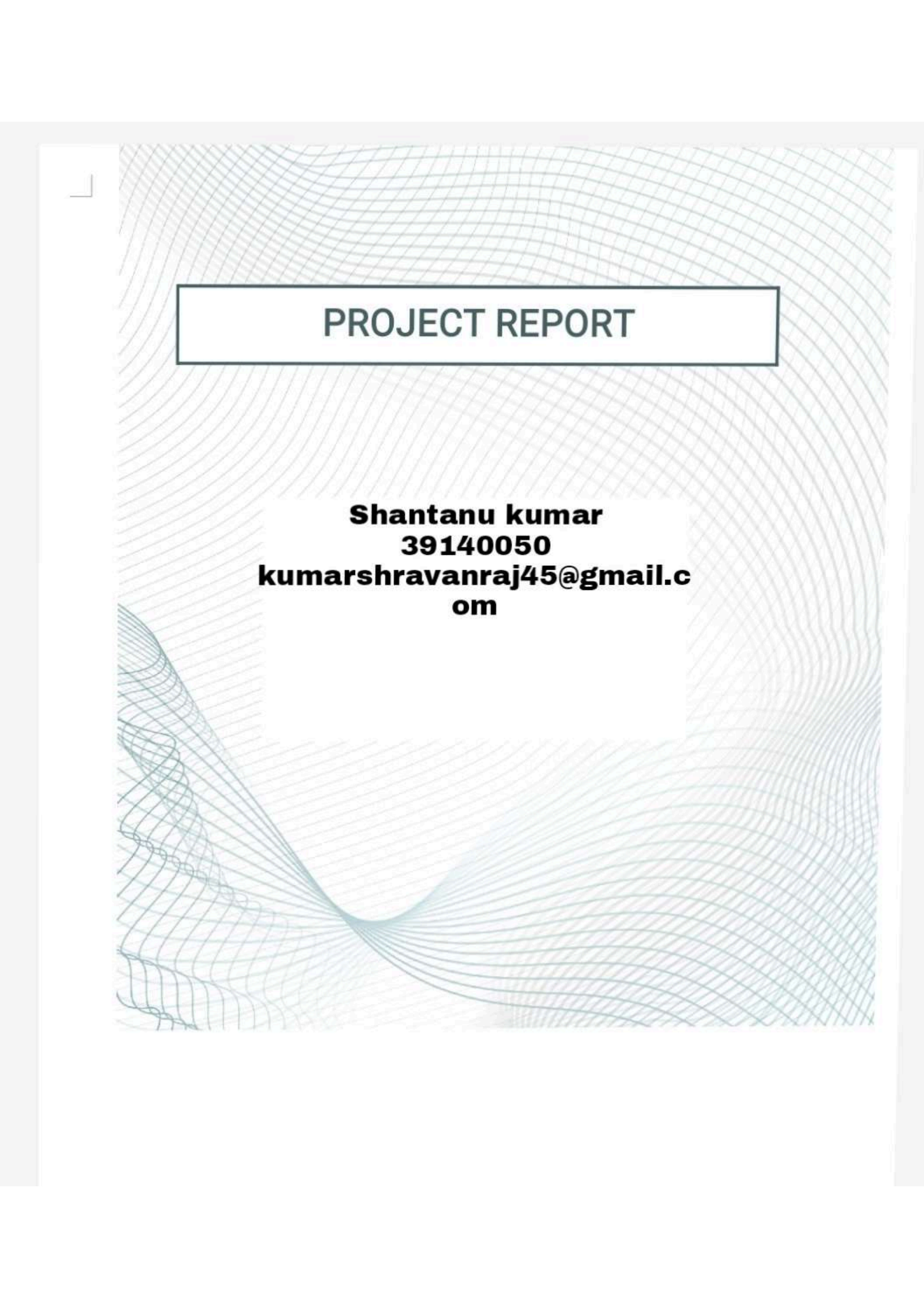




PROJECT REPORT

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WEEKLY OVERVIEW OF INTERNSHIP ACTIVITIES

1st WEEK	DATE	DAY	NAME OF THE TOPIC/MODULE COMPLETED
	13/05/17	Saturday	Introduction to company
	15/05/17	Monday	Introduction to Recruitment life cycle
	16/05/17	Tuesday	Explanation of requirement gathering phase in Recruitment life cycle
	17/05/17	Wednesday	Explanation of sourcing and selection process phases in Recruitment life cycle
	18/05/17	Thursday	Explanation of offering and document collection in Recruitment life cycle

