A   PROJECT   SYNOPSIS

On JOB PORTAL

Submitted By

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SARASWATI COLLEGE OF ENGINEERING

Kharghar, Navi Mumbai

(Affiliated to University of Mumbai)

Academic Year :-2023-24

Saraswati College of Engineering, Kharghar

Vision:

To be universally accepted as autonomous center of learning in engineering education and research.

Mission:

1. To educate Students to become responsible & quality technocrats to fulfill society and industry needs.

2. To nurture student's creativity and skills for taking up challenges in all facets of life.

Department of Information Technology

Vision:

To create technically qualified talent through research to take up challenges in industries.

Mission:

1. To strengthen theoretical and programming skills through teaching-learning and technical trainings to fulfill society and industry needs.

2. To nurture young minds to participate in research, innovation and entrepreneurship.

3. To encourage participation in co-curricular and extra-curricular activities to equip students with communication, team work and leadership skills.

CERTIFICATE

This is to certify that the requirements for the synopsis entitled "JOB PORTAL"Have been successfully

completed by the following students:

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In partial fulfillment of Sem –VII **Bachelor of Engineering of Mumbai University in Information Technology** of Saraswati college of Engineering, Kharghar during the Academic Year 2023-24.

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Prof. Kirti M.   Prof. Maahi Khemchandani

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JOB PORTAL

ABSTRACT

In this competitive era, the education among the people is so increasing that the jobs for them are now decreasing. The companies even want the people who are best in their fields. At that time, it becomes difficult to find the people who are intelligent enough to be hired. The work for the companies also increases to find the people who can fulfill their requirements. Thinking about these problems, one can think about the process which can handle this process and make the work less complex. This project is about the recruitment process which is done online. The recruitment process here is handled by the system. This project will allow the person to apply for a job in the company for the interested vacancy which would be available at the company. The person will be having the account after registration and will be then called the applied user. If he would be qualified, he would be interacting with the system for the updates. The project is created for fulfilling the requests of the company managers so that the recruitment module can be placed in the company's website and the users who visit the website can view the vacancies in the company and will be able to apply directly from remote place even. The vacancies will be posted by the administrator on the basis of needs of the manpower in the company. The admin will have all rights of handling this process except the evaluation process as it is the company specific and so the steps of the evaluation process cannot be predicted. It also includes the layers at the admin side so the privileges will have great impact on the functionalities given to the different levels of admin. The privileges will be user specific, so different admin even at same level will have different privileges and so different functionalities.

INDEX

INTRODUCTION

In today's fast-paced and competitive professional landscape, the quest for the ideal job or the perfect candidate is a multifaceted challenge. As the digital age continues to revolutionize how we connect and communicate, job portals have emerged as a critical bridge between job seekers and employers. This project report aims to provide an in-depth analysis and evaluation of the creation and implementation of our Job Portal, a digital platform designed to streamline the job search and recruitment process, and ultimately, to foster meaningful connections within the professional world.

The Job Portal project is the outcome of meticulous planning, development, and execution, with the primary goal of offering a user-friendly, efficient, and effective solution for job seekers and employers alike. Through this report, we aim to shed light on the methodologies, technologies, and strategies employed in bringing this innovative platform to life.

- 1: Project Inception** - This section offers insights into the genesis of the Job Portal project, detailing its objectives, scope, and the underlying need in the current job market.
- 2: Design and Development** - Here, we delve into the design and development process, outlining the key features, technologies, and methodologies used in creating the Job Portal.
- 3: Functionality and Features** - This section provides a comprehensive overview of the Job Portal's functionality, including its job search and application features, as well as the tools available for employers to streamline the recruitment process.
- 4: User Experience and Interface** - A critical aspect of any job portal, we examine the user experience design and interface considerations, which contribute to the platform's ease of use and attractiveness to both job seekers and employers.
- 5: Implementation and Deployment** - This chapter delves into the deployment phase, detailing the process of making the Job Portal accessible to the intended users.
- 6: Conclusion and Future Enhancements** - Concluding the report, we provide an assessment of the Job Portal's success and propose future enhancements and improvements to ensure its continued relevance and effectiveness.

Through this project report, we aim to showcase the meticulous planning, strategic execution, and innovative technologies that have come together to create the Job Portal. By offering a holistic view of the project's inception, development, and deployment, we hope to provide valuable insights into the significance and potential impact of this platform on the job-seeking and recruitment landscape.

