

**MICHIGAN STATE**  

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**U N I V E R S I T Y**

**Project Plan**  
**HR Recruiting System**  
**The Capstone Experience**

**Team Auto-Owners Insurance**

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Fall 2015



*From Students...*  
*...to Professionals*

# Functional Specifications

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- Two responsive web based applications
- Applicant system that will help simplify their job application process, as well as identify ways to get more applicants into their applicant pool through google analytics
- Recruiter System that will allow recruiters to view and manage applications, track and manage recruiter events, as well as allow recruiters to communicate with applicants more effectively




# Design Specifications

- Applicant System Pages - “About Auto-Owners” career page, Application Page.
- Recruiter System Pages - Login Page, Applicant Profile page, Recruiter Actions page, Recruiter Events Page
- Applicant System features - Multiple Input Methods (Text entry, Data pulls from LinkedIn, Data Scraping from Resumes, Speech Recognition), Google Analytics
- Recruiter System features - Recruiter Workflow (Request Video Recordings, Request Interview, Send Letters, Manage/ record in Applicant’s Files), Track/ Manage recruiting events



# Screen Mockup: Applicant System - Auto-Owners Careers Page



Sign In

Home	Opportunities	Events	Students/Graduates	Apply	Contact
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A career at Auto-Owners is challenging and rewarding. As insurance industry representatives, our associates have an opportunity to meet the ever changing social and economic needs of our policyholders. Our group of caring associates create financial security by helping individuals and businesses make a new start when a loss occurs. Listed to the right are several of our many exciting and rewarding career opportunities. Additionally, we offer many opportunities that do not require an advanced education.

We appreciate your interest in our company. If you are interested in applying for a job, please click "Apply" above, create an account, and fill out our application.

### Auto-Owners Careers

- [Accountant](#)
- [Actuary](#)
- [Attorney](#)
- [Automation Support](#)
- [Business Analyst](#)
- [Claims Representative](#)
- [Information Technology](#)
- [Loss Control](#)
- [Marketing Representative](#)
- [Software Quality Analyst](#)
- [Underwriter](#)

### Other Opportunities

- [Clerical](#)
- [Document Processing](#)
- [Graphic Arts](#)
- [Maintenance](#)
- [Policyholder Services](#)
- [Premium Collections](#)
- [Secretarial](#)
- [Warehouse](#)



# Screen Mockup: Recruiter System - Login Page/ Recruiter Actions Page

**Auto-Owners Insurance**  
Life Home Car Business  
*The No Problem People*

Home   Applicant Profiles   Recruiter Actions   Recruiting Events   Logout ▾

Email address

Enter email

Password

Password

Submit

Recruiter Actions   Admin   Tool ▾   Search   Submit   Settings   Logout ▾

**Active Candidate**

<b>Gauthier Delvoder</b>	East Lansing, Michigan	Interview Stage 1
Applied September 15th, 2015	989-555-5432	Applied Job Type : Full Time

Overview  
Applied Applicants  
Other Actions

Applied Applicants   Sort By ▾

- Bob Green September 5th, 2015  
Grand Rapids, MI
- Charles West August 25th, 2015  
Flint, MI
- Job Hunter August 18th, 2015  
Troy, MI
- Abigael Onchiri August 19th, 2015  
Columbus, OH
- Jun Gao November 28th, 2015  
East Lansing, MI

1   2   3   4   5   6

**Video Interview**  
Request or view an applicants video

**Interview/ Rate**  
Take interview notes/Rate applicant/ View interview notes and ratings

**Applicant Files**  
View or edit an applicants file

**Send Letter**  
Send "Acceptance", "Rejected" or "Hold" letter



# Screen Mockup: Recruiter- Events Page

Auto-Owners Candidates Events Universities To-do List Admin Search Submit Logout ▾

Events Sort By ▾

Michigan State Career Fair  
September 30th, 2015  
East Lansing, MI

Ohio State Career Fair  
October 23rd, 2015  
Columbus, Ohio

IT/Actuarial Day  
October 16th, 2015  
East Lansing, MI

1 2 3 4 5

**Admin Tool**

Add another event

Delete this event

## Michigan State Career Fair

Information Attendees Notes Costs

**WHEN**  
September 30th, 2015 2-6pm

**WHERE**  
534 Birch Rd, East Lansing, MI 48823



# Screen Mockup: Recruiter- University Page

Auto-Owners Candidates Events Universities To-do List Admin Search Submit Logout ▾

