

SIQUIJOR JOB SEEKERS PORTAL

A Research Project
Presented to the Faculty of the College of Technology
Siquijor State College
Larena, Siquijor

In the Partial Fulfilment of the Requirements for the Subjects IS
304 System Analysis and Design

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CHAPTER 1

INTRODUCTION

RATIONALE

In Siquijor, there isn't a one location where job searchers can look for jobs, send in their resumes, and network with companies. It might be ineffective and time-consuming for job seekers in Siquijor to rely on word-of-mouth or social media to find jobs. Employers in Siquijor frequently struggle to identify competent applicants, which can result in open positions and decreased production.

By giving job searchers and businesses a central location to connect, the Siquijor Job Searchers Portal will solve these issues. Employers will find it simpler to locate competent people to fill their available positions and job seekers will find it easier to identify openings that match their abilities and experience thanks to the portal.

The economy of Siquijor is also anticipated to benefit from the site. The portal may aid in lowering unemployment and boosting economic growth in Siquijor by making it simpler for companies to discover qualified people and job seekers to find open positions.

In addition, the Siquijor Job Seekers Portal is cost savings for both businesses and job seekers: Job searchers can save time and money on travel and other expenses related to looking for work. Employers can save time and money by not having to advertise job positions or review applications. Also, if access to jobs for individuals with disabilities may be improved if the portal is made more user-friendly for them, which may open up more career prospects for them. Furthermore, it improved match between job seekers and employers by offering additional details about job opportunities and job seekers, the portal can aid in enhancing the match between job seekers and employers. Increased job satisfaction and productivity may result from this.

Overall, the Siquijor Job Seekers Portal has the potential to be a valuable resource for both job seekers and employers in Siquijor. It could help to reduce unemployment, increase economic growth, and improve the match between job seekers and employers.

INTRODUCTION

The research title "Siquijor Job Seekers Portal" is a proposal for the development of a web-based portal that will provide job seekers in Siquijor, Philippines with a platform to find job openings, submit their resumes, and connect with potential employers. The portal will also provide employers with a platform to post job openings, search for qualified candidates, and manage their recruitment process.

In addition, the portal will be designed to be easy to use for both job seekers and employers. Job seekers will be able to create a profile, upload their resume, and search for job openings by keyword, location, and industry. Employers will be able to create a profile, post job openings, and search for qualified candidates. It will also include features to help job seekers and employers connect with each other. Job seekers will be able to apply for jobs directly through the portal, and employers will be able to contact job seekers directly through the portal.

The Siquijor Job Seekers Portal has the potential to be a valuable resource for both job seekers and employers in Siquijor. It will provide job seekers with a convenient and easy-to-use way to find job openings and connect with potential employers. It will also provide employers with a convenient and efficient way to post job openings and manage their recruitment process.

The portal could also have a positive impact on the economy of Siquijor. By making it easier for job seekers to find jobs and employers to find qualified candidates, the portal could help to reduce unemployment and increase economic growth in Siquijor.

THEORETICAL BACKGROUND

Traditional recruitment practices such as newspaper advertisements and staff referrals are now slowly being replaced by online recruitment services, which offer more convenience and higher efficacy for both employers and job-seekers (Nor Asiah Binti Mahmood 2017). Job seekers portals are online platforms that bring together job seekers and employers. They provide a convenient and efficient way for job seekers to find and apply for jobs, and for employers to find and recruit qualified candidates.

Job seekers and employers typically have different levels of information about each other. Job seekers may not know about all of the job openings that are available, and employers may not know about all of the qualified candidates who are looking for jobs. Job seekers portals help to bridge this information gap by providing a central repository of job postings and candidate profiles.

In addition, this portal are more valuable to both job seekers and employers as the number of users on the platform increases. This is because job seekers have access to more job postings, and employers have access to a larger pool of qualified candidates. As a result, there is a strong incentive for both job seekers and employers to use job seekers portals.

