

## Recruitment And Selection Process With Reference Using Job Portal Framework

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### ABSTRACT

The aim of the project is to develop a web search portal for the placement department of the college/company. This system is a web application that may be accessed throughout the organization and out of doors also in addition with correct login provided. These systems are often used as a web job portal for the placement department to manage the scholar data with regards to placement. Students send their data in form of a resume. The application takes care of various modules and their associated reports.

**Keywords:-** portal, website, reports, job seekers, media

### I. INTRODUCTION

We started this project, as there is a very worsening situation in getting jobs and to be placed in any company. Unemployment is one of the major issues faced by developed and developing countries both. For example, According to the International Labour Organization report, the unemployment rate in India has been the 3.4% to 3.6% range over the Indian Government-led 2009-2014 and government-led 2014- 2019 periods. This is to say that one of the reasons for the lack of jobs is a poor distribution or lack of information about job opportunities so people are not aware of new job opportunities. This means that there are other jobs available, but job seekers do not have access to that information[1]. Here our web portal helps job seekers in their job hunt. Today the Internet has changed in many aspects, such as the way we are looking for the jobs. One of the mottoes of making this website is to save the time of candidate and company both. On our website we have two options first is search for jobs, and second is search for employee. Suppose if someone is looking for a job he/she has to choose the option search for jobs and fill in the basic details and submit the resume[2]. On the other hand, if a company is looking for an employee then that company should choose the option search for employees and fill in the required details.

### II. LITERATURE SURVEY

There are so many ways to find a job like personal contacts, Calls to employees, scanning online job listings, job agency offices. Before the time of the Internet became these methods widely uses as a method of seeking jobs. But in Today's world job seekers use online methods because this method is very convenient and saves much time. The ancient job-seeking methods such as fairs and Advertisement in the media, Workers and Professionals referrals; that all are slow and challenging and most important lack of quality. The applicants have to give some cost and the much amount of time to get the information they need. The main thing is to find all available job vacancies is the main step in the job-seeking process[12]. Internet is one of the foremost powerful tools that job seekers will use[4]. Today, there are

several sites that publicize job positions to be staffed by folks with bound skills in varied fields. The Internet plays a crucial role within the space of human resource planning and Development[3]. Most designing and development organizations are currently mistreatment technology and also the Internet for employee achievement. It ought to be noted that though the Internet has expedited the method of job-seeking, it has not replaced the normal ways, completely.

### III. IMPORTANCE OF JOB PORTALS

As we all know the Internet has become the major source of information for every jobseekers in today's world. Many corporate, institute, university and school avail information on careers to put on their 2ersonalized portal. According to surveys, 68% of working place uses website and portal on Internet to find a jobs in Italy. These websites or portals gives a search engine to avail information on jobs.The main reason by which much developed countries like Singapore has been proceeded with online job portals as most important way to hire people. A study completed in2008, found that 29% of internet users in the Europe uses web to find jobs or to send job application or contact with applicant. In 2010, it has raised by 72% for those who are unemployed people[5]. Job portal is the beginning for Jobseekers when they are looking for jobs. Some of the online job portal charges high fees on employees to published information about job vacancy. Due to this, many of the employers continues to advertisein form ationon jobs on the online portals,but limited in her to make the cost low. Many employer believes that the jobseeker will visits job websites while searching for job vacancies. A good job portal is what, which can also support knowledge sharing among the member anti support true deserving candidate[6]. As the number of competition is increasing day by day, the number of online job websites are also increasing. It is believed that one third of people who are searching for job uses the internet and online portals.

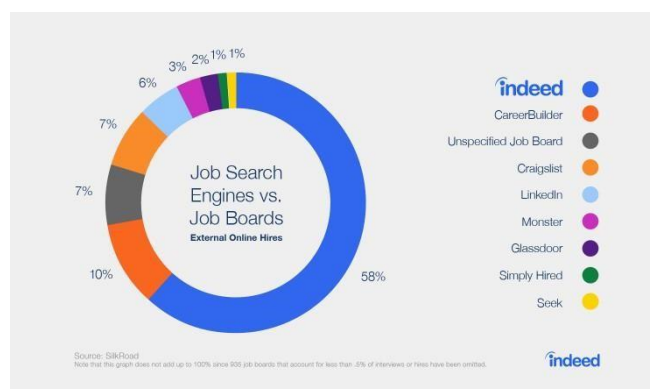


Fig.1 [Showing the use of online job portal]