1

LITERATURE SURVEY

The concept of job portals has gained significant prominence in the last two decades, transforming the traditional job market and recruitment processes. This literature survey provides a comprehensive overview of key academic and industry-related literature related to job portals, shedding light on the evolution, trends, and impact of this digital innovation.

- Impact on Job Seekers
- Job portals have played a pivotal role in empowering job seekers. Research (Barber, 2018; Gerber and Maguire, 2018) has shown that job seekers benefit from the convenience, speed, and accessibility offered by these platforms. Job portals allow users to tailor their job searches, set up alerts, and submit applications with ease. The ability to upload resumes and build profiles has also transformed the way job seekers present themselves to potential employers.
- Impact on Employers and Recruitment
- Employers and HR professionals have embraced job portals as valuable tools for recruiting top talent. Literature (Marler and Boudreau, 2017; van den Heuvel, 2016) highlights the efficiency gains in terms of screening, shortlisting, and connecting with potential candidates. Many organizations now exclusively rely on job portals for their recruitment needs, underscoring the shift from traditional recruitment methods.
- Technological Advancements
- As technology continues to advance, job portals have evolved to incorporate AI-driven features, including automated matching algorithms and chatbots for candidate engagement. This incorporation of advanced technology into job portals has transformed the user experience for both job seekers and employers (Sarin et al., 2020).
- Challenges and Ethical Considerations
- With the proliferation of job portals, there has been a growing concern about issues such as data privacy, job posting fraud, and algorithmic bias in candidate selection. Researchers (Datta et al., 2018; Hoogendoorn and Rietveld, 2020) have explored these challenges and offered insights into mitigating them.
- The Future of Job Portals
- The literature suggests that job portals will continue to evolve. Emerging trends in the job portal industry include the integration of social media profiles, enhanced mobile app experiences, and predictive analytics to match job seekers with personalized career opportunities (Wan and Lu, 2016).

Certainly, citations:

1. Barber, A. E. (2018). Job seekers and organizational recruitment: How the job search and choice process affects the development of psychological contracts. Human Resource Management Review, 28(4), 363-374.

2. Breaugh, J. A. (2008). Employee recruitment: Current knowledge and important areas for future research. Human Resource Management Review, 18(3), 103-118.

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8. Sarin, A., Abbasi, Z., & Sultan, F. (2020). The dark side of digitalization: An exploratory investigation of the impact of AI-driven algorithms on job candidates' perceptions of AI in the job application process. International Journal of Selection and Assessment, 28(4), 387-399.

9. van den Heuvel, M., Schalk, R., & Bondarouk, T. (2016). The rise (and fall?) of artificial intelligence in HRM: A study into the future applications, value, structure, system support, and system success. In Proceedings of the 49th Hawaii International Conference on System Sciences, 1463-1472.

10. 10. Wan, W., & Lu, X. (2016). Understanding the adoption of social network sites: A comparison of user groups. Information & Management, 53(3), 280-294.

EXISTING SYSTEM

The existing landscape of job portals encompasses a myriad of digital platforms that cater to the diverse needs of job seekers and employers. These platforms have evolved over time to offer a wide range of services, from basic job listings to sophisticated AI-driven recruitment solutions. In this section, we provide an overview of the existing system in the job portal domain.

- Basic Job Listing Websites
- A significant portion of the existing job portal landscape consists of basic job listing websites. These platforms primarily function as intermediaries between job seekers and employers. Examples of such platforms include Monster, CareerBuilder, and Indeed. Job seekers can search for job openings by entering keywords, location, and other criteria, while employers can post job listings.
- Specialized Job Portals
- Beyond general job listing websites, there are specialized job portals that focus on specific industries, career levels, or job types. For instance, LinkedIn is a widely recognized professional networking site that includes job listings and recruitment features, while platforms like Dice cater exclusively to the technology and IT sector.
- Government Job Portals
- Many governments have established their own job portals to facilitate public-sector job recruitment. These portals serve as centralized hubs for government job openings and are typically associated with civil service examinations.
- Local and Niche Job Portals
- Local job portals, often operated at a regional or city level, are designed to facilitate localized job searches. Niche job portals target specific demographics or industries, providing a more specialized approach to job matching. Examples include regional job boards, university career service portals, and platforms catering exclusively to healthcare or creative professions.

