Talent Hunt

Abhinaya Kannan
19MIS1187
Vellore Institute of Technology
Chennai, India
abhinaya.kannan2019@vitstudent.ac.in

Rizwan Mohammed Kareem
19MIS1101
Vellore Institute of Technology
Chennai, India
rizwanmohamed.kareem2019@vitstudent.ac.in

Kshitiz Goyal
19MIS1009
Vellore Institute of Technology
Chennai, India
Kshitiz.goyal2019@vitstudent.ac.in

Abstract— Our idea is to create a platform where people are recognized by the projects that they build and the skills that they possess. We enable brilliant minds to collaborate easily. People or groups can find the necessary skill easily with our platform. We allow talented people to be heard by rest of the world. People can post about their projects and their skills. We even create a possibility for talented groups to be recognized and supported by investors.

Our platform will get the personal and skill details possessed by a user which will help to create something unique. We display the necessary people's profile whose skills you might need to accomplish your mission. We enable users to update your details regularly. We also have a rating system which increases after every successful completion of a project and decreases if the project fails. The rating system prevents users from providing false details in their profiles. We provide a way for the users to form teams which keep track of all the members of a group. Teams will also provide a way for users to contact a group which shares the same motive as the user.

I. Problem Statement

Plenty of talent out there yet there is struggle for innovation. Why? Most of the skills go down the drain without any purpose. Most often it's due to lack of support, or not being able to find the right team. It is essential for the world to identify people based on their skills and not because of their ancestral history. Despite having a huge percentage of the world's population in our country we contribute only a small number of innovative ideas. It is high time we start taking measures to bring the right minds together. "Innovation doesn't happen on its own. It happens when rightly talented people come together and work hard to create something." Nepotism has become a very common issue in our country yet there are no measures to curb it. If we continue to practice nepotism then our country's growth rate will be stunted. Under-qualified people will continue to take over the positions of deserving ones due to the sole reason that the deserving ones aren't from an influential family. Next, we have a problem in identifying talent. Just because someone has a sophisticated degree from a prestigious institution doesn't exactly mean that he/she is skilled in that field. We all are well aware of the gaps in our educational system. Therefore, it's important to identify people based on the work they have done in the past and not only on their educational qualification. In order to address these issues, we decided to create a platform where people are purely recognized by their talent and skill. Their family background and college degree doesn't matter to us. Through our platform we enable right minds to collaborate easily. Our platform will have detailed information on each person's skills, past experiences and their work expectations. Anyone struggling to express their talent and creativity will now have a chance to showcase them. We provide a way for the users to look into other people's profiles and form a team if they like to work together. Some interesting ideas of teams might catch the eye of big investors and helping the team to move forward on their vision. In order to prevent people from providing false data on their skill we will introduce a rating system which adjusts itself based on their performance in previous projects. We will also provide ways to upload images and videos of their previous work which helps them to gain more attention towards their work.

II. Project Objective and Scope

Our main objective is to help identify talented people without any judgments and stereotypes. Most of the time people see a lot of other factors while collaborating with a person. A graduate from a prestigious institution doesn't mean that he is guaranteed to be skilled in his subject, the same way; a person without a degree doesn't mean that he is unskilled. The only way to truly judge a person is through his performances in his past work. Sometimes deserving people are denied chances because of nepotism. In our platform there is no place for bribery and recommendations. To summarize, our objectives are –

Help identify talent easily
Recognize talent without and judgments and stereotypes
Help curb nepotism
Help raise money for small projects

III. Literature Review

With unemployment being a major issue, we wanted to contribute something to reduce it. So, when we searched the internet for apps that offered business and employment – oriented service. We found many apps like LinkedIn, Xing, etc., which mainly focused on professional jobs. So, we planned to develop an app called talent hunt that is more of public service.

One of the sole barriers to talent identification is not knowing where to search. Whenever small-scale projects happen, people often form teams with known faces and not the right skilled people. Most of the time forming teams with familiar people will end up in a situation where a few members are not interested in the project.Technologies like Git, Video Conferencing, Cloud storage have solved us our collaboration barriers. Even the current pandemic showed us that it is possible for humans to stay apart and still innovate. Another major problem with talent identification is nepotism.It's often the case where people get recognized based on their race, ethnicity, college they studied and not the skills that they possess.

