

# Contrivance Planning Management System

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**Abstract:** This project aims at developing a suitable information system to coordinate the activities of the employer, jobseeker and admin. The project titled “**Contrivance Planning Management System**” aims at automating the information system. This project is mainly created to make the job searching work in an easy way. The process carried out in the project are, the collection of resumes, verification of resumes, filtering of resumes, requirement specification of the companies, comparison of requirement and available resumes, selecting the suitable candidate and finally developing a report to intimate the selection to the candidate. Here jobseekers will send their resumes to the admin. Employers also send their requirements to admin. After collecting all these information’s admin will compare the resumes of the jobseekers and the requirements of the employer and select qualified candidates. After that they send the selected list to the appropriate employers. Those employers will do their selection process. The user can give their feedback which is helpful to enhance the contrivance planning management website.

**Keywords:** Resume, Report, Jobseekers, Employers.

## 1. INTRODUCTION

The Existing system for Contrivance Planning Management System is a manual process. Taking existing system in to consideration, we can find that the contrivance manager has to interact with the candidate in person, brief on the requirements they expect and so on. All these require more time and labor. The data collected may be inconsistent, redundant and getting in touch with a remote candidate will become impossible. More over there would be lack of co-ordination and follow-ups. As the system is manual, there are many chances for it to procure more errors. There may be chances to happen selection process to occur at more than one place at a time, with regard to the existing system it would be hilarious to maintain records on venue, batches etc.

There are sections, which are restricted to be accessed by a specific user of contrivance planning management system. That is some of the areas, which contrivance managers access would be very confidential and it is not allowed to be accessed by users or employees. If the system is manual it would be tedious to implement this separation.

This section deals with the concept of system analysis, which is the primary phase of the software development. The purpose is to identify the new system and establish what the new system is to accomplish. System analysis is an important activity that takes place when new system is being built. It is the central whole of system development and it includes gathering necessary data and developing a plan to the new system. It is not an easy task because many people need to be satisfied and many conflicts resolved. System analysis should be creative and imaginative in producing new solutions to meet the user requirements.

### DISADVANTAGES:

The existing system has the following disadvantages:

- Requires many departments to handle variety of tasks.
- Involves lot of paper work.
- No proper assignment of responsibilities would be there.
- No electronic workflow, processing and approvals.
- No automation and centralization of records.
- Low and dragging access to records and details on employees.
- New changes cannot be easily implemented.
- Loss of records is probable to occur, as it is paper works.
- Difficulty in searching the records as no serialization is involved.
- Accumulation of records as organization extends.
- Becomes more complex as task becomes more functional.
- Difficulty in establishing and developing organizational capabilities of coordination, commitment and competence.
- Incomplete alignment of various functions.
- Inability in understanding the benefits of increased organizational and managerial effectiveness.

## 2. PROPOSED SYSTEM

The proposed system Contrivance Planning Management System is fully an automated one. In the proposed system, the candidate online can view the company details and requirements put forward by them. Online registration is also possible with this the proposed system. As the proposed system is a centralized one, redundancy can be



avoided; moreover the coordination of different departments becomes much easier. Above all the system provides high security for all its data. The proposed system is mainly required for:

- Easy updating of information
- Provides online registration facility
- Status of processing can be verified and identified at any stage of process
- Efficient allocation of resources
- Ensures timeline management

The proposed system bridges this gap between the end-users and the contrivance planning managers by providing a centralized control over the entire system. The different departments utilize the system for sequencing the different processes that are isolated apart. In the proposed system Employee Self Service will be available which allows employees to manage their own personal and benefit information. The payroll system included is used to compute, certify and create employee pay and disburse money.