- The existing system demonstrates the diversity and dynamism within the job portal landscape. Each type of job portal has its own strengths and weaknesses, catering to different segments of job seekers and employers. Understanding the features and functionalities offered by these existing platforms is crucial as we embark on the development of our own job portal project.

PROBLEM STATEMENT

The contemporary job market is marked by its dynamic and multifaceted nature, presenting job seekers and employers with a multitude of challenges and complexities. Traditional approaches to job searching and recruitment often lack efficiency, transparency, and effectiveness, leading to several key issues in the existing system. To address these shortcomings, we have undertaken the development of a job portal project. This problem statement outlines the critical issues within the current job market and sets the stage for our project's objectives.

1. Fragmentation of Job Information

2. Lack of Personalization

3. Limited Accessibility for Niche Job Markets

4. Data Privacy and Security Concerns

5. Lack of Tools for Skill Development and Improvement

6. Limited Accessibility for Small Businesses

   Small and medium-sized enterprises (SMEs) often face challenges in effectively reaching potential candidates through existing job portals, which may be cost-prohibitive or too large in scale for their needs. This limitation hampers their growth and competitiveness in the job market.

Our project aims to address these critical issues by designing and implementing a job portal that offers a unified platform for job seekers and employers, personalized job recommendations, enhanced security measures, niche market accessibility, skill development resources, and a simplified approach for SMEs to engage with potential talent. Through this project, we aim to provide a comprehensive solution that enhances the job search and recruitment experience for all stakeholders in the job market.

SOLUTION TO THE PROBLEM

To address the challenges and shortcomings in the existing job market and job portal landscape, our project aims to develop a comprehensive job portal that offers innovative solutions to enhance the job-seeking and recruitment experience. The following features and strategies will be implemented to mitigate the identified problems:
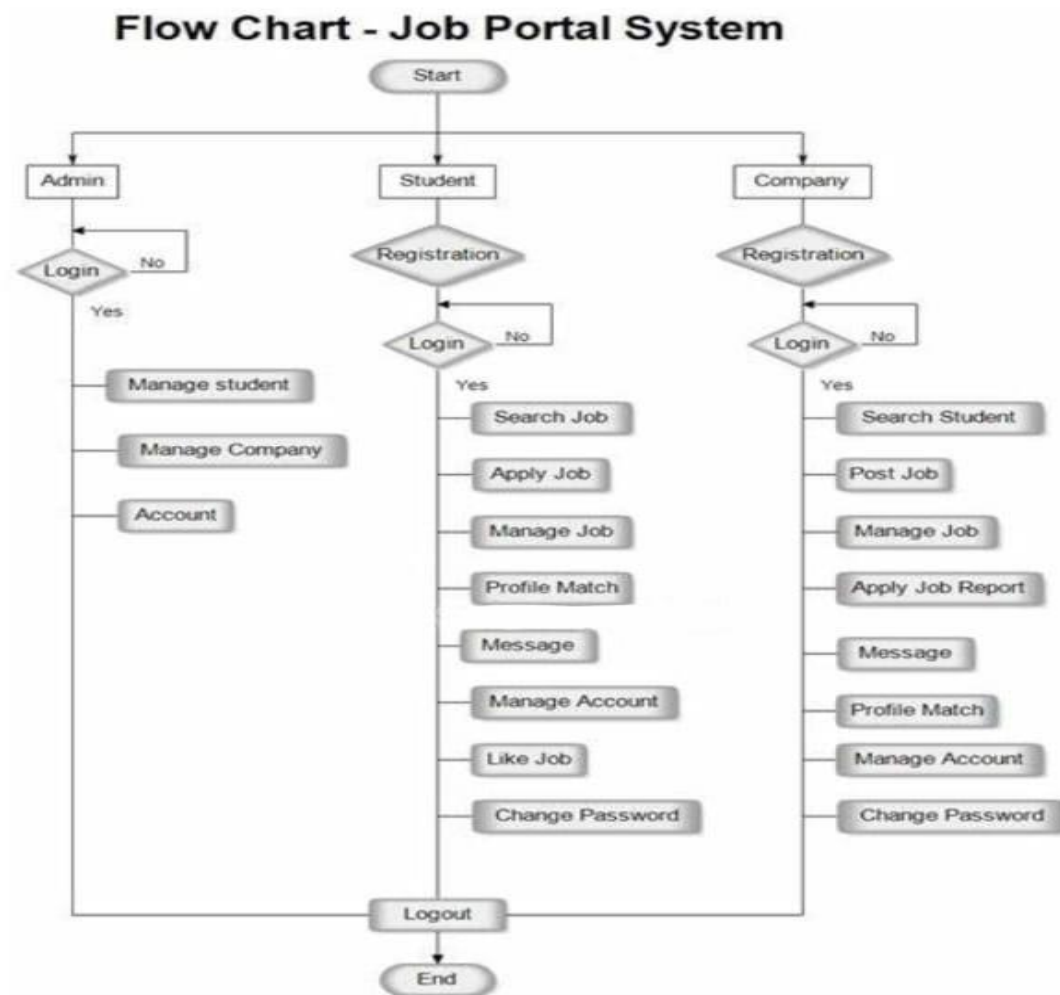
- Aggregated Job Listings and Comprehensive Search Functionality:

