

## Final Year Project – The Interview Scheduler

On the bedrock of impressive academic credentials and solid recommendations from the teaching staff of my college, I was offered a unique opportunity of completing an **ASP.NET** (Framework 1.1) and **SQL Server 2000** web-based application titled *The Interview Scheduler* for the software company **MASTEK Ltd** (website: [www.mastek.com](http://www.mastek.com), a NASSCOM Top 20 company) during the final year of my engineering course. Let me brief you regarding the project.

As you must be fairly aware due to the recent boom in the IT industry of the country hiring top talent at a brisk pace, thereby meeting the organization requirements has become a gargantuan challenge for most organizations. Also due to the complexities involved in the recruitment environment many anomalies surface in the system thereby causing the companies to miss recruitment targets or miss out on the cream of the talent. With this end in view, the project tries on its part to overcome some of these shortcomings with its highly secure development considerations, ease of use and a highly robust and dynamic architecture compatible with any system environment.

The problem definition of the project was *“To design an interview scheduler system for scheduling of interviews for the recruitment of candidates at Mastek”*.

The Interview Scheduler consists of the **User Registration** page wherein a new employee selected by the organization to conduct interview sessions will submit his personal profile to the system. This interviewer profile would include all his personal details like Employee ID, name, email id, grade, designation, expertise, etc. Once the user submits his profile to the system, every user will be “assigned” a role by HR department using the **Authorize Roles** page which has been described further. Once the user is assigned a role, he will be notified via email by the system thereby granting him access to the system.

The system also provides the user with the liberty to edit his submitted profile using the **Edit Profile** page. The Edit Profile page allows the user to edit fields such as grade, department to name a few. He can also select his default web page which he wishes to be redirected to after logging into the system via this page. To make it more interesting for the user, he can also upload his photo or select an “avatar” from the available list of the same.

Once the profile has been submitted, the HR department would allot the user a unique role based on his personal and professional credentials. Some of these roles include System Administrator, Chief Interviewer, Interviewer Supervisor, Recruiter etc. The gradations of each of these roles would be defined by the organization itself and based on the seniority of the role allotted the employee would have garnered access to the web pages as incorporated in the system. This interviewer role can be assigned via the **Authorize Roles** page and can be edited or changed via the **Edit Roles** functionality, if required. The system can also incorporate new roles as defined by the organization using the **Define Roles** page where the role name and its corresponding page access have to be specified. The defined role such as "Recruiter" also can be edited using the **Edit Roles** functionality provided in the Define Roles page.

To facilitate the interviewer to book his free interview slots for current month as well as upcoming months, an **Allot Slots** page has been provided. The **Allot Slots** page is extremely flexible in nature and provides the user to select a particular date or a range of dates via multiple selection modes. The user can select his desired days using the four broad selection criteria viz. General, Range, Even Dates and Odd Dates. Similarly, the user can select a particular week using the Week Selection links or a list of one particular day (say all Mondays) using the corresponding week links. The page also allows the user to alter his slots as per his drives on weekends. These drives can be dynamically updated as well. Selection of previous days has been disabled thereby dissuading the user to misuse the system in any way. Similarly, a well-defined legend provides the user a quick glimpse of all the selected days, holidays, etc. The Allot Slots page has also been provided with a Deletion Mode which allows the user to delete all the slots selected on his behalf. Similarly, an option has also been provided for a high end authority like a recruiter to book slots for other interviewers if an interviewer falls short of the minimum interview target for a given month or an urgent interview has to be scheduled.

Once the HR department has received all the interview slots from all the potential interviewers, its next job to shortlist the candidate and assigns an appropriate interviewer and his corresponding slot for the said interview. This can be done using the **Schedule Interview** page. The **Schedule Interview** page allows the user with the flexibility to select a particular interviewer via a multitude of search criteria such as Name, Grade, Department, Expertise, Date, Session, Type of Interviewer (HR or Technical), Location, and Project. An option for advanced search has also been provided to enable the user to drill into the system to obtain the best possible results pertaining to an interview constraint.

Once the results have been obtained, the system allows the user to view all the slots pertaining to an interviewer at a glance as a tool tip. Once the recruiter selects a day and then the slot at which he wishes to schedule the interview, the recruiter will be prompted to provide information such as Name of Candidate and will be asked to upload the candidate's C.V and the I.A.S (Internal Assessment Sheet). Once the interview has been scheduled, the system will intimate the concerned interviewer via an email. The system will also email the interviewer the candidate's C.V and I.A.S.

Next, once the interview has been scheduled the system, it provides the user with the flexibility to view or change the interview status against a particular interview via the **Interview Status** page. The **Interview Status** page allows the user to view all the interview details pertaining to a particular criterion such as interviewer name, location, date, etc. The user can also change the status of a particular interview using the Cancel, Close or Re-schedule option. A user can also view all the interviews booked against his name but not edit them under any circumstances thereby maintaining a high degree of system integrity. All the changes made to a particular interview's status will be intimated to the concerned interviewer via an email.

The **Management Information System**, popularly called MIS is used by a high-end authority like the Chief Recruiter to gain thorough information pertaining to each and every interview & interviewer registered with the system in terms of his personal profile or slots information. This page allows the user to view all the interview related details via multiple criteria such as expertise, grade, designation, department, etc. The user can also view the results for monthly, quarterly or annual criteria as well, adding a higher degree of efficiency to the system. Once the desired results have been obtained, the user can drill into these results using the appropriate links pertaining to the results and view the entire interview and slot related information against a particular employee at the lowest level of granularity along with the employee profile at a glance. Once the user has obtained these results, he can export the same via a word or excel format.

If the organization intends to change the system settings, such as Grade, Department, Designation, Expertise, Project, Location, Delete Employee or Interview Type, it can do so using the **Settings** Page. Care should be taken on the part of the authority while deliberating these changes, as the system would incorporate these changes to all the web pages associated with it.

In addition to this, a **Minimum Slots** page has also been provided which allows the organization to assign minimum slots to an employee for a particular month. It also allows the user to view the employee history pertaining to the past two months and also the global minimum slots on the fly. Also the organization can assign minimum slots to all employees using the **Global Minimum Slots** functionality in the **Define Roles** page.

For easy navigation across all the web pages supported by the system, a user control toolbar has been provided. The toolbar navigation is dynamic in nature and in accordance with the role allotted to the user.

Also, a **Themes Page** allows the user to change the theme (i.e. the look and feel of the Web pages), by clicking on their respective thumbnails. A preview of application of the selected theme can also be viewed alongside at a glance.

So as you can see, my team and I have taken into account all the possible design considerations associated with the problem definition. In addition to this, a robust database schema ensures a high degree of authenticity and integrity from the database's design perspective.

### **Technologies used to develop The Interview Scheduler**

- Microsoft Visual Studio .NET 2003
- Microsoft .NET Framework 1.1
- Microsoft SQL Server 2000

### **Project Summary**

No. of screens(pages)	15
No. of HTML files	20 (LOC = 3604)
No. of Code files	36 (LOC = 23755)
No. of JavaScript files	18 (LOC = 545)
No. of CSS files	128 (LOC = 12926)
No. of Database tables	25
No. of Stored Procedures	30
No. of Images used	239
No. of Fonts used	4
Total lines of code	40830
Total size of the project	21 MB

\*LOC – Lines of Code