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ABSTRACT

Systemantech, Inc, is a small/medium business company committed to providing competent professionals and technology for the improvements of the clients' business. The demand for competent professionals is high due to attrition or new projects that required manpower. Because of this, the monitoring of the applicant from sourcing to deployment is necessary which is currently a big challenge. The company uses different platforms to track the recruitment process. With the use of the existing ticketing tool to track all the movements from sourcing up to deployment, Onedrive to save all the data of the applicants, and Microsoft Excel for the manual creation of reports. There is also a shortage of technical interviewers due to the availability of time. The proposed customized system as agreed by the client to deliver in a given timeframe resolved the mentioned challenges with the following features such as Web Applicant Tracking Portal where the recruiter can add new candidates and track the movement based on the Candidate status from shortlisted up to the employment in a given time. This feature uses an existing OrangeHRM framework and customized the recruitment module to align with the client's process. Another feature is the Interview Chatbot in which the new candidate experiences on-the-spot initial interviews. It is added under Job Posting Career Site as another way for the candidate to apply with interaction to a virtual agent. It captures not only the candidate data but how the candidate communicates and answers the question honestly. For the Descriptive Analytic Reporting, it can view the summary count of hired candidates. The dashboard shows the subunits percentage based on the organizational structure of the company. The participation of the company through testing of the customized system resulted in a successful implementation. The comments provided show that the system is ready to use and more recommendation for future works. Therefore, this customized system deployed as a new Online Applicant Tracking System for Systemantech, Inc.