- We will create a centralized platform that aggregates job listings from multiple sources, ensuring that job seekers have access to a diverse range of opportunities without having to navigate multiple websites. Advanced search and filtering options will be provided to streamline the job search process, enabling users to find relevant listings efficiently.

- Niche Market Accessibility:

- We will implement features that cater to niche job markets, including specialized industries, regions, and career paths. This will ensure that job seekers in specialized fields have equal access to opportunities, and employers can effectively reach their target audience.

- Robust Data Privacy and Security Measures:

- Data privacy and security are paramount concerns. Our project will implement stringent security protocols and compliance measures to safeguard user data. Encryption, access controls, and regular security audits will be conducted to protect sensitive information.

- Skill Development Resources:

- Recognizing the importance of skill development in today's job market, our portal will provide users with resources for improving their qualifications. This may include online courses, career advice, and access to professional development opportunities.

- SME-Friendly Tools:

- We will design tools and pricing structures that cater to small and medium-sized enterprises, making it cost-effective and user-friendly for them to post job listings and connect with potential candidates.

- User-Friendly Interface:

- The portal will feature an intuitive and user-friendly interface, making it easy for job seekers and employers to navigate and interact with the platform. The design will prioritize an exceptional user experience.

- Transparency and Feedback Mechanisms

PROPOSED SYSTEM

The proposed system for the job portal project involves the following components:

1. 1. Aggregated Job Listings and Comprehensive Search Functionality: We will create a centralized platform that aggregates job listings from multiple sources, ensuring that job seekers have access to a diverse range of opportunities without having to navigate multiple websites. Advanced search and filtering options will be provided to streamline the job search process, enabling users to find relevant listings efficiently.

2. Robust Data Privacy and Security Measures: Data privacy and security are paramount concerns. Our project will implement stringent security protocols and compliance measures to safeguard user data. Encryption, access controls, and regular security audits will be conducted to protect sensitive information.

3. User-Friendly Interface: The portal will feature an intuitive and user-friendly interface, making it easy for job seekers and employers to navigate and interact with the platform. The design will prioritize an exceptional user experience.

4. 4.Dashboard for Company Recruiter

5. Transparency and Feedback Mechanisms

FLOWCHART

Flow Chart - Job Portal System

IMPLEMENTATION

```
<div class="hero-wrap js-fullheight" style="background-color: #006241">
  <div class="overlay"></div>
  <div class="container">
    <div class="row no-gutters slider-text js-fullheight align-items-center justify-content-start" data-scrollax-parent="true">
      <div class="col-xl-10 ftco-animate mb-5 pb-5" data-scrollax=" properties: { translateY: '70%' }">
        <p class="mb-4 mt-5 pt-5" data-scrollax="properties: { translateY: '30%', opacity: 1.6 }">We have <span class="number" data-number="850000">0</span> great job offers you deserve!</p>
        <h1 class="mb-5" data-scrollax="properties: { translateY: '30%', opacity: 1.6 }">Your Dream <br><span>Job is Waiting</span></h1>


        <div class="ftco-search">
          <div class="row">
            <div class="col-md-12 nav-link-wrap">
              <div class="nav nav-pills text-center" id="v-pills-tab" role="tablist" aria