2nd WEEK	DATE	DAY	NAME OF THE TOPIC/MODULE COMPLETED
	19/05/17	Friday	Explanation of Background verification (BGV) phase in Recruitment life cycle
	22/05/17	Monday	Explanation of Induction and Allocation phases in Recruitment life cycle
	23/05/17	Tuesday	Discussion about Recruitment and selection hiring process in Recruitment life cycle
	24/05/17	Wednesday	RMG
	25/05/17	Thursday	Lecture on RMG cycle

3rd WEEK	DATE	DAY	NAME OF THE TOPIC/MODULE COMPLETED
	26/05/17	Friday	Lecture on different phases in RMG
	29/05/17	Monday	Concepts on PHP, functions in PHP
	30/05/17	Tuesday	Installation of XAMPP server, how to execute PHP programs using XAMPP server
	31/05/17	Wednesday	How to connect with DB using MYSQL server in PHP using XAMPP server
	01/06/17	Thursday	Sample Programs on PHP using XAMPP

4th WEEK	DATE	DAY	NAME OF THE TOPIC/MODULE COMPLETED
	02/06/17	Friday	Designing of Login page, Registration page using Bootstrapping, CSS
	05/06/17	Monday	Designing of Background verification using Bootstrapping, CSS
	06/06/17	Tuesday	Designing of Induction page, Employee page using Bootstrapping, CSS
	07/06/17	Wednesday	Execute the pages and pages connect with MYSQL database in XAMPP.
	08/06/17	Thursday	Report the defects
	10/06/17	Saturday	Project completion

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Learning Objectives/Internship Objectives

- Internships are generally thought of to be reserved for college students looking to gain experience in a particular field. However, a wide array of people can benefit from Training Internships in order to receive real world experience and develop their skills.
- An objective for this position should emphasize the skills you already possess in the area and your interest in learning more
- Internships are utilized in a number of different career fields, including architecture, engineering, healthcare, economics, advertising and many more.
- Some internship is used to allow individuals to perform scientific research while others are specifically designed to allow people to gain first-hand experience working.
- Utilizing internships is a great way to build your resume and develop skills that can be emphasized in your resume for future jobs. When you are applying for a Training Internship, make sure to highlight any special skills or talents that can make you stand apart from the rest of the applicants so that you have an improved chance of landing the position.

1. INTRODUCTION

Software process automation is a technology that may be viewed as a two-edged sword. On the one hand it can be viewed as a productivity and quality enhancer, while on the other hand,

It can be viewed as a mechanism to control, routinize, and de-skill work. These views both have elements of truth, but with appropriate design and adoption considerations, we believe that it is possible to enhance the positive elements while reducing the negative ones.

This report looks at the issues that have arisen for the early adopters of process automation.

These people are the innovators, the ones who have been through the “school of hard knocks,” taken the brunt of an immature technology, and suffered from the fact that there are few experienced people to guide them. Some of the projects we saw succeeded, some failed, but few found the going easy. This technology is not for the faint of heart—at least not yet. However, we hope, through this report, to document experiences and lessons learned. We hope that we have extracted practical insights to provide insights to the developers of process automation tools and guidance to those who wish to automate their processes.

These general objectives have been met through a series of activities that include in-depth interviews followed by a questionnaire survey and a workshop. The specific objectives of these activities are as follows:

- The interviews are aimed at gathering practitioner experiences in a relatively unstructured way, to identify what individuals believe are the important issues in the adoption of software process automation, and to establish a basis for the more structured questionnaire survey. Some of the interviewees were contacted about a year after the initial interviews.
- The questionnaire survey assesses a wider cross-section of those involved with process automation and includes individuals outside the software community. Because the questionnaire respondents are following a standard format, the data in this phase of the study will be analysed in a more quantitative fashion.
- Finally, the workshop was aimed at identifying success strategies for the introduction of software automation. The workshop brought together a widely diverse group of individuals with experience in research and development, adoption, management and end use of process automation, and to raise awareness of critical issues across these communities.

As described by Christie [Christie 96], the specific objectives of the study are to

- Identify the technical, social, and organizational inhibitors to the adoption of process automation:
 - Assess the prevalence and scope of software process automation.
 - Categorize the technologies and practices that are currently being used.
 - Identify effective and ineffective technologies and practices.
 - Develop guidelines for process automation implementers.
- Support vendors and researchers in developing products more in tune with end-user needs:
 - Develop guidelines for researchers and vendors to improve product effectiveness.
 - Foster effective communications between researchers, vendors, developers and end users.

