Abstract

Enterprise Resource Planning (or ERP in short) systems today are a backbone of most large United States and International corporations. Around 1990s these companies transitioned from using different software packages for each business unit to using the modules of Enterprise Resource Planning system for the business unit's specific needs. Some functionality was lost. Human Resource function of recruitment was one example of large functionality left out of Enterprise Resource Planning systems such as SAP or PeopleSoft. As a result, these large companies turned to 3rd party Applicant Tracking Systems to manage recruitment and subsequently created redundancies in workflow, increased spending, and missed on opportunity to utilize the full Enterprise Resource Planning functionality for their Human Resource department.

This senior project proposes a plug-in to extend the functionality of Enterprise Resource Planning applications to include the recruitment of new employees. Proof of concept for such plug-in is developed in this senior project and reviewed in this report. As a result of analyzing the changes between current process and the new process with the plug-in instead of Applicant Tracking System, the use of the plug-in saved an average large company of 10,000+ employees an estimated $160,000 yearly. Additionally, the plug-in showcased the potential for improvement in the speed of Human Resource department, increased visibility of Human Resource department spending, and potential to make the Human Resource staff more satisfied with their job.