
ONLINE RECRUITMENT SYSTEM

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ABSTRACT

This project is about Job Recruitment Portal Website. As we know that, in today's world, income i.e. money is necessary for the livelihood of a human being. So, to earn a money, some sort of work is to be done which can be in the form of Business, professional service or a job. Common people are in search of jobs based on their skills/qualifications & various Business Setups/companies are in search of employees to get their job done. Our Recruitment Portal is a link between these two nodes i.e. between job seekers and job recruiters. Most of the recruitments will be done fully in online mode from application level to interview level. This underlines the significance of our project pertaining to the situations of global health crises.

Keywords: Unemployment, Jobs, Job Seeker, Job Recruiter, Admin, Recruitment.

I. INTRODUCTION

Through this website of Recruitment Portal, we are trying to build the platform where people can select from thousands of vacancies and apply for a job suitable to them categorized on the basis of city & location, full-time, part-time, government sector, private sector, healthcare, IT services, Technician, Legal services, Tele-calling, Teaching, Commerce & Accounts, Hospitality, Management, uniform services and various other fields as and when available . Also, a verified stakeholder of company/firm can post advertisement for particular job vacancy in his/her company/firm & can run an online recruitment drive for the same. Online recruitment saves the human time and effort in physically wandering from one place to another in search of jobs. Also, after the selection of an application, an interview can be given/taken through online third-party video conferencing apps like Google Meet & Zoom. The main aim of our project is to help the common people earn a livelihood by giving them the employment.

II. METHODOLOGY

In this Project, We are going to build a simple & user-friendly website so that it is easily accessible through Google Chrome (a popular web browser) on any device. The user first needs to visit the website & then register themselves as either Job Seekers or Job Recruiters. Already registered Users can login & will get a personalized Home Page with 5 Menus/Tabs. They are - Profile Tab, Vacancies Tab, Applications Tab, Post Jobs Tab, Contact Us Tab.

Job Seeker's Module

When a Job Seeker has logged in successfully, he/she will get a personalized home page. In Profile Tab, they have a functionality to edit & update their user profile. They can search for jobs in the vacancies Tab & apply for them. The applied jobs will come under the 'My Applications' Tab. The user can see status of their applied jobs & contact job recruiter with details as provided. The admin help is available to user in 'Contact us' Tab for any complaints regarding services. Lastly, the user can logout if needed or can simply exit the website.

Job Recruiter's Module

When a Job Recruiter has logged in successfully, he/she will get a personalized home page. In the Profile tab, they have a functionality to edit & update their user profile & company details. Job recruiter can post different job advertisements under the 'Post Ads' Menu which are subject to verification by the Admin. They can search for candidates who have applied under their company/firm for the jobs in the 'My Applications' Tab and can contact the candidates personally via the details provided. The admin help is also available to recruiters in

'Contact us' Tab for any complaints regarding services. Lastly, the user i.e. Job Recruiter can logout if needed or can simply exit the website.

Admin's Module

Admin has various responsibilities in the back-end of our system. The admin has to verify all the registered user with their identities provided & can take actions like remove a particular user if any discrepancy is found. Admin is responsible for examining the various ads being posted by the recruiters and identify them whether they are genuine or not. Admin also provides feedback/help for various queries by the users i.e. Job Seeker or Job Recruiter.

