

Employee Candidate Selection Systems Based on Web

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ABSTRACT

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The success of a school, of course, cannot be separated from the roles of teachers and employees. With the presence of teachers who meet predetermined quality standards, the school's productivity will increase and its quality can be maintained. Therefore, the school is required to be able to select a more objective recruitment of prospective employees. A process that is not objective will lead to inaccuracy in selecting prospective employees. To overcome this problem, a candidate recruitment application system is needed that can select prospective employees as needed. This research took place in private high schools in Jakarta. The system development method used in this research is the waterfall. The application developed in this study consisted of three users, namely the principal, assessors and prospective employees. This study produces an application that can be used by the private high school in selecting prospective employees according to their needs.

Keywords – Selecting Prospective Employees, Prospective Employees, Waterfall, Private High Schools, High Schools.

I. INTRODUCTION

The rapid development of technology today can be felt by various parties [1]. It is not uncommon for us to see employees who do not last long in a company, and in general this is due to mistakes in the employee recruitment process [2]. XYZ Private High School has two integrated curricula, namely the unit level curriculum and the local curriculum based on Islam. Both are arranged systematically so that they can support the improvement of the quality of XYZ Private High School, in accordance with the school's vision of being superior in achievement, capable in science and technology and having good character based on IMTAQ.

XYZ Private high school is not arbitrary in choosing competent teachers to work at XYZ Private high school. Initially, the prospective employee selection process was still manual, namely by means of the prospective employees coming to the location to undergo an interview, a written test and wait for the calculation of the test. This method takes a long time and is prone to errors[3]. If in the process of selecting employee candidates assisted by an application system in calculating and evaluating, each assessment competition can be carried out well and prospective employees with the best abilities are selected as employees. In the above case it can be concluded that the problem that occurs is How to Make a Selection Application for Prospective Employee Admissions at XYZ Private High School which can be used to select prospective employees and teachers according to the

needs of XYZ Private High School. By utilizing developing technology, it is hoped that school performance will be more effective and efficient[4][5].

II. RESEARCH METHODOLOGY

The methodology used in developing this software is Waterfall. The following are the stages [6]:

i.Planning

The initial study was carried out by looking at the system that has been running so far and listening to complaints from users.

ii.Analysis

At the analysis stage, the activity of determining the software and hardware requirements is carried out which will later be used to support the running of the system to be made.

iii.Design

At this stage, it is determined who will develop the system, besides translating the requirements for a software design that can be estimated before the coding process is made by the developer.

iv.Implementation

At the implementation stage, information system testing is carried out, and the results must be in accordance with the needs that have been previously defined.

v. System

At this stage, the implementation and maintenance of the information system is carried out.

III. RESULTS AND DISCUSSION

1. Current System Analysis

Currently the process of recruiting prospective employees at XYZ Private high school is still classified as manual, namely by means of prospective employees coming to the location to undergo interviews and tests. Then the test calculations were carried out conventionally. This kind of process becomes less effective and efficient and hinders the

improvement of the quality of XYZ Private high school.

Therefore, XYZ Private high school wants to create an application system to improve the performance of XYZ Private high school in the process of recruiting prospective employees and teachers. The application system is web-based which is useful for prospective employees to report their files without having to download applications in the play store or app store.

System analysis is needed to analyze the process that will be applied to the web-based employee recruitment application at XYZ Private high school, so that the flow of the application program can run clearly and smoothly. The application made is a web-based application, because the web has many advantages, one of which is lightness, it does not take up a lot of data on your Android or PC.

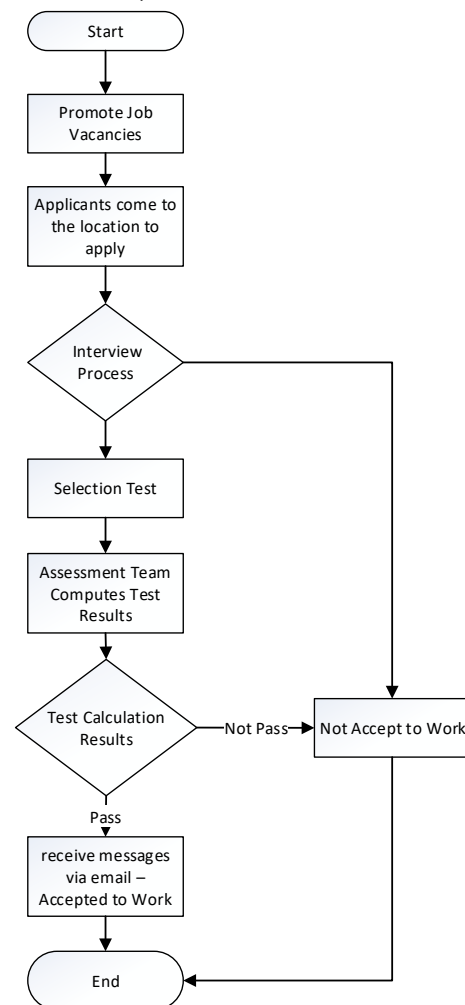


Figure 1: Flowchart of recruitment of employees who are still manual

IV. System Design

The following are the steps in the flow of the Employee Candidate Selection Systems System Based on the Web at XYZ Private High School:

1. Admin of XYZ Private High School displays job vacancies on the information page in the application.
2. Prospective employees log in
3. Prospective employees upload files to the application
4. Files of requirements are seen by the Headmaster
5. Prospective employees work on interview questions on the page of my application → interview according to the predetermined deadline
6. The results of the interview test for each prospective employee will be submitted to the Principal for assessment
7. Prospective employees work on the question selection test through the application
8. Prospective employees will get test results
9. The test results from the questions will be added up with the interview test from the weight of the assessment.
 - a. If the value is ≥ 70 then the prospective employee will be notified by email to come to the location in the context of a work contract to become an employee or teacher at XYZ Private High School.
 - b. If the result is <70 then the prospective employee will get a notification via email that the prospective employee is not accepted to work at XYZ Private High School and the prospective employee receives the test results that have been done.
10. Prospective employees come to the location to sign a work contract with XYZ Private High School

V. Activity Diagram

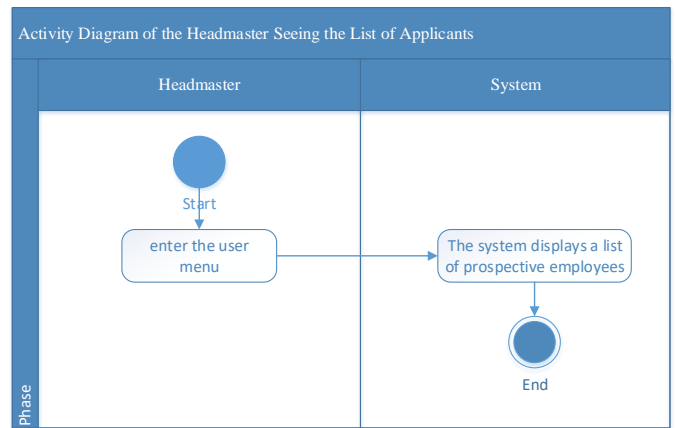


Figure 2: Activity Diagram of the Headmaster Seeing the List of Applicants

The headmaster entered into the user menu and then the system displays a list of applicants.

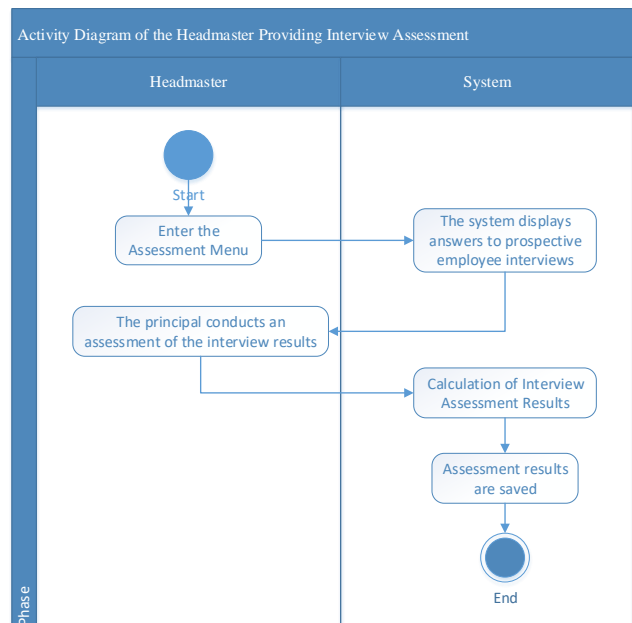


Figure 3: Activity Diagram of the Headmaster Providing Interview Assessment

In this Activity, the headmaster evaluates the interview of prospective employees. The headmaster conducts an interview assessment on the assessment menu. Assessment of the interview is done by calculating the value that has been given.

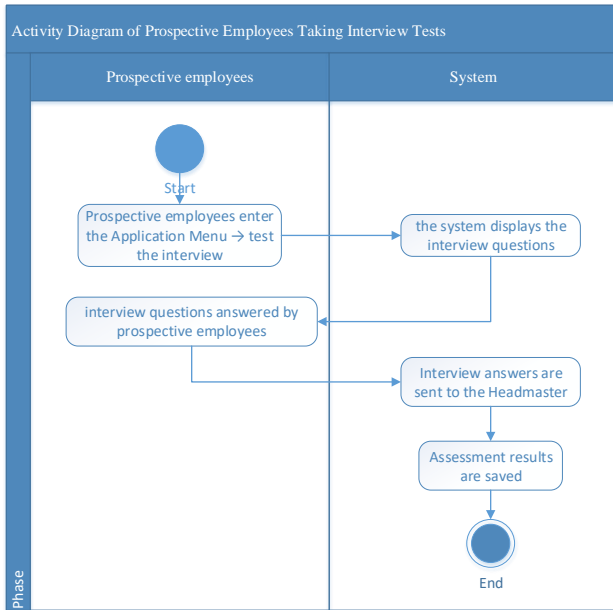


Figure 4: Activity Diagram of Prospective Employees Taking Interview Tests

In this Activity, prospective employees conduct interviews on my application menu. Then the results of the interviews that have been conducted will be sent to the headmaster of the School.

