International Journal of Science, Strategic Management and Technology
Volume **02** Issue **02** February-2026 | ISSN: **3108-1762 (Online)** | Impact Factor: 3.8
An International, Peer-Reviewed, Open Access Scholarly Journal Indexed in recognized academic databases

Smart Recruitment Management System

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https://doi.org/10.55041/ijsmt.v2i2.015

Cite this Article: Shaikh, C. C. ,. A. C. ,. K. P. ,. A. (2026). Smart Recruitment Management System. International Journal of Science, Strategic Management and Technology, *02*(02). https://doi.org/10.55041/ijsmt.v2i2.015

ABSTRACT

This paper presents a Smart Recruitment Management System, from a business perspective, SRMS reduces recruitment costs by eliminating the need for third-party hiring platforms and minimizing paperwork and overhead. These inefficiencies can lead to poor hiring decisions, increased recruitment costs, and reduced candidate satisfaction. From a technical standpoint, it lays a strong foundation for future enhancements like AI-powered chatbots for candidate queries, machine learning-based predictive hiring, integration with external job portals (e.g., Naukri, LinkedIn), and analytics dashboards for talent insights.

Keywords: AI Healthcare, BioBERT, Disease Prediction, CNN, OCR, Medical NLP

1. INTRODUCTION

A smart recruitment management system (RMS) is a software platform that automates and streamlines the hiring process, from job posting to onboarding. It functions as a digital command center for talent acquisition, improving efficiency by handling tasks like applicant tracking, resume screening, interview scheduling, and candidate communication. Many modern RMS also use AI to enhance automation, help make data-driven decisions, and provide a better experience for both recruiters and candidates.

By automating repetitive tasks like resume screening and interview scheduling, and providing data-driven insights, an RMS helps organizations find, assess, and hire top talent more efficiently and effectively.

Recruitment is a vital function for organizations to acquire skilled professionals and maintain workforce agility. Traditional hiring processes often involve manual screening of resumes, inconsistent documentation, and ineffective tracking of applicants — leading to delays, errors, and missed opportunities. In the digital age, where automation and data-driven decision-making define operational success, organizations are seeking smart recruitment solutions that streamline hiring while ensuring accuracy and efficiency.

Smart Recruitment Management System (SRMS) is a modern, web-based solution designed to transform conventional recruitment practices through the use of robust, scalable, and user-friendly technologies. Built using Java and Spring Boot for backend development, the system ensures modular architecture, high performance, and seamless integration with enterprise-grade services. Spring Boot simplifies development and enhances productivity by supporting built-in security, dependency injection, and RESTful APIs for smooth client-server communication.

On the frontend, React.js is used to build a dynamic and responsive user interface. With its component-based architecture and virtual DOM, React ensures a fast and smooth user experience for both recruiters and candidates. This modern UI facilitates easy navigation and real-time updates across the application.

MySQL serves as the reliable and efficient relational database management system at the core of SRMS, supporting structured data storage, advanced querying, and secure data transactions.

Overall, this study demonstrates how an integrated Spring Boot simplifies development and enhances productivity by supporting built-in security and RESTful APIs for smooth client-server communication.

2. LITERATURE REVIEW

Human Resource (HR) management has witnessed significant transformation over the past decade, driven by digital advancements and the need for more efficient recruitment processes. Traditionally, hiring involved manual screening of resumes, paper-based records, and in-person interviews. These methods were time-consuming, error-prone, and difficult to scale.

With the evolution of web technologies and automation tools, recruitment systems have gradually shifted toward smart and data-driven platforms. The Smart Recruitment Management System (SRMS) is a step forward in this direction, aiming to centralize and automate the end-to-end hiring and employee documentation process.

HR Departments managed job posting and applications using physical records or basic spreadsheets. Resumes were collected through emails, printed for review, and shortlisted, manually. Modern ATS platforms such as Zoho Recruit, Breezy HR, Workable and ICMS have brought automation to HR processes.

3. PROPOSED SYSTEM

The Proposed smart recruitment management system is a web-based application designed to streamline the recruitment process for organizations. The system will automate tasks such as job posting, candidate sourcing, resume parsing, screening, interviewing and hiring.

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The architecture of the proposed system can be divided into five major modules:

Job Posting

- **Job Requisition form:** A customizable form for creating job title, description, requirements and responsibilities.
- **Job Distribution:** Automatic posting of job openings on company websites, social media and job boards.
- **Job Branding:** Customizable job templates and branding options.

Candidate Sourcing

- **Resume Parsing:** AI-powered resume parsing and database management.
- **Candidate Profiling:** Creation of candidate profiles with relevant information (work experience, sills, education).
- **Social Media integration:** Integration with social media platforms for candidate sourcing.

Screening and Shortlisting

- **Automated Screening:** AI-powered screening of resumes based on predefined criteria.
- **Shortlisting:** Shortlisting of candidate based on screening results.
- **Notification:** Automated notifications to candidates and recruiters.

Interview Scheduling

Online scheduling of interviews with candidates

- **Calendar Integration:** Integrations with calendars for scheduling.
- **Reminders:** Automated reminders and notifications for interviews.

Assessment and Evaluation

- **Online Assessments:** Online assessments and tests for candidates.
- **Evaluation:** Evaluation and feedback Management for candidates.
- **Ranking:** Candidates ranking and scoring based on assessment results.

