RECRUITMENT CELL FOR COLLEGES – AN APPLICATION

[1]Mohammed Arbaz, [2]Raghavendra R

[1]PG Student, [2]Assistant Professor,
[1]Department of Master of Computer Applications School of CS and IT
[1]Jain Deemed-to-be-University, Bangalore, India

Abstract: This project has been created in order to solve the different problems faced by the students, placement committee, companies etc., so that all the processes are carried out in a proper and systematic way. This project has been created after evaluating and understanding the problems from the different stakeholders. The main use case of this project is that manual work which are carried out like sharing JD's, fetching student's details etc. All these processes when carried out manually results in different types of human errors which can be very dangerous in a student's academics.

Keywords - Recruitment, Recruitment Cell, Placement Cell, management, Internship, Placements, Admin, Student Convenor, Placement Convenor, Faculty, Students etc.

I. INTRODUCTION

Presently a lot of paper-based activities in Internship and Placement process for the students, Placement Convenor, faculties and Student convenor which may result in human error and loss of data. Recruitment Cell for College helps the college to eradicate the complexity in storing records of hundreds of students and finding for a student eligible for recruitment criteria. Recruitment Cell for College will enable the college administration to store the placement data in a disciplined manner which can be fetched at any due course of time in the course of any type of university audit or in any type of institution audit. It helps in effective and timely utilization of the hardware and the software resources. As we all know that as per the University Grants Commission and GOI guidelines the students during their education in a specific field must undergo an apprentice and then they can go for the placements. this project is being designed keeping in mind these both things that are as follows: -

✓ **Internship / Apprentice**
✓ **Final year Placements**

So, Recruitment Cell for College will include all the techniques that are carried out in the Internships and the final year placements. Thus, we can say that the project is having two modules and that are the Internship/ Apprentice and the Placement Module. So, the different actors or roles that will be completing all the tasks are as follows: -

➤ **Admin**
➤ **Student**
➤ **Faculty**
➤ **Student Convenor**
➤ **Placement Convenor**

These all the actors or roles will be accountable for various duties that will be carried out in the Internships and the Placements.
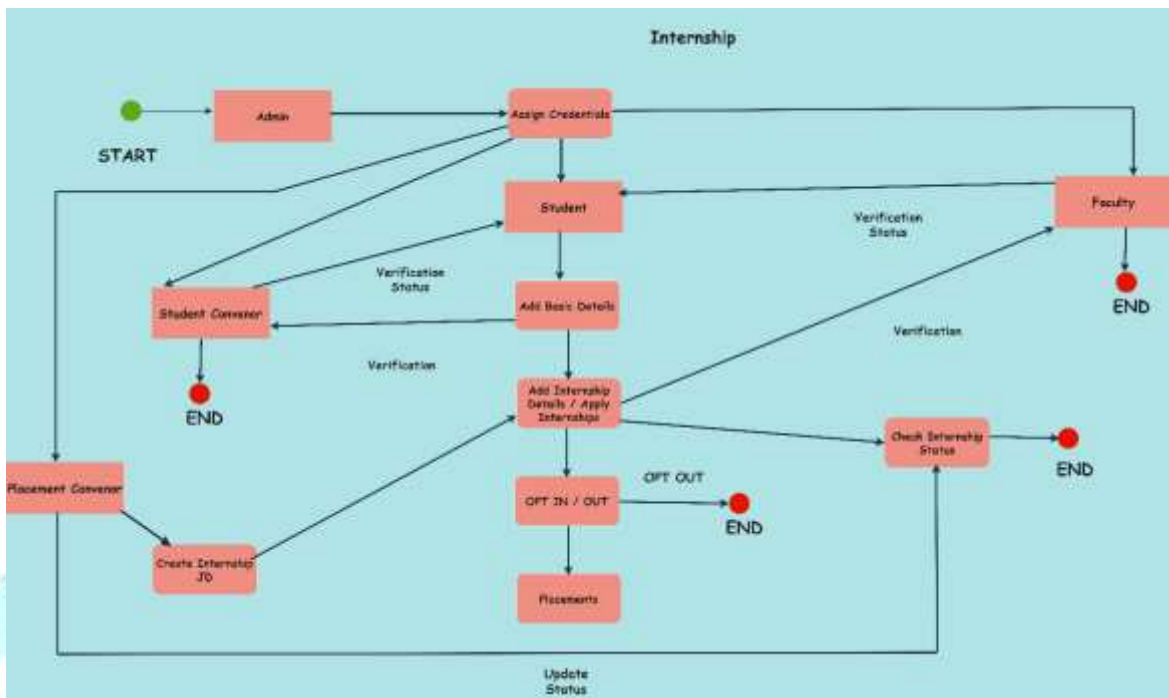
❖ **Internship**