Furthermore, according to Knodel, Liudmyla (2023), Job seekers portals often use matching algorithms to match job seekers to job openings. These algorithms take into account a variety of factors, such as the job seeker's skills and experience, the job opening's requirements, and the job seeker's preferences. This helps to ensure that job seekers are matched with jobs that they are likely to be a good fit for. Job seekers portals have a number of benefits for both job seekers and employers. For job seekers, they provide a convenient and efficient way to find and apply for jobs. They also provide access to a wide range of job postings, and they can help job seekers to find jobs that are a good match for their skills and experience. For employers, job seekers portals provide a way to reach a large pool of qualified candidates. They also help employers to save time and money on the recruitment process. Job seekers portals are a relatively new phenomenon, but they have quickly become an essential tool for both job seekers and employers. They are likely to continue to grow in importance in the future, as the job market becomes increasingly competitive.

Job seekers portals can be seen as a way to reduce the transaction costs associated with job search and recruitment. By providing a central platform for job seekers and employers to meet, job seekers portals can help to reduce the time and effort that both parties need to expend on the job search process. Job seekers portals can also be seen as a type of social network. Job seekers and employers can connect with each other through the platform, and they can share information and resources. This social networking aspect of job seekers portals can help to improve the efficiency and effectiveness of the job search process.

Moreover, this portal can also be used to apply insights from behavioral economics to the job search process. For example, job seekers portals can use nudges and other behavioral interventions to encourage job seekers to take certain actions, such as completing their profile or applying for jobs. By understanding the theoretical background of job seekers portals, we can better understand how they work and how they can be used to improve the efficiency and effectiveness of the job search process.

RELATED LITERATURE AND STUDIES

According to a study entitled "Gender Disparity in the Usability of E-Government Portals: A Case Study of the Saudi Job Seeking Web Portal" by Asma Aldress et al (2021) examines the usage of the portal it presents several challenges, including addressing gender differences in adopting the technology. The purpose of the study is to locate any potential gender-based disparities in the usability of the portal. To ensure the effectiveness of Saudi e-government services, more research is needed to look into the social and cultural factors that could affect gender disparity.

In addition, according to a study " Development of a Bahraini job seeking based web portal for UOB-IS graduates" Ehab Juma Adwan et al (2021). The Information Systems (IS) department at the University of Bahrain (UOB) is known for its dynamic and diverse approach, utilizing a wide range of current information technologies to help organizations meet their strategic goals and operational objectives effectively. The research results identified the characteristics of the Bahraini workforce and the qualifications and skills possessed by graduates of UOB's Information Systems program. It also pointed out in their study the deficiencies in commercial online job portals and the underlying causes. As a result, these findings informed the requirements of the "J4IS" platform, which received a high usability acceptance rate of 94% from users, including job seekers and employers. The result of this study could have a significant help to the researcher's new idea about job seekers portal.

In the study "Implementation of an Intelligent Online Job Portal Using Machine Learning Algorithms" by Zarrin Tasnim et al (2021) it is stated that business intelligence and analytics refer to tools and techniques used by companies to gather and study past and current data. By using statistics and software, they turn this information into valuable insights that help in making smarter decisions for the future. The main goal of this study is to test different Machine Learning methods to see how well they work with an online job portal system. The result of this study demonstrates that it can group similar job searches, send specific email notifications, and gather information from the web successfully.

