WEB-BASED RECRUITMENT AND SELECTION APPLICATION IN ABC ORGANIZATION USING MICROSOFT SOLUTION FRAMEWORK AGILE

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Abstract

The aim of this work is to produce a web-based application that help HRO in ABC organization to do the recruitment and selection process by converting their current manual system into the automatic process inside this application. The current manual system is inefficient and prone to error, especially when there are many applicants apply for a job vacancy.

This thesis use Microsoft Solution Framework Agile (MSF Agile) as the framework. This framework gives five basic methods, which are envisioning phase, planning phase, developing phase, stabilizing phase, and deploying phase. This framework emphasizes on the cycles and iterations that should be done in completing the project. The author used ASP.NET as programming language, Visual Studio 2008 to build the code, and SQL server 2005 as the database.

A working web-based application has been developed and tested that fulfills the entire requirements and solves the problems in HRO mentioned earlier. User testing and user satisfaction survey form were also done regarding this application.

Based on the testing and survey, this application has managed to provide useful function for HRO in recruitment and selection process on ABC organization. The application has been shown to manage the process faster and reduce the error in user registration process, apply job process, hiring process, and selection process. Based on the survey done, HRO was able to use the application in correct procedures and able to understand to use all of HRO menu at the first time they use it, without any difficulty.

Key words