Recruitment life cycle diagram:



1.1 MODULES:

1. Login page
2. Registration page
3. Background verification form
4. Induction form
5. Employee form

2. ANALYSIS

2.1 Requirement Analysis

The main objectives for undertaking this project are:

- To understand the internal Recruitment process in organization.
- To identify areas where there can be scope for improvement.
- To give suitable recommendation to streamline the hiring process.
- To develop practical knowledge with theoretical aspects.
- To know about the importance of recruitment and selection.
- To find out better process of recruitment.
- To know about the role of recruiter.

Need for recruitment:

It makes possible to choose the right person in the right time at the right place. It also makes it possible to acquire the number and type of people necessary to ensure the continued operation of the organization.

Planned needs: - such needs arise from changes in the organization policies.

Anticipated needs: - It refers to those movements in personnel which an organization can predict by studying trends in internal or external need.

Unexpected needs: - Such need arises due to illness, death and resignation.

Recruitment follows HR planning and goes hand in hand with selection process by which organizations evaluate the suitability of candidates. With successful recruiting to create a sizeable pool of candidates, even the most accurate selection system is of little use.

Recruiting begins when a vacancy occurs and the recruiter receives authorization to fill it.

The next step is careful examination of skills, abilities and experience needed to perform the job successfully. Other steps follow:

- Creating an applicant pool using internal or external methods.
- Evaluate candidate via selection
- Convince the candidate
- And finally make an offer

Selection process is good but it should also be modified according to the requirements and should job profile so that main objective of selecting the candidate could be achieved. Further from this survey I hope the organization will be benefited and with the help of the suggestions given the organization can improve its functioning and the overall Recruitment and Selection Process in the organization and its performance will increase.

2.2The Interviews

This report is based upon interviews with individuals who are knowledgeable about and experienced with process automation. We performed a qualitative analysis of these interviews to arrive at the findings reported here. The material in this section closely follows that presented in an earlier report [Christie 96].

Three independent organizations were involved in performing the interviews reported here: The SEI, Nolan Norton and Company (a division of KPMG Peat Marwick), and Cap GeminiSogeti(located in Grenoble, France).

2.2.1 The Interviewees

An extensive list of candidates was identified early on, including end-user organizations, commercial and in-house developers, and researchers. Our original goal was to interview mostly end users of process automation. However, that was not to be. Because of the immaturity of the technology, we interacted with relatively few experienced end users of the technology.

Most of our interviews were with people who were involved in developing and implementing process-centered environments (PCEs).

These individuals came from a wide variety of organizations including

- A vendor of a major process-oriented configuration management (CM) product
- Four DOD sites implementing process-centered environments (PCEs)
- Two U.S. government contractors who were developing process tools and implementing PCEs
- Two French government contractors who were implementing PCEs
- A French bank that is operating with a PCE
- A university group with strong ties to industry

2.3 How the Interviews Were Conducted

A total of 14 interviews were conducted with 12 projects. In the large majority of these interview sessions, two interviewers were present. The number of interviewees in each interview ranged from one to eight. All interviews were taped to ensure that the comments were recorded accurately. The interviews took approximately 36 hours with an average length of 2.4 hours per interview. All in all, the interviews yielded 150 pages of transcripts.

In one organization, two different projects were interviewed. With two other projects, multiple interviews were conducted.

A standard script supported each interview. This script provided a consistent framework and ensured that we would have comparable information from each of the interviews. While the questions were used to support the interviews and to ensure coverage, they were not followed mechanically; areas of interest were often probed in depth. Christie provides further details of the interview format [Christie 96].

2.4 Interview Findings

The interviewees represented one or more automation efforts that, loosely speaking, can be seen as pilot projects. These projects ranged in size from fewer than 10 to more than 60 people.

For purposes of discussion, the numbers cited include the personnel for whom the automation was intended, as well as the developers of the automation if they are part of the same organization. Typical project size was toward the low end.

While we made no attempt to measure formally the process maturity level of the organizations/projects interviewed, some had previously undergone formal process assessments using the SEI Capability Maturity Model (CMM). These projects ranged in maturity from level 1 (ad hoc/chaotic) to level 5 (optimizing). However, most can be characterized as relatively immature (at or below level 2). Other projects had not been assessed formally, but many characterized themselves as having a poorly defined set of software development processes. Two projects were attempting software development activities for the first time.

Of the twelve projects interviewed (seven currently active, four inactive, one experimental), only two were far enough along for the automation to be considered institutionalized. In one case, the automation was associated with a company that developed and distributed a configuration management product. This product has significant process capability that is used to support further development of the product. The other organization that effectively adopted PCE technology did so to support software problem tracking.