According to a study entitled "Factors influencing job seeker's intention to use E-recruitment: L evidence from a State University in Sri Lanka" by Ekanayaka et al (2019) it is stated that potential job candidates are more interested in searching and applying for job openings through internet. It has significantly altered the way Human Resource Management functions are carried out. Many businesses now use electronic recruitment (e-recruitment) to create a suitable applicant pool. However, the impact of e-recruitment on candidates' intentions to apply for jobs in Sri Lanka has received little attention. According to a survey of 60 final-year undergraduates, ease of use and perceived usefulness have a significant influence on job seekers' intention to use e-recruitment, whereas perceived trust has no impact. The study's findings show that it is critical for businesses to effectively carry out e-recruitment in order to optimize the appropriate pool of applicants and design an appealing job portal. According to Zarrin Tasnim et al (2021) in the study "Implementation of an Intelligent Online Job Portal Using Machine Learning Algorithms" explains the intelligence and analytics are essential data management solutions for companies to collect historical and present data, analyze it, and make better decisions. This study examines the performance of Machine Learning algorithms in an online job portal system. The proposed module integrates three phases: Clusters Similar Job Search (CSK), Email Notification Sending (ENS), and Extracting Job Circular Posts (EJC). The result of this research shows successful clustering, email notifications, and information extraction from the web.

Furthermore, Textbook «Business English» by Knodel, Liudmyla(2023) , is expected for a wide number of readers of English language learners in higher education or specialized courses. This manual primarily has got the general information about «English for business contacts». There is a variety of basic parameters of skills and requirements for English language proficiency. It submits recommendations – how to learn the language most successfully. This textbook contains 2 sections: job hunting & resume writing. In each section, in all their diversity one of the proposed topics is considered and served a great volume of lexical material in the form of unadopted texts and dialogues. After each text or dialogue there is language commentary and a set of exercises to consolidate English, as well as assignments for the formation of business communication skills in specific situations in oral and written forms. The current research aims to investigate how features for Job Application Portals (JAP) such as company information, job information, and relative advantage affect job hunting. A cross-sectional field survey of 480 new graduates with IT and applied scientific degrees was conducted in the intended research environment for comparative purposes, which included tech businesses in the EU, US, and Asia samples of job application portal

users. Using the Smart PLS software 3.0, partial least square structural equation modeling (PLS-SEM) results revealed that company information, job information, and relative advantage all have a favorable significant impact on job hunting. This research is novel to propose and test a unique theoretical framework in a unique data context to bring key policy directions as well as theoretical and practical ramifications in the field.

In this paper, we describe the support system for job-hunting students to learn job-hunting related terms using an eBook and a chat system. Job-hunting process is very unique and complicated in Japan. Job-hunting students face difficulties in many faces. Some job-hunting related terms are not used in daily conversation and very new to them. Therefore, it is necessary to support them. In fact, many universities in Japan have started providing their students with career education. The objective of this study is to propose an effective job-hunting related term learning support system. The result of the evaluation showed the superiority in our system.

Hui, Bowen & Wood, Eileen & Khalil, Carlos. (2021) said that despite heavy usage of social networking sites during the job hunting and recruitment process, little academic research has examined how these sites are used, the value they provide to the end-users, or how they should ideally be designed. The present study describes the use of a participatory design methodology to actively include end-users as part of the design process in creating an online job website. Participants who acted as job seekers and job providers both identified unique and overlapping requirements for an ideal prototype. The results enabled the production of a minimal viable product called Edge Map. This prototype was evaluated in a usability study where participants endorsed Edge Map as one, they would use for recruitment and job hunting. The process and outcomes are discussed in terms of implementing participatory design methodology, design implications, and future directions for software design and adoption.

According to Dave Chitrak (2021) Due to the COVID-19 pandemic unemployment broke all the previous records. Due to the pandemic students cannot go to colleges and have no option of campus placements. The only option available for them is to find a job through online job portals. In this paper we present the online recruitment framework that enables different companies to post their job vacancies, which jobseekers can consider while searching for jobs. This portal can also capture job requirements dependent on employers' needs. A survey was conducted to identify the problems and requirements of the users with the current job portals and the findings of the survey are incorporated in this portal. The main aim of this job portal is to connect the employers and jobseekers as an e-recruitment to help jobseekers find the right jobs. Keywords: Job Seeker, Employer, Online Job Portal, Online Recruitment, Knowledge Sharing, COVID-19 Pandemic.

