

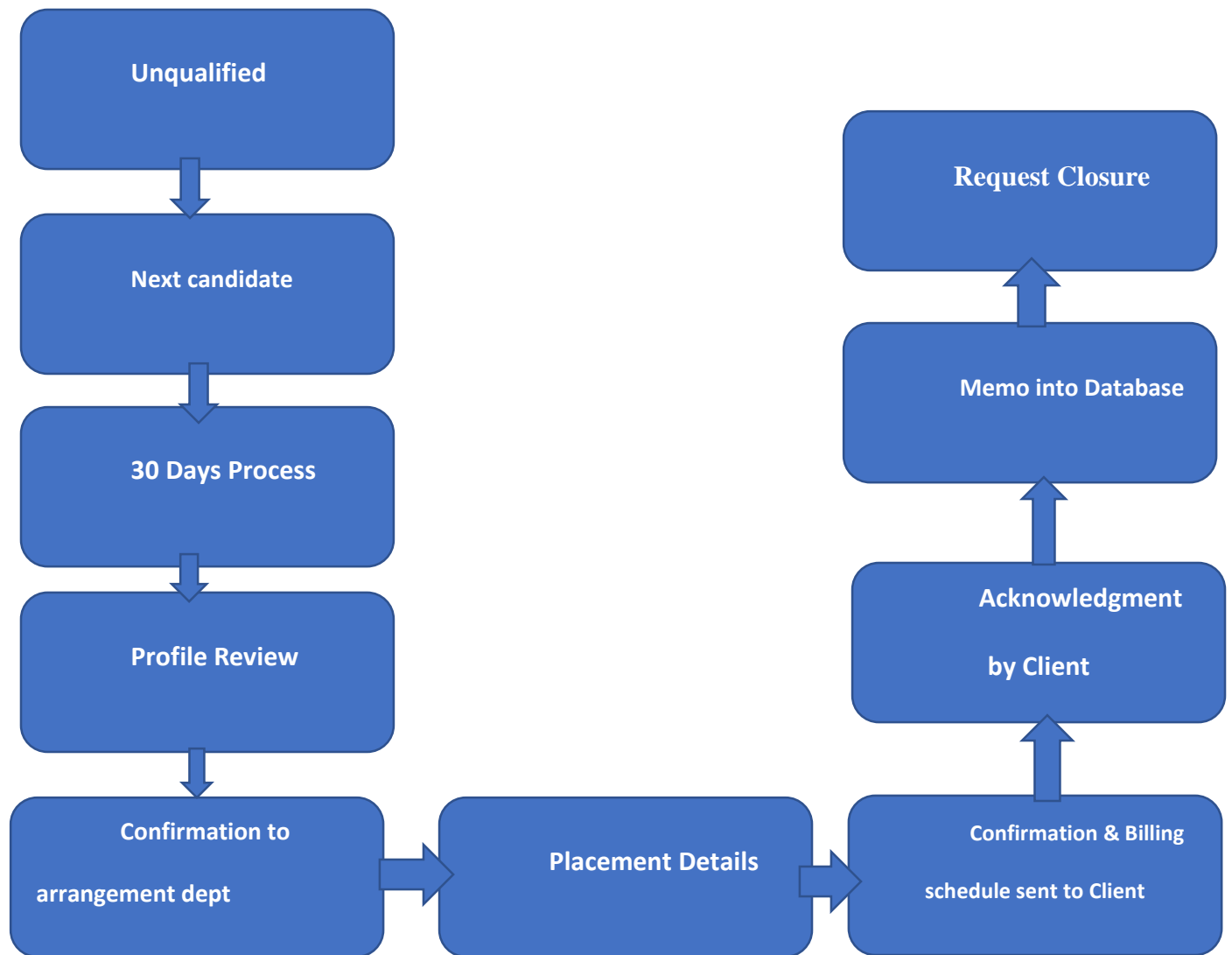
Business Process and Functional Modeling

