

## Recruitment and selection

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### Abstract

In this we are going to propose a new way, where we can give inputs to the persons who did not get selected for the organization by using the modules Map reducer and Analysis report with big data technology. So, it will help the organization to reduce the cost.

**Keywords**—Recruitment, selection, map reducer, input.

#### Introduction:

Recruitment and Selection is the process of short listing and selecting the right candidates for the filling the required vacant positions.

#### 1. What is Recruitment?

It is process of attracting and finding the right candidates for the organization.(or)The process of finding and hiring the best qualified candidate(from within or outside of an organization)for a job opening,in a timely and cost effective manner.The recruitment process includes analysing the requirements of a job,screening and selecting applicants,hiring,and integrating the new employee to the organization.

#### 2.What is Selection?

It is the process of choosing the most suitable candidate who are best fit for the requirement given by an organization.In other words,selection means weeding out unsuitable applicants and selecting those individuals with prerequisite qualifications and capabilities to fill the jobs in the organization.

## II. EXISTING SYSTEM

Existing is very time consuming process because to sort the resumes only will take more time. The existing system will not be giving any type of inputs to the applicants where they are lacking.

### PROPOSED SYSTEM:

Now-a-days recruitment is very important step for the organization. So, to reduce the time for the organization taken to sort the resumes we are proposing a new way by sorting resumes automatically by using big data. This helps organization to get the people according to there requirement. And even we are giving inputs to the applicants who did not get qualified in the interview so that they can improve themselves where they are lacking and come over it.

