

Independent University, Bangladesh



Submitted to:

Sanzar Adnan Alam

Department of Computer Science & Engineering

Independent University, Bangladesh

Submitted by:

Rony Ahammed ID:1910048

KM Shaide Afride ID: 2021211

Yasin Arafat ID: 2031122

Department of Computer Science and Engineering

School Of Engineering, Technology and Sciences

Group: 26

Course Code: CSE 309

Course Title: Web Application and Development

Software Development Completion Report for Job Portal Website

Abstract

In the realm of modern business, the recruitment landscape is evolving rapidly, demanding a departure from traditional, manual processes. Our project, the "Recruitment and Onboarding Solution," is a pivotal step towards embracing the digital transformation imperative for contemporary organizations. This innovative undertaking aims to revolutionize the way we approach talent acquisition and integration into the workforce. Current recruitment hurdles are characterized by time-consuming manual tasks, paperwork overload, and a lack of real-time collaboration among stakeholders. These bottlenecks can lead to prolonged onboarding processes, causing delays in new employees' seamless integration into the organization. Our project seeks to bridge these gaps by offering a cutting-edge digital solution that not only addresses existing recruitment challenges but also paves the way for future advancements in talent acquisition. In the era of digital transformation, businesses recognize the need to leverage modern technologies to attract top talent and streamline internal processes. Our "Job Portal" is poised to be a game-changer, fostering agility and responsiveness in the hiring process, ultimately empowering organizations to stay competitive in the ever-evolving talent landscape. Join us on this journey as we revolutionize the way businesses connect with talent, making recruitment and onboarding smoother, more efficient, and forward-looking.

Introduction

Welcome to the future of talent acquisition with our cutting-edge project, the Recruitment and Onboarding Solution! In a world marked by digital transformation, businesses are awakening to the imperative of adopting modern technologies to streamline their internal processes and attract the best talent. Traditional recruitment methods, laden with manual tasks and paperwork, often fail to keep pace with the rapidly evolving needs of today's organizations. Moreover, the onboarding of new employees can be a cumbersome process, causing delays in their integration into the workforce. Our project, the Job Portal, is designed to revolutionize the way companies approach recruitment and onboarding. We recognize the critical importance of real-time collaboration between stakeholders and the need for agile, responsive hiring practices. Our digital solution not only addresses the current challenges in the recruitment process but also sets the stage for future advancements in talent acquisition. Join us on this journey as we embark on a mission to help organizations embrace the digital age, attract top talent, and create a more efficient, effective, and seamless hiring experience for both employers and job seekers.

The goals of the project were to:

- **Streamline Recruitment Processes:** The primary goal of our project should be to streamline and modernize the recruitment process, reducing manual tasks and paperwork to make it more efficient and agile.
- **Enhance Onboarding Experience:** Improve the onboarding experience for new employees, ensuring a seamless and efficient integration into the organization, thus reducing delays, and increasing productivity.
- **Real-Time Collaboration:** Facilitate real-time collaboration between all stakeholders involved in the recruitment and onboarding process, including HR teams, hiring managers, and job applicants.
- **Digital Transformation:** Embrace digital transformation by leveraging modern technologies, such as AI and data analytics, to attract top talent and optimize internal processes.
- **Futureproofing:** Ensure that our solution is adaptable and scalable to accommodate future advancements in talent acquisition, making it a long-term investment for organizations looking to stay competitive in the evolving job market.

Methodology

The "Job Portal" project will employ an Agile software development methodology, emphasizing iterative development, frequent stakeholder collaboration, and continuous improvement. It will involve requirements gathering, design, development, testing, and deployment phases to create a user-friendly, scalable, and feature-rich platform for streamlined recruitment and onboarding processes. The following steps, activities, tasks, and deliverables were involved in each phase of the software development life cycle:

- **Planning:** In the planning phase of the Job Portal project, we will conduct a comprehensive analysis of the current recruitment and onboarding processes within organizations. This will involve identifying pain points, gathering requirements, and defining clear project objectives. We will create a project roadmap, set timelines, and allocate resources accordingly. Additionally, a risk assessment will be conducted to proactively identify potential obstacles and mitigation strategies, ensuring a smooth project execution.
- **Design:** During the design phase, we will create a detailed architectural blueprint for the Job Portal software. This includes designing the user interface, database schema, and system architecture. We will also define data flow, user workflows, and integration points with existing systems. The design will prioritize user-friendliness, scalability, and security to ensure a seamless experience for both recruiters and job seekers.