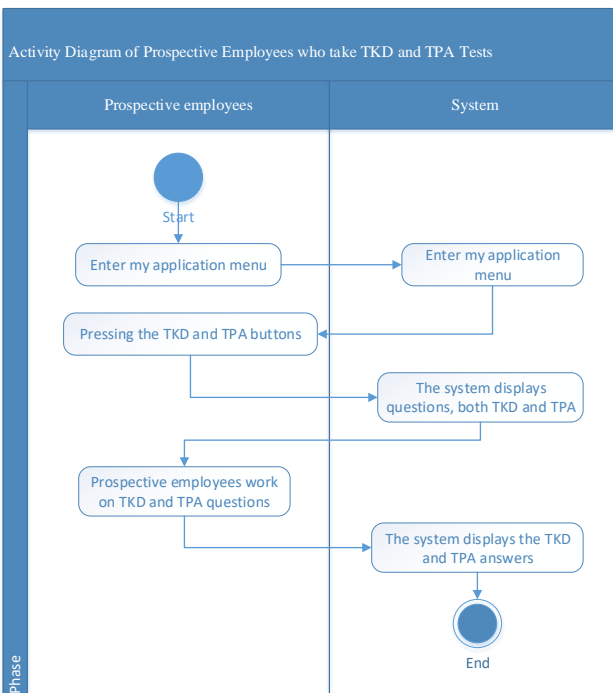


Figure 5: Activity Diagram of Prospective Employees who take TKD and TPA Tests

In this activity, prospective employees take a UKG test which consists of TPA and TKD. The test is a requirement for applying at XYZ Private High School.

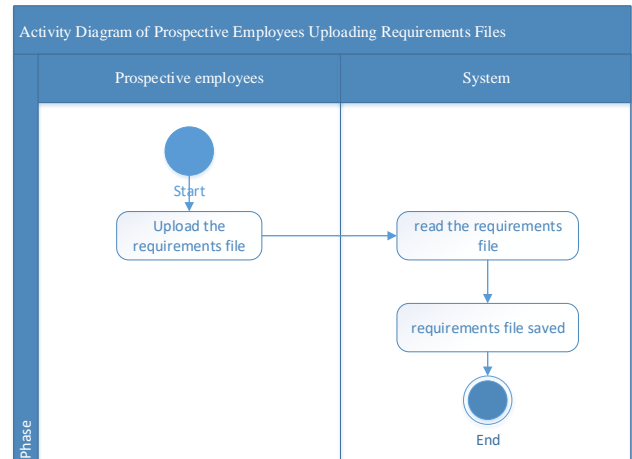


Figure 6: Activity Diagram of Prospective Employees Uploading Requirements Files

In this activity, prospective employees are required to upload the application requirements file to register for the recruitment selection test for prospective employees.

VI. Interface Implementation

Implementation is one of the development stages of a software that translates the design based on the analysis that has been done previously into a programming language so that it becomes an application [6].

Implementation aims to ensure that a software or application that has been made can work effectively and efficiently as expected so that an application that has been implemented does not have many errors that cause the application not to run[7][8].



Figure 7: Home Page

In this page, there is a photo, and an description of the XYZ Private High School.

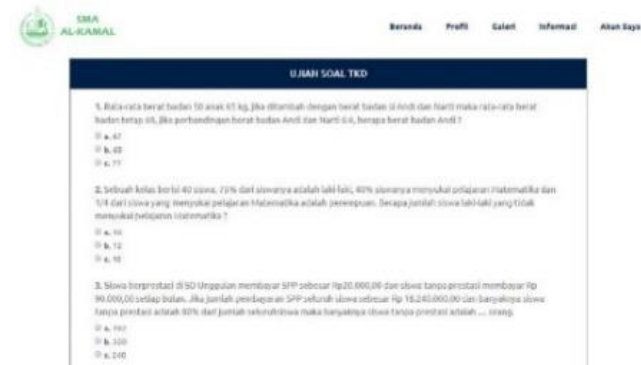


Figure 8: TKD and TPA Selection Test page

Prospective employees must take the TKD and TPA selection tests. The work on this question is carried out in order to test the recruitment of prospective employees.



Figure 9 : Page of Overall Value of Prospective Employee Test

On this page, prospective employees can see the overall score of the tests that have been carried out by the prospective employees.

VII. CONCLUSION

This application can input files of prospective employees, work on prospective employee interview forms, do test selection questions and also prospective employees, assessors and school principals can see the overall value of the tests undertaken by prospective employees. In addition, this application can be used in selecting prospective employees according to predetermined needs.

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