

Design of a System to Import Common Information of an Applicant from a Centralized Database While Filling Online Recruitment Application Form

Govind Prasad Arya¹, Devendra Prasad²

¹ Ph.D Scholar, Uttarakhand Technical University, Dehradun, Assistant Professor in Computer Science & Engineering Department, Shivalik College of Engineering, Dehradun, India

² Ph.D Scholar, Uttarakhand Technical University, Dehradun, Assistant Professor in Computer Science & Engineering Department, Shivalik College of Engineering, Dehradun, India

govind.arya10@gmail.com¹, dnprasad84@gmail.com²

Abstract: In the past recruitment application forms were filled on papers by the candidates and then the filled forms were sent to the recruitment organization through postal services. But in current scenario most of the recruitment organizations are providing the facility of filling application forms online to the candidates. The candidate fills various application forms on regular basis due to higher degree of unemployment. It takes quite long to fill an application form as so many information like name, father's name, mother's name, date of birth, gender, addresses, qualification details, work experience has to be filled by candidate every time while filling the application forms of each recruitment organization. Sometimes the candidate has to fill the same information multiple times due to improper internet connectivity. It is also difficult to fill an application form using mobile because of the complex application interface. The applicants who have good computer knowledge may be comfortable with the filling of such complex forms online but it is very tedious task for a candidate having little knowledge of computer. In this research paper we propose a system that will import the common information of an applicant from a centralized database while filling recruitment application forms of various organizations. It will minimize the overheads of filling online application form. The applicants will be able to fill application form by a single click on import button available on the GUI interface of an online application form. The applicants who have basic knowledge of computer system will also be able to fill their recruitment application forms using proposed system.

Methods/Statistical analysis: We feel the problem personally while filling online recruitment application forms. Every time the candidates have to fill the same set of information which is time consuming.

Findings: The common information of the candidates can be stored in a centralized database from which the candidate can import his/her data while filling online application forms.

Improvements/Applications: We have proposed a system for filling of common information of candidates in online application form using a centralized database which contains common information of candidates. Using the system we can save our time by importing of common information from the centralized database

Keywords: Online Services, IT Professionals, Software Engineering, Online Application Form, Import Information, Centralized Database, Online Application form from centralized database.

1. Introduction

Although most of the organizations have reduced the applicant's effort by providing online interfaces to fill

application forms but applicants have to fill a number of forms. Most of the information asked by the recruiting organizations is common like applicant's name, father's name, mother's name, date of birth,

gender, religion, category, nationality, correspondence/permanent addresses, qualification details, work experience etc. It takes a long time to fill an application form. In the present scenario when people are so busy in their daily routine sometimes applicants missed the recruitment opportunities due to the lack of time. On the other side applicants who are not much familiar with computer system face difficulties while filling online application form. They have to visit cyber cafes to get their application forms filled. Although, these days most of the people are using mobile applications still they are not confident to fill their application form online by themselves due to complex interfaces. In this research we have proposed a system that will solve such types of problems of applicants and will minimize the efforts in filling online application forms. The proposed system will create a centralized database of common information of applicants. The recruiting organizations will be requested to follow a standard interface to ask information from applicants to be filled in application form. The organizations have to provide a button on their online form to import applicant's information from the centralized database. The applicants will be allowed to import their information from centralized database after participating in simple verification process. The applicants who want to fill application forms online using mobile or those having less knowledge of computer will also be able to fill their online application form easily using proposed system.

2. Existing Online Application System

In the existing system applicants have the facility of filling application form online from their homes or offices. Most of the recruiting organizations allow applicant to make payment online also. The applicant does not need to visit banks to make payment. Although online facility have reduced applicants efforts up to maximum level still there is no such system that provides a centralized database to store applicants information once and fetches data from database whenever needed while filling application form.