The admin will assign the login credentials to the students and all the other entities of the student. After getting the credentials the student will login and will add his basic details which includes personal as well as the academic details. These details after submission is sent to the Student Convenor for verification. After entering the details, the student can select whether he/she wants to OPT IN / OUT of the placements. If he OPTS IN then the placement related activities will take place (those will be mentioned in the Placement section). If he / she OPTS OUT for placement then he / she can either enter their internship details which they got on their own. These details include company name, reporting person etc. These Details will be verified by the concerned faculty of the course to which the student belongs, before and after completion of the Internship.

The Placement convenor will also upload the Internship JDs which he / she will receive from the companies. If the student applies to those Internship, then according to the company the recruitment activities will take place (that is not a part of the proposed project). After the recruitment activities the companies will share their feedback with the placement convenor and then the Placement convenor will update the Selection status of the student which they can view. After the selection the student will upload their internship details which will be verified by the concerned faculty of the course to which the student belongs.
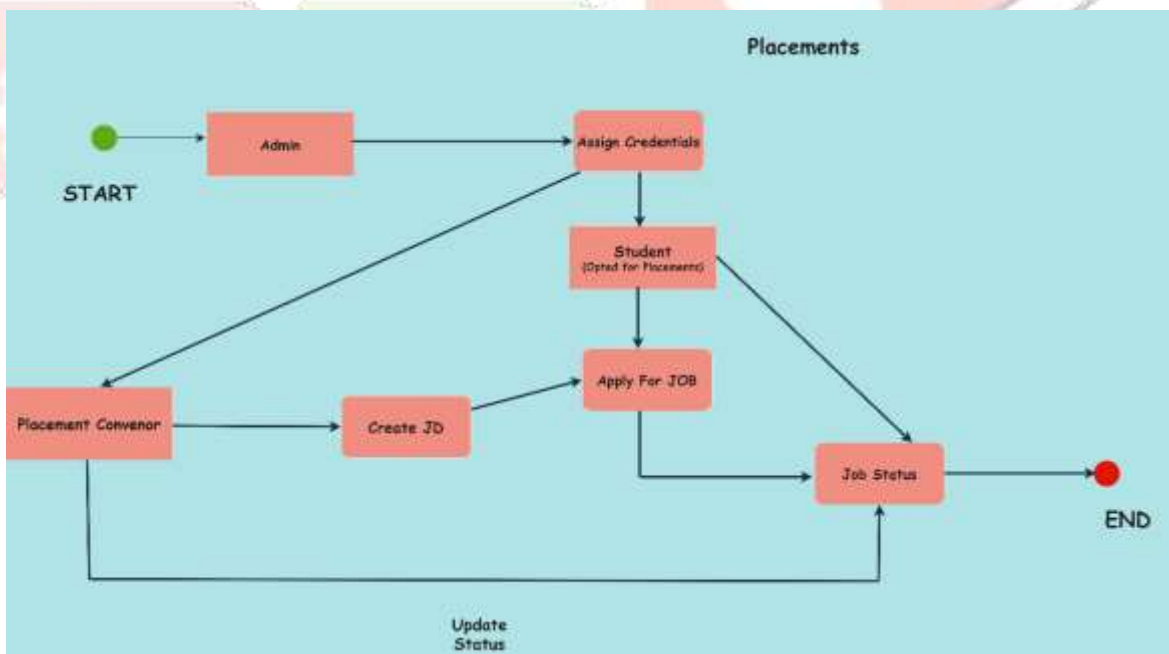
❖ **Placements**

