To clear checks just before placement about to happen.

Panel Members/Panel Manager - Worker Portal. To update interview results and provide comments. To check feedback of previous panel / results for test.

VIII. SECURITY REQUIREMENTS

- Only placement members should be able to approve student requests. No other member should be able to perform the action.
- Only placement officer should be able to approve company request. Placement members should not be able to approve or view requests.

- Placement manager should be able to view all their team members' work.
- Panel Member should have access to student details like education, resume etc.
- Only Panel Manager can check feedback given by panel member for interview.

IX. CONCLUSION

The campus recruitment application is helpful for all the students and placement team of the colleges. Every process is automated and made simple.

X. REFERENCES

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