ONLINE JOB RECRUITMENT MODEL FOR

UNIVERSITI UTARA MALAYSIA

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UNIVERSITY UTARA MALAYSIA

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UNIVERSITI UTARA MALAYSIA

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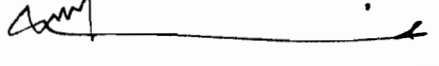*(candidate for the degree of)* **MSc. (Information Technology)**

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ABSTRACT

Requirements play an important part in system development project. It is because requirement forms the backbone of any successful project and provides the measure of success or failure of a certain project. Misinterpreted of requirements will make the system development does not meet the customer's expectation and increasing cost. Therefore, it is necessary to present the requirement in an understandable and meaningful way.

The main purposes of this project are to capture the requirements of online job recruitment for Universiti Utara Malaysia and defined requirement model for the captured requirements of online job recruitment for Universiti Utara Malaysia. A requirement model is important as it serves as a good starting point for system development. Requirement model will give a complete view of a system and represent idea without having to build an actual system. Requirement model help the developer to understand user's requirement, and it saves time and cost, reduce risk, and improves effectiveness and efficiency.

Project methodology would use object-oriented requirement capture and analysis phase, which consists of domain understanding, requirement capture, classification and validation. The requirements captured modeled using Unified Modeling Language's (UML) notation. Requirements model is validated by using system requirements testing and horizontal prototype.

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INTRODUCTION

At the present time, the usage of internet and web technology have changed the way we view and interact with information. Internet and web technology increased in providing a better life-style it could be seen very clear in many different fields such as communication and business. One of the fields Internet technology influences is how recruitment conducted in organizations.

Recruitment is the process of attracting qualified applicants for the organization to consider when filling its positions; this process is undertaken by human resource department within that company.

In the past, Companies advertised for positions in job sections of local newspapers. If a job seeker wanted the job, the job seeker typed resume and cover letter, dropped them in the nearest mailbox, and waited for a response. Both companies and job seekers had very few options.

The internet significantly changed the way companies handle recruitment as well as the way applicants search and apply for jobs. (Dafoulas, 2002) stated the internet has emerged as a practical and reliable tool for recruiting. Using the

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