



International Journal of Intellectual Advancements and Research in Engineering Computations

HP all in one requirt

¹Mr.S.Jagadeesan ²G.Janani sri

¹Assistant Professor Nandha Enginnering College,Erode-52

²PG Scholar Final M.C.A

Email: thanishabi@gmail.com

Abstract-This project is aimed at developing a web-based and central recruitment Process system for the HR Group for the HP Company. Some features of this system will be creating vacancies, storing application data, and Interview process initiation, Scheduling interviews, storing Interview results for the applicant and finally Hiring of the applicant. Reports may be required to be generated for the use of the HR group.This project 'HP All In One Recruit' is an online website in which

This project *HP All In One Recruit* is an online website in which jobseekers can register themselves online and apply for job and attend the exam. HP All in One Recruit 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. Earlier recruitment was done manually and it was all at a time consuming work. Now it is all possible in a fraction of second. It is all done online without much time consuming. Today's recruitment applications are designed to do a whole lot more than just reduce paperwork. They can make a significant contribution to a company's marketing and sales activity. Recruitment websites and software make possible for managers to access information that is crucial to managing their staff, which they can use for promotion decisions, payroll considerations and succession planning.

HP All In One Recruit enables the users to have the typical examination facilities and features at their disposal. It resolves typical issues of manual examination processes and activities into a controlled and closely monitored work flow in the architecture of the application. This multi platform solution brings in by default, the basic intelligence and immense possibilities for further extension of the application as required by the user. The system makes it friendly to distribute, share and manage the examination entities with higher efficiency and

jobseekers can register themselves by attending the registration exam in aptitude. So a jobseeker will register only after clearing the Aptitude Test. After the registration they can search and apply for the Jobs in HP. And this project will reduce the manual work on HR correcting the Test, Short-listing the candidates, Informing the candidates etc..

INTRODUCTION

easiness. The objective of these websites is to serve as a common meeting ground for jobseekers and employers, both locally and globally, where the candidates find their dream jobs and recruiters find the right candidate to fulfill their needs. These sites are specifically designed for those who seek the most demanding and challenging positions in their chosen field, with the most dynamic employers. Thousands of websites compete for your attention-each has its own unique interface, URL and peculiarities.

RELATED WORK

HP Requirements Management is a robust, easy-to-use, Web-based solution that helps organizations define, manage, and control software requirements to meet the business needs. This solution is designed for use by Business Analysts (BA), Quality Assurance (QA), and development teams across the entire application lifecycle.

Through accurate requirements and risk-based test management, development and testing teams are given clear visibility and can focus their efforts on high-priority business needs and also that the decisions to proceed are based on quantifiable business risk.

HP Requirements Management is a core module of the HP Application Lifecycle Management and HP Quality enter solutions. It allows distributed teams to collaborate and share requirements while they manage multi-dimensional traceability among requirements, tests, and defects across releases and cycles all within a single, centralized repository. Real-time visibility of requirements coverage and associated defects build confidence .

Key features and benefits

Capture different types of requirements

One of the most critical roles in the requirements management process is that of the BA. BA's act as a liaison among project stakeholders to gather, analyze, communicate, and validate requirements related to new IT projects or changes to existing applications, processes, or policies. HP Requirements Management provides BA's and other key stakeholders with multiple preconfigured requirement types—from technical specifications to use cases. It also supports customizable requirements types to capture all levels of requirements and store them in the centralized repository, along with supporting attachments.

Establish requirements traceability

HP Requirements Management gives users the ability to specify and link requirements making it easy to establish and identify relationships between requirements. You can also tie requirements to test cases and code, thus establishing a traceable link to the corresponding requirement definition. Test cases can be auto-generated from a requirement, which reduces the time needed to build a test and enables the best possible coverage. The traceability capabilities also allow for test's pass/fail status and defects to be automatically linked back to the corresponding requirement giving you an accurate, real-time analysis of the application readiness. The requirements traceability matrix (n x n) and reporting is available to help identify broken links between requirements and help identify dependencies between requirements and cut down on the definition of wasted requirements.