3. Limitation of existing system

There are following limitations of existing online application system-

- a) Online application form filling is a time consuming process as there are so many fields to be filled by the applicant.
- b) Whenever applicant wants to fill new application form he or she has to fill same information again.
- c) If applicant has insufficient knowledge of computer it is difficult to fill application form.

- d) It is difficult to fill application form online using mobile due to large number of fields.

4. Proposed System for Online Application

We have proposed a system that will reduce the applicant's effort while filling online application forms. The applicants who have basic working knowledge with online application process will also be able to fill their application form online by using simple steps. The proposed system will consist of the following steps-

- Step 1** A central database will be created to store applicant's information like applicant's name, father's name, mother's name, date of birth, gender, religion, category, nationality, correspondence/permanent addresses, qualification details, work experience, photograph, signature etc. A sample applicant's database is shown in TABLE I.
- Step 2** The applicants will be provided a graphical user interface to upload their information on central database. The applicants will also be able to see or modify their data whenever required by using user ID and password.
- Step 3** The recruiting organizations will be requested to modify their online application page for two purposes; first for use of a common graphical user interface to ask information from the applicants and second to place one more button on their application form to import information from centralized database. Two sample snapshots of online application form before and after clicking on import button are shown in Fig. 1 & Fig. 2 respectively.
- Step 4** If the recruiting organizations need specific information which is not available in the centralized database, the organization can provide additional text boxes to on their application form to enter the needed information.

5. Future Scope

In the initial stage the proposed system can be started with some of the recruiting organizations for filling their online application forms but later on it can be extended globally.

6. Conclusion

In the current era of internet most of the offline processes have been replaced by online processes. It has reduced people's effort of wondering here and

there for their work. The facility of filling application form online has reduced applicant's effort up to maximum level. The proposed system will provide a flexible and easy interface to the applicants to fill their online application form within a few minute. Even the applicants will be able to fill their application forms using mobile phones any time. The applicants having

less working knowledge of computer do not need to visit cyber cafes or ask other to help in order to get their application form filled. The applicants have to enter their information into centralized database once. The applicants are allowed to update or add new information in centralized database whenever required.

SAMPLE TABLE I

ID	CFname	CMname	CLname	FFname	FMname	FLname	DOB	Gender	Category	Other Fields
1	Govind	Prasad	Arya	Hari		Ram	05/04/84	M	GEN	-
2	Deepa		Arya	Rajendra		Prasad	24/07/89	F	GEN	-
3	Devendra		Prasad	Nand		Ram	10/07/84	M	GEN	-

