

<b>Title</b>	eRecruitment Management System (eRMS)
<b>Organisation</b>	Matjhabeng Local Municipality
<b>Innovation</b>	<p>The eRecruitment Management System is an online web platform that allows citizens to apply for any vacancy through the municipal website or direct online application, using the following links:</p> <p><a href="http://www.mljp.matjhabeng.co.za">www.mljp.matjhabeng.co.za</a>  <a href="https://www.mljp.matjhabeng.co.za">https://www.mljp.matjhabeng.co.za</a></p> <p>The system features are as follows:</p> <ul style="list-style-type: none"> <li>• Job Seekers Portal: User registration, profile management, job application submission, status tracking</li> <li>• HR Interface: Role-based access for HR Officers and Administrators to manage job postings, review applications and generate reports.</li> <li>• Notification System: Automated notifications and alerts for application status updates.</li> <li>• Reporting Tools: Generation of long lists and other recruitment metrics for analyses.</li> </ul>
<b>Impact</b>	The system has enhanced the efficiency of the HR department. It has allowed them to manage large volumes of job applications. It has also improved interdepartmental collaboration and compliance with recruitment regulations.