Graphically represent and map requirements to critical business process flows

HP Requirements Management allows for business process models to be imported and displayed, visually representing and communicating defined business process flows. A requirements hierarchy is automatically generated and directly linked to objects within the business process models allowing for detailed drill down avoiding the risk of requirements duplication or oversight. Development and QA teams can use the visual representation of end-to-end scenarios within the models as key guidance to developing and testing the right thing. Business Process Models are becoming a key element in the elicitation and communication of requirements.

HP Requirements Management delivers this capability as part of your application lifecycle management and quality management solution.

These are the modules of this project

Administrator: Administrator has the full authority over the website. He can view the entire registered user. He can edit the web pages and update them. He can view Candidate who is short listed. He can appoint the HR person and generate the user id and password for him.

Jobseeker Registration: A jobseeker can register himself by clearing the Aptitude test. During registration, he should give the entire report about himself like, Education, Experience, Personal qualification. And he upload the soft copy of CV also. Candidate's Registration will confirm through mail. After confirmation he will be directed to his homepage. Here he can update his profile, change password.

Searching: The candidate after registration, they can able to search the vacancy in several domain and technology within HP. The candidate can able to search the job by location wise also.

Online Exam: There is an online aptitude exam for the candidate at that time of registration. After registration the candidate can apply to the particular job by clearing the domain exam that is, if the candidate is applying for the software developer in DOT NET, the candidate should clear the online exam in DOT NET conducting by the HP All In One Recruit. The Result of the exam will be displayed immediately and the result can be sent to The HR also.

Job Posting: The HR in HP will be post the new upcoming jobs in HP. During the job posting the HR will upload the details of jobs like Job Id, designation, description, posting date, expiry date, salary, experience.

Short Listing: HR can short list the candidates based on their result in online exam. After short listing the mail can be send to each candidate about the result by the HR that is the candidate is short listed.

The Recruitment Methods

The results are presented mainly in two columns for given data sets, and figures in last row shows the fitness of the model. Column related to sample frequency consists of relative frequency of responses of 'yes' in overall sample, and the frequency of 'no' response can be derived from it by subtracting yes proportions. Sample frequency is signified as relative frequency which may assume fractional values

within the range of 0 to 1. For aggregate data and in its subgroups (Table 3), all the items have 'yes' responses in majority, but having variations. It depicts that all the firms whether Indian or MNCs are adopting recruitment practices embodied in all eight recruitment methods, though these are not equally established in both the sectors.

The recruitment practices like temporary staffing and

advertisement in newspapers are relatively less practiced in all the organisations, while same is true for MNCs also, and in case of Indian companies, the less practiced practices are temporary staffing, advertisement in newspapers, head hunting and maintaining company websites. Further the very less adopted recruitment technique in Indian companies is advertisement in newspapers. These companies are working under similar macro-economic and policy environment, which may have caused this interrelationship between item responses.

It may be deduced that on an average, the firms want to utilise more of all the methods of recruitment in relation to observed behaviour. India is a vast country and dual in nature regarding the access to information, so the firms in present market oriented competitive environment are using several methods of recruitment to tap the talent in the system. In this environment, temporary staffing and advertisement in newspapers can be taken as discriminating indicators for responses for aggregate data set. Further, newspaper advertisement is no longer regarded as a trending practice in recruiting suitable candidates. Its value reflects the less likely to use, consistent with IT driven new business. However, Scholarios and Lockyer's (1999) study has found local and national press as the most popular sources of recruitment. Across the group, it is found that the MNCs behaviour is almost similar to the aggregate behaviour.

The recruitment techniques adopted in Indian organizations vary from MNCs, further, the results have revealed that advertisement in newspapers, head hunting, and job portals are major indicators to make distinction in the responses. It may be argued that for acquisition of good talent, Indian organisations have to compete

with MNCs as MNCs are using Internet based sources like maintaining their own websites and job portals more in comparison to Indian companies.

EXISTING SYSTEM

Presently recruitment is done manually. That is if a company or organization needs employees they make an announcement through newspaper. People who are eligible send application to the organization or company. From these applications they are called for interviews or tests.

After tests company has to do short listing manually. From these shortlisted candidates, they are called for interviews. After interview short listed candidates are employed. So it's all a time consuming procedure.

LIMITATIONS OF EXISTING SYSTEM

Recruitment is done manually. These tasks are time consuming. It may take one month or long. People around the world cannot apply.

HP All In One Recruit Recruitment very convenient because in the manual system there are lot of difficulties in conducting and managing a recruitment exam, short listing, maintaining staff etc.