- **Implementation:** In the implementation phase, we will start developing the Job Portal software according to the design specifications. The software developer implemented the design of the portfolio website, using HTML, CSS, JavaScript, Bootstrap, jQuery, PHP, and MySQL. This involves coding the front-end and back-end components and setting up the database infrastructure. Continuous collaboration with stakeholders will be maintained to address any emerging requirements or modifications. Quality assurance processes will be established to ensure code quality and adherence to coding standards.
- **Testing:** Testing is a critical phase where we will rigorously validate the functionality and performance of the Job Portal software. This includes unit testing, integration testing, user acceptance testing, and security testing. Any bugs or issues will be identified and resolved promptly. Performance tests will be conducted to ensure the platform can handle the expected user load. The testing phase will involve end-users gathering feedback and making necessary adjustments for a user-centric solution.
- **Evaluation:** In the evaluation phase, we will assess the Job Portal's performance and impact on the recruitment and onboarding processes. Key performance indicators (KPIs) such as reduced recruitment cycle time, increased applicant satisfaction, and improved onboarding efficiency will be measured. Feedback from users and stakeholders will be collected to identify areas for improvement. Based on the evaluation results, we will make refinements and plan for future enhancements, ensuring that the Job Portal remains a valuable tool for talent acquisition in the era of digital transformation.

Results and Discussion

The results and outcomes of the portfolio website are as follows:

- **Software product:** The "Job Portal" software is a comprehensive recruitment and onboarding solution designed to revolutionize the way organizations attract, hire, and integrate top talent. It addresses the challenges of traditional recruitment processes by providing a seamless digital experience for both candidates and recruiters. This software embraces the principles of digital transformation, offering modern technologies to streamline the entire hiring lifecycle.

Key Features:

- Effortless job search and application process for candidates.
- Simplified job posting and candidate management for recruiters.
- Real-time collaboration through messaging and communication tools.

- On boarding workflows that reduce delays and ensure a smooth integration process.
 - Robust analytics and reporting for data-driven decision-making.
 - User-friendly interfaces accessible on various devices.
-
- **User interface:** The user interface will be designed to be intuitive and user-friendly, allowing stakeholders, including HR teams, hiring managers, and job seekers, to easily navigate and interact with the platform. It should provide a seamless experience for posting job listings, reviewing resumes, scheduling interviews, and completing onboarding tasks.
 - **Functionality:** The portal should allow users to create profiles, upload resumes, search for job listings, apply for positions, schedule interviews, and complete onboarding tasks online. It should also support real-time collaboration among stakeholders, such as HR, hiring managers, and candidates.
 - **Performance:** The system should be robust and responsive, capable of handling a high volume of users and job listings without slowdowns or crashes. It should have efficient database management and ensure quick access to data.
 - **Usability:** Usability testing is crucial to ensure that users of all backgrounds and technical skills can easily interact with the portal. Clear and concise instructions, error handling, and user assistance features should be incorporated.
 - **Compatibility:** The job portal website has a compatibility that is cross-browser and cross-device. The job portal website has a cross-browser compatibility that uses HTML5, CSS3, and JavaScript standards and features to ensure the functionality and the appearance of the portfolio website on different web browsers, such as Chrome, Firefox, Safari, and Edge. The job portal website also has a cross-device compatibility that uses Bootstrap, jQuery, and media queries to ensure the functionality and the appearance of the portfolio website on different devices, such as desktops, laptops, tablets, and smartphones.