Advanced Business System (ABS) is a recruitment company that provides the other companies with the required personnel. The company charges a reasonable fee to its client companies and provides them with the best possible human resource that can fulfill their requirements. The company has numerous clients due to which it becomes hard for the officials to monitor the operations in an efficient manner (Bradford, 2015). The company has over regional offices combined in the United States and Canada, and the manager of the company is looking to design an effective and error-free recruitment system. The system works in such a way that the client sends its request to ABS regarding its requirements and ABS accesses the needs of the client and provides them with the services according to their desires. There are a lot of complexities involved in the procedure, and it is quite hard for the recruitment managers to carry out the process in an effective manner. It is of high importance that an infallible and credible system should be designed that ensures the fact that the company provides its clients with services of sublime quality (Scheer, 2000). The framework should be clear and concise that is easily understandable by the workers. Many other companies are more interested in relying on automated systems in this regard. The usage of a software-based framework can bring many positives for a company as it is known to be an error-free mechanism because manual systems are not known as efficient as automated ones (Recker, 2009). The mechanism of ABS company will be composed of multiple steps and each of them will be quite easy to understand for the officials. The system will be of high quality and it will be able to provide the company with highly accurate results which in return will improve the overall productivity of the organization. A graphical model is created with the help of MS word that depicts an efficient employee recruitment system that can prove to be quite helpful for ABS to run the operations more smoothly. The system will be mainly based on three actors and these

actors include the client company, ABS, and the arrangement department. The candidate will be evaluated based on its qualification along with some other parameters that are specified by the client company to ABS. The following is the proposed model that can be used by ABS to ensure the productivity and efficacy of its overall operations.

Proposed Model





The above-presented diagram is the proposed model that will be used by the company to make its operations error-free and to manage the workload more efficiently as compared to the past. The framework is quite simple and easy to understand and it has a defined step for each of the operations in this regard.

System Description

In the first step, the client company will request ABS to provide it with a suitable candidate. If the client will request ABS to make the deal according to the protocols of the previous contract, then the request will be considered as valid and the process will carry on. Whereas, if the client asks for a new contract, then the request will be considered invalid and the process will stop. In such a case, if the client wants to keep the process going then it has to send the staffing requests again. Now coming to the point that what will happen if the request is valid. The next step will be to observe the requirement of the client and to share them with the recruitment department of ABS. This is quite an important step in the whole scenario because the recruitment department will analyze every aspect that is necessary to fulfill the client's requirement. After that, the recruitment team of ABS will look for the internal candidates and if an internal candidate fulfills the requirement of the client, then ABS will provide an internal candidate to the client rather than finding an outside for that particular purpose. When the scanning process will be done, then it will be observed whether any candidate within the organization fulfills the criteria or not. If anyone is eligible for the position, then he/she will be declared as the qualified candidate and the process will stop. The confirmation notification will be sent to the arrangement department which will be responsible for the further proceedings.

If the candidate is unable to qualify, then the company will look for an external candidate that fulfills the requirements of the client. For this, the company will repeat the whole process and the requests will be received for 30 days. After receiving the requests, the next step will be the analysis of the requests that are sent by the candidates. The recruitment department will thoroughly perform the scanning process to make sure that they find the best candidate for their

client which can be helpful for them to develop trust with their client. When a suitable candidate is found, then the recruitment department will send the confirmation request to the arrangement department which will be responsible to further carry out the process. The arrangement department will gather all the necessary details regarding the placement procedure and provide the client with the confirmation notification along with the billing schedule. The client after viewing the notification will be able to take the decision and if the client is comfortable with the candidate then it will pay the required amount of fees. The company will receive the acknowledgment message from the client along with the receipt of the paid bill. The deal will be confirmed, and the client will be provided with the required personnel by ABS. The arrangement department will share a memo within the organization which has all the necessary information regarding this deal. After all these operations, the process will be stopped. The same process will repeat if another client company approaches ABS to acquire the desired personnel.

The whole process was composed of three actors. The client company, ABS, and the arrangement department. The client company was the one to send the request ABS. The host company then analyzed the request thoroughly. Then the recruitment department of ABS matched the requests sent by the candidates with the requirements of the client company. After finding out the best possible candidate, ABS will send the confirmation request to the arrangement department. The arrangement department will then gather all the necessary details regarding the placement and will share the confirmation request and the billing schedule with the client. The client will acknowledge in response after paying the fees and the process will be closed.

This system will prove to be quite beneficial to enhance the overall productivity of ABS which in return will provide the company with an opportunity to achieve the desired competitive

advantage in the market. However, there is always room for improvement in everything and every useful suggestion will be welcomed in this regard.

References

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