PROPOSED SYSTEM

Online Recruitment is aimed at developing a web-based and central recruitment Process system for the HR Group for a company. Some features of this system will be creating vacancies, storing application data, and Interview process initiation, Scheduling Interviews, Storing Interview results for the applicant and finally hiring of the applicant. This project *HP All In One Recruit Recruitment* is an online website in which jobseekers can register themselves and then attend the exam. Based on the outcome of the exam the jobseekers will be shortlisted. The details of the examination & Date of the examination will be made available to them through the website. People all around the world can apply and register. It has made all the process easy.

ADVANTAGE OF PROPOSED SYSTEM

HP All In One Recruit enables the users to have the typical examination facilities and features at their disposal. It resolves typical issues of manual examination processes and activities into a controlled and closely monitored work flow in the architecture of the application. This multi platform

solution brings in by default, the basic intelligence and immense possibilities for further extension of the application as required by the user. The system makes it friendly to distribute, share and manage the examination entities with higher efficiency and easiness. It is a comprehensive resource for finding a job online.

CONCLUSION

The study presented here explores the progression in previous work on recruitment and selection that is not only theoretically grounded but also practically relevant. The results suggest that there are both similarities and variations in recruitment and selection methods among Indian and multinational firms operating in India. The recruitment methods like temporary staffing and advertisement in newspapers are relatively less practiced in all the organisations, whether MNCs or Indian organisations.

However, in Indian companies, head hunting and maintaining company websites are also less adopted practices. The results reflect that the very less practiced recruitment method in Indian companies is advertisement in newspapers. Also, it has been found that conventional methods like direct applicants, placement consultants, and employee referrals are still accepted in both MNCs and Indian companies. In case of selection methods, both MNCs and Indian organisations put emphasis on written tests, general interviews and tests on specific skills.

The explanation of variations in recruitment and selection methods can be given as varied degree of adoption, adaptation and innovation of HR practices within organisations operating at global level. It can be said that the differences are appeared to be driven by factors such as the corporate strategy, structure or culture of an organisation. In contrast, the similarities are reflected due to adoption of "best practice approach" and increased use of IT tools at various levels in organisations.

REFERENCES

1. Agarwal, N. M., & Thite, M. (2003), Human resource issues, challenges and strategies in the Indian software industry. *International Journal of Human Resources Development and Management*, 3(3), 249-264.
2. Anderson, N., & Witvliet, C. (2008). Fairness reactions to personnel selection methods: an international comparison between The Netherlands, the United States, France, Spain, Portugal, and Singapore. *International Journal of Selection and Assessment*, 16(1), 1-13.
3. Arthur, D. (2008). *Recruiting, interviewing, selecting & orienting new employees* (6th ed.). PHI Learning, New Delhi.
4. Aycan, Z., Al-Hamadi, A. B., Davis, A. & Budhwar, P. (2007). Cultural orientations and preferences for HRM policies and practices: the case of Oman. *The International Journal of Human Resource Management*, 18(1), 11-32.
5. Bartholomew D. J., Steele F., Moustaki, & Galbraith J. I. (2008). *Analysis of multivariate social science data* (2nd ed.). CRC Press, 210-240.
6. Bratton, J., & Gold, J. (2003). *Human Resource Management: Theory and Practice*. Palgrave Macmillan, United Kingdom.
7. Budhwar, P. (2012). Management of human resources in foreign firms operating in India: the role of HR in country-specific headquarters. *The International Journal of Human Resource Management*, 23(12), 2514-2531. Recruitment and Selection Techniques used in Corporate Sector: A Comparative Study of Indian and Multinational Companies 49
8. Carroll, M., Marchington, M., Earnshaw, J., & Taylor, S. (1999). Recruitment in small firms: Processes, methods and problems. *Employee Relations*, 21(3), 236-250.
9. Dean, G. A. (1992). The bottom line: effect size, in B. L. Beyerstein, and D. F. Beyerstein (Eds.), *The write stuff: Evaluations of graphology, the study of handwriting analysis* (pp. 269-341), Prometheus, New York.
10. Di Milla, L. (2004). Australian management selection practices: closing the gap between research findings and practice. *Asia Pacific Journal of Human Resources*, 42,