If the student OPTS IN for the placements and his basic details are verified by the Student Convenor, then the student can apply for the JDs uploaded by the Placement Convenor. The Placement convenor will upload the Internship JDs which he / she will receive from the companies. If the student applies to those JDs, then according to the company the recruitment activities will take place (that is not a part of the proposed project). After the recruitment activities the companies will share their feedback with the placement convenor and then the Placement convenor will update the Selection status of the student which they can view.

Flow of the Internship Module

This picture depicts the flow of the process and data between the different roles in the Internship Process.

Flow of the Placement Module

This picture depicts the flow of the process and data between the different roles in the Placement Process.

II. PROJECT OVERVIEW

✓ **Admin**

The main tasks related to the system are done by the Admin. The admin can add / modify details of Placement Convenor, faculties, students, and the Student Convenor. Admin will give login credentials to the Placement Convenor, faculties, students, and the Student Convenor. Admin can also fetch report of the students who got placed, whose application got rejected. Admin will collect the student's basic details and can also go through the details of the students at any due course of time. Admin will monitor the Undertaking (OPT IN / OUT) submitted by the students. The admin can see the Internships that are uploaded by the Placement Convenor, and he/she can download various reports in different standardized formats.

✓ **Placement Convenor**

Placement Convenor will be responsible for uploading the JD from the companies and sharing it with the students who have submitted their information in student's basic details, so that the students can apply. Placement Convenor will be able to fetch the details of any student at any due course of time. Placement Convenor will also upload Internship that he/she will receive from the companies, and they will also upload the selection status of the students who are selected for the Internships. Placement Convenor can also download the various reports which can help them for future references.

✓ **Student Convenor**

The details uploaded by the students will be received by the Student Convenor after which he/she will verify the data and approve it and will reject the applications which are found duplicate
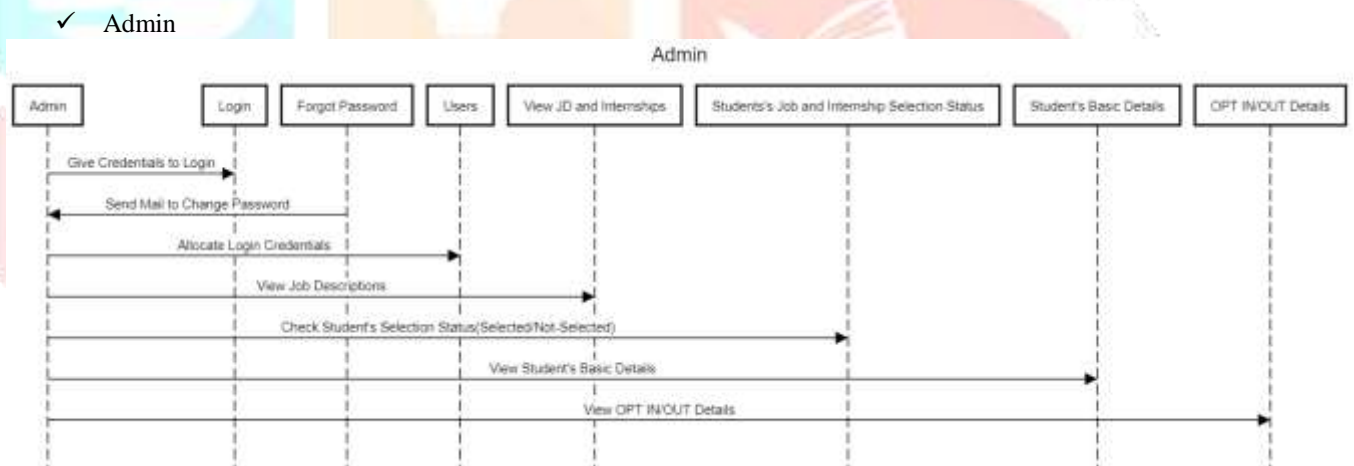
✓ **Faculty**