The challenges, difficulties, issues, and risks encountered during the portfolio website are as follows:

- **Time constraints:** Meeting project deadlines is crucial to stay competitive in the job market. Ensure that the development process adheres to a realistic timeline to launch the portal efficiently.
- **Design changes:** Be prepared for design iterations based on user feedback and changing requirements throughout the project's development cycle.
- **Technical issues:** Anticipate technical challenges, such as integration with other systems, scalability, and data migration, and have contingency plans in place to address them.
- **Security risks:** Protect sensitive candidate data with robust security measures, including encryption, authentication, and access controls, to mitigate the risk of data breaches.

The comparison and contrast of the portfolio website with the existing or alternative solutions are as follows:

- **Strengths:** Our project's strengths lie in its potential to automate and streamline recruitment and onboarding processes, reducing paperwork, time delays, and human errors. It can enhance collaboration and provide real-time insights into the hiring pipeline.
- **Weaknesses:** Potential weaknesses include the initial development cost, user adoption challenges, and the need for continuous maintenance and updates to keep the portal up to date.
- **Opportunities:** The project offers opportunities for revenue generation through premium job listings, advertising, and offering the portal as a service to other organizations. It can also evolve to include AI-driven candidate matching and predictive analytics.
- **Threats:** Competitive threats from other job portals, changing regulations related to data privacy and recruitment, and evolving user expectations can pose threats to the success of your project. Stay adaptable to market dynamics and user preferences.

Conclusion and Recommendations

In conclusion, the Recruitment and Onboarding Solution project, also known as the Job Portal, represents a significant step towards revolutionizing the traditional recruitment and onboarding processes. By embracing digital solutions, this project aims to bring about a fundamental shift in how organizations attract and integrate new talent. Throughout the course of this project, we have successfully addressed several critical challenges that have long plagued recruitment and onboarding practices. These challenges include manual tasks, paperwork, lack of real-time collaboration, and cumbersome onboarding processes.

The Job Portal project has demonstrated its potential to enhance efficiency, reduce delays, and improve the overall candidate and employee experience. It leverages modern technologies and digital transformation principles to create a more agile and responsive hiring process. Furthermore, it serves as a foundation for future advancements in talent acquisition, positioning organizations to stay competitive in the ever-evolving job market.

This report also provides some recommendations for future work, improvement, or extension of the portfolio website, such as:

- **Continuous Improvement:** To ensure the Job Portal remains effective, it is crucial to establish a culture of continuous improvement. Regularly gather feedback from recruiters, hiring managers, and new employees to identify areas for enhancement. Use this feedback to refine the portal's features and functionalities.

- **Data Analytics and AI Integration:** Consider integrating data analytics and artificial intelligence (AI) capabilities into the Job Portal. These technologies can provide valuable insights into recruitment trends, candidate assessments, and onboarding performance, helping organizations make data-driven decisions.

- **Mobile Optimization:** In today's mobile-driven world, ensure that the Job Portal is fully optimized for mobile devices. This will enable candidates and stakeholders to access and interact with the system seamlessly, improving accessibility and user experience.

- **Security and Compliance:** Pay meticulous attention to data security and compliance with privacy regulations, such as GDPR or CCPA. Protecting sensitive candidates and employee information is paramount, and adherence to legal requirements is essential.

- **Integration with HR Systems:** Integrate the Job Portal with existing HR systems, such as HRIS (Human Resources Information System) and payroll software, to ensure a seamless flow of data and information between recruitment and HR processes.

