
CAREER CONNECT

Rohit Chaurasia*¹, Roshan Verma*², Rohan Malviya*³, Rhythm Khandelwal*⁴,
Prasoon Dwivedi*⁵

*^{1,2,3,4,5}Acropolis Institute Of Technology And Research, India.

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ABSTRACT

The "CareerConnect" aims to automate manual processes using user-friendly computer software and equipment, ensuring efficient data storage and retrieval. It prioritizes meeting user needs and facilitating extended storage of vital information. With readily available and easy-to-use gear and software, the system promises efficient and dependable management. By minimizing the focus on record maintenance, it enables users to concentrate on their activities, optimizing resource utilization. Organizational productivity is enhanced through streamlined record-keeping, eliminating duplicate entries. This approach ensures quick and relevant access to information, minimizing distractions from irrelevant data. Ultimately, the system strives to improve client services and performance while simplifying management tasks.

Keywords: Job Seekers, Skills, Employers, Employment Opportunities, Resumes, Vacancies, Hiring Process.

I. INTRODUCTION

A job portal is a website which helps in the recruitment process by bringing together both the employer and the job seeking candidates. Before introduction of internet, Advertising in Newspapers and Journals was the main mode of recruitment. Today, advertising in Job portal forms an integral part of every hiring process.

CareerConnect is a tool that links companies with job searchers. companies provide the resources, and job seekers locate and apply for jobs that match their interests. PHP and MySQL databases are used in the online job portal system. This project maintains records for the administrator, job seeker, and employer. The three parts of the online job portal system are called Job seeker, Employer, and Admin.

II. LITERATURE REVIEW

Analysis of existing data on recruitment portals shows the strengths and weaknesses of existing platforms such as LinkedIn, Indeed, and Glassdoor. While the portals are successful in connecting job seekers with employers, they often face problems in personal and professional relationships because they rely on keyword searches. Recent research shows the benefits of combining AI and machine learning to improve job recommendations and candidate analysis through data analytics used for better competition. The research also shows the importance of user relationships and interactive design, which leads to integration of users and competitive candidates, which helps employers make job decisions. The addition of career support tools such as employee resumes and interview tips is said to increase career readiness and engagement. Additionally, ease of use and optimization of the phone are important for expanding the user base, especially in developed regions. The important information that recruitment portals need to monitor data security to build user trust and comply with international privacy standards is also important. These findings suggest that platforms like CareerConnect are well-positioned to meet the changes in today's job landscape, with their advanced AI capabilities, comprehensive tools for job seekers and employers, and focus on security and access.

III. METHODOLOGY

- **Requirement Analysis:** Engage stakeholders to identify key needs, conduct market research, and document project requirements.
- **System Design:** Plan system architecture, create UI/UX prototypes, and select the appropriate technology stack for performance and scalability.
- **Development:**
 - Front-End: Build a responsive, user-friendly interface with features like job search and dashboards.
 - Back-End: Develop a secure infrastructure for managing data and processes.
 - AI Integration: Implement algorithms for personalized job matching and recommendations.

- **Testing:** Conduct unit and integration testing, perform UAT with real users, and test system performance under load.
- **Deployment:** Launch a beta version for feedback and refine before full-scale release.
- **User Training:** Create onboarding guides, tutorials, and establish a robust customer support system.
- **Monitoring and Maintenance:** Continuously track system performance, release updates, and ensure scalability.
- **Feedback and Improvement:** Gather user feedback, analyze data, and iteratively enhance features for continuous improvement.

IV. COMPARISON

Although, there are not very much space for improvement in any of the current online jobsites in India we thought that there are still some areas where we can bring improvement with our project. This does not mean that our project is going to be any better than any of current portals or even on the equal level. The main idea of us getting involved in this project is to carry on with what is trending. The fields that we thought and tried to make improvements in the current services can be as follows:

- Addition of multiple categories for jobs resembling the current availabilities.
- Helping people find jobs being specific to not only to functional areas, industries or skill but location. Yes, they can now be able to search jobs on the locations that are feasible to them. Jobs can be specific to state and city.
- Not only this the website can be launched in an international level as it is not limited to one country jobs from multiple countries with all their functional and industrial areas can be posted by the employers and the seekers can apply to jobs that they are feasible with.
- The seekers are also able to post the details of the multiple projects they were linked with in the past in our website.

