

RECRUITMENT APP – A CUSTOM APPLICATION ON SALESFORCE.COM

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ABSTRACT

Cloud Computing is one of the upcoming Internet based technology. It is been considered as the next generation computing model for its advantages. It is the latest computational model after distributed computing, parallel processing and grid computing. To be effective they need to tap all available sources of supply, both internal and external. The system has facilities where prospective candidates can upload their CV's and other academic achievements. Earlier recruitment was done manually and it was all at a time-consuming work. Now it is all possible in a fraction of second. Better recruitment and selection strategies result in improved organizational outcomes. With reference to this context, the research paper entitled Recruitment and Selection has been prepared to put a light on Recruitment and Selection process.

KEYWORDS: Cloud Computing, Internet, Technology, Apex, Candidate, Email, Process Builder, HR, Recruitment, job, salary etc.

I. INTRODUCTION

Recruitment is a process to discover the sources of manpower to meet the requirement of the staffing schedule and to employ effective measures for attracting that manpower inadequate numbers to facilitate effective selection of efficient personnel. From the posting of a new position through the interviews aimed at filling it, Recruiting lets you track your company's job postings on employment websites and evaluate job applications. It gives you a single location from which to manage the scheduling of interviews, and you'll be able to easily see what kind of progress you're making toward filling a particular position. Recruiting gives hiring managers and recruiters at small to medium-sized companies one place they can go to monitor the candidate pipeline and see listings of positions and candidates. By deploying it, your company can extend its salesforce.com solution to gather measurable data to better target its recruiting efforts.

Cloud recruiting has fundamentally changed the way recruitment operates. Availability of cloud-based recruitment software solutions has significantly increased productivity and diminished administrative costs of businesses of all sizes. A cloud recruitment software can be accessed anywhere through any device, which gives a lot of flexibility to recruiters and hiring managers alike.

In other words, with a cloud-based recruitment software, you can always stay on top of your game. With low capital investment, even a smaller business can streamline and automate their hiring processes. An applicant tracking software takes away the hassle of tracking scattered recruitment data. You can centralize your resume database, candidate communication and reports in one single unified platform. Save time, increase visibility and reduce costs through a cloud-based recruitment software.

II. LITERATURE REVIEW

Cloud Computing is a technology where the computer resources like hardware and software are provided as a service over the internet. The information used is stored on computers somewhere else instead of local PC and can be accessed from anywhere at any time^[2].

Due to this, the shifting of business applications from traditional software to cloud has increased tremendously. Traditional business applications are very expensive and complicated. The hardware and software required to run them are daunting. A whole team of experts is needed to install, configure, test, run, secure, and update them. With cloud computing, all these headaches are automatically eliminated because one need not require managing the hardware and software—experienced vendor like force.com handles this responsibility^[3].

Cloud computing does not have any definition which is commonly accepted yet. The five important features of cloud computing given by the National Institute of Standards and Technology (NIST) are self-service on-demand, resource pooling, broad network access, rapid expansion, and measured service^[4].

Cloud-based applications cost less. With a cloud app, we just need to open a browser, log in, do the customization, and start to use it. It is seen that some of the world's largest companies have shifted their applications to the cloud with salesforce.com after rigorously testing the reliability and security of their infrastructure. A number of terminologies like SaaS (Software as a Service), PaaS (Platform as a Service) and IaaS (Infrastructure as a Service) have come up with the evolution of cloud computing. The concept of cloud-based services is hierarchically built from bottom to top in the order of IaaS, PaaS and SaaS^[5,6].

Virtualization is such a technology that goes hand in hand with the concept of cloud computing. It is this technology that complements cloud services specially in the form of PaaS and SaaS where one physical infrastructure contains services or platforms to deliver a number of cloud users simultaneously. Security in cloud is anytime good than other traditional systems^[6].

2.1 OBJECTIVES

- To develop a Recruitment Application that helps the HR to conduct recruitment process and assign positions to hired candidates.
- To provide the storage to store the data.
- To remove the manual creating multiple sheets which consume lot of time and hard work.
- To provide the facility to HR to access the list of candidates and able to select the candidates that fulfil the requirements of the organization.

2.2 SCOPE

This application automates the recruitment process and make it easy and simple. Recruitment application provides HR to access the list of candidates and able to select the candidates that fulfil the requirements of the organization. This application keeps the record of the candidates who are selected in each step of selection process. HR can assign positions to selected candidates, their salary, location, duration and job description. This application provides HR to track the candidate details before and after the HR can send them email about location, job profile, salary details and new updates about the company.

