Applying MISA AMIS to Recruitment at Viet Work in Bac Ninh

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***Abstract*—This undergraduate thesis studies the use of MISA AMIS to organize recruitment at Viet Work, a company in Bac Ninh Province. The student describes the earlier manual process and configures a software workflow from job posting and receipt of applications through screening, interviews, evaluation, and archival. The manuscript illustrates job creation, applicant records, status changes, and interview scheduling with screenshots. It argues that a central register can make applications easier to retrieve and coordinate, but does not provide timed processing observations, cost records, error counts, or a measured before-and-after hiring outcome. This summary treats the result as a documented process configuration and qualitative assessment, not as a quantified efficiency improvement. It also identifies the need for consistent data entry, staff adoption, and access control when applying such a system in regular recruitment.**

***Index Terms*—recruitment, human resources, MISA AMIS, applicant records, workflow**

I. Introduction

Recruitment teams need to collect applications from several sources, review candidates, schedule interviews, and keep a traceable decision history. Viet Work's earlier approach relied on scattered manual steps. The thesis asks whether MISA AMIS can bring these steps into one workflow. The case is focused on practical process organization at a single company, with no comparison group or population-level employment analysis [1]. Earlier ICTU undergraduate theses on related topics provide context [5], [6], [7], [8], [9], [10], [11]. These works were selected for this English summary and are not attributed to the source thesis bibliography. Published background sources on the methods and domain of this project provide context for the English summary [2], [3], [4].

II. Methods

The student reviews the company's recruitment process, inspects MISA AMIS functions, and maps a sequence of recruitment stages into the service. Documented steps include preparing a vacancy, receiving applications from online channels, screening and marking candidate status, arranging interviews, evaluating applicants, and retaining records for future searches. Screenshots accompany the procedure. The source discusses advantages and difficulties qualitatively. It does not document an exact number of applications processed, a controlled baseline, task-time measurement, or an audited cost calculation [1].

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III. Results

The manuscript shows a recruitment pipeline configured in MISA AMIS and explains how applicant profiles and status labels can be stored centrally. The workflow supports shared review and interview scheduling, making a candidate's position in the process more visible to staff. The author describes less repetitive manual handling, but provides no quantified evidence for the size of any time or cost saving. The result established by the source is a procedure and interface demonstration, rather than a measured reduction in errors or faster hiring [1].

IV. Discussion

A central recruitment record can help coordination only if vacancy criteria, candidate consent, permissions, and data retention are defined. The thesis does not evaluate these controls in long-term production use. Its comparison of manual and software processes is descriptive; efficiency claims require comparable vacancy types and recorded task times. A next evaluation should count completed applications, stage delays, interview attendance, hiring outcomes, and corrections before and after adoption. Earlier ICTU recruitment and personnel-management projects offer relevant local precedents, while human-resource and information-systems books supply general process context [1].

V. Conclusion

The thesis presents a MISA AMIS recruitment workflow for Viet Work and documents its main stages with examples. The case supports an initial view of how applicant information could be centralized. Long-term adoption, data governance, and measurable effects on recruitment performance remain to be tested [1].

References

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