The details uploaded by the students will be received by the Student Convenor after which he/she will verify the data and approve it and will reject the applications which are found duplicate
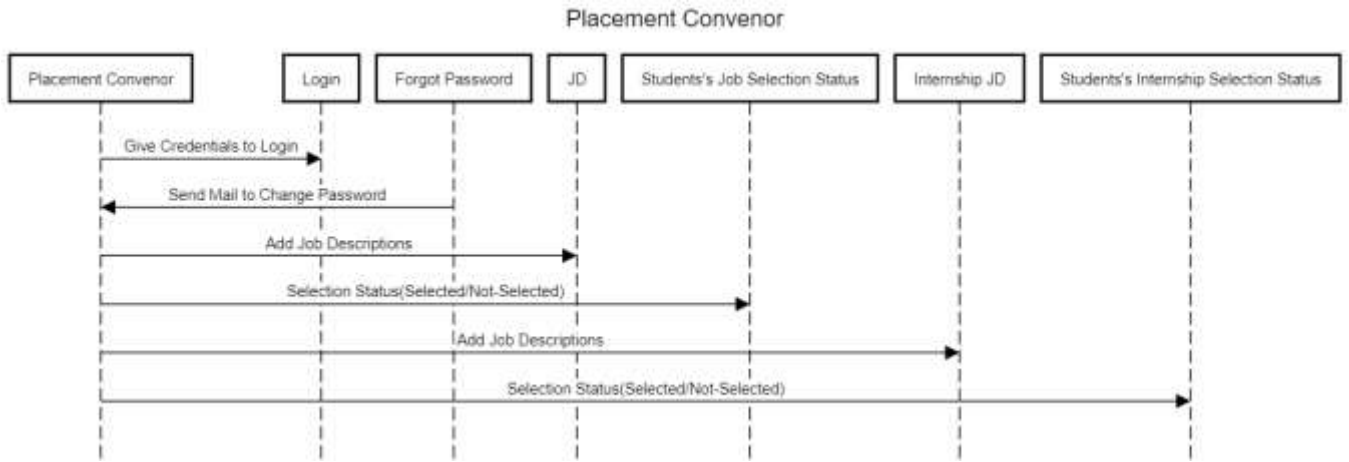
✓ **Student**

