

# Virtual recruiter system

Business



**ID # Virtual Recruiter System Introduction** This paper suggests the implementation of a Virtual Recruiter System (VRS) for XYZ Corporation. 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 Corporation 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 <https://assignbuster.com/virtual-recruiter-system/>

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

<https://assignbuster.com/virtual-recruiter-system/>

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

<https://assignbuster.com/virtual-recruiter-system/>

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.