### IV.FEATURES OF JOB PORTALS

Using these online portal is one of the way to mobilize the employment, and is to provide job on online portal or through Internet. These online job portal helps jobseeker to find the correct job according to there speacialization and skills. On these portal all the required information about vacancies are available in a single paper[7]. Such portals helps in getting the job as applicant can match his/her qualification and skill to the requirement of the company and these portals also enhance the efficiency in getting job. Searching for jobs on the internet involves a process of collecting information, Because the gathered information of jobseeker can be made. Job opening requirement can be matched to an applicants qualification and skills, if it matched than the contact details share and an interview of employee with employers is scheduled[8]. In this way, the job portal give not only less matches but also returns the most similar matches. The members of most of the commission stated that online job portal should have quite characteristic, like an searchable database of positions for job searcher and facilities to sent their CV's to the website, that CV's should be examine by the professionals, email alert for jobs when match found with the users profile. Employers must have the ability to advertise or publish the job positions and manage their position.

These online job portal are also made with the motto to save time and with the use of these portal employee can save their time. Because in searching for job the jobseeker gives a lot of time and due to this the jobseeker cannot do anything else related to increase in skills. With the help of these internet portal the employee can apply online and check the status of their application form and within the free time period the employee can do anything related to his/her skills and whether they want to prepare for any other exam they also can do that[9]. The making of these online job portal is one of best step taken to develop and making efficient use of time.

## **V.METHODOLOGY**

This working is a part of satisfying the requirements of research in the faculty of Computing Science and Information Technology, also known as FCSIT. This portal is to be develop disintended to share their information with student and to push college pass out or graduated in their job search by establish link between the faculty and related organization. This means that this knowledge should be served as an online recruitment system. As we all know most of the universities and college introduce career links program to their courses as a subject[10]. This program plays a very important role in make graduates with the appropriate and correct skills to make them according to the industry's needs. Many surveys have done to identify the major problems that are faced by student of FCSIT; when they graduated and starting to looking for a job.

Sometimes they got placed through the college campus; But some are not able to crack the placements then our portal is mainly used by them. The main points of our portal are it has a top companies listed which allow the freshers. As our priority is provide the best quality service and our developing and supporting team both are working very sincerely[11]. The most important thing is some freshers have not money to pay for search for a job, And we made our portal as a free of cost. We process a very easy registration process.

The most important methodology which we use in our portal is WISDM which stands for Web Information Systems development. This methodology is selected as a system development

methodology for these type of research. WISDM is a New Information System Development, that mixes all the ancient methods with web development technology. Here's the organization called WISDM, which covers each & every step that are required by any website and fig shows that the structure and working of WISDM model.

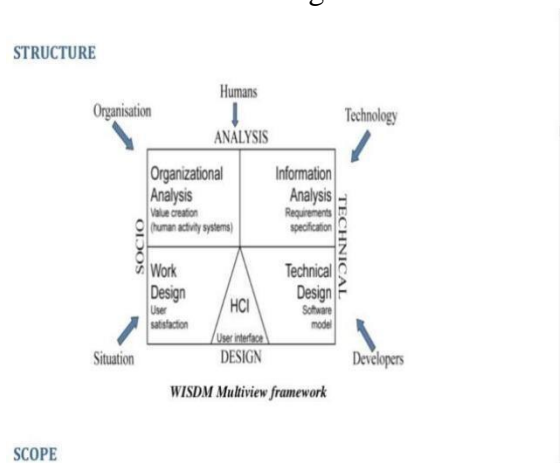


Fig. 2 [Structure Diagram of WISDM model]

In Fig. 2 it shows the structure of WISDM model. As this model is required by each and portal.

## VI.PROBLEM STATEMENT

There were so many problems faced by every job seeker Like,

People have to go to different places in search for jobs which is really time consuming and costly.

This is also not possible for everyone who is searching a job to check the newspaper advertisement daily, and due to this many of the job seeker left as unaware about jobs.

Due to searching for jobs, the job seeker didn't get the time to do some extra on his/her skills.