Students will login into their account and sign the undertaking (OPT IN / OUT). After which they will upload the offer letter of Internship, their marks for Placements, and other information which will be sent to the Office Member for verification. Students can apply for JD's uploaded by the Placement Convenor and the students can also check whether they are selected or not. The student can also apply for the Internships uploaded by the Placement Convenor, and they can check their application's status. The students can also download and submit their internship application and Job application if required to the responsible members.
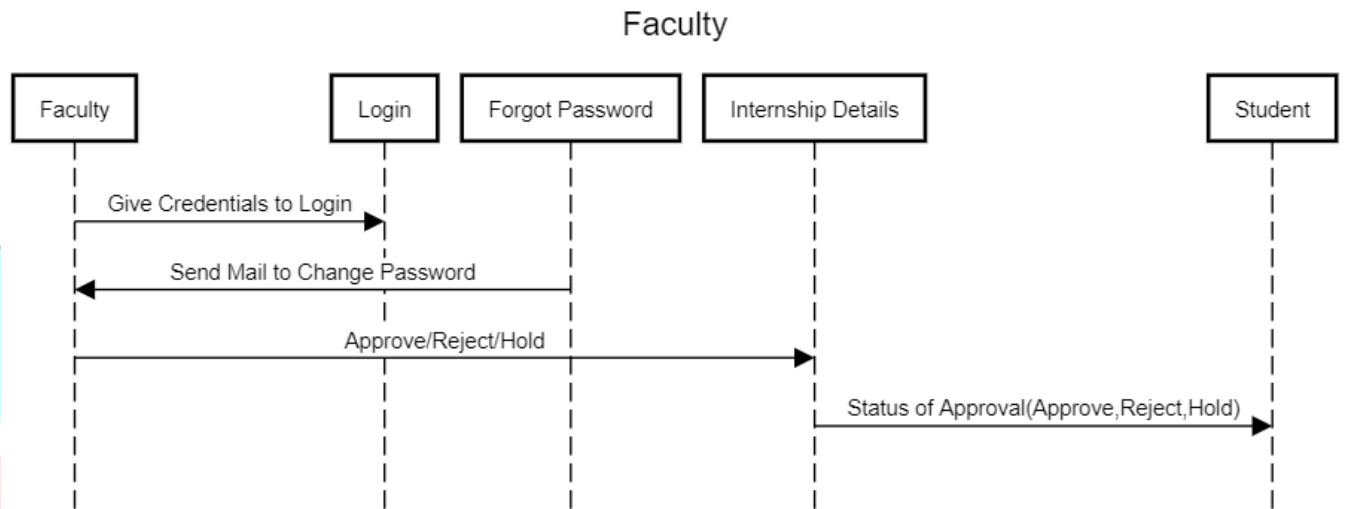
III. SEQUENCE DIAGRAM

✓ Admin

This picture is the sequence diagram of the Admin role, which depicts the interaction of Admin with the other roles.
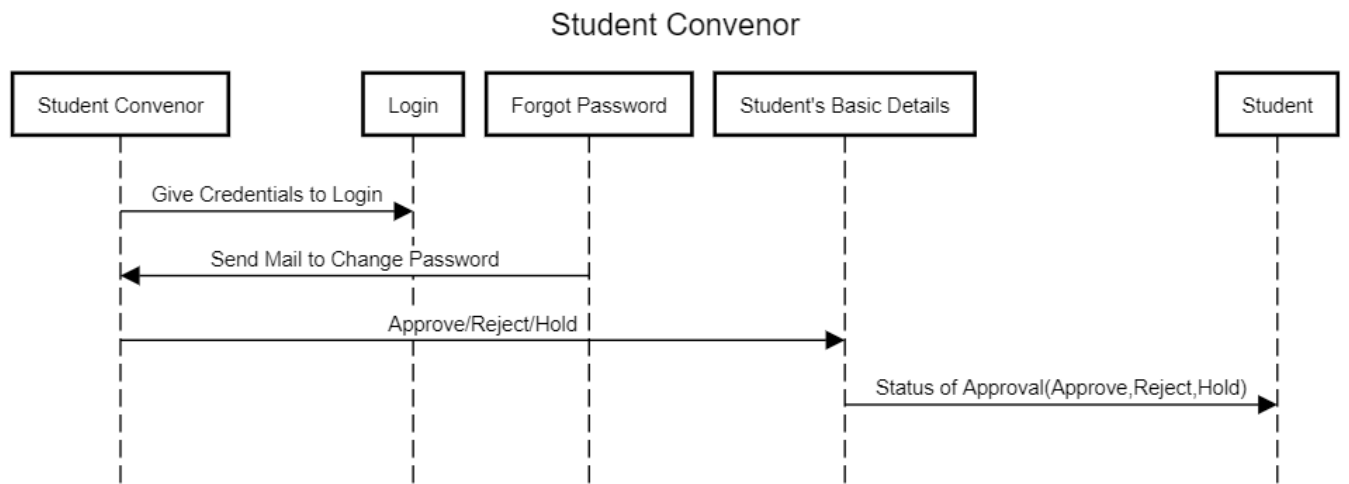
✓ **Placement Convenor**