Four points may be made about the interviews and the findings derived from them. First, because of the immaturity of the technology, we interviewed few people who could be considered experienced end users of the technology. The great majority of interviewees were either developers of process-centered environments, developers of the process tools from which PCEs can be built, or managers of development projects. Second, the findings not only surfaced problems but identified potential solutions to these problems. We hope that this information will be useful to organizations intending to build and use PCEs. Third, interviewees' experiences were not always consistent, and these inconsistencies may at times be reflected in the report.

Fourth, as might be expected, we found that many of the adoption issues we identified have much in common with adoption issues associated with other technology areas.

The findings fall into three major categories

- drivers and inhibitors
- contributors to success
- technology issues

In the following discussions, we make heavy use of quotes (indicated in italics) from the interviews.

A major reason for this is that interviewees were surprisingly frank in giving us their views about process automation and how their organizations were dealing with it.

3. SYSTEM REQUIREMENTS SPECIFICATIONS

3.1 System configurations

The software requirement specification can produce at the culmination of the analysis task. The function and performance allocated to software as part of system engineering are refined by established a complete information description, a detailed functional description, a representation of system behavior, and indication of performance and design constrain, appropriate validate criteria, and other information pertinent to requirements.

3.2 Software requirements:

Operating System: Windows

Coding Language: HTML, CSS, PHP, JavaScript, and Bootstrap.

Text Editor : Sublime Text3.

Database : My SQL.

Package : XAMPP.

3.3 Hardware Requirements:

Processor : Intel core i3

Memory : 8GB RAM

Hard Disk : 1TB

4. TECHNOLOGY

4.1 PHP

PHP (recursive acronym for PHP: Hypertext Preprocessor) is a widely-used open source general-purpose scripting language that is especially suited for web development and can be embedded into HTML. PHP is server side scripting language designed for web development but also used as a general purpose programming language.

PHP code may be embedded into HTML code, or it can be used in combination with various web template systems, web content management systems and web frameworks. PHP code is usually processed by a PHP interpreter implemented as a module in the web server or as a common gateway interface (CGI) executable. The web server combines the results of the interpreted and executed PHP code, which may be any type of data, including images, with the generated web page. PHP code may also be executed with a common-line interface (CLI) and can be used to implement standalone graphical applications.

Instead of lots of commands to output HTML (as seen in C or Perl), PHP pages contain HTML with embedded code that does "something" (in this case, output "Hi, I'm a PHP script!"). The PHP code is enclosed in special start and end processing instructions `<?php` and `?>` that allow you to jump into and out of "PHP mode."

What distinguishes PHP from something like client-side JavaScript is that the code is executed on the server, generating HTML which is then sent to the client. The client would receive the results of running that script, but would not know what the underlying code was. You can even configure your web server to process all your HTML files with PHP, and then there's really no way that users can tell what you have up your sleeve.

The best things in using PHP are that it is extremely simple for a newcomer, but offers many advanced features for a professional programmer. Don't be afraid reading the long list of PHP's features. You can jump in, in a short time, and start writing simple scripts in a few hours.

4.2 HTML

HTML is the standard mark-up language for creating Web pages.

HTML stands for Hyper Text Mark-up Language

HTML describes the structure of Web pages using mark-up

HTML elements are the building blocks of HTML pages

HTML elements are represented by tags

HTML tags label pieces of content such as "heading", "paragraph", "table", and so on