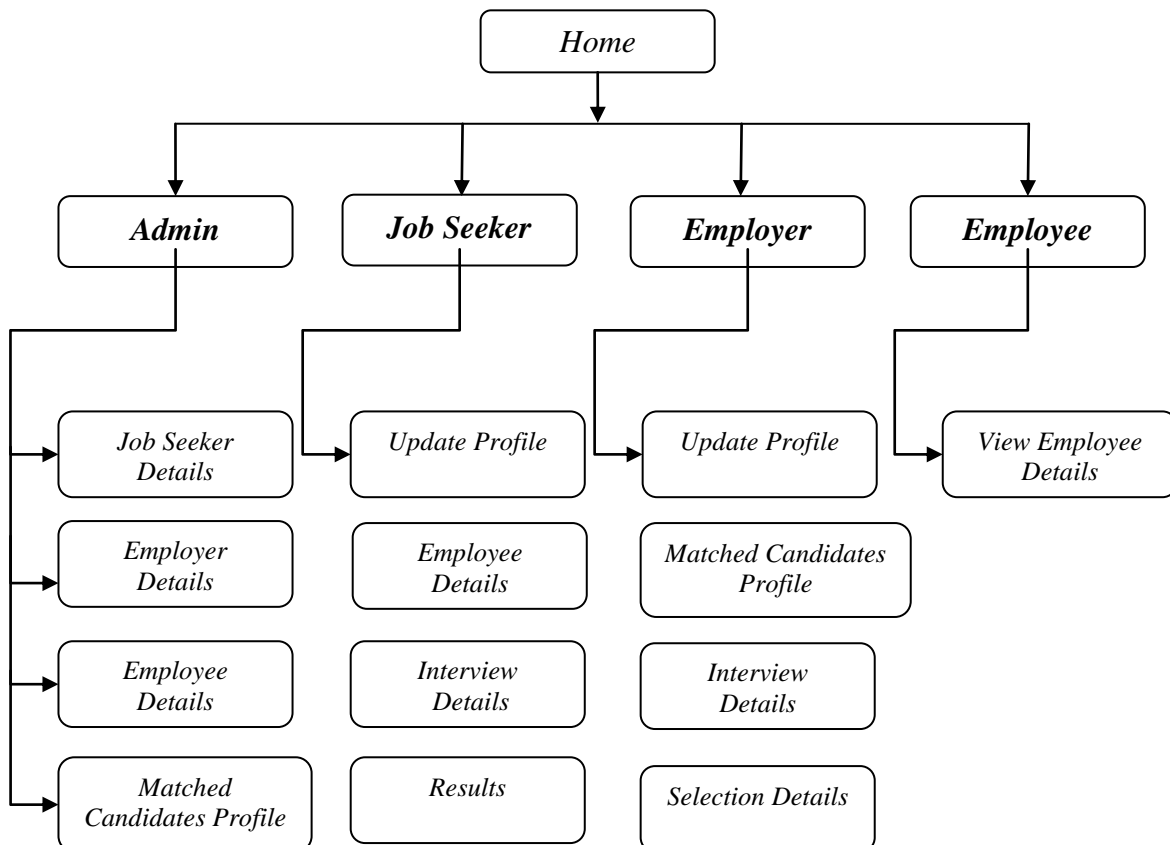
**ADVANTAGES:**

- Improve business practices and streamline operations.
- Reduce the need for departmental system.
- Provide a single point of entry for information.

- Provide electronic workflow, processing's and approvals.
- Automate audits and edits, and centralize rules administration.
- Improve information access at the employee, user and administrative levels.
- Provides new functionality.
- Entry-level users have been provided with the facility to access and complete online forms.
- Automatic review of plans, policies and eligibility requirements.
- Automatic identification of taxable wages.
- The time keeping function included in the proposed system will supports the capture of information based on an employee's work schedule.
- The Leave Management module maintains balances for leave benefits and balances.
- Non-technical users will be able to create and retrieve contrivance planning management reports.
- Electronic routing and approvals of attendance can be implemented.
- Access and ability to change personal information such as contact address, email address etc.

**3. SYSTEM IMPLEMENTATION**

Implementation is the stage of the project where the theoretical design is turned into a working system.



**Fig 3.1 ARCHITECTURAL DESIGN**



At this stage the main work load, the greatest upheaval and the major impact on the existing system shifts to the user department.

If the implementation is not carefully planned and controlled, it can cause chaos and confusion. Implementation includes all those activities that take place to convert from the old system to the new one. The new system may be totally new, replacing an existing manual or automated system or it may be a major modification to an existing system. Proper implementation is essential to provide a reliable system to meet the organization requirements. Successful implementation may not guarantee improvement in the organization using the new system, but improper installation will prevent it.

The process of putting the developed system in actual use is called system implementation. This includes all those activities that take place to convert from the old system to the new system. The system can be implemented only after thorough testing is done and if it is found to be working according to the specifications. The system personnel check the feasibility of the system.

The most crucial stage is achieving a new successful system and giving confidence on the new system for the user that it will work efficiently and effectively. It involves careful planning, investigation of the current system and its constraints on implementation, design of methods to achieve the changeover. The more complex the system being implemented, the more involved will be the system analysis and the design effort required just for implementation. The system implementation has three main aspects. They are education and training, system testing and changeover. The implementation stage involves following tasks.

- Careful planning.
- Investigation of system and constraints.
- Design of methods to achieve the changeover.
- Training of the staff in the changeover phase.
- Evaluation of the changeover method.

#### 4.1 IMPLEMENTATION PROCEDURES

Implementation of software refers to the final installation of the package in its real environment, to the satisfaction of the intended users and the operation of the system. In many organizations some one who will not be operating it, will commission the software development project. The people who are not sure that the software is meant to make their job easier. In the initial stage, they doubt about the software but we have to ensure that the resistance does not build up, as one has to make sure that the active user must be aware of the benefits of using the system.

- Their confidence in the software is built up
- Proper guidance is imparted to the user so that he is comfortable in using the application.

Before going ahead and viewing the system, the user must know that for viewing the result, the server program should be running in the server. If the server object is not up running on the server, the actual processes won't take place.

#### USER TRAINING

To achieve the objectives and benefits expected from computer based system, it is essential for the people who will be involved to be confident of their role in the new system. As systems become more complex, the need for education and training is more and more important.

Education is complementary to training. It brings life to formal training by explaining the background to the resources for them. Education involves creating the right atmosphere an motivating user staff. Education sections should encourage participation from all staff with protection for individuals for group criticism. Education should start will before any development work to enable users to maintain or to regain the ability to participate in the development of their system. Education information can make training more interesting and more understandable. The aim should always be to make individual feel that they can still make all important contributions, to explain how they participate in making system changes, and to show that the computer and computer staff do not operate in isolation, but are of the same organization.

#### TRAINING ON THE APPLICATION SOFTWARE:

After providing the necessary basic training on the computer awareness the users will have to be trained on the new application software. This will give the underlying philosophy of the use of the new system such as the screen flow, screen design, type of help on the screen, type of errors while entering the data the corresponding validation check at each entry and the ways to correct the data entered.

It should then cover information needed by the specific user/groups to use the system or part of the system while imparting the training of the program on the application. This training may be different across different user groups and across different levels of hierarchy.

#### 5. CONCLUSION

The system has been studied to design and develop a complete recording and reporting. This is found to be working efficiently. The new system is developed with much attention over its quality and reliability. This project is carried out to reduce the workload.

This system overcomes all the problems that are faced in the manual system. The system is found to be satisfactory running under the real environment. The system is so flexible that it can be modified to overcome future demands within the module.



## **6. FUTURE ENHANCEMENT**

The application developed is designed in such a way that any further enhancements can be done with ease. The system has the capability for easy integration with other systems. New modules can be added to the existing system with less effort.

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