The article of Vankevich, E. & Olga, Zaitseva. (2020) shows that in the analysis of the labor market statistical and administrative data are used as an empirical base, which is insufficient for understanding current trends on it and making decisions. The authors determined the scope and features of the presentation of information about the labor market on online job portals, revealed differences in the formation and structuring of information, substantiated the need to use the data of online job portals in the Republic of Belarus to obtain a comprehensive picture of the labor market, since they cover different segments of the Belarusian labor market. Online job portals in the Republic of Belarus were evaluated and ranked. The authors formulated the difficulties of forming a single portal of vacancies for labor market analysts: - different criteria for structuring information in the description of vacancies and resumes, the use of different classifiers; - lack of unification in the use of methodological and methodological approaches (understanding the labor market situation, division into types of economic activities, categories of vacancies and resumes); - weak structuring and arbitrariness in the description of the required skills; - closed information. The directions of formation of the digital ecosystem of the labor market in the country are determined, including the collection and processing of information about the labor market from different sources, their relationship and integration with the education system, business entities, management bodies, ensuring the unity of methodological approaches in the formation of information (terminology, taxonomy, classifiers, etc.) and its provision to all interested users (management bodies for the development of programs and forecasts, personnel services of organizations, educational institutions, the population - employed, unemployed, who want to change jobs, find additional work, students, applicants, etc.).

Recruitment means systematic process of searching for prospective employees and stimulating them to apply for job in an organization. The study inquires the current trends of job opportunities for qualified LIS professionals in the area of library and information science by examining all job advertisement published in different online job portals. The data collected from different online job portals have been criticized to reflect the various aspects

of LIS profession such as employer and designation wise distribution of jobs, essential and desirable qualifications and competencies for different type of job positions. The data collected have been explained through tables and figures. The finding show that the number of posts advertised is very less in number in comparison of number of fresh LIS graduates. Therefore, the state and central government should provide more job opportunities for fresh LIS graduates, LIS professionals and for research scholars.

The study "Labor market analysis using big data: The case of a Pakistani online job portal" by Norihiko Matsuda et al (2019) examines higher unemployment rate, and there is concern that the country's current education and training system does not respond to skill demands in the private sector. Job applicants who are underqualified or overqualified for job openings are less likely to be shortlisted than those whose qualifications exactly match job requirements. The paper, while there is an abundance of highly educated workers, certain industries, such as information and communications technology, lack workers with specialized skills and experience. The result of this paper uses online job portal data to provide new descriptives about labor markets, specifically skill demand and supply.

According to Leelavathi, D & Srikrishnan, Athilinga Senjith & Rafiq, Mohamed. (2020). Today's Web has fashioned a global market in to e-Commerce market due to incredible hasty development into users of the Internet. Technology has made a tremendous development in job market as evident online employment provides an effectual channel to aid the toning between job searchers and recruitment purposes. The progress of Web technology the last few decades has resulted in its rapidly amplified use for both hirer and job seekers. Over the last quite a few years has altered the way companies' conduct of business behavior, with the actions of human resource management. Objective is to find the perception of job seekers on job portals and to analyze the behavioral intention of the Job seekers towards online portals. Primary data was collected from a variety of persons. The respondents were current college student, Government and Private people who previously on job. A data of 50 were collected from in and around Chennai. It is seen that significant and insignificant relation found with information content quality, interactivity, trust, cost and ranking, ease of navigation, habit, attractiveness and effectiveness. In the present study , the Cronbach's Alpha coefficient of reliability was found based on primary data of the present study and the overall reliability of the study stands good as 0.857 (85.7%).

Bilal, Muhammad & Malik, Nadia & Khalid, Maham & Lali, Muhammad Ikram. (2017) states that with the increasing number of internet users, many organizations prefer jobs advertisement via online job portals. Using online job portals data for forecasting industrial demand and trends is becoming popular. Software Industry plays a vital role in economy of developing countries like Pakistan. In this article Pakistan software industry is explored to draw statistical conclusions related to industrial demand for specific job roles, programming languages, gender, age and qualification etc. by data analysis of jobs advertisement. This is done by extracting and analyzing jobs advertised on Pakistan most popular job portal Rozee.pk. The results give an overview of current demand in Pakistan software industry, and are beneficial to student counseling organizations, job applicants, researchers, professionals working in software industry and Government in planning and decision making.

The main purpose of this research paper is to evaluate the effectiveness of online platforms in building or funding small businesses and individuals. This is one of the biggest messes in each and every part of the world, not only in India. Finding every day laborers, maids, and cleaners for everything from household work to industry maintenance is a major dilemma that could be resolved by using websites, applications, and different online portals. Research on such topics will improve the work culture and efforts of such people and increase the number of job opportunities in this industry. Smart phones have now become a necessity for every person, as he or she can access the portal through the mobile device. No such platform is created to reach out to the workers or for the workers to reach out to the people to complete a particular task. In this research paper, it proposes methods, means, and techniques to visualize, maintain, and create a better future. Related content, news, information, and traffic on the webpage will be monitored for their respective areas. The advantage of our portal will be that it is easy to use and that each and every person will be able to use the functions properly while keeping their native language option alongside English. Productivity and trust play an important role in making decisions that make lives easier. Not only in theoretical analysis but also in many surveys and experiments are there precise algorithms for the models made. Case studies regarding the same will give us a clear idea for developing and maintaining these online platforms.

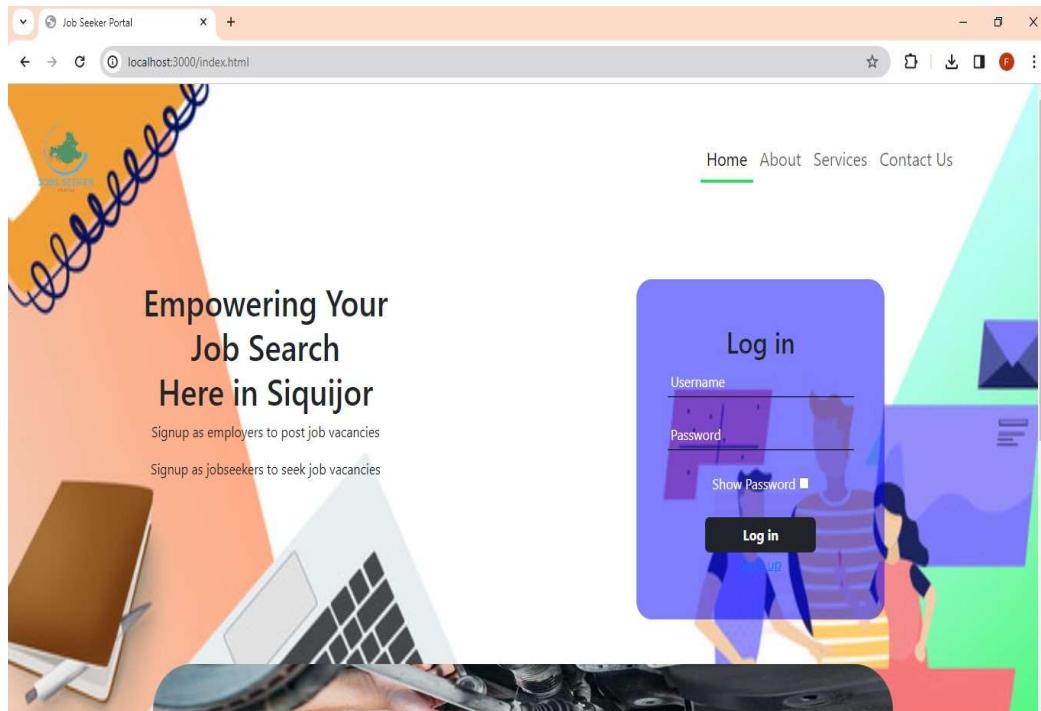
OBJECTIVE OF THE STUDY

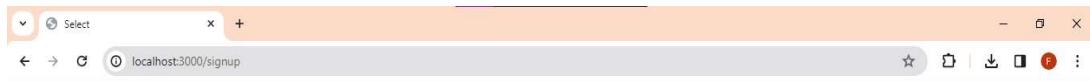
The research title "Siquijor Job Seekers Portal" aims to achieve the following objectives:

- * To develop a web-based portal that will provide job seekers in Siquijor, Philippines with a platform to find job openings, submit their resumes, and connect with potential employers.
- * To provide employers in Siquijor with a platform to post job openings, search for qualified candidates, and manage their recruitment process.
- * To make it easier for job seekers in Siquijor to find jobs that match their skills and experience.
- * To help employers in Siquijor to find qualified candidates to fill their open positions.
- * To reduce unemployment in Siquijor.
- * To increase economic growth in Siquijor.

The Siquijor Job Seekers Portal has the potential to be a valuable resource for both job seekers and employers in Siquijor. By achieving its objectives, the portal could help to reduce unemployment, increase economic growth, and improve the match between job seekers and employers.

SCREENSHOTS





Service Provider

or



Client



Sign up as Service Provider

Enter Fristname

Enter Lastname

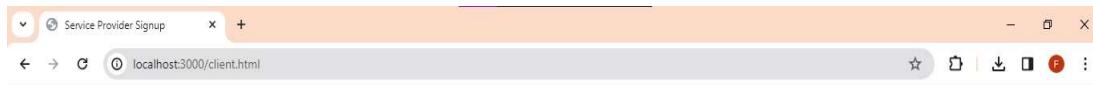
Age Gender: Male

Enter Username

Enter Password

Enter Address

Enter Email(optional)



Main

localhost:3000/login

JOBSITE

Search Category

≡

Recruiter Name: Frequemarf Paculba
Address: Larena,Siquijor
Finding: electrician
Description: Looking for electrician nga andam mutaod og kahayag sa akong kinabuhin
Date Issued: 12/4/2023

Message

Recruiter Name: Frequemarf Paculba
Address: Larena,Siquijor
Finding: cook
Description: Muluto og sud an
Date Issued: 12/4/2023

Message

+

Main

localhost:3000/login

Provider Profile

The screenshot shows a web browser window with the URL `localhost:3000/login`. On the right side, a modal window titled "Provider Profile" is open, displaying a profile picture of a person with pink hair and a purple outfit, with the name "Freak" below it. Below the name are the location "Larena,Siquijor" and two buttons: "Edit Profile Details" and "Logout". On the left, there is a blurred background of a job listing card for an electrician named Frequemarf Paculba.

Search Category

Provider Profile

Freak

Larena,Siquijor

Edit Profile Details

Logout

Recruiter Name: Frequemarf Paculba

Address: Larena,Siquijor

Finding: electrician

Description: Looking for electrician nga andam mutao og kahayag sa akong kinabuhi

Date Issued: 12/4/2023

Message

Main

localhost:3000/login

The screenshot shows a web browser window with the URL `localhost:3000/login`. At the top, there are navigation tabs for "Food", "Maintenance", "Craft", and "Home Service". On the right side, there is a user profile picture of a person wearing a cap. Below the tabs, there are three job listing cards displayed in a grid. Each card includes a profile picture, the recruiter's name, address, finding, description, date issued, and a "Message" button.

Food ▾ Maintenance ▾ Craft ▾ Home Service ▾

Search Category

Recruiter Name: Frequemarf Paculba

Address: Larena,Siquijor

Finding: electrician

Description: Looking for electrician nga andam mutao og kahayag sa akong kinabuhi

Date Issued: 12/4/2023

Message

Recruiter Name: Frequemarf Paculba

Address: Larena,Siquijor

Finding: cook

Description: Muluto og sud an

Date Issued: 12/4/2023

Message

Recruiter Name: Eren Yeager

Address: Wall Maria

Finding: baker

Description: Mubake nga maau pd mutimpla og palaman

Date Issued: 12/4/2023

Message

Main

localhost:3000/login

Job Seekers Profile

Venzkie

Poblacion, San Juan, Siquijor

Edit Profile Details

Logout

Job Seeker Profile

Search Category

Food Maintenance Crafts

Recruiter Name: Frequemarf Paculba

Address: Larena,Siquijor

Finding: electrician

Description: Looking for electrician nga andam mutao og kahayag sa akong kinabuhî

Date Issued: 12/4/2023

Message

Recruiter Name: Frequemarf Paculba

Address: Larena,Siquijor

Finding: cook

Description: Muluto og sud an

Date Issued: 12/4/2023

Message

Recruiter Name: Venzkie

Address: V

Finding: b

Description: og palama

Date Issued: 12/4/2023

Message

Main

localhost:3000/login

Provider Profile

Freak

Larena,Siquijor

Edit Profile Details

Logout

Provider Profile

Search Category

Food Maintenance Crafts

Recruiter Name: Frequemarf Paculba

Address: Larena,Siquijor

Finding: electrician

Description: Looking for electrician nga andam mutao og kahayag sa akong kinabuhî

Date Issued: 12/4/2023

Message

Recruiter Name: Frequemarf Paculba

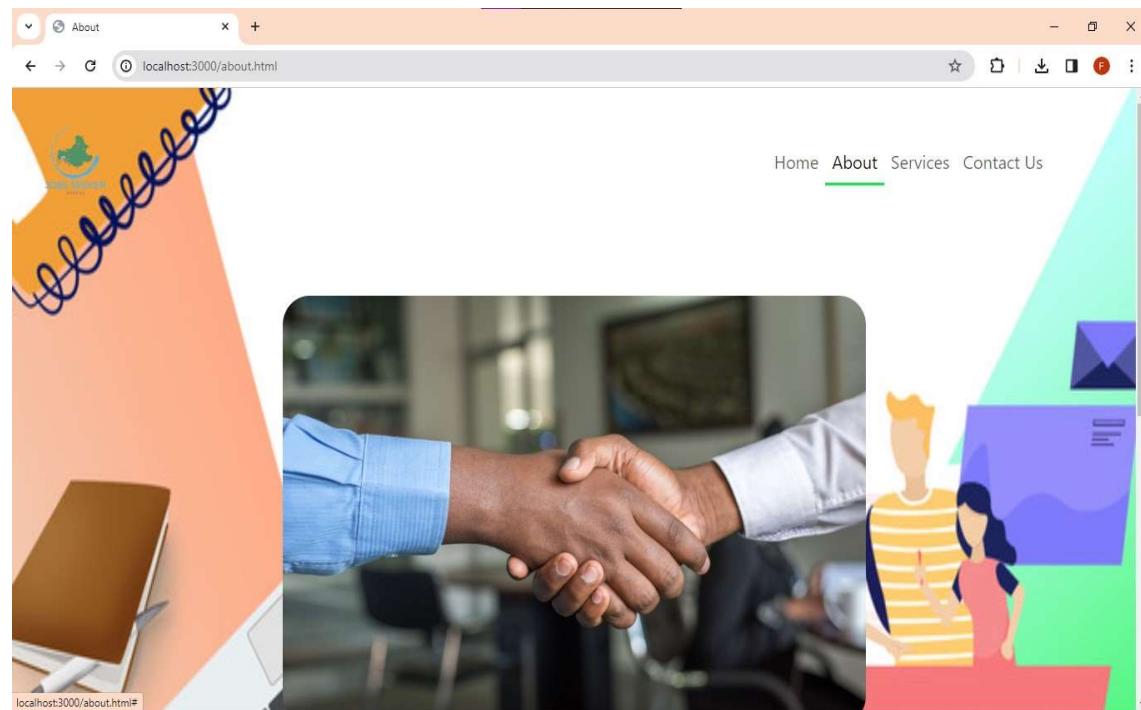
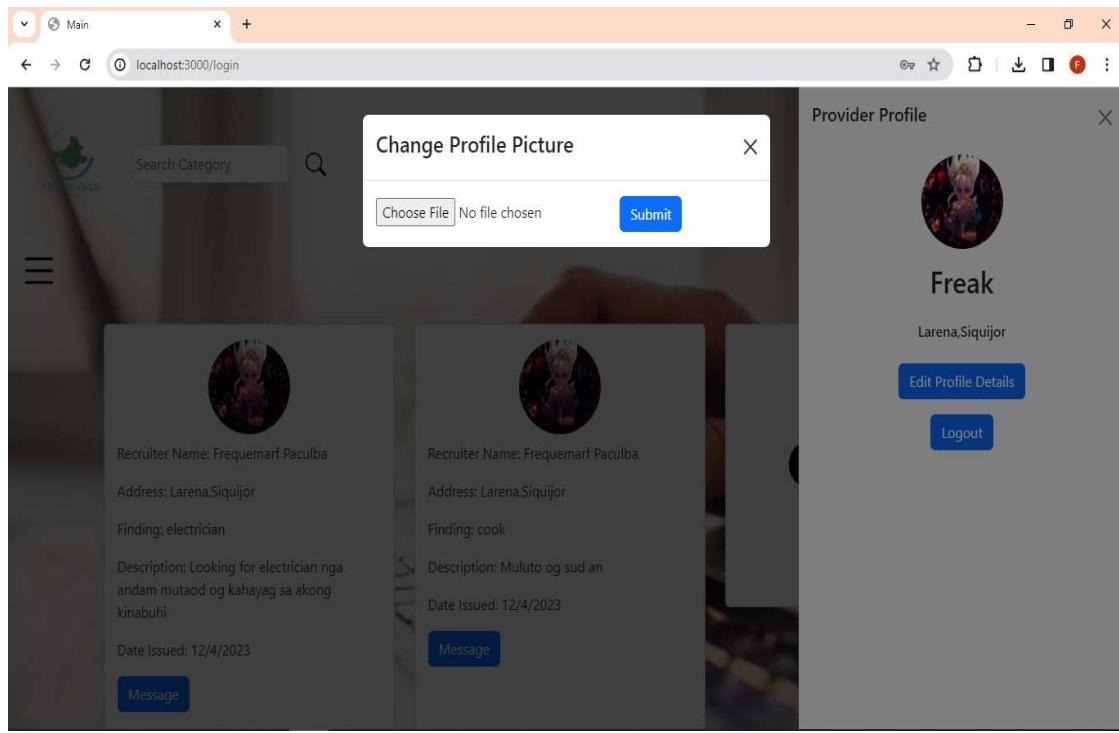
Address: Larena,Siquijor

Finding: cook

Description: Muluto og sud an

Date Issued: 12/4/2023

Message



Food

The "Food Services" category offers a diverse and exquisite culinary experience delivered to your doorstep. With a team of skilled chefs, the services cater to various occasions, providing a range of traditional and international cuisines. Emphasizing quality, freshness, and customization for dietary needs, the menu ensures a delightful experience for all preferences. The easy online ordering and prompt delivery make enjoying these culinary delights convenient. Elevate your dining experience with our Food Services, whether it's a small gathering or a grand celebration.

Maintenance

The "Maintenance Services" category offers comprehensive solutions for property and equipment upkeep. Services include property maintenance, equipment care, landscaping, and facility management. With a proactive approach, the team ensures timely repairs, emergency services, and customized maintenance plans tailored to unique needs. The goal is to provide worry-free maintenance, keeping properties and equipment in optimal condition through regular checks and specialized care.

Contact Us

Get in Touch

If you have any questions or feedback, feel free to reach out to us. We're here to help!

Your Name

Your Email

Your Message

Submit

Our Office

Siquijor Job Seeker Portal

123 Job Street
Siquijor Island, PH 12345

Contact Information

Email: info@siquijorjobportal.com

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