Universities Sort By ▾

Michigan State University

Ohio State University

University of Michigan

1 2 3 4 5

Recent Candidates

Gauthier Devolder  
September 15th, 2015

John Snow  
September 14th, 2015

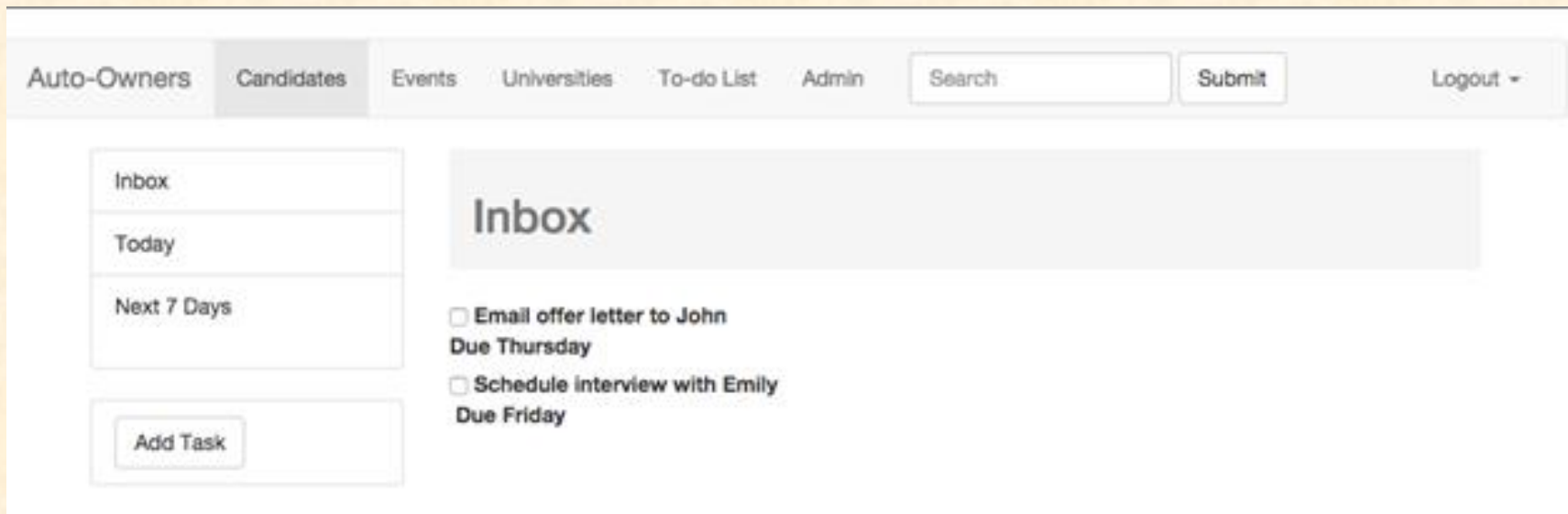
## Michigan State University

Information Attendees Notes Total Costs

#	First Name	Last Name	Major	Status
1	Mark	Otto	Computer Science Engineering	Active
2	Jacob	Thornton	Business	Hired
3	Larry	Green	Accounting	Declined