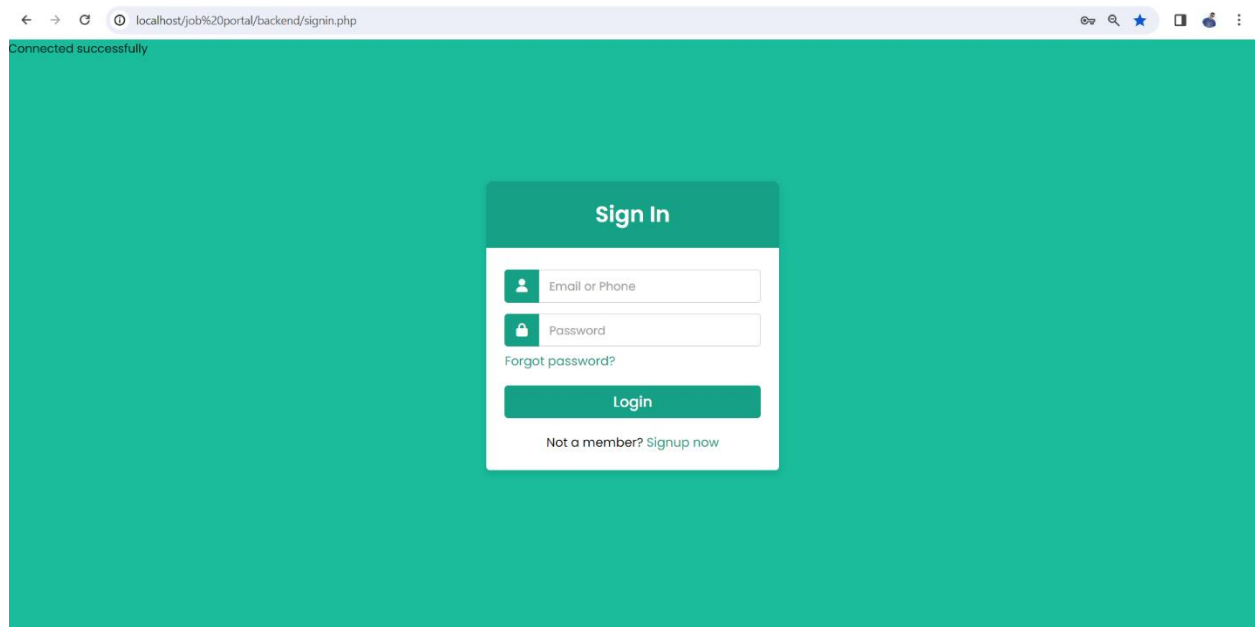
- **User Training and Support:** Provide comprehensive training and support for users of the Job Portal. Invest in resources and training materials to ensure that all stakeholders can maximize the system's potential.