III. METHODOLOGY

3.1 PROPOSED SYSTEM

To solve this problem Recruitment application not only track the candidates but also it can automate the interview procedure to recruit the candidate. This application provides the auto mail generation to shortlisted candidates. These sites do not provide to storage to store your data. This application holds the list of selected students after each round of interview. This application easily accessible anywhere, anytime there is no need to keep this application all your data stored on cloud. You can also access it through your mobile device only you need to install Sales force mobile app.

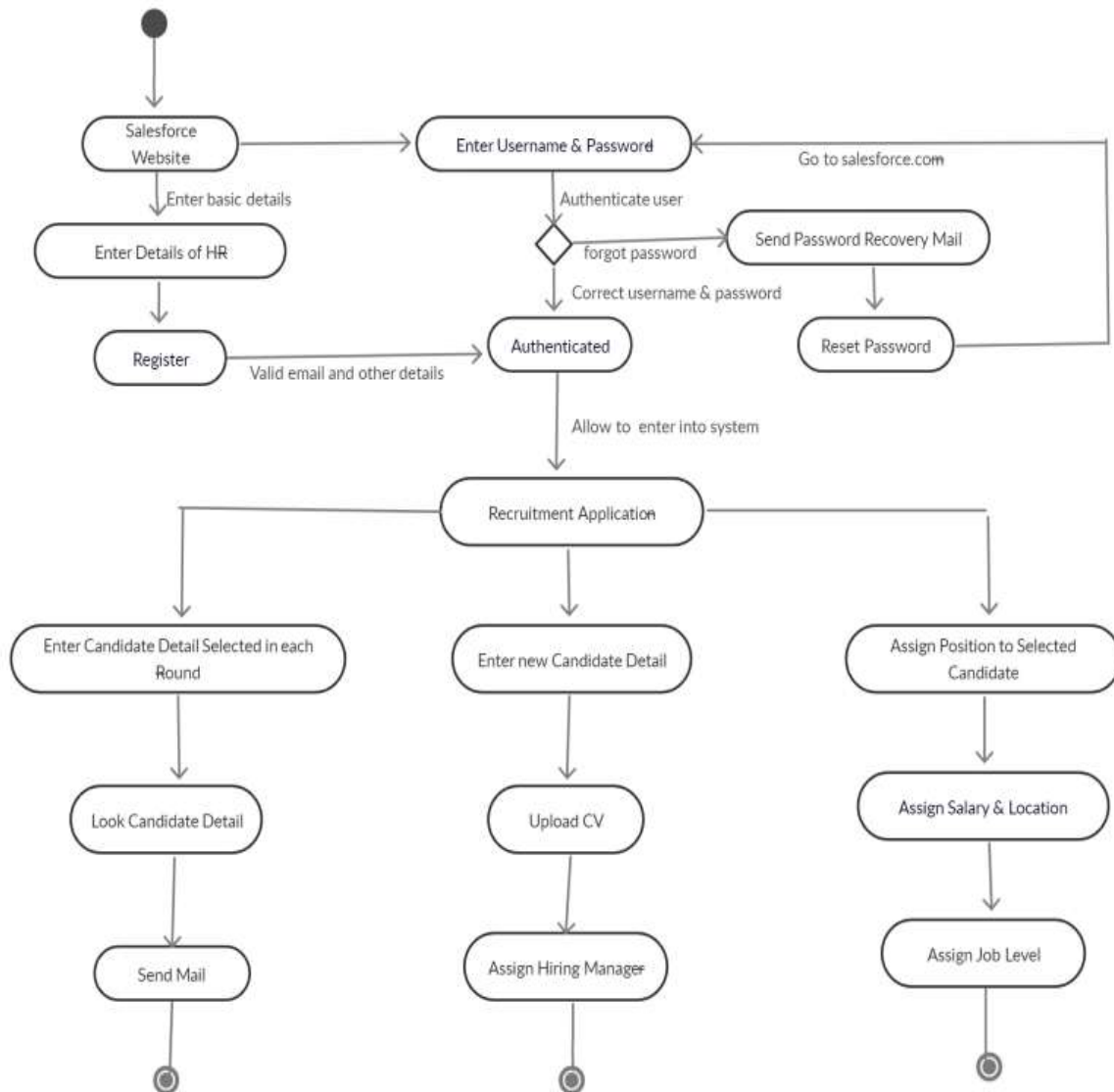
Development of an application for recruiting candidates for the company will allow it to move away from the Microsoft Word documents and Microsoft Excel spreadsheets that it has traditionally used, to an application that's available on demand. Thus this "Recruiting App" will be beneficial for hiring of candidates in company thus saving manual efforts and time. This Recruiting App will be developed in Cloud with force.com platform using Visual Force framework and Apex language.

