

Effectiveness of Online Training and Selection Process

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Abstract— Online Training System automates activities of training and provides opportunities to the student community to use collective intelligence to increase selection ratio and eases out process of creation of management information automatically. Online training system focuses on the automation of the placement cell. Authorizing the resumes, communicating about the various job openings to the student community, managing the corporate relationship for inviting them for the placements as well other activities, creating the placement metrics, monitoring the progress of the selection process and communicating with different users. Online training system provides the module like Student, Administrator, Company and Forum. It has the features like Integrated Toolkit for Reach-out to Companies Track. It manages Placement process of each Job posting individually. Manage Company Profiles, Manage Job Postings, Authenticate and activate the employee profiles, Send Notifications to students, Create list of employee as per company HR Manager Job Request, provides the list of shortlisted student with resume to company HR Manager, Export data of shortlisted employee to excel file based on Search Criteria, Manage employee profile, Set preferences for employee eligibility criteria for placement, Time & Role Based Secured Access to users.

Key words: Mobile Web Server, Networking, Real-time location, Dynamic HTML Generator

I. INTRODUCTION

The use of the Internet and the World Wide Web has revolutionized the provision of information and the facility for the user to take action on the information obtained. Use of the Internet to enable employees and companies to manage the placement process with the active involvement of the Placement Coordinator. This led to a unique web-based Placement management system developed specifically by the placements practitioner and the software programmer to become Online Training System.

Online training system provides information on placement providers and the placements they offer so that employees may view and assess their opportunities. Will have well-developed web sites to inform their employees of vacancies and how to prepare for their work integrated learning experience.

Computer based information system are designed to improve existing system. Whatever the information, admin has to pass to the employee and he or she can inform online. Improve accuracy in result. It has user-friendly interface having quick authenticated access to documents. It provides the facility of maintaining the details of the employees. It will reduce the paper work and utilize the maximum capabilities of the setup and organization as well as it will save time and money, which are spending in making reports and collecting data. It can be access throughout the organization and outside as well with proper login provided. This system can be use as an application for

college to manage the employee information concerning placement. Also helps company coming for campus recruitment to see employee details. Before coming for campus, company can get information about eligible employee along with interested employees.

II. PROPOSED SYSTEM

The proposed Online Training System meant to give more easiness to the users that they can add and retrieve information so quickly. Once you open this web application at the front end all the schedule/event are available to everyone. Also in the every current employee login this schedule/event are available. The administrator is the master user; he gets the most number of priorities than the other users. The different functions involve the case of an administrator are updating, approval. The administrator can view and approve the various application forms. There are two types of employee; Current employee and Alumni. Current employee can review and enter information around the clock and from any location. Students can edit their CVs online, and update them constantly. Employee can very flexibly search for and View Company and vacancy details, and apply to vacancies by attaching a CV. employee can access relevant resources placed online for them. For alumni the last three years data will be maintained. A separate registration will be done by the alumni and separate profile will be maintained of each alumni. Alumni will be kept in touch by an automated notification by E-mail message. They will have access of forum, with which they can post queries, reply queries. This will help the current employee as there will be sharing of ideas by alumni's. Students on placement will also use the system to read important announcements, to obtain information on assessment, to see the results of assessments recorded in the system. Administrators have three different users like Admin. Each user provided a different features and security. The admin can give an approval to edited information done by the student. In addition, admin can search the eligible employee based the company criteria and can generate the list. Also admin can send an automated email to the eligible student. Admin can communicate with the students through the forum module. When admin first login, they see all the recently changed / created companies and vacancies. Like other users, they can examine any vacancy on the system. Of course, they can also search for vacancies via flexible forms. Strict policy based security defines an upper limit on the allowed activities of a given admin user. Admin can gather information on all for which they have appropriate permissions; this can be on an individual or group basis, they can also export a spreadsheet of important statistics on a group for further or detailed analysis. At a glance the system status page reveals a great deal of information about the most recent usage of the system admin is the one the most important user in the Online training system. They provide the approval and conformance to the student

through automated email system. They give the validation of the information provided by the employee through automated email system. They can see the information provided by the employee like marks, contact details, mobile number, extracurricular activity or other information. They find the employee based on the skill or extracurricular activity. They can use the parent's details for further communication. They put online notices, schedule and events so that the entire user can view this.

III. DESIGN DETAIL

In the Online training System there are following module and their design details are as follows:

A. Employee Section:

In the Student Section we can consider student registration-Students will register for the site in T.E. first semester and update the account in B.E. first semester. Online updating facility will be provided after registration. After registration record will get verified by administrator. We can also consider the departments for identifying the student in which department. Also we need to consider the additional fields like Training, Project done, Hobbies, Extracurricular activities, Technologies of by known employee.

