

# [Virtual recruiter system](https://assignbuster.com/virtual-recruiter-system/)

[](https://assignbuster.com/)[Business](https://assignbuster.com/essay-subjects/business/)

ID # Virtual Recruiter System Introduction This paper suggests the implementation of a Virtual Recruiter System (VRS) for XYZ Corportation. Actually, XYZ Corporation is a large size business firm, which has been running its business (particularly the human resource department) through traditional or paper based approach. At the present, the majority of business organizations make use of the latest tools and technologies to recruit and keep records of their employees. Thus, keeping in mind the benefits of these human resource management system XYZ Corporation has decided to implement VRS, which will automate some of the human resources related operations. This paper presents an overview of different aspects that are associated with this implementation.   
Problem Overview   
XYZ Coporation uses traditional ways to recruit and keep track of their employees. It wastes a lot of precious time and traditional approach for the recruitment is not effective.   
Propose Solution   
One of the best solutions to improve human resource recruitment and the management system of XYZ Corporation is the implementation of a virtual recruiter system. The basic purpose of this system implementation is to improve the process of recruitment. This system will allow the management to submit their requests electronically. The application will be created in the internal communication system. In this scenario, the application will allow line managers to coordinate his hiring needs via electronic recruitment application. The system will collect the line manager request with the requirements and the qualification of his new employee. The implementation of this system will make current process more electronic on virtual base. The basic working of the system is outlined below:   
1. In the first step Line Manager will submit the hiring request via email to his manager.   
2. His manager will approve the hiring request and submit it to the HR relationship manager.   
3. Relations Manager will approve headcount and passes the request to the recruiter.   
4. The recruiter will then start looking for potential candidates to fill the job vacancy.   
Objectives of VRS   
Some of the major objectives of the system are outlined below: As discussed by (Hiring Solutions)   
VRS will allow the XYZ Corporation to take advantage of the affordable and worldwide reach of the Internet   
The implementation of this system will decrease agency fees and additional expenses of newspaper ads   
The system will allow XYZ Corporation to construct a personal human resource database for future operations   
As it will be an automated system so it will help XYZ Corporation get rid of recruitment faults and errors and decrease recruitment trips   
It will improve recruiter competence through automation   
Using this system, XYZ Corporation will be able to efficiently determine and manage hiring expenses   
It will effectively improve business communication   
Save a lot of precious time by automating some of the time-consuming business operations   
Improve human resource department’s performance   
Project Deliverables   
System Deliverables   
New web based application for HR Recruitment   
New system training platform document   
Training Deliverables   
Training manual document   
Help document   
Installation manual   
Project Management Deliverables   
Cost plan document   
Time plan document   
Risk plan document   
Quality assurance plan document   
Project management plan document   
System Users   
Line Manager   
Relationship Manager   
Top Management   
Human Resource Personnel   
Resources Required   
Software requirements   
We will need of the following resources or tools for the development of VRS:   
PHP   
SQL Server   
Photoshop for processing Images   
Word process for reporting   
Windows 7 or 8 operating system   
CASE tools for system design   
Human Resource Required   
We will require following resources to complete this project: (Pressman 60-73; Sommerville 122)   
System Analyzer   
Project manager   
System Designer   
System developers   
System installers   
Testers   
Quality Assurance Staff   
Works Cited   
Hiring Solutions. Recruitment Technology. 2012. 31 December 2012 .   
Pressman, Roger S. Software Engineering: A Practicioners Approach, 5th Edition. London: McGraw Hill, 2001.   
Sommerville, Ian. Software Engineering, 7th Edition,. New York: Pearson Education (Addison Wesley), 2004.