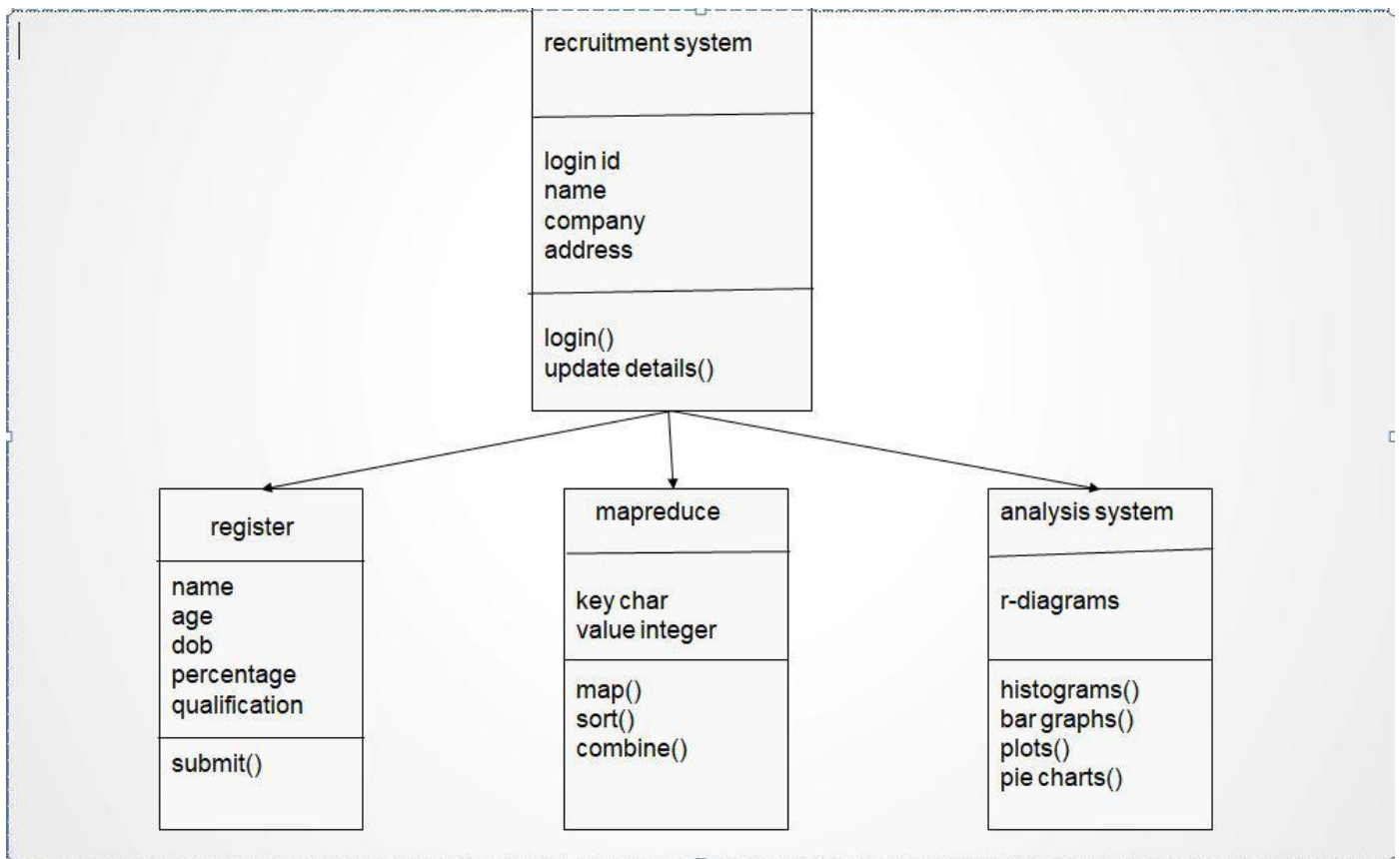


Fig 1: Class Diagram

The user is connected to the admin to take tests and practice tests for learning the formulas effectively. The admin and the user are connected to the system and the system is connected to

the database for the required information. The database is connected to the system to give the outputs to the user.

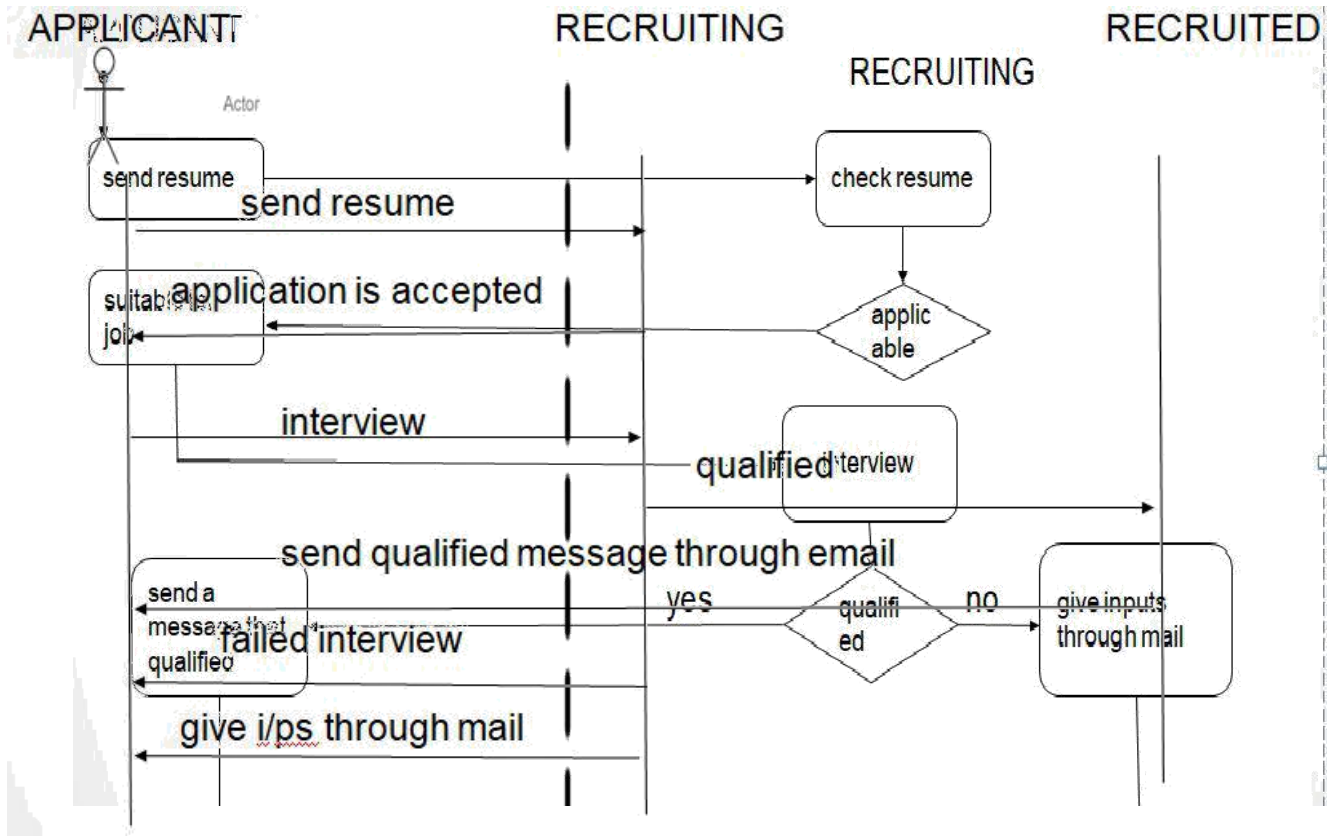


Fig 2:Activity Diagram

The applicant who wants to apply for the job will be sending the organization his/her resume after sending the resume the company will sort out the resumes according to their requirements. The applicant whose skills are matching to organization will be sent to the first round if he qualifies he goes to next round if not he will get inputs through where he is lacking.