B. Alumni:

In the Alumni Section we need to consider last 3 years data maintenance. In this section registration will be done and separate profile will be maintained of each alumni and also the required notification sent by E-mail /message. For communication purpose alumni can access forum. We can transfer current employee alumni records as it get pass out for identifying the status of the employee

C. Forum:

The Forum Section is used for employee to employee communication. Actually The Forum will be viewable to all not only communication purpose but also transferring the Knowledge .The purpose of the Forum is if employee has logged in he/she can ask/answer the question else can view only and also they can share the ideas with alumni.

D. Other Activities:

In this section the available information is company criteria, List of eligible employee Confirmation from employee, Final list display and Final schedule of any activity. And all on the above activities the administrator will have control over this.

The following uses of the online training system

- Login
- Registration
- Update employee Detail
- Update Company Detail
- Search employee Details
- Update Placed employee detail
- View Details

IV. IMPLEMENTATION:

A. Create Employee Profiles:

- Employee profiles contain all relevant employee information

- Employee Grouping can be used for assignment and notifications
- In-activate employees and maintain training history
- Cross functional training and Job Position History

B. Define Training Requirements:

- User definable training requirements grouping based on job position and user definable groups
- Automatic loading and synchronization of training requirements from Document Control Software module
- Automatic loading of training requirements to all employee profiles based on job position or user defined groups
- Identify training requirements as prerequisites
- Automatically resolves duplicate requirements shared in various Job Positions

C. Schedule and Complete Training Tracking:

- Identify employees needing training by training requirement, group or course (i.e. course candidates)
- Identify qualified trainers based on course training requirements
- Automated scheduling that identifies who needs to attend training based on training requirements
- Automatic flagging of candidates that don't meet course prerequisites
- Allows trainees to perform course evaluations

D. Training Reports:

- Complete reports identifying training requirements, scheduled, completed and remaining requirements
- Expired training by individual, group or department.
- Qualified trainees by requirement group
- Courses still required
- Ability to



Fig. 1: System Life Cycle.

V. ADVANTAGES

- Employee orientation.
- Assess skills and knowledge.
- Reinforce learning skills.
- Employee attitudes measurement.

- Measure the effects of training as well as performance of the employee.
- Measure employee satisfaction and suggestions.

VI. DISADVANTAGES

The system may have large cost due to internet connection.

Technical problems with the e-mail affect the data collection (difficultly in viewing, searching, retrieving details, editing and returning the e-mail questionnaires.).

A. Problem Definition:

1) Inability of Modification of Data:

The managing of huge data effectively and efficiently for efficient. Results, storing the details of employee's task in such a way that the database can be modified as not possible in the current system.

2) Manual Operator Control:

Manual operator control is there and leads to a lot of chaos and errors.

B. Following are Some Proposed Solutions on Existing Problem.:

1) Easiness in modification of data:

The proposed system provides managing of huge data effectively and efficiently for efficient results, storing the details of the students, lecturers etc. in such a way that the database can be modified.

2) Sharing the Data is Possible:

Data can be shared in proposed system. This means that two or more persons can use the same data in existing system provided that they have right to access that data. Also the two or more departments in an organization can easily interact with each other without the actual movement of data.

3) No or Very Few Paperwork:

The proposed system either does not require excel work or very few paper works is required all the data is feted into the computers. Since all the data is kept in a database no data of the organization can be destroyed. Moreover work becomes very easy because there is no need to keep data on papers.

VII. FUTURE SCOPE

The system has been designed at the maximum possible excellence. Still we accept drawbacks, as it is a human effort. The system cannot provide the sms integration. Hence, it can be modified to give the sms integration. The system can be made more users friendly. The program is coded in more structured manner so we can include future enhancement. There is scope for improvement of the system. Apart from these there is scope for generating many more features. This software can be extended easily without affecting the functionality. In the future, we can place the system on the cloud so the maintenance of the data can be reduced. The exam system will integrated with the online training system so the employee result can get directly.

There can be many more future enhancement and improvement in the online training system.

VIII. CONCLUSION

In the existing system, maximum work goes manually and it is error prone system, takes time for any changes in the

system. The big problem is the searching; sorting and updating of the employee data and no any notification method available for giving information to student expect the notice board. In the Online Training System provides automation in all the processes. The system gets automated in the online registration all the user, activation and deactivation of the user, personalization to the user, resources to be provided online, communication between the users, online feedback, other setting option. The admin can see the user information and will validate it, generate the student list based on the company criteria, company details can be provided to the user, searching and sorting can be done, and reports can be generated. Alumni data can be maintained. Overall, all the process of the training and placement department is automated. Quality assurance in teaching learning environment is a tedious process. No customized application is available for maintaining quality procedures in teaching environment. Online training System provides quality implementation solution in teaching environment.

The proposed system would serve the purpose of managing all data generated during the training sessions conducted in the organization. Also the proposed system is secure, efficient, robust, comprehensive and user friendly. The system would help in monitoring the attendance and performance of employees: easily handle scheduling of different sessions. In all the system is capable of fulfilling all training needs of the organization. To maximize organization and efficient staff, managers have to invest in web-based collaborative solutions to optimize the business processes in the organization for faster development and better throughput.

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