This picture is the sequence diagram of the Placement Conevnor role, which depicts the interaction of Placement Conevnor with the other roles.
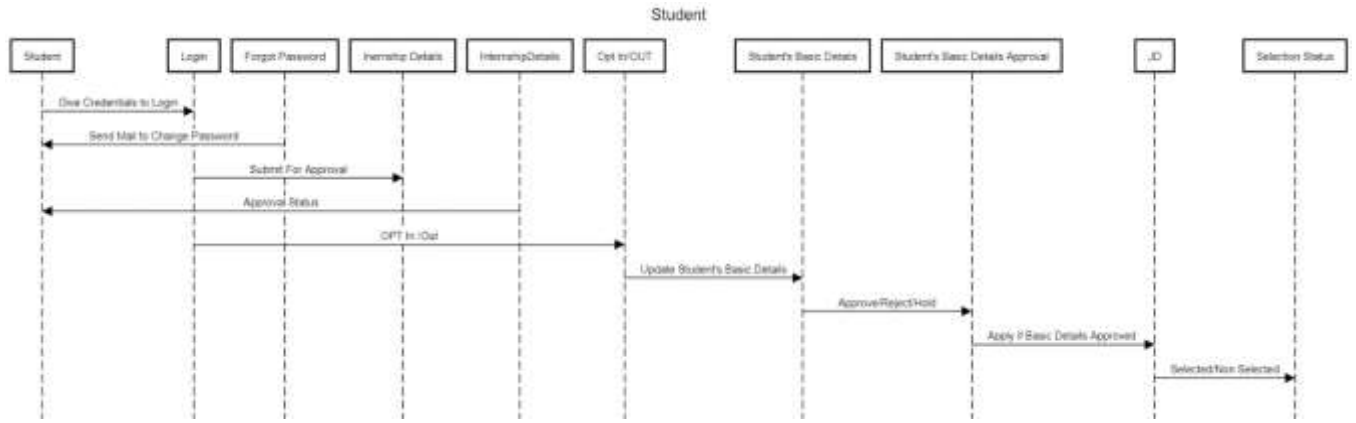
✓ **Faculty**

This picture is the sequence diagram of the faculty role, which depicts the interaction of Faculty with the other roles.

✓ **Student Convenor**

This picture is the sequence diagram of the Student Convenor role, which depicts the interaction of Student Convenor with the other roles.

✓ **Student**

This picture is the sequence diagram of the Student role, which depicts the interaction of Student with the other roles.

IV. FUNCTIONAL REQUIREMENTS

Functional Requirements	Description	Input	Actual Output
Login	The user Logs in to the system.	userName = userTest, password = 1234,	Login Successful
Submit Student's Basic Details	The student enters his / her basic details for validation.	Enter all the Details.	Added Successful
Create Job Description	The Placement Convenor creates the JD.	Enter all the Details of the Job and create the JD	JD Creation Successful
Apply For The JD	The Student Applies for the JD	Enter all the Details required for applying the Job.	Applied Successful
Assign Credentials	The admin assigns the Login Credentials for all the user.	All the required inputs are entered.	Assignment Successful.
Send Mail for Forgot password	The User clicks on Forgot Password Button	NA	Mail with OTP is sent
Update Profile	The user updates his / her profile.	The basic personal details.	Update Successful.

V. NONFUNCTIONAL REQUIREMENTS

Non-Functional Requirements	Description
Security	Security is a major constraint and concern in each and every software because no-one wants some intruder to come and view all thedata that his or her software or system isholding.
Response Time	Time is also a big or major constraint that decides how the actively system or thesoftware behaves when any specific function is carried out. For example, in this particular project if the students apply for the job if it takes a long time to reach the Placement Conveners after a longinterval then it's very difficult and tedious task to control.
Economic Constraints	Another very important Non-Functionalrequirement of the software is it should be economical so that it can be easily managed within less and stipulated amount of budget and the developmental cost of the software also shouldn't be much so that everyone can afford it to use.
Design Quality	The design and the format of the software should be very good, efficient and it should provide the user ease so that there will be noproblem for any new or old user to deal withthe software. And he/she can carry out his/her task related to the system in a proper and organized way.