III. MODELING AND ANALYSIS

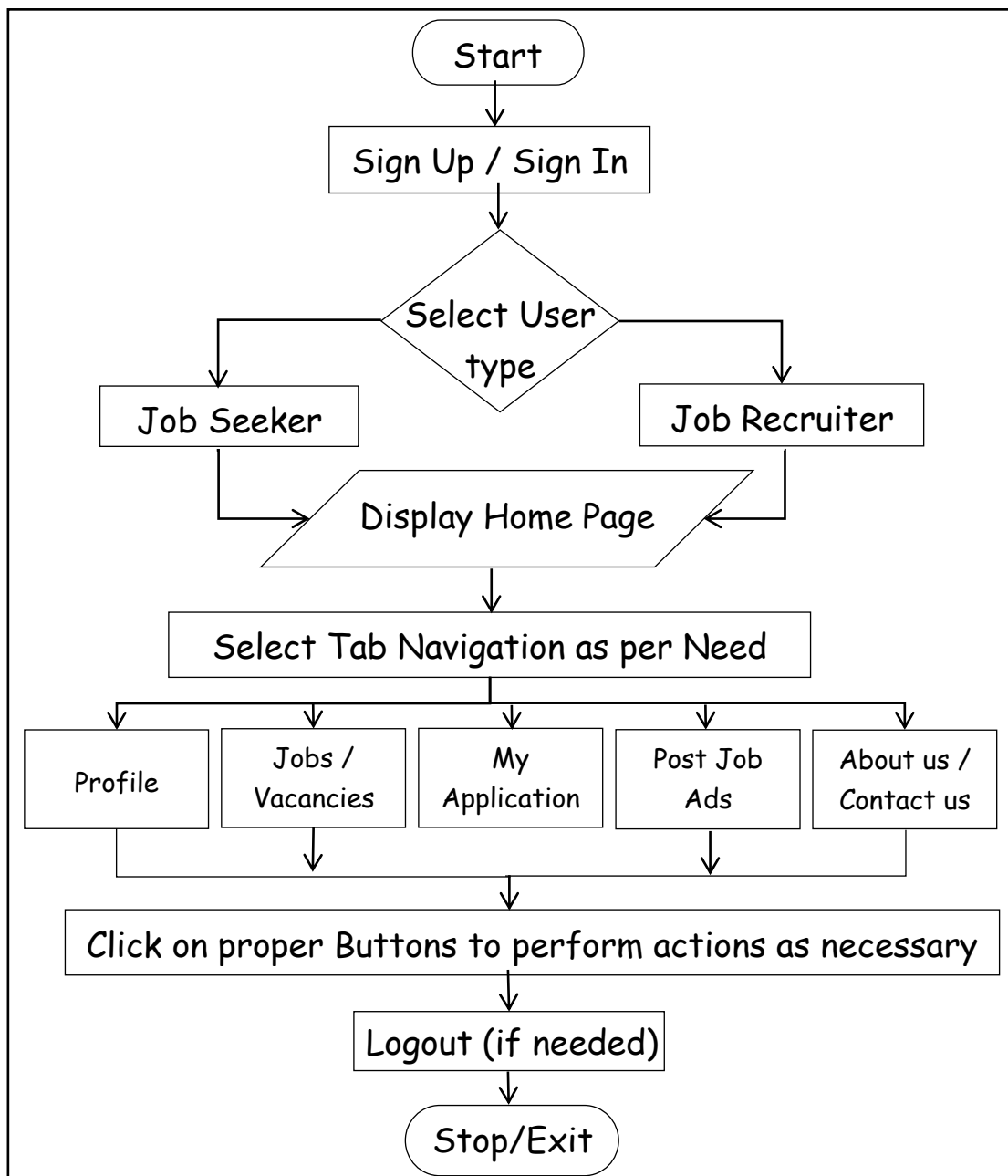


Figure 1: Data Flow in a Recruitment System

Our website is built with HTML as a core language. The look and feel to our website was provided with CSS. It gives an additional style to the HTML document. JavaScript was added for user-interactivity & dynamic behaviour. The Back-end support for the website was provided by java and php. MySQL is used for communication between clients with the server; Firebase Realtime Database, which is a cloud-

hosted NoSQL database was used that lets us store and sync data between users in real-time. All the graphics support, digital art, vector images and product design was done with help of two applications namely adobe Photoshop and Figma.

IV. RESULTS AND DISCUSSION

The existing system for job recruitment includes traditional methods like Employment agencies, advertising through newspapers, televisions, post your resume to different corporations and organizations; and specifically expect a response, etc., which are too slow and there's no such guarantee that seekers will largely get their desired job. This problem was solved by the startups of such platforms like Indeed, Glassdoor, LinkedIn etc by providing an online platform between the common people & the recruitment groups/firms. With the advancement of internet, job seekers rely on the online job portals, which makes the job search efficient. Now the current problem is that there are so many platforms resolving the exact same need, it is difficult for the user to compare better options and platforms. It has become difficult to find jobs of the category that one wants, instead many irrelevant jobs, paid courses & advertisements are being shown to the users on websites. This project will give a new ray of hope to the Common people & the Recruitment Companies in their respective fields.

This is because of the features that we have implemented in our Proposed System:

- ❖ It's a Free of Cost Service. Not a single penny is demanded from the users for any service.
- ❖ Not Providing the bulk jobs and recommending the best jobs to the users.
- ❖ Background check of Recruitment companies is done.
- ❖ Job Seekers are verified along with their IDs.
- ❖ Job seekers & Recruiters can directly contact each other.
- ❖ Neither Advertisements nor any other form of marketing will be done on our website.

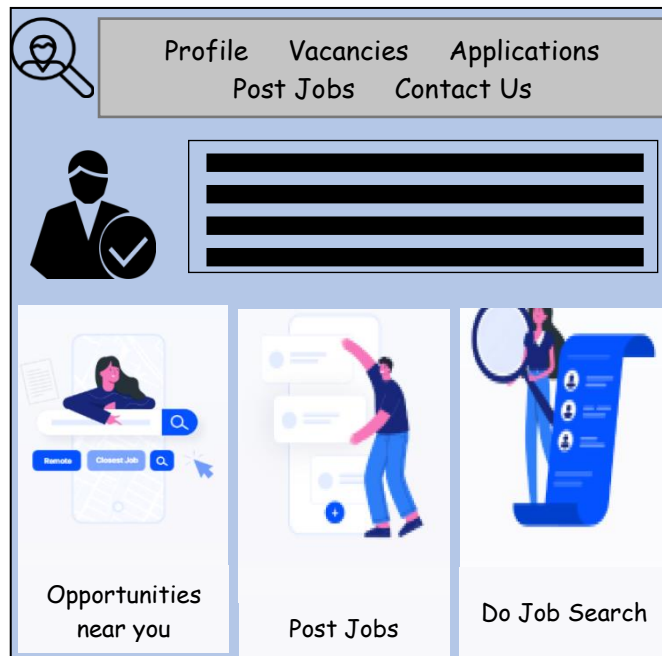


Figure 2: Website's Home Page (Prototype)

V. CONCLUSION

An Online System provides an ease of access to the human being. All things can be easily made available on the Fingertips. No matter whatever the functionality the system / application is providing. Considering the Recruitment Portal, the wider areas of job searching facilitate the quick and easy access to opportunities. Today, Increase in the job opportunities along with changing scenario of the business environment had made more people to search for better career prospects & employers to search for the better potential for work. The present situation has lead many people to move towards the online job portals which has been widely accepted

& is one of the efficient way of job searching. Thus, Online Job Portals assumes greater importance and we could develop such an efficient system so that it is used by everyone in the society. The project developed was a real-life learning experience. The product made is beneficial to the end user by providing livelihood to people just on their fingertips; saving time, money & most valuable the one's efforts to do something.

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