

# Recruitment Portal

**Client:** Netherlands Based Consultant

**Client Vertical:** Service

**Project Type:** Custom Web Application

**Technology Used:** Java 1.5, MySQL

**Client Overview:** A Netherland based client offers IT based solutions and providing high quality web application development & IT outsourcing services at a lower price to its clients spread across the globe. The company outsources IT projects to India and works for SMEs. The client provides IT based functional / technical customer support, sales and marketing. Client is a Netherland based consultant with a large client base. Client has been a technology partner for smart software development and application management.

**Requirement Overview:** The client had created a marketplace to establish personal networks for employers and job seekers. The jobs posted were not verified before going live, which meant there was a possibility of jobs posted on this site that did not exist.

The site did not offer any incentives or real reviews for the jobs or companies, which led to credibility issues. The website could not attract job seekers as they did not have feedback from real people. Tracking information or searching for relevant jobs was difficult. The website did not have an intuitive navigation.

Due to above short comings in current website, client wanted to improve its existing portal to offer better functionality to the end users, thus making the job marketplace convenient and accessible to both employers and job seekers.

**Proposed Solution:** Looking at the client's requirement, Silver Touch proposed redesigning the entire website using Java 1.5 framework with MySQL for database management.

This solution will differentiate between the jobs posted by the company, and the jobs verified by the client, so that the job seekers would know if the vacancies have been verified or not. The solution will incorporate a new search functionality, which will make searching for companies and jobs easy.

Solution will have a feature which allows recommendations, and offers incentives based on the recommendations. Appropriate filters are also proposed for the employers, job seekers and non job seekers to improve the engagement.

## **Project Description:**

This project is a job site that works on a 'no cure, no pay' principle and pass the leverage of personal networks to find candidates and job offers that otherwise would never meet each other. The website allows an employer to put their job on the portal where other users are stimulated to recommend candidates by others; employer in turn gives a one-time bonus to the person who ensures that the job is finally filled. Besides job seekers website also allows non job seekers to get registered and recommend the job he finds suitable in his / her reference.

# Recruitment Portal

## Objectives:

The Project Objectives were:

1. Real people, either employees of the companies or the people who were associated with the company in some way, reviewing the company or the job vacancy posted.
2. To improve the credibility of the website by including real people, and getting more user reviews.
3. Easy and convenient searching / tracking for relevant information on the new website.
4. To improve the personal networks between the employers and those seeking jobs with this website.
5. To offer more job vacancies and increase the number of users on the portal.

## Project Approaches/Activates:

The Project was divided into various phases to achieve the best results in less time with optimal utilization of available features, capabilities and new enhancements.

**Phase I:** System Requirement Study Document and re-estimation

**Phase II:** Designing

**Phase III:** Design Integration & Development

**Phase IV:** Testing

**Phase V:** Deployment

## Technology:

### Development Platform

Technology	Specifications
Technology & Framework	Java 1.5 Framework
Languages	JSP, Servlet with Java 1.5
Database	MySQL
Web Server/Hosting Platform	Apache Tomcat 5
Operating System	Linux Server

# Recruitment Portal

## Deployment Platform

Technology	Specifications
Technology & Framework	Java 1.5 Framework
Languages	JSP, Servlet with Java 1.5
Database	MySQL
Web Server/Hosting Platform	Apache Tomcat 5
Operating System	Linux Server

## Duration:

1. Project Man Hours: 720 Man Hours
2. Project Life Cycle: 2 Months

## Result Achieved:

1. The application manages performance evaluation & management of more than 5000 employees
2. It manages the database of previous reviews and feedbacks as well
3. Improved productivity across the organization, thus increasing operational efficiency

## Key Challenge:

1. One of the biggest challenges was using the analytics effectively, by the HR professionals who are a part of this network. This hampered the decision making process. The issue was resolved by hiring data or analytics expert who would process the analytics data.

## Benefit:

1. Improved reach for employers and employees with recruitments going online
2. Helps attract the right talent with appropriate skill sets
3. Applicant tracking and monitoring made easy
4. Easy to accept or reject candidates with these job portals
5. Chances of getting highly skilled candidates is possible with the recommendation and review features

## Results Achieved:

1. There was an increase in engagement on the portal, after the incorporation of reviews from real people, recommendations and job post verification features.
2. The HR department within the organization could manage to hire the appropriate talent with this website.

# Recruitment Portal



**Deliver best products, software solutions and services, on time with quality, and as per customer expectations**

## About SilverTouch

SilverTouch, a company established in 1992 is widely accepted for its IT solutions with a huge customer base in more than 20 countries across the world.

SilverTouch is actively engaged in Enterprise software development, enterprise content management, document management and IT consulting services such as Business process optimization, process consulting, implementation and customization of ERP. SilverTouch leads brilliantly in new technical developments such as: Mobile Application development services on iPhone, iPad, Blackberry, Android, J2ME and Windows mobile platforms. Even now, SilverTouch helps its global clients for major developments, deployments and managements of their mobility solutions and enterprise application development programs.

SilverTouch has alliance with several industry leaders such as Microsoft, Apple, Cisco, IBM, Oracle, SAP, Java, Dell, VM ware, Symantec, Sonic Wall which provides a competitive edge over other industry peers and targets to understand and cater to all types of requirements that concern our clients, thereby, leading to serve them precisely to their satisfaction.

For more information, please visit [www.silvertouch.com](http://www.silvertouch.com) or email [info@silvertouch.com](mailto:info@silvertouch.com)

---

**INDIA • UK • USA • NETHERLANDS • AUSTRALIA • FRANCE • GERMANY**

---