3.2 BENEFITS OF PROPOSED SYSTEM

- Improves recruiter's productivity
- This App is built on Force.com i.e. cloud platform. Therefore, it also inherits Force.com platform's benefits stated above.
- Through this app the candidates will get reviews of the recruiters which will help them to improve.

- Through a feature called CHATTER, candidates can get updates like change in location, etc.
- Direct interaction between employees of company & candidates is now possible through this app.
- This app also provides Automatic Report generation about candidate reviews, hired positions, etc.

3.3 ACTIVITY DIAGRAM



3.4 WORKING OF THE SYSTEM

Firstly, the candidates looking for the job will register to this app. With any job position available in company the HR will post it on the app. The candidate can search for appropriate jobs and upload their resumes. Based on the resumes first round of short-listing candidates will be done. The information of candidates in the resumes will be extracted through the system and will be checked if it fits in the criteria set by the company. This extraction of information from the resumes will be done using the workflow rules, validation rules and SOQL (Sales force Object Query Language). The candidates who satisfy the criteria are notified through automatic email-alerts. The candidates will be called for interview. Based on interview, final selection of candidates will be done and HR will display their results through the app. Based on their results reports will be generated and candidates can check their status, reviews of recruiters about them, etc. on the app. The Recruiting App will also have Google Map Integration which will help candidates find exact location of company and where the branches of company are located. It will also be useful to company through which they can find how many candidates are applying from which city, etc.

3.5 SYSTEM FEASIBILITY

(A) ECONOMICAL :

In economic feasibility, cost benefit analysis is done in which expected costs and benefits are evaluated. Economic analysis is used for evaluating the effectiveness of the proposed system. As the name suggests, it is an analysis of the costs to be incurred in the system and benefits derivable out of the system.

(B) TECHNICAL :

The objective of a feasibility study is to find out if an information system project can be done and to suggest possible alternative solutions. A large part of determining resources has to do with assessing technical feasibility. It considers the technical requirements of the proposed project.

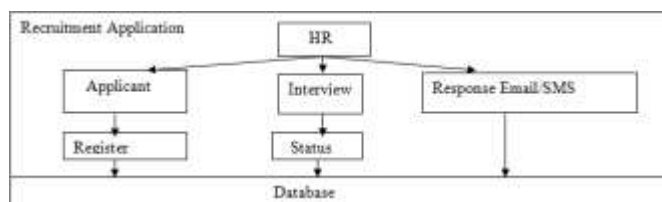
(C) BEHAVIORAL :

There is simple form to fill and service requires no ambiguous entries, all the behavioral entries are simple and GUI based. The application should be used by Admin to feed the application with reliable and error free data to generate correct results.

3.6 APPLICATION DESIGN

(A) ARCHITECTURAL DESIGN

Architectural design is a concept that focuses on components or elements of a structure. An architect is generally the one in charge of the architectural design. They work with space and elements to create a coherent and functional structure. An architecture model encompassing data architecture and program structure is created during architectural design. In addition, component properties and relationship (interactions) are described.



(B) CLOUD COMPUTING PLATFORMS

The platform in the cloud, is making the delivery of application functionality even more interesting. Increasingly, apps running in the cloud are more platform-oriented and less like websites, meaning they are emerging like Application Programming Interfaces (APIs), programming models and code libraries. Considered together, these new kinds of development technologies could be used as platforms to run apps in the cloud. The cloud computing platforms provide tools that allow developers to use functionalities that are existing and create something new out of it. As these platform tools are accessible over the Internet free of cost instead of any instalment on a local machine, the developers need not to worry about the logistics of putting together an executable to be installed on a user's machine. Anyone can access the app with a Web browser.

IV. DISCUSSION

Hiring is not an easy process. The cost/benefit analysis of establishing a paperless process needs to be evaluated in order to determine the approach to be taken for each process. A more efficient process may or may not reduce the number of staff. Personnel costs may shift from the business function to IT/support resources, either internal to the University or external to a vendor support the new paperless process. Technology costs may increase and need to be carefully evaluated to ensure hidden costs to supporting new components are included on an ongoing basis. Also, the ongoing technical training costs need to be considered. These overall costs may be offset by reduced resources needed to support the existing paper-based process.

V. CONCLUSION

This paper presents different concepts about cloud computing and its platforms which is a recent technology in present world. It is a development trend in near future. This technology provides us with an infinite capability of computing, huge memory, fast microprocessor, high-speed network, reliable system architecture etc. The paper also describes about the leading Force.com platform for creating and deploying next generation cloud apps and its benefits. Also tells about how using this platform and cloud technology proves beneficial for developing the Recruiting Application. This application aims at reducing manual efforts and time of the company by making the recruitment and hiring procedure automated and also proves useful to the candidates searching for jobs.

VI. REFERENCES

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