To conclude, we came up with the following solutions, Create a website which judges' people only based on the skills that they possess and not because of their background.

We also have an image processing end in our application for the profile pictures and the images uploaded by the user of their project work. We have features like cropping, rotation and many more.Easy recognition of talented people.

Easy identification of various skills possessed by different people.We enable the possibility for big investors to support the development of small-scale projects. We also have a rating system which changes according to their performance in their

previous projects. The rating system will also point out any lies about a person's skills.
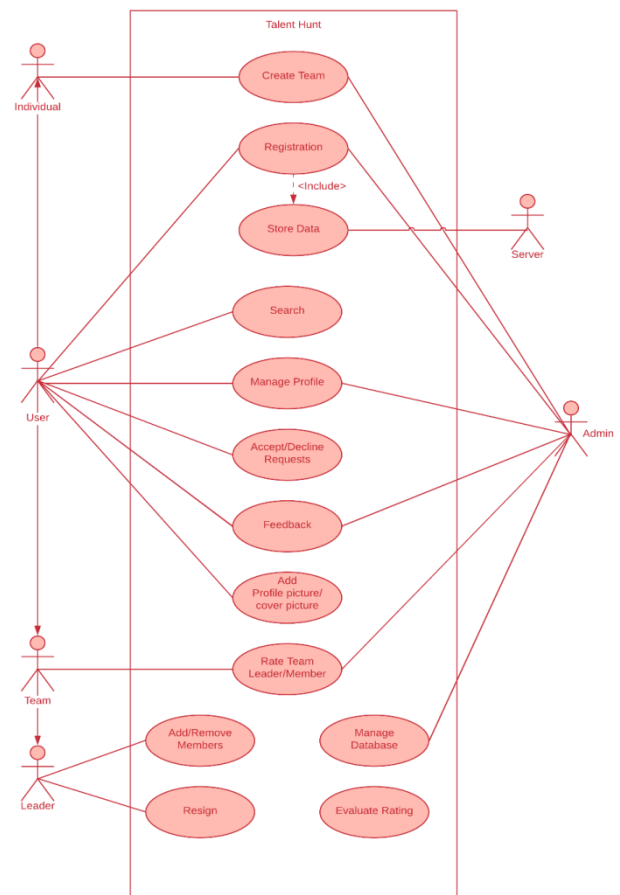
IV. UML Diagram
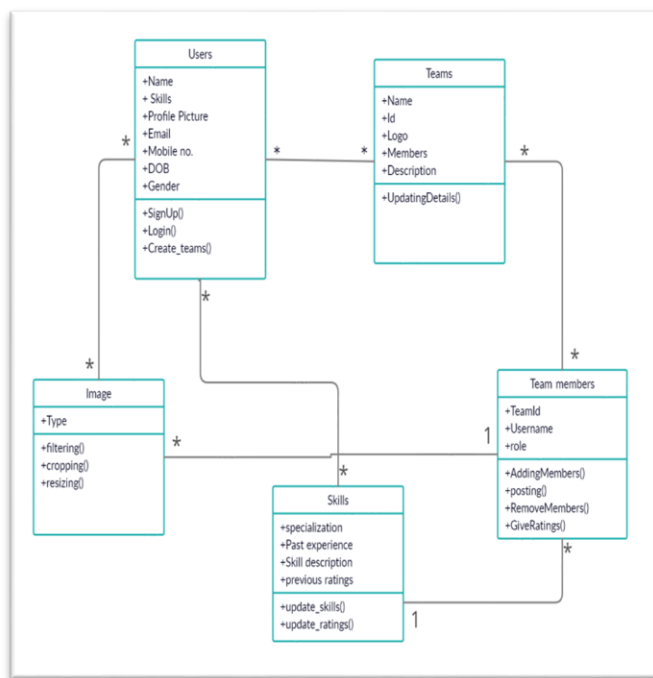
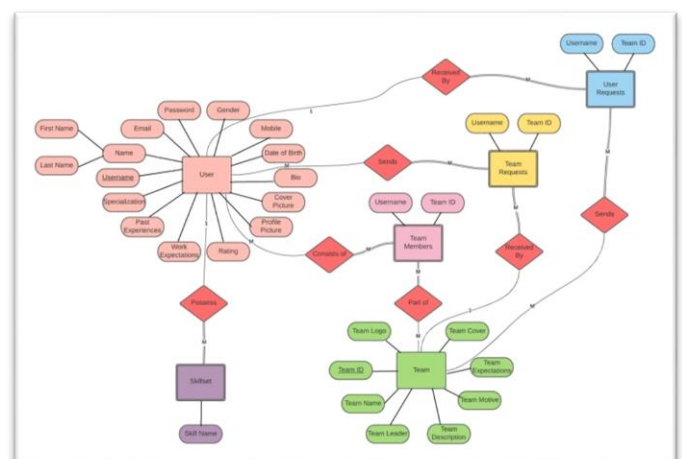## V. Data Flow Diagram
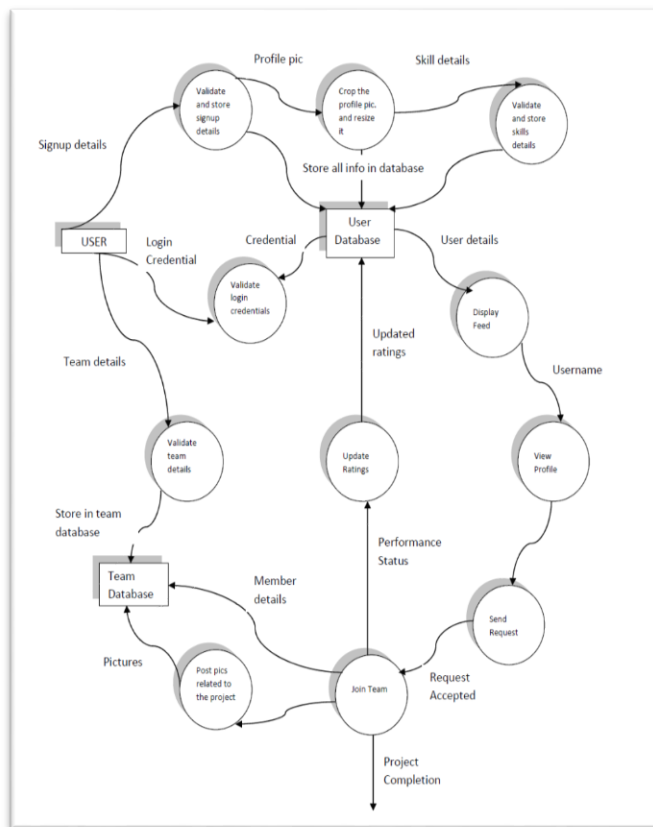
VI. Use Case Diagram

