easyATS - APPLICANT TRACKING SYSTEM

Thilan Malaka Hemantha

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Department of Computing

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ABSTRACT

Recruitment refers to the process of identifying and hiring the most suitable candidate for a job opening. However, Research and Survey results reveal that there are many shortcomings in the current recruitment procedure in Sri Lanka. As a result, most employers tend to invest a large amount of time and money on 3rd parties to verify a candidate's educational qualifications, professional qualifications and to conduct background checks to discover possible black listings or criminal records.

The aim of this project is to identify the difficulties of the current recruitment process and to evaluate, design and develop a suitable Blockchain based applicant tracking system that provides documentation verification services and addresses the aforementioned problems in recruitment.

Existing literature, pilot study and survey results have been utilized to identify the gaps in the existing recruitment platforms in both the international and local market. According to research it was revealed that a Blockchain based document verification system is a novel concept in the local market, that can be utilized to address the problems in the recruitment process. The results retrieved from the interviews and questionnaires enabled me to gather the functionalities that could be implemented in the prototype to solve the shortcomings that were identified. Upon analysing the gathered requirements and functionalities, easyATS was designed and developed as a method of re-innovating the recruitment process. The solution 'easyATS' provides the employer with the luxury of not having to spend large amounts of time and money on document verification and background checking, as documents relevant to the candidate would be automatically verified by the relevant institutes and previous employers. Employers would also be able to conduct background checks on a candidate as police reports, medical records and employee appraisals relevant to the candidate would be provided as well.

The prototype was evaluated by domain experts and industry experts to determine how far the problems identified have been resolved by the solution. It was also identified how the solution could be further improved with the use of more advanced technologies and functionalities which could be utilized to solve all problems in the current recruitment process.