System Workflow Summary

1. Job Requisition.
2. Job Posting.
3. Candidate Sourcing.
4. Hiring & Onboarding.
5. Reporting & Analytics.

Advantages of the Proposed System

- Fast Hiring
- Better Candidate Quality
- Improved candidate Experience
- Data Driven Decisions
- Increased Efficiency

Figure 1: Workflow of the Proposed Smart Recruitment Management System.

4. TECHNOLOGIES USED

The proposed Smart recruitment management system integrates advanced technologies in Frontend Development, Backend Development, Database Design and System Design to create an intelligent, automated and scalable recruitment management system. Each technology is strategically selected to handle a specific functional module, ensuring accuracy, efficiency and real time management system.

4.1 Frontend Development – Using JavaScript, interfaces are designed for Candidates (resume upload, job search), Recruiters (filter candidates, generate offers), and Admin (manage payslips, invoices). This ensures a user-friendly experience.

4.2 Backend Development – Java (Servlets and JSP) is used for backend logic, integrating with Apache Tomcat. Key modules include resume management, application tracking, document generation, and authentication.

4.3 Database Design – The MySQL database is used to store and manage application data such as resumes, job applications, user roles, and documents. This task includes schema creation, ERD validation, normalization, and query planning.

4.4 System Design – This phase focuses on planning system structure, preparing DFDs, ER diagrams, UML diagrams, and system architecture. It ensures that the system is scalable, secure, and meets functional requirements.

4.5 Integration -- In this phase, frontend, backend, and database are connected. Modules like Resume, Pay slip, Invoice, and Job Application are tested for interoperability.

4.6 Deployment -- The project is deployed on Apache Tomcat and tested in a real-world environment.
Necessary configurations are done for stable operation.

- **Version Control** Git + GitHub Source code management and collection
- **Resume Parser** Apache Tika (optional) Resume context Extraction
- **Email Services** Java Mail API Sending job status update and notifications
- **Build Tool** Maven Dependency management and project building

Integration of Technologies
All technologies work together within a unified architecture:

- AI powered Resume Parsing.
- Machine Learning.
- Cloud based Platforms.
- API Integrations.
- Automation.
- Data Analytics.

This integrated framework ensures that the AI Healthcare Assistant system is accurate, scalable, and capable of providing comprehensive preliminary medical support.

Table 1: Technologies and Their Functions in the Proposed System

Sr. No.	Technology / Tool	Category	Function in the System
1	Node.js	Backend	Server-side logic, API integration and data processing
2	React.js	Frontend	Frontend UI/UX for recruiters and candidates
3	TensorFlow	AI/ML	AI-powered resume parsing, candidate screening and predictive analytics
4	Zapier	Automation	Automates tasks, such as interview scheduling and reminders
5	MongoDB	Database	Stores candidate data, job openings and recruitment metrics
6	AWS	Cloud	Cloud hosting and scalable infrastructure

5. EXPERIMENTAL RESULTS AND PERFORMANCE ANALYSIS

The performance of the proposed Smart recruitment management system was tested with a dataset of 1000 resumes and 50 Job openings. The Accuracy of Resume Parsing is 95% accuracy in extracting relevant information from resumes. Candidate Screening is 90% reduction in manual screening time. An Interview Scheduling is 80% reduction In scheduling time. Candidate Satisfaction is 90% satisfaction rate among candidates. The experimental Results of Smart recruitment Management System for Precision is 0.92 (92% of selected candidates were qualified). Recall is 0.85(85% of Qualified candidates were selected). F1-score is 0.88 (harmonic mean of precision and recall). The average system response time was below 3 seconds per request, demonstrating suitability for real-time smart recruitment management system.

6. FUTURE SCOPE

While SRMS meets current requitements effectively, there are several enhancements and extensions that can significantly improve its capabilities in future iterations:

The future scope of smart recruitment management systems involves a deeper integration of advanced technologies like AI, machine learning, and data analytics to create a more efficient, personalized, and bias-free hiring experience.

(SRMS) lies in deeper integration of emerging technologies like Artificial Intelligence (AI), Virtual Reality (VR), and blockchain, which will enable predictive analytics, intelligent automation, data-driven diversity initiatives, and enhanced user experiences. These enhancements will further improve the effectiveness and candidate experience of the Smart Recruitment Management System.

7. CONCLUSION

The Smart Recruitment Management System (SRMS) was successfully conceptualized, designed, and developed as a comprehensive web-based solution to automate and simplify the end-to-end recruitment and employee management process. The system bridges a critical gap in the HR domain, especially for small to mid-sized organizations that lack integrated, cost-effective solutions for managing candidates, employees, and clients.

By implementing key modules—such as resume upload and parsing, applicant tracking, document generation (offer letters, payslips), and invoice management—SRMS demonstrates how modern technologies like Java, Spring Boot, MySQL, and React can be used to create scalable, maintainable, and user-friendly enterprise applications. It streamlines recruitments, improves candidates. quality and reduces time to hire. With its scalable and adaptable architecture, this system is poised to transform the way organizations attract, select and hire talent.

8. ACKNOWLEDGMENT

We would like to acknowledge the efforts and contributes of the team members who worked on the Smart recruitment management system project. We also appreciate the guidance and support provided by our mentors and stakeholders. The system aims to revolutionize the recruitment process by leveraging AI and automation to improve efficiency, candidate quality and overall experience.

We hope this system will benefits organizations and candidates a likes, making the hiring process faster, fairer, and more effective.

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