Fig 3: Sequence Diagram

**WORKING OF THE PROJECT:**

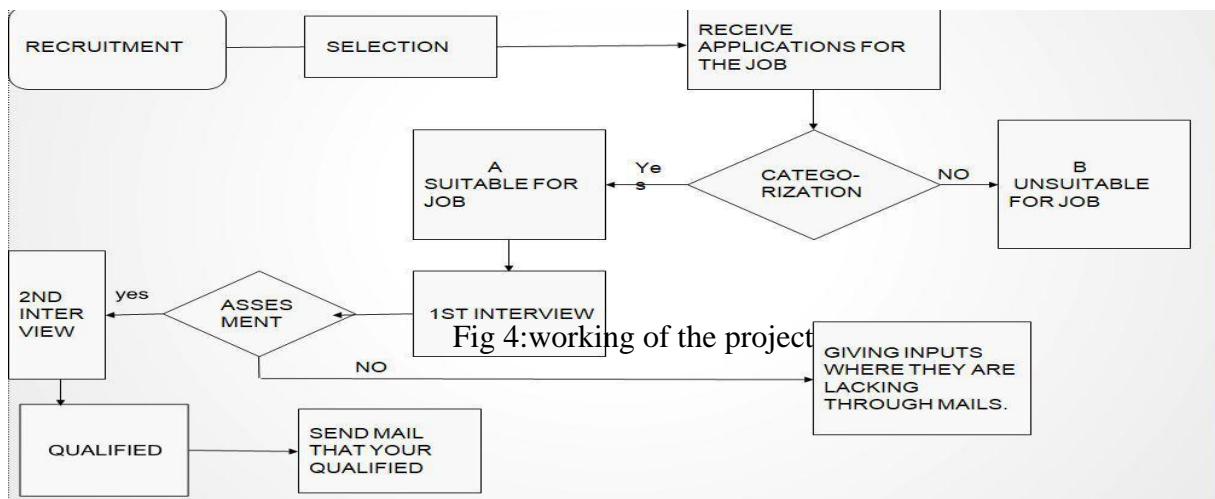


Fig 4:working of the project

In The recruitment and selection process, the recruiter will receive applications from candidates and these will be categorized into A and B.

If yes(A) ,the candidates will suitable for the job or if no(B),the candidates will not suitable for the job.

The candidates who are suitable for the job(A) will go to 1<sup>st</sup> interview based on assessment the candidates will be categorized.

If yes, the candidates will be permitted to 2<sup>nd</sup> interview where they are qualified and send mail that they are qualified.

If not, the recruiter will give a inputs to the candidates for where they are lacking.

## Result and Discussion:

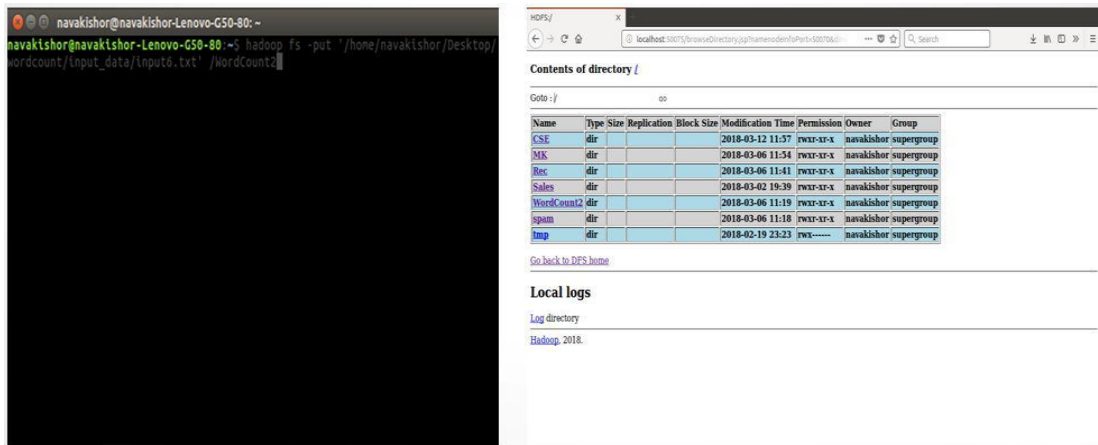


Fig 5:Input

We will first create the input text and we will be giving the requirements that the organization needs. After giving the requirements we will send the input file into the hadoop localhost.