## VII.MAIN MODULE

The main modules of our website are as follows:-

Employee /Job seekers

Employer/ Job providers

Ad  
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dule

Admin of company

## VIII.TOOLS AND TECHNOLOGY

The main tools that are used in our website are as follows:- Php

HTML

CSS

Java script

Notepad++

Bootstrap

## XI.FLOW CHART

### FLOW CHART

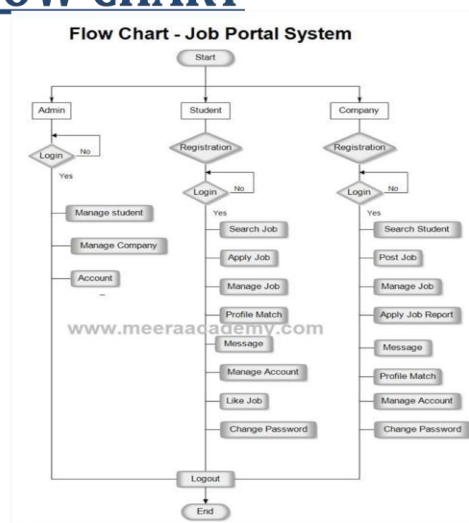


Fig. 3 [Flow

Chart of our project]

In Fig. 3 the Flow Chart is given, We use flow chart to explain the working of our portal. We have selected three main in our portal like Admin, Student, Company. Admin has all the right to visit anywhere in portal and can add anything in the portal[13]. If student and company visit the portal they need to do the registration first, than the login id and password will be generated and with the

help of that id they can do the further process and at last they all has a option to logout and this logout would be the end of the flow chart.

## X.SOFTWARE STRUCTURE

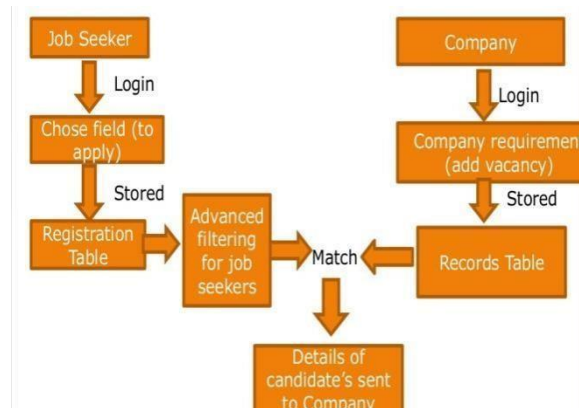


Fig. 4 [Software structure of our portal]

In Fig. 4 it shows the structure of our portal and in this structure we have given the working process with what we select the student for company and company's for student.

As in this Fig. 4 you can see both have to login with there id and then choose field to apply after that the resume submit by the student and basic details too and the requirement fill by the company in basic detail form than with the use of registration table of student and record table of company and by applying the advanced filtering for job seekers we find match than share there details with one another.

## XI.CASE DIAGRAM

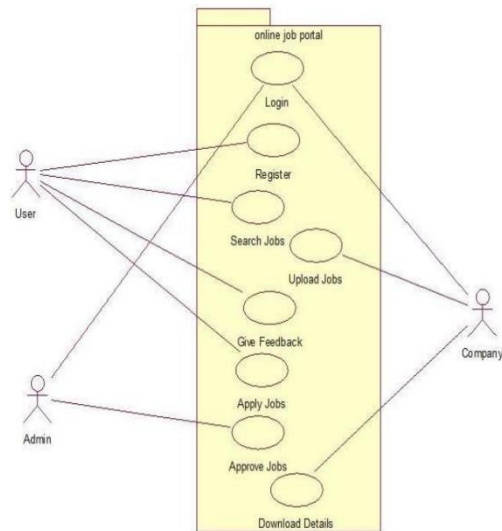


Fig. 5 [Case Diagram representation]

In the Fig. 5 it shows the case diagram of our portal. In this model the whole backend of the website is explained.

## XII.WORKING

The working of our website is depend on the user, wheather it is used by a employee or a company person. Because our website is used for the job purpose only wheather you can post a job or you can search for a job. The main motto was making this website is to provide job to the job seekers on efficient period of time. So that they can save there time to do something productive and also to save the time of company.

The working of our website is very simple and can be understand by anyone, the area of this portal is a website and this website is made up of using HTML, CSS, Bootstrap, SQL[14]. As we all know every portal contains frontend and backend.

So as in this website we use HTML, CSS, Bootstrap in frontend and Python, SQL in backend process.

The basic work of frontend is that it represents the welcome page or how your website to be look like.

As we have a portal to search job on online and hence we have to save the data as well so for that purpose we use python and SQL to save the data.