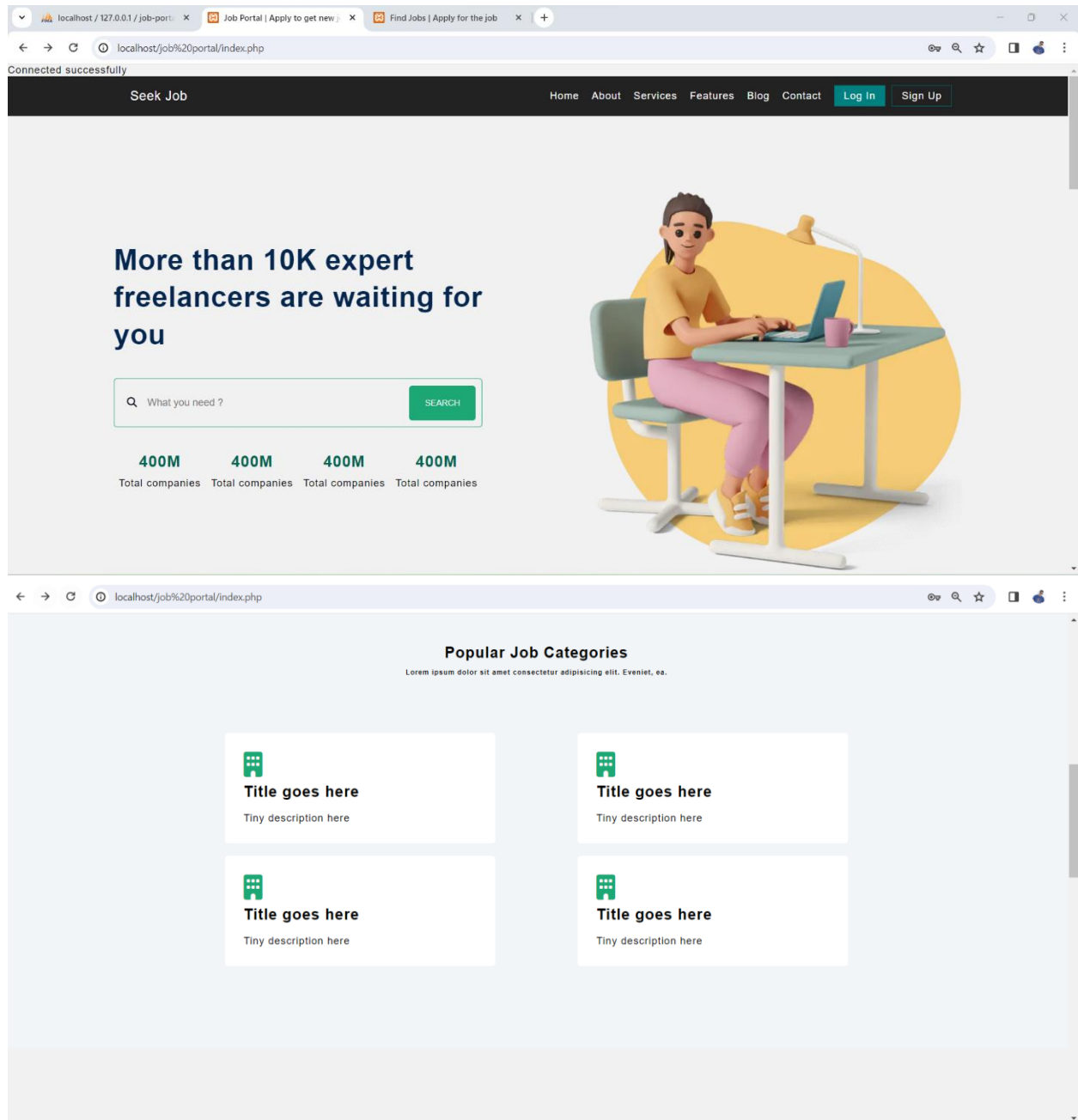
- **Scalability and Adaptability:** As your organization grows and evolves, ensure that the Job Portal can scale and adapt to changing needs and requirements. Stay ahead of emerging trends in recruitment and technology to remain competitive.