V. SYSTEM REQUIREMENTS

Processor (CPU): For the server-side, multi-core processors like Intel Xeon or AMD EPYC are essential due to their ability to handle multiple concurrent tasks and large-scale user interactions, offering high-speed performance for complex algorithms and AI-driven operations. A base clock speed of at least 2.5 GHz is ideal for efficient back-end processing and fast response times under heavy load. For development workstations, quad-core or higher Intel i5/i7 or AMD Ryzen 5/7 processors are sufficient to support coding, compiling, running servers, and testing features.

RAM (Memory): On the server side, 16 GB of RAM is the minimum requirement, but 32 GB or more is recommended to efficiently manage peak traffic, AI algorithms, and large data sets without compromising performance. High RAM capacity ensures smooth data caching and quick processing of user interactions. For development workstations, 8 GB of RAM is enough for basic tasks, but 16 GB or higher allows for running multiple development tools, virtual machines, and testing environments concurrently. On database servers, 32 GB of RAM is crucial for fast and efficient querying, especially with large volumes of data.

Storage (Hard Disk Space): Solid State Drives (SSD) are preferred over traditional Hard Disk Drives (HDD) due to their faster data read/write speeds, which significantly improve the system's response time. For the server-side, a minimum of 1 TB of SSD storage is needed to accommodate user data, job postings, multimedia content, and logs, while 2 TB or more provides extra space for data expansion, backups, and system growth. Backup storage solutions should also be in place with at least 2 TB of capacity, using cloud storage or dedicated backup servers with RAID configurations to ensure data redundancy and disaster recovery.

VI. SOFTWARE REQUIREMENTS

1. **HTML:** HTML is used to structure the web pages, providing the basic content and layout of the portal. HTML5 is recommended for its enhanced features like semantic tags and multimedia support.
2. **CSS:** CSS styles the HTML content, controlling the visual design, layout, and responsiveness across devices. CSS3 ensures advanced features like animations and media queries for a modern user interface.
3. **JavaScript:** JavaScript adds interactivity to the portal, handling dynamic content updates, form validation, and user interactions for a smooth experience.

4. **React:** React is a JavaScript library for building fast and scalable user interfaces, allowing for reusable components and efficient rendering, making the portal more responsive.
5. **Node.js:** Node.js powers the server-side of the portal, offering fast, scalable performance with its non-blocking architecture, ideal for handling multiple user requests and real-time updates.
6. **MongoDB:** MongoDB is a NoSQL database used for flexible and scalable storage of user data, job listings, and application statuses, ensuring fast access and handling of large volumes of data.

VII. MODULE DESCRIPTION

7.1 Admin modules

Functionalities relevant to administrators are provided by this module. The administrator oversees the whole application process and keeps track of the job candidate and employer profiles.

Dashboard: This part gives the administrator a quick overview of all jobs, all employers, all candidates, and all jobs combined.

Job Category: The administrator can add, edit, and delete jobs in this section.

List of Employers: The administrator can access this part to view the list of employers and view each employer's details.

Reg Job seeker: The administrator can examine the list of applicants (job seekers) as well as the specifics of each candidate in this area.

Pages: The administrator can control the contact and about us pages in this section.

Reports: Admins can create reports in this section detailing the number of employers and applicants who register between two dates.

Search: Using the company name and mobile number fields, the administrator can look up a specific employer or candidate in this section.

7.2 Employers module

Employer-related functions are offered by this module. Employers are able to post job opening details and update them as needed. Employers have various factors to choose from when sifting through applicant resumes.

Jobs: Employers can post and manage jobs in this section.

Candidates List : Employers can browse the list of applicants in this section and communicate the candidates they have chosen.

Reports: Employers can check the number of candidates who apply for a job during specific time periods in this section. Additionally, the employer has the ability to reset, modify, and update his password.