5. CODING

Frontend

```
<!DOCTYPE>
```

```
<html>
```

```
<title>Induction</title>
```

```
<meta charset="UTF-8">
```

```
<meta name="viewport" content="width=device-width, initial-scale=1">
```

```
<link rel="stylesheet" href="https://www.w3schools.com/w3css/4/w3.css">
```

```
<link rel="stylesheet" href="https://www.w3schools.com/lib/w3-theme-blue-grey.css">
```

```
<link rel='stylesheet' href='https://fonts.googleapis.com/css?family=Open+Sans'>
```

```
<link rel="stylesheet" href="https://cdnjs.cloudflare.com/ajax/libs/font-awesome/4.7.0/css/font-awesome.min.css">
```

```
<style>
```

```
html,body,h1,h2,h3,h4,h5 {font-family: "Open Sans", sans-serif}
```

```
</style>
```

```
<body class="w3-theme-l5">
```

```
<!--Navbar -->
```

```
<div class="w3-top">
```

```
<div class="w3-bar w3-theme-d2 w3-left-align w3-large">
```

```
<a class="w3-bar-item w3-button w3-hide-medium w3-hide-large w3-right w3-padding-large  
w3-hover-white w3-large w3-theme-d2" href="javascript:void(0);" onclick="openNav()"><i  
class="fafa-bars"></i></a>
```

```

<a href="#" class="w3-bar-item w3-button w3-padding-large w3-theme-d4"><i class="fafa-home w3-margin-right"></i>Logo</a>

<a href="#" class="w3-bar-item w3-button w3-hide-small w3-padding-large w3-hover-white"
title="News"><i class="fafa-globe"></i></a>

<a href="#" class="w3-bar-item w3-button w3-hide-small w3-padding-large w3-hover-white"
title="Account Settings"><i class="fafa-user"></i></a>

<a href="#" class="w3-bar-item w3-button w3-hide-small w3-padding-large w3-hover-white"
title="Messages"><i class="fafa-envelope"></i></a>

<div class="w3-dropdown-hover w3-hide-small">

<button class="w3-button w3-padding-large" title="Notifications"><i class="fafa-bell"></i><span class="w3-badge w3-right w3-small w3-green">3</span></button>

<div class="w3-dropdown-content w3-card-4 w3-bar-block" style="width:300px">

<a href="#" class="w3-bar-item w3-button">One new friend request</a>

<a href="#" class="w3-bar-item w3-button">Ram posted on your wall</a>

<a href="#" class="w3-bar-item w3-button">Ritesh likes your post</a>

</div>

</div>

<a href="#" class="w3-bar-item w3-button w3-hide-small w3-right w3-padding-large w3-hover-white" title="My Account"><imgsrc="/w3images/avatar2.png" class="w3-circle"
style="height:25px;width:25px" alt="pic"></a>

</div>

</div>

<!--Navbar on small screens -->

<div id="navDemo" class="w3-bar-block w3-theme-d2 w3-hide w3-hide-large w3-hide-medium w3-large">

<a href="#" class="w3-bar-item w3-button w3-padding-large">Link 1</a>

```

```
<a href="#" class="w3-bar-item w3-button w3-padding-large">Link 2</a>

<a href="#" class="w3-bar-item w3-button w3-padding-large">Link 3</a>

<a href="#" class="w3-bar-item w3-button w3-padding-large">My Profile</a>

</div>

<!-- Page Container -->

<div class="w3-container w3-content" style="max-width:1400px;margin-top:80px">

<!-- The Grid -->

<div class="w3-row">

<!-- Left Column -->

<div class="w3-col m3">

<!-- Profile -->

<div class="w3-card-2 w3-round w3-white">

<div class="w3-container">

<h4 class="w3-center">My Profile</h4>

<p class="w3-center"><imgsrc="/w3images/avatar3.png" class="w3-circle"
style="height:106px;width:106px" alt="pic"><center><form action="upload.php"
method="post" >

<input type="submit" value="Upload Image" name="submit">

</form></form>

</center>

</p>

<hr>

<p><i class="fafa-pencil fa-fw w3-margin-right w3-text-theme"></i> Designer, UI</p>
```

6. SCREENSHOTS

 Logo

Profile

pic

Upload Image

Hey!

Positions that are available with our clients which suites your profile!...

Registration Form

Candidate Name

Skill

Phone Number

E-mail

Total years of experience

0 ▾

Current CTC

Expected CTC

Upcoming Events:

pic

Recruitment

Friday 15:00

Info

 Logo

Total years of experience

0 ▾

Current CTC

Expected CTC

Notice period in months

0 ▾

Current Location

Current Company

Upload your profile here

Choose File No file chosen

Submit

Logo

3

pic

My Profile

pic

Upload Image

Designer, UI

Gunupur, INDIA

Dec 18, 1997

Hey!

Positions that are available with our clients which suites your profile!...

How do you feel?

Status: Feeling Blue

Post

Upcoming Events:

pic

Recruitment

Friday 15:00

Info

Login Form

id

Pass

Submit

Logo

3

pic

My Profile

pic

Upload Image

Designer, UI

Gunupur, INDIA

Dec 18, 1997

Hey!

Positions that are available with our clients which suites your profile!...

How do you feel?

Status: Feeling Blue

Post

Upcoming Events:

pic

Recruitment

Friday 15:00

Info

Background Verification Form

Educational Documents

Choose File No file chosen

Empolyer Documents

Choose File No file chosen

Identity Documents

Choose File No file chosen

Latest Salary Slips

Choose File No file chosen

7. CONCLUSION

Once the on-boarding and training phase wraps up, the new staff member should be ready to engage in a rewarding long-lasting career. The full cycle recruiting process can indeed be a gruelling experience for all parties involved. But, will the addition of a new, reliable employee for the firm, it is also a much needed and appreciated part of nurturing a successful business.

Even for owners of small enterprises, for peace of mind in hiring the best candidate for a job, following the steps of the recruitment life cycle is well worth the time and effort and is a proven method of reducing turnovers within a company, saving both time and money in the long run.