# Screen Mockup: Recruiter To-do List Page





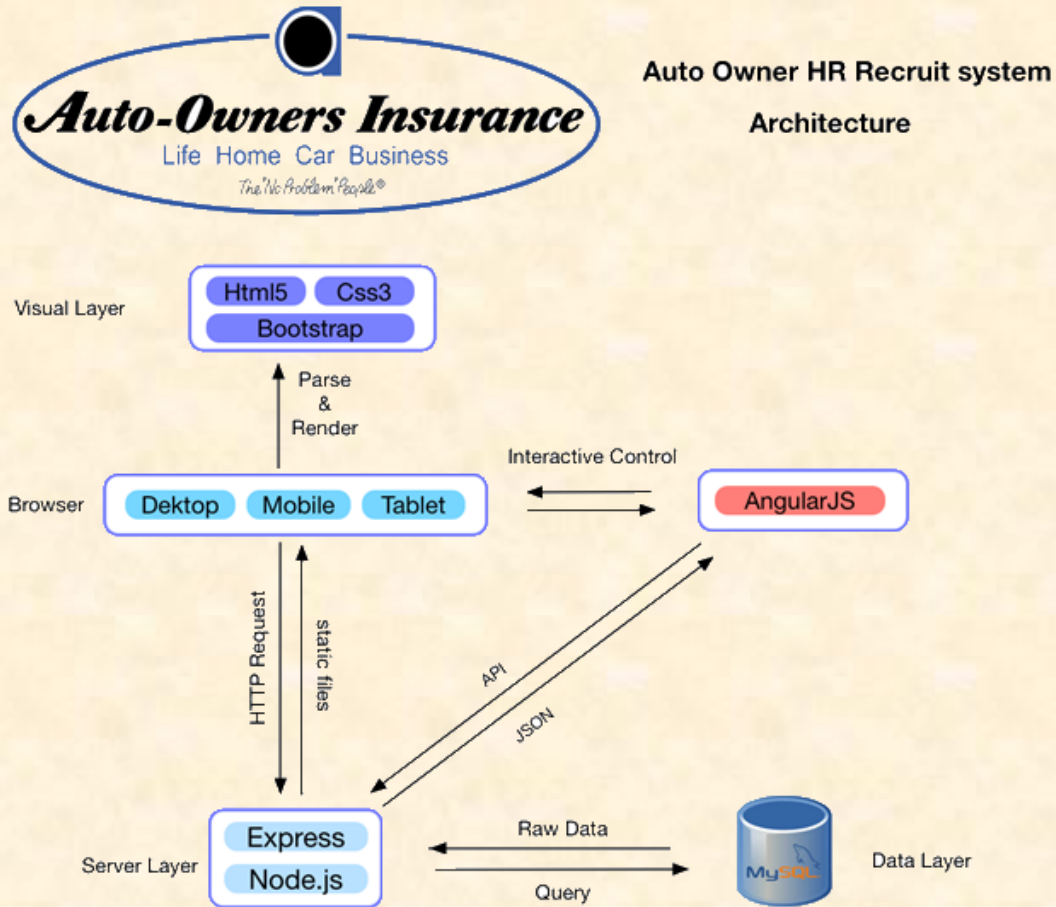
# Technical Specifications

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- Programming Languages: JavaScript , SQL
- Responsive Web Technology: HTML5, CSS3, Bootstrap
- Frontend MVC framework: AngularJS
- IDEs : WebStorm
- Servers : Ubuntu
- Design Technologies: Pinegrow Web Designer, Microsoft Visio



# System Architecture



# System Components

- Hardware Platforms
  - Server: Ubuntu
  - Client: Desktop/Mobile Device/Tablet with modern browser
- Software Platforms / Technologies
  - Database: MySQL
  - Backend: Node.js + Express
  - Frontend: AngularJS + Bootstrap
  - Version Control & CI: GitHub + Travis.CI + JUnit



# Testing

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- Unit Testing
- JUnit
- Refactoring
- Asynchronous code testing
- Debugging

# Risks

- **Responsive Design**
  - Making a responsive design can be challenging to take into account old browsers, different resolutions and support both desktop and mobile devices.
  - Mitigation: Research available examples on the web, consult other developers on where to find useful information.
- **Data Storage**
  - The ability to store multiple types of data in our database such as video, text, word documents, PDF files.
  - Mitigation: Research different options available to us when it comes to storing the data for our application.
- **User Interface & User Experience**
  - Design a user-friendly UI for both the applicant and recruiter, communicate properly with our clients to sketch out a suitable layout.
  - Mitigation: Make sure we have a proper UI/UE design before implementation, research other designs, iterate, testing.
- **Reliability**
  - Ensure the data is persistent and reduce bugs by thoroughly testing each part of our application.
  - Mitigation: Unit testing, having a specific tester, letting our clients test our application and getting feedback for improvements.