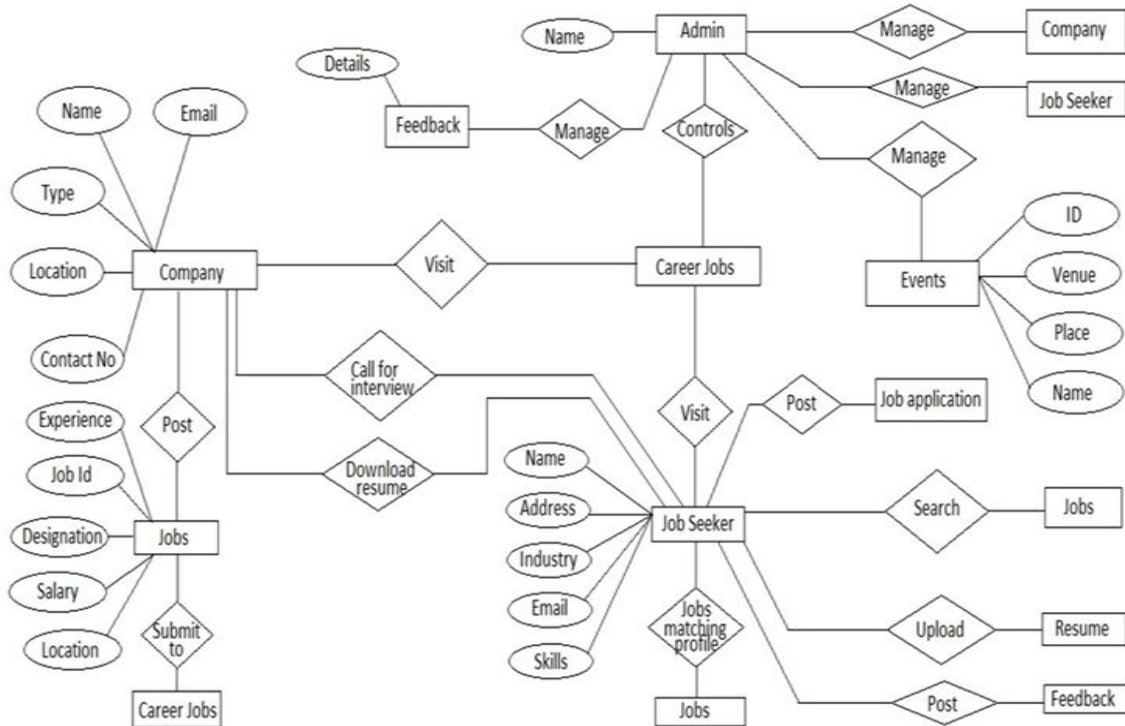
7.3 Candidates(Jobseeker) Modules

Home: Candidates can view and apply for jobs advertised by employers in this section.

Jobs Applied: Candidates can examine the results of jobs applied for in this section.

About Us: Candidates can examine the website's "about us" page in this part.

Get in touch with us: Candidates can read the website's contact us page in this area. Moreover, candidates (job seekers) have the ability to reset, modify, and update their passwords.



VIII. FUTURE SCOPE

The future scope of the CareerConnect portal includes the integration of advanced AI and machine learning for improved job matching, predictive analytics, and automated resume feedback. It will expand employer features with advanced dashboards, recruitment insights, and AI-powered candidate screening tools. Additionally, the platform plans to offer skill development resources, certifications, and career coaching. Future plans include internationalization with multi-language support, mobile app development for easier access, and the integration of blockchain for secure job history verification. The portal will also include freelancing and gig economy opportunities, provide data analytics for both employers and job seekers, and explore virtual and augmented reality for immersive interview experiences. Enhanced social features, such as networking opportunities and professional communities, will further strengthen the platform's user engagement. These innovations will ensure CareerConnect's competitiveness and adaptability in the evolving job market.

IX. CONCLUSION

The focus of this research in this article to identify the utility of job portals, determine the reasons for using job portals, find the level of awareness, identify the perceived benefits of job portals. It can be concluded that job portals are useful for students who have completed Under graduation, as they find it easy to apply in less time and get wide opportunities. They are aware of existence of different Job portals. But they prefer only free job portals.

All though the awareness and usage of online job portals, it is observed that responding to News Paper Advertisements, References by friends / relatives are believed to have higher chances of placement than online portals. The job opportunities and placement through portals are much lesser compared to the very high enrolments. The applicants feel that the mode is not very effective in securing placement as the others.

To conclude, the customised services of the job portals have enhanced the placement chances to a great extent and also provide wide range of opportunities. The Younger generations are versatile and exploit the usage of free on-line portals to their benefit. However, since the placements through online portals are lesser compared to other modes, online job portals remain an alternate mode of placement. With advancements in Data science, Machine learning and other data analytic techniques, Online job portals will improve their placement services and rate of placements in near future. There is still great scope for online portals in filling the gaps in HR recruitment and in securing best placement to the seekers.

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