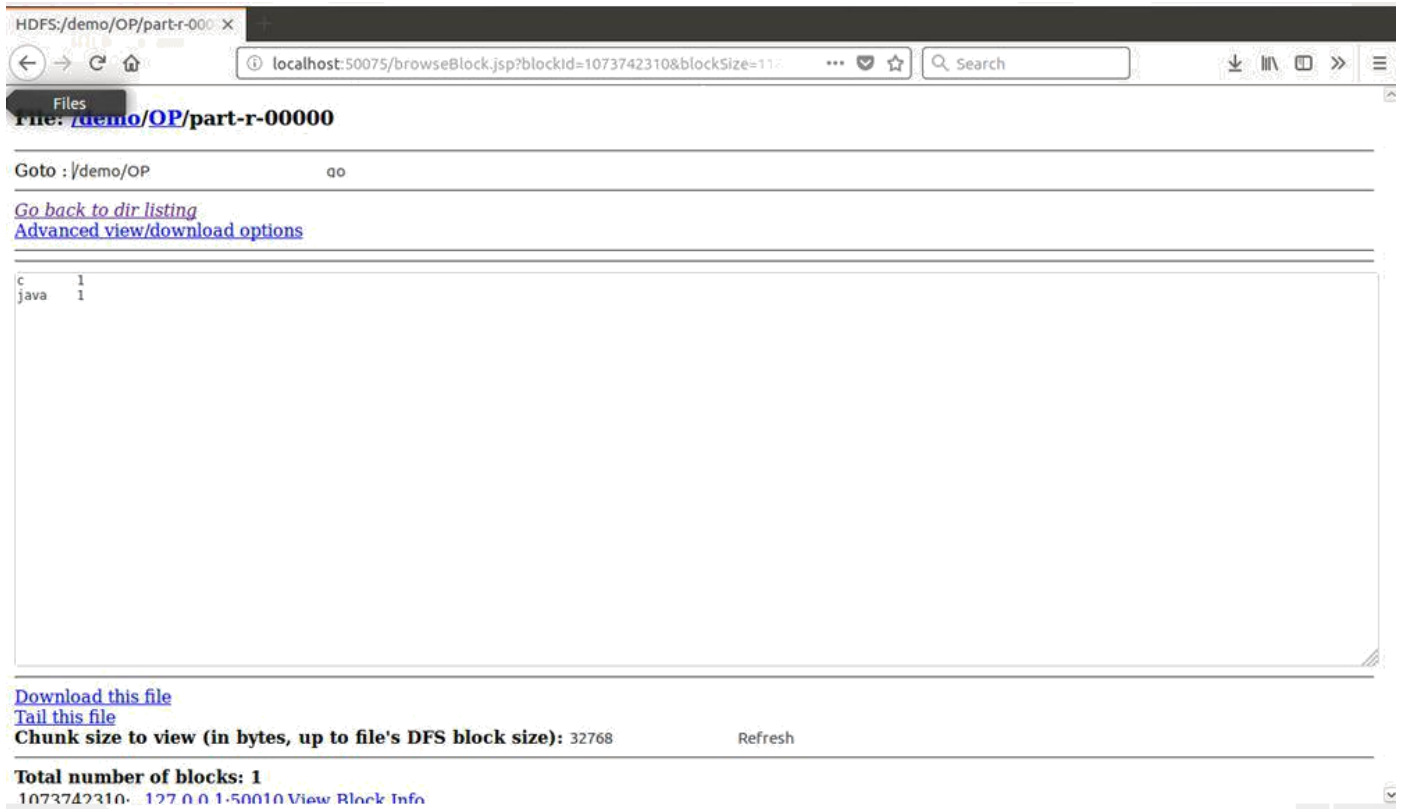


Fig 6: Output

Output will be seen in the local host for this also we need to create an output file in the local host.

### CONCLUSION:

By recruitment and selection process one can hire employees into the organization. Right person is chosen for a right job with right cost at right time to fill the vacancy. Recruitment and selection is very reliable and scalable because of the technology we are using will always have the duplication of data and files and we can add any numbers of features to the application.

### REFERENCES

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