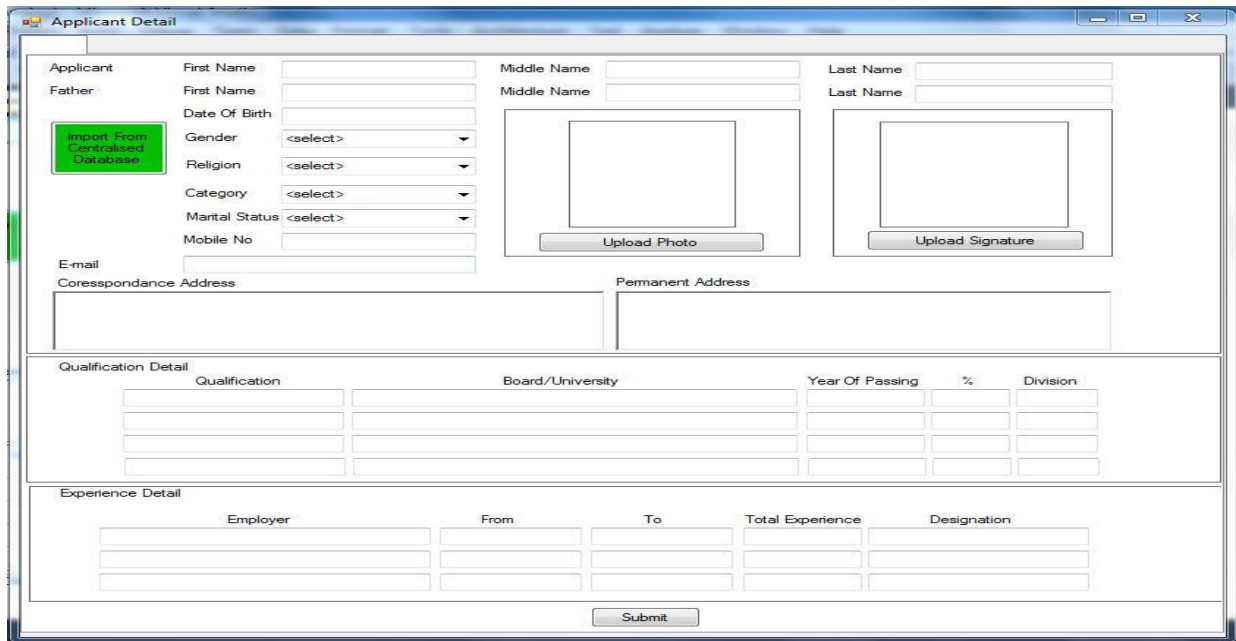


Fig. 1. GUI of Online Application Form before Import from Central Database

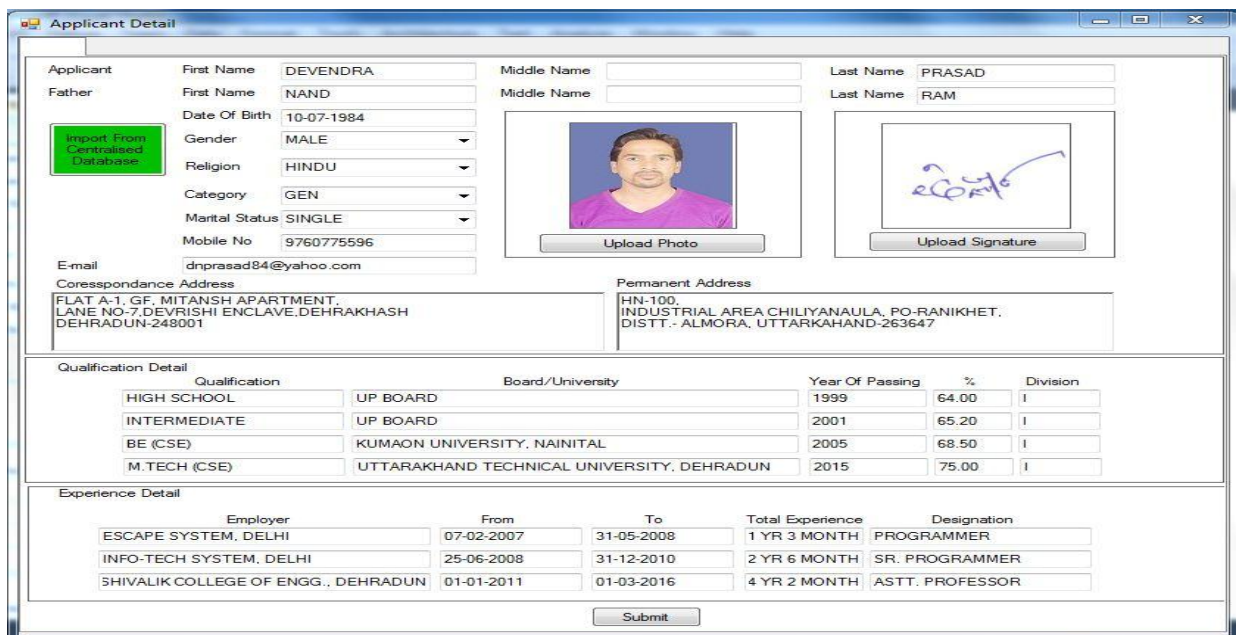


Fig. 2. GUI of Online Application Form after Import from Central Database