VI. RELATED WORKS

During the initiation of this project, I went through numerous papers, and I also met various stakeholders in order to obtain new concepts which could help in order to create an application which will solve various problems for which the application is being designed and developed. This data and information collection will likewise assist me to find several more perceptions about the recruitment cell applications which are designed and created and are serving in the other educational establishments in the country. The research papers which I went through to get the valuable insights are as follows: -

A. "A Study and analysis of training and placement cells in Engineering Colleges"
When I went through this paper, I got the idea about the Typical Practice which is in use by the Engineering Colleges in arranging the placement events for its undergraduates. This traditional way of the recruitment involves gathering of information from the students, verifying the information gathered from the students, unifying the Job Descriptions, distribution of the Job Description document with the students, and marking the final job or internship placement position to complete the whole task of the Recruitment Cell in the process of student's placement.

B. "Automation of Training and Placement Cell"
When I went through this paper it provided me the various insights about how the diverse procedures in the recruitment of the students and guidance method can be computerized. After these tasks get computerised all the processes can be effortlessly executed without any sort of interference.

C. "Virtual Placement Cell for HEI"
Upon reading and understanding this paper I understood about the significance of Placements in Higher Educational Institutions which have a huge number of students, and the amount of recruiting team representatives is very fewer. This creates the job of graduates, recruiting organizations, and the recruitment co-ordination team simple.

D. "Training and Placement Cell Application"

This paper is about an application which facilitates the institutions to carry out the training and placement. From this paper I got the idea about all the modules which can be used when we are creating any such application. Along with the modules I also got idea about the application development and the database which will facilitate me in creating the application.

E. "An interactive Online Training and Placement System"

This paper also explained the method of execution of online application designed for Training and Placement system which support all the liable members in all the events associated with employment. This piece of information also offered me various suggestions which can be adapted in my application of Recruitment Cell for Colleges to assist the different stakeholders.

VII. CONCLUSION

This paper explains the distinct aspects and processes which are carried in the diverse phases of the Recruitment and Internships or Apprentice for the advancement of the student's career by using my own application i.e., Recruitment Cell for Colleges. Recruitment of a graduate helps in shaping the student's future after he / she is done with his / her course in a particular field. Because after finishing the course all want to get positioned in a respectable institution to receive decent income and live calmly and accurately. The most significant purpose of creating this application is to complete all the tasks that were carried out manually but if an application is designed then all these tasks can be done by that software application and then it will reduce the chances of error and intervention to a minimal rate. This will not only facilitate the students but also this will be helpful for all the other stake holders.

REFERENCES

[1] Angadi, Shamala S., and Gomatesh M. Ravanavar. "A study and analysis of training and placement cells in engineering colleges." *International Journal of Management, IT and Engineering* 4.10 (2014): 162-175.

[2] Rao, A. Arjuna, et al. "Automation of Training and Placement Cell." (2016): 2091-2730.

[3] Shenoy, Varun, and P. S. Aithal. "Virtual Placement Cell for Hei." *Proceedings of National Conference on Research in Higher Education, Learning and Administration*. Vol. 1. No. 1. 2019.

[4] Swathi, J., et al. "Training and Placement Cell Application." *Training* 5.03 (2018).

[5] Rathod, Nilesh, Seema Shah, and Kavita Shirsat. "An Interactive Online Training & Placement System." *International Journal of Advanced Research in Computer and Communication Engineering* 3.12 (2013).

[6] PATWARDHAN, MS POONAM ANIL. *A study of studentsperceptions towards the Campus Placement Cell with special reference to undergraduate commerce students in Pune City*. Diss. SAVITRIBAI PHULE PUNE UNIVERSITY.

[7] Diana, Helen Sha, and Ms Priyadharshini. "A study on changing trends in campus placement among colleges in Chennai." *International Research Journal on Advanced Science Hub* 3 (2021): 1-6.