## XIII.HOME SCREEN OF OUR WEBSITE

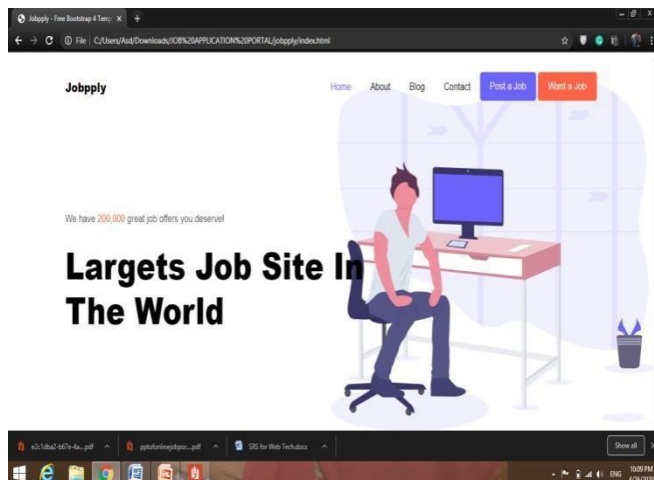


Fig. 6 [First page of our website]

In the Fig. 6 it shows that the homepage of our website. This is how the welcome page of our website looks like. The main feature of our website is that it provides you the registration slip for both whether you apply for a job or whether you post a job. Our officials use your posted data to provide you the willing employee or a willing job to individual. Suppose the company uploads a job and our portal provides a form for them and that needs to be filled. After filling the required details, the portal provides a registration slip. On the other hand, let an employee post a search for a job; then also that person needs to fill a basic detail form and upload his/her resume. Our officials use your entered details and resume to match with some company's requirements. If eligible, our representatives interchange the details with the employee and company so that they both can contact with each other.

#### XIV. TEXTUAL DIAGRAM OF APPLY JOB

<b>Use Case Name:</b>	Apply jobs
<b>Type:</b>	Primary
<b>Actors:</b>	User
<b>Purpose:</b>	To apply for a particular job.
<b>Pre-Condition:</b>	A user going to login to account search for a job and fill the application form and submit the button.
<b>Flow of Events</b>	
<b>Actor Action</b>	<b>System Response</b>
1) The user login to his account.	2) The system checks the account validation and returns with the result of login.
3) The user then clicks the search job option and search for particular job to apply for.	4) The system tells and evaluate search criteria enter by user and return the result with appropriate search "If found".
	5) The system displays the search result.
6) The user then go to application form tab and fill out details and click "submit" button.	7) The system saves the record and displays the message "Application submitted successfully".
8) Then user waits for company to response for his/her application.	
<b>Post-Condition:</b>	The user submit the form and receive a message "Application submitted successfully".

Fig. 7 [Demo of printed receipt]

In Fig. 7 it is the demo of the printed receipt provided by the portal after applying for the job. In this printed document, the whole details are provided.

## XV.TEXTUAL DIAGRAM OF UPLOAD JOBS

Use Case Name:	Upload Jobs	
Type:	Primary	
Actors:	Company	
Purpose:	To upload jobs provided by different companies	
Pre-Condition:	A company going to login to their account and upload vacancies.	
<b>Flow of Events</b>		
	<b>Actor Action</b>	<b>System Response</b>
	1) The company login to their account.	2) The system checks the account validation and returns with the result of login.
	3) The company go to upload tab and fill out the new vacancy details and click submit.	4) The system upload job into their database and displays message.
		5) The "Job uploaded successfully".
Post-Condition:	The company uploads the new vacancy successfully.	

Fig. 8 [Demo of printed receipt]

In Fig. 8 it shows the demo of the printed receipt provided by the portal after upload of a job. In this printed document the whole details are provided.

## XVI.FUTURE PLANNING

We have so many plans related to our project and we are planning to work on that functions too. The upcoming features of our portal are :-

1. We are planning to provide the full time support to the customers. Our supporting team is working on it very sincerely.
2. We are also planning to add some part time jobs to the users like if they don't want to work for long and if they wish to work in their spare time.
3. We also planning to introduce some courses to the users that help them to develop their skills and which make them eligible to company.
4. In some cases if it take a long time to get a job, so some part time work on there skill basis will be provided.
5. We are also working on to provide the printed receipt for the user wheather it is company or a employee.
6. We are also planning for finding the official workers which can take workshop to guide the users and work with them to develop their speaking skills, personality development classes are also there.
7. We are trying to make some company's as our investor to provide money and in return of that we provide the employee to there company.

## XVII.CONCLUSION

We have provided maximum capacity to our portal like, OTP is given each time admin login. So that no unauthorized person can access the site.

## ACKNOWLEDGEMENT

I heartily thanks to my respected teacher, supervisor, and guide of my project M.Arvindhan Sir Department of computer science and engineering Galgotias University.

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