VII. ER Diagram

The database consists of six entities out of which four entities are weak entities.
The six entities are –
- User
- SkillSet
- Team
- Team Members
- User Requests
- Team Requests

The attributes and the relationship between the entities are explained in the ER diagram.

VIII. Proposed System with Architecture Diagram

1. Model View Controller (MVC):
It is a software design pattern that is used to implement user interfaces and gives emphasis on separating data representation from the components which interact and process the data.
It has 3 components and each component has a specific purpose:
- This Model is the central component of this architecture and manages the data, logic as well as other constraints of the application.
- The View deals with how the data will be displayed to the user and provides various data representation components.
- The Controller manipulates the Model and renders the view by acting as a bridge between both of them.

2. Model View Template (MVT):
This is yet another design pattern similar to MVC. It is also used for implementing web interfaces and applications but in contrast to MVC, the controller part is taken care for us by the framework itself.
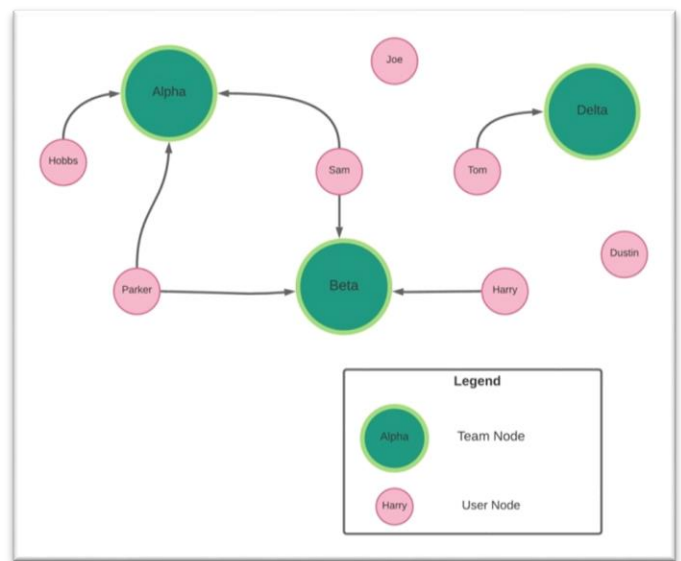It has 3 components and each component has a specific purpose:
- This Model similar to MVC acts as an interface for your data and is basically the logical structure behind the entire web application which is represented by a database such as MySql, PostgreSQL.
- The View executes the business logic and interacts with the Model and renders the template. It accepts HTTP request and then return HTTP responses.

The Template is the component which makes MVT different from MVC. Templates act as the presentation layer and are basically the HTML code that renders the data. The content in these files can be either static on dynamic.
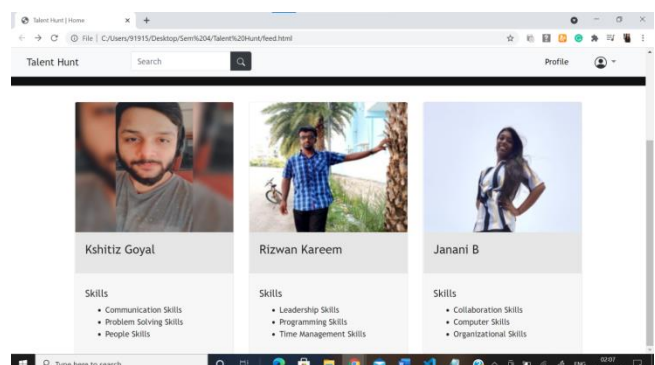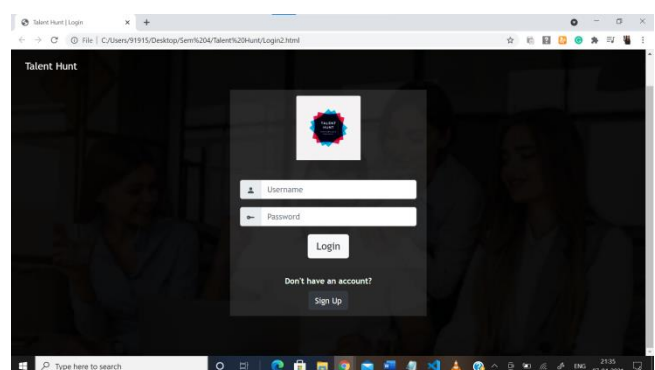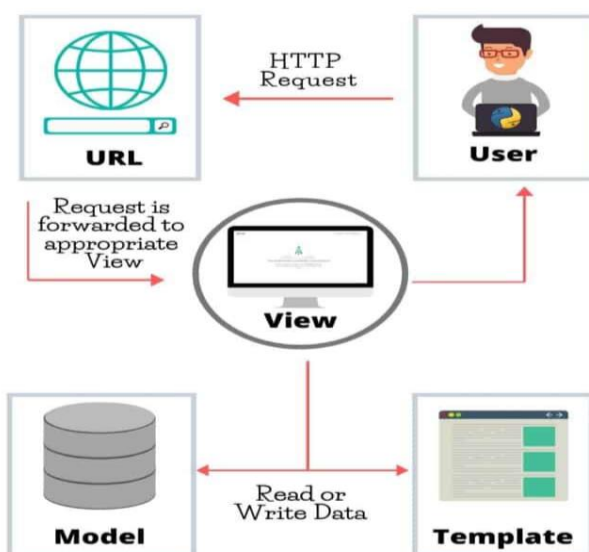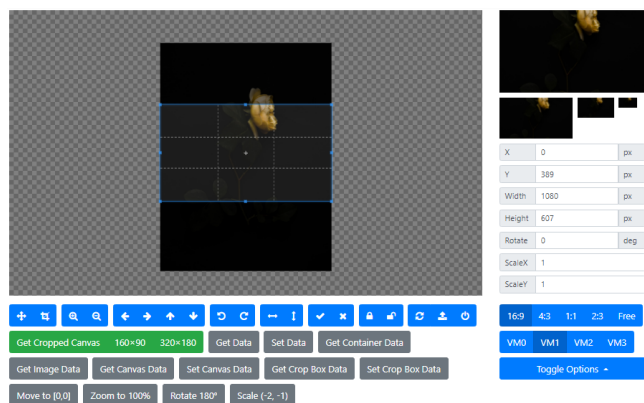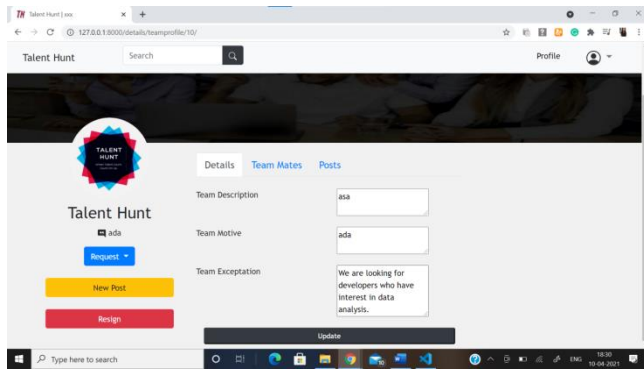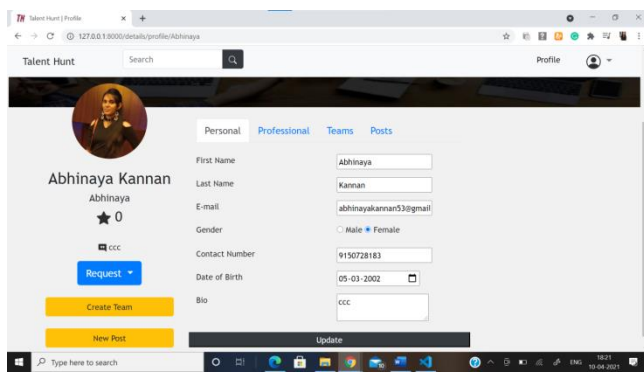
IX. Internal Data Structure