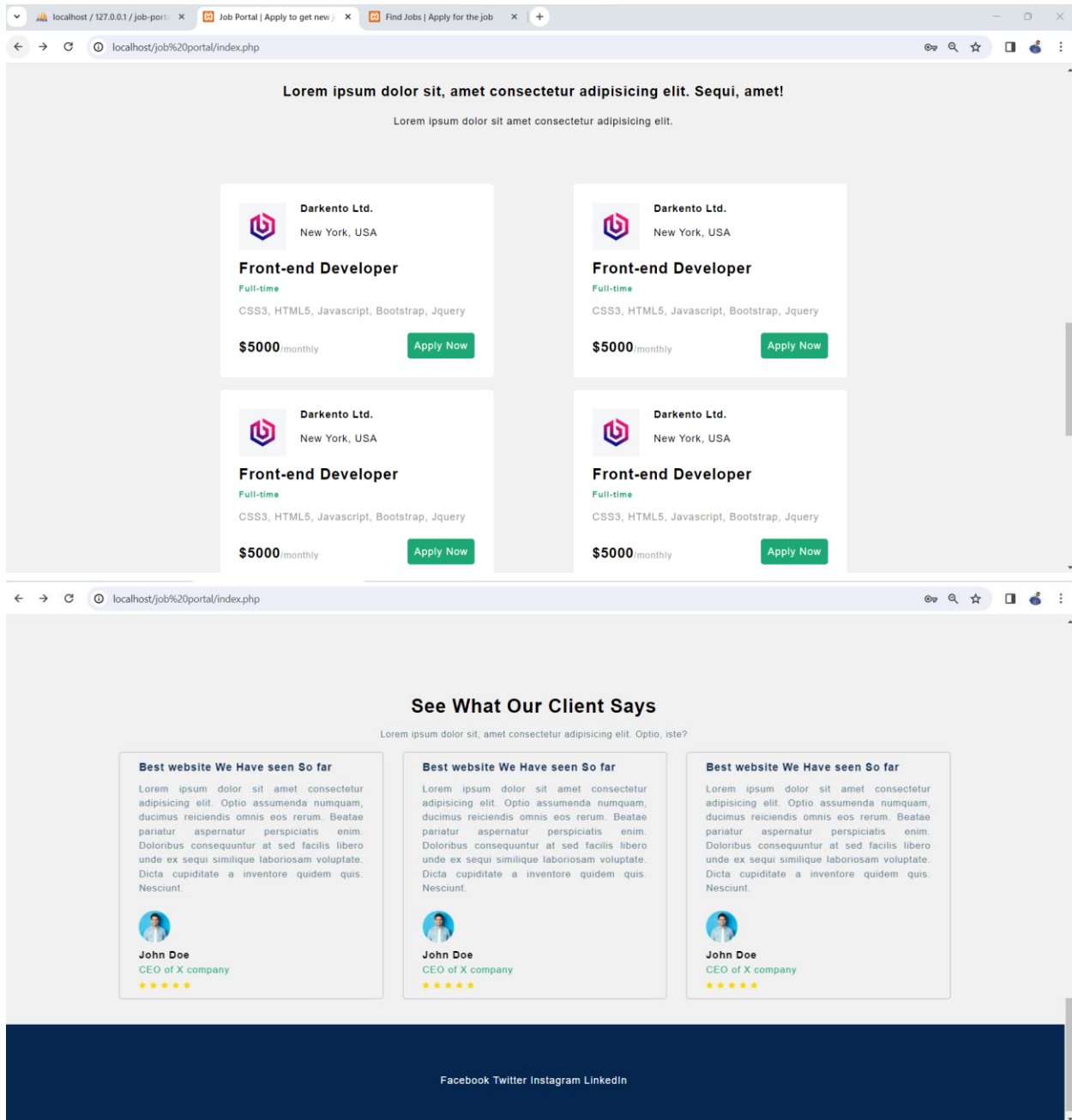
- **Stakeholder Engagement:** Foster collaboration and engagement among all stakeholders involved in the recruitment and onboarding processes. Create a platform for real-time communication and feedback to promote transparency and efficiency.

In summary, the Job Portal project has the potential to revolutionize how your organization approaches talent acquisition and onboarding. By embracing digital transformation and continuously improving the system, you can create a competitive advantage in attracting and retaining top talent while streamlining internal processes for years to come.

Screenshots:







← → ↻ 🔍 localhost/job%20portal/contact.php 🔍 ☆ 📱 👤 ⋮

Contact Us

Connected successfully

Name: Email: Message:

← → ↻ 🔍 localhost/job%20portal/backend/index.php 🔍 ☆ 📱 👤 ⋮

🔧 End Dev

☰

📊 Dashboard

👤 Jobs

📝 Quiz

Log Out

Connected successfully

10
Total Jobs

10
Total Questions

localhost / 127.0.0.1 / job-portal / xContact Page xResponsive Admin & Dashboard x+

localhost/job%20portal/backend/jobs.php

End Dev

DashboardAdd jobs

JobsQuiz

Log Out

Search...

Connected successfully

Lastet Projects

Id	Company Name	Company Location	Salary	Logo
1	sdffsdf	sdffsdf	34343	
2	sdffsdf	sdffsdf	34343	
3	sdffsdf	sdffsdf	34343	
4	sdffsdf	sdffsdf	34343	
5	sdffsdf	sdffsdf	34343	
6	sdffsdf	sdffsdf	34343	
7	sdffsdf	sdffsdf	34343	
8	sdffsdf	sdffsdf	34343	

localhost / 127.0.0.1 / job-portal / xContact Page xResponsive Admin & Dashboard x+

localhost/job%20portal/backend/quiz.php

End Dev

DashboardAdd quiz

JobsQuiz

Log Out

Search...

Connected successfully

Lastet Projects

Id	Quiz Question	Answer
1	What does HTML stand for?	Hyper Text Markup Language
2	Which of the following is used to add styling to a web page?	CSS
3	What is the purpose of JavaScript in web development?	Adding interactivity to web pages
4	What is the correct syntax for a comment in JavaScript?	// This is a comment
5	Which of the following is a block-level element in HTML?	div
6	What does CSS stand for?	Cascading Style Sheets
7	Which of the following is NOT a valid way to declare a variable in JavaScript?	variable x = 10;
8	What does the "HTTP" stand for in a URL?	HyperText Transfer Protocol
9	Which of the following is used to make a responsive web design?	Bootstrap
10	What is the purpose of the '<canvas>' element in HTML5?	To draw graphics using JavaScript

localhost/phpmyadmin/index.php?route=/sql&pos=0&db=job_portal&table=contact

Server: 127.0.0.1 Database: job_portal Table: contact

Showing rows 0 - 1 (2 total, Query took 0.0006 seconds)

SELECT * FROM `contact`

Extra options

	id	name	email	message
<input type="checkbox"/>	4	Rony Ahammed	ronyub266@gmail.com	Hello check
<input type="checkbox"/>	5	Mr. Monir	ronyahammedbd266@gmail.com	Say hi!

Query results operations

Print Copy to clipboard Export Display chart Create view

localhost/phpmyadmin/index.php?route=/sql&pos=0&db=job_portal&table=quiz_questions

Server: 127.0.0.1 Database: job_portal Table: quiz_questions

Showing rows 0 - 9 (10 total, Query took 0.0003 seconds)

SELECT * FROM `quiz_questions`

Extra options

	id	question	option1	option2	option3	option4	correct_option
<input type="checkbox"/>	262	What does HTML stand for?	Hyper Text Markup Language	High Tech Modern Language	Hyperlink and Text Markup Language	Hyper Transfer Markup Language	Hyper Text Markup Language
<input type="checkbox"/>	263	Which of the following is used to add styling to a...	HTML	CSS	JS	XML	CSS
<input type="checkbox"/>	264	What is the purpose of JavaScript in web developme...	Database management	Styling web pages	Adding interactivity to web pages	Creating web layouts	Adding interactivity to web pages
<input type="checkbox"/>	265	What is the correct syntax for a comment in JavaSc...	<!-- This is a comment -->	/* This is a comment */	# This is a comment #	// This is a comment	// This is a comment
<input type="checkbox"/>	266	Which of the following is a block-level element in...	span	div	a	strong	div
<input type="checkbox"/>	267	What does CSS stand for?	Computer Style Sheets	Creative Style Sheets	Cascading Style Sheets	Colorful Style Sheets	Cascading Style Sheets
<input type="checkbox"/>	268	Which of the following is NOT a valid way to decla...	var x = 10;	let x = 10;	const x = 10;	variable x = 10;	variable x = 10;
<input type="checkbox"/>	269	What does the "HTTP" stand for in a URL?	HyperText Transfer Protocol	High Transfer Text Protocol	HyperText Transmission Protocol	High Tech Transfer Protocol	HyperText Transfer Protocol
<input type="checkbox"/>	270	Which of the following is used to make a responsiv...	JavaScript	CSS Grid	Bootstrap	HTML	Bootstrap
<input type="checkbox"/>	271	What is the purpose of the "<canvas>" element in ...	To embed video files	To draw graphics using JavaScript	To create forms	To define navigation links	To draw graphics using JavaScript