<u>INTRODUCTION</u>

individuals with disabilities (PWDs) often find themselves underrepresented, facing challenges such as discrimination, inaccessible workplaces, and a lack of recognition for their valuable skills. and abilities, that continue to hinder their participation in the job market. With these difficulties in mind, our objective is to address this urgent issue a job matching platform made just for PWDs. Because we believe they should have way more opportunities to rock the employment scene in Makati.

The current population of PWDs in Makati underscores the urgency of addressing these challenges. the total PWD issued by the person with disability addairs office or PDAO IS 19,834 Across makati. Sadly, societal barriers limit these people from fully integrating into the workforce despite the abundance of unrecognized skills and abilities they possess.

The chosen organization for the study would be the Public Employment Services Office

(PESO) Makati.

we chose PESO MAKATI because they are the one whoe responsible for employment services in Makati City, with a specific commitment to assisting PWDs in finding employment, and has a wide network of contacts with employers in the makati area.

The main problem of the chosen organization

the current state of PESO makati is when announcing job offers, they use the social media accounts of the city government, text and email blast, bulletin boards, brgy radio trabaho. and the process in accepting employer and job seeker is for walk in they use fill up registration forms from paper and for online job seekers they register through google form provided. But according to the PESO Makati interviews, the Researchers discovered that a common issue frequently affects the PESO Makati staff.

Cause and effect of the main problem

The primary issue at PESO Makati is that it depends too much on conventional pen and paper techniques and digital tools like Google for communication forms that match employers and job seekers. As a result of this communication gap, PWDs encounter obstacles in effectively engaging in the job-seeking process. The use of pen and paper slows down transactions, making it harder for PWDs to express the job preferences, skills, and requirements.

Presentation of technologies that will be used

- Github – to save our work on a cloud storage we will be using github

- visual studio - writing and organizing the code, we will use Visual Studio Code.

- xampp - XAMPP will helps run the platform on the web.

- html/css - to make the look of the website

- php and javascript - to make sure everything works smoothly.

- phpMyAdmin - All the information about users and job ads will be stored in a database managed by a tool called phpMyAdmin.

Presentation of the perceived solution to the problem

This dedicated platform, developed in collaboration with PESO Makati, would be accessible and user-friendly, serving as a central hub for PWD job seekers to easily access employment opportunities and enabling employers to connect with a diverse pool of talent.

SIGNIFICANCE OF THE STUDY

Intended Beneficiaries and Significance of the Study:

- **People with Disabilities (PWDs) -** PWDs are the primary beneficiaries of this study.

- Employers - provides them with enhanced job opportunities tailored to PWDs' skills and needs. This leads to improved economic independence, self-confidence, and an overall better quality of life.

- Public Employment Service Office (PESO) Makati - PESO gains a modernized approach to assist PWDs in finding employment. It expands the reach and effectiveness in connecting

job seekers with suitable employers.

- Proponents - This broadens the understanding of the difficulties PWDs encounter in the employment market and gives them problem-solving abilities.

- Future Researchers - This study offers a framework for understanding the difficulties of disability employment and suggests potential paths for creative solutions. The current research serves as a basis for upcoming studies, encouraging a continuous cycle of knowledge and advancement in the area of study.

THE CHOSEN RELATED LITERATURE FOR TESTING AND EVALUATION IS ABOUT

- **Web Content Accessibility Guideline**
- **Resume Portal**
- **testing of web portals for usability and reliability metrics**
- **the quality of a website using the ISO/IEC 25010:2011 method.**
- **and how job portal sites can improve their services.**
- **improving the functionality and usability of job portals.**
- **Related Stduies For Testing and Evaluation**

The Web Content Accessibility Guideline (World Wide Web Consortium, 2023)
- a set of guidelines that provide recommendations for making a web content more accessible and it should be perceivable, operable, understandable, and robust to all users, including those with disabilities. it helps us developers ensuring that the websites are usable and accessible to a wider audience including all those with disabilities

the resume portal from Ingale et al., (2018)
- this system provides users to create their resumes directly on the portal, with the added benefit of being able to customize fields to suit their needs. As a result, it will reduce the manual work and to do the things fast and efficiently, eliminating the need for users to carry hard copies of their resumes. so mag aadd po kami ng resume builder sa mismong job portals namin para hindi na mahirapan gumawa mga PWD natin ng kanilang resume lahat ng mga informations about sa kanila ay pwede nilang mailagay.

testing of web portals from Pavan et al. (2018)
- the testing of web portals requires usability and reliability metrics besides functional testing to ensure diverse users can use such portals without any formal training and can rely on the portals or requirements quickly and efficiently.

the quality of the Bios Portal website at banking companies using the ISO/IEC 25010:2011 method. Yulianty and Kurniawati (2021)
- conducted a problem analysis using ISO/IEC 25010:2011 method to identify the quality issues of the Bios Portal website, followed by a questionnaire survey to collect data from users. They then performed validity and reliability testing on the questionnaire data using SPSS software, and tested the security of the website using the black box testing method. The results showed that the Bios Portal website achieved a score of 4.87 out of 5 in the very good category for both reliability and security, indicating that it effectively protected user information and provided reliable services.

Perception of Fresh Graduates towards Job Portal Sites from Prakash and Nair (2019)

- The study aims to determine why fresh graduates prefer using job portal sites and how job portal sites can improve their services. The authors collected data by mailing questionnaires to

233 fresh graduates in Kerala and incorporated various variables like productivity, user friendliness, efficiency, convenience, quick response, corporate preference, information provision, security, privacy, service quality, extended services, and career opportunities from previous researches. The results obtained show that factors such as efficiency, productivity, user-friendliness, extended services, and information provision influence the perception of fresh graduates. The study is not restricted to just one or two job portal sites; it is generalized and therefore the results are more reliable. The findings of the study also showed that most of the fresh graduates prefer Naukri.com to apply for jobs and also that most prefer using free services.

e-job portals from Sagar et al. (2021)
- The authors aim to address these challenges by proposing solutions and incorporating new features based on stakeholder feedback. The study sheds light on the role of job portals in bridging the information gap between job seekers and available vacancies. Traditional methods of job hunting are often time-consuming and less effective, especially during the COVID-19 pandemic. By understanding the existing problems and proposing enhancements, this research contributes to improving the functionality and usability of job portals.

<u>Operation Procedures</u>

discussion about each feature and functionality of all the systems.

Job Seeker Overview:

- Login/ register - The first steps of job seekers within the PWD Job Matching System, where they initiate their journey by securely logging in and agreeing to privacy terms. This privacy agreement underscores the platform's commitment to safeguarding personal information, ensuring confidentiality throughout the job-seeking process.

- the profile creation and management - This includes the ability to upload a resume, providing a comprehensive overview of their skills and qualifications. Job seekers can edit their profiles at any time, updating personal details, skill sets, and uploading an updated resume.

- the job matching integration stage - job seekers can explore job posts made by employers within the platform. This includes detailed job descriptions, requirements, and any additional information provided by the employers. Job seekers can use search and filter functionalities to refine the job listings based on criteria such as industry, location, or job type, facilitating a more targeted job search. dito lalagyan namin sa search filter ng iba't ibang type of disabilities para mapadali ng paghahanap ang mga pwd to search their specific disabilities.

- the Application Submission phase – The process involves selecting desired job opportunities and providing tailored application materials, such as additional documents. Job seekers can attach their uploaded resumes to applications, allowing employers to access a comprehensive overview of their qualifications.

- the Communication Hub - provide a direct channel for communication between job seekers and potential employers, fostering effective and timely interaction.

- the notifications section - Job seekers receive instant updates on application statuses, ensuring they remain informed throughout the job-seeking journey.

Employer Overview:

- login

- register

-company profile management - Employers access a detailed profile to effectively manage company profiles, showcasing their organization's identity and specifying job requirements, and etc. Employers can edit and update company profiles at any time, ensuring accurate representation and alignment with current hiring needs. employers can seamlessly view and manage the list of jobs they have posted.

- job posting - Employers seamlessly post job listings, providing detailed job descriptions, requirements, and any additional information that helps attract suitable candidates. Employers can customize job postings based on various parameters, such as job type, industry, location, and required qualifications.

- job matching integration employers have the ability to review detailed information about each job, including job descriptions, requirements, and the current status of applications received.

- communication hub Employers can initiate direct messaging with job seekers to discuss application details, schedule interviews, or seek additional information.

- real-time notifications Employers receive instant updates on new applications, messages, and other communication activities within the platform.

testing procedures

Job Seeker Testing Procedures

I. User Registration and Profile Creation:

A. Account Registration

1. Verify that new users can successfully register as Job Seekers by

providing necessary details, including username, email, and password.

2. Ensure that the system rejects registration attempts with invalid or

duplicate information.

B. Job Seeker Login:

1. Verify Job Seeker can successfully log in with valid credentials.

2. Ensure proper validation for Job Seeker login with incorrect credentials

C. Profile Information

1. Validate that Job Seekers can add and edit their profile information,

including skills, education, work experience, and accessibility preferences.

2. Confirm that changes made to the profile are reflected accurately.

D. Job Matching Algorithm Test

1. Confirm that the job matching algorithm suggests jobs identical to those

posted by Employers.

2. Ensure the job matching algorithm accurately reflects jobs as posted by

Employers.

E. Job Search and Application Process:

1. Verify that Job Seekers can search for jobs based on various criteria

and successfully submit applications.

2. Verify that Job Seekers can efficiently apply for a job through the

platform.

3. Confirm that applied jobs are accurately reflected in the Job Seeker's

profile.

F. Communication Hub and Application Status Tracking:

1. Validate that the Communication Hub allows Job Seekers to send and

receive messages with potential employers.

2. Ensure that notifications are triggered for new messages and application

status updates.

3. Confirm that Job Seekers can track the status of their job applications

in real-time.

4. Validate that the system provides clear and accurate feedback on

application statuses

Employer Testing Procedures

III. Employer Registration and Company Profile:

A. Account Registration

1. Verify that new users can successfully register as Employers by providing

necessary details, including company name, industry, and contact information.

2. Ensure that the system rejects registration attempts with invalid or

duplicate information.

B. Employer's Login:

1. Verify Employer can successfully log in with valid credentials.

2. Ensure proper validation for Employer login with incorrect credentials

C. Company Profile Management:

1. Validate that Employers can create and edit their company profiles, including company details, logo upload, and industry classification.

2. Confirm that changes made to the company profile are reflected accurately.

D. Job Posting:

1. Ensure that Employers can successfully post job opportunities, including job title, description, requirements, and application instructions.

2. Check for proper validation when an Employer attempts to post a job with missing or invalid information.

IV. Application Review and Communication:

E. Job Application Review:

1. Validate that Employers can review job applications, including attached resumes and additional documents.

2. Confirm that the system provides efficient tools for sorting and filtering applications.

3. Employers can accept job applications through the platform.

F. Communication Hub:

1. Validate that the Communication Hub allows Employers to send and receive messages with Job Seekers.

2. Ensure that notifications are triggered for new messages and application status updates.