The internal data structure that is being used is a **graph**. We can create teams that enable collaboration of various users. In order to keep track of the users who are part of the teams the graph data structure is used. Each team is represented by a certain type of node and user is represented by a certain type of node. There can be edges from user node to team node but there can be no edges from user node to user node or team node to team node. Also there cannot be multiple edges between the same two nodes. Each edge that connects a user node to a team node signifies that the user is a member of that team.

A person with a certain skill will most probably be working in projects of similar kinds so having all the users in a graph data structure will help us provide improved suggestions to users and teams. Each team node should have at least one edge although it isn't necessary for a user node to have an edge compulsorily.

X. OUTPUT

riskier than you think?

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- Erica Holt-White and Rebecca Montacute (July 2020), COVID-19 and Social Mobility Impact Brief: Graduate Recruitment and Access to the Workplace
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XI. Conclusion

So, we have developed a web application in which a person will be recognised by his/her skillset and the projects they have done in past. With the help of our application users will be able to complete their projects efficiently and successfully by forming team with other users who have the required skillset. In this application we have included multimedia components such as uploading images, Cropping of image, rotation of image and many more.

XII. References

- Ondina ROSOIU and Cristian POPESCU, Bucharest University of Economic Studies, Romania (February 2016), E-recruiting Platforms: Features that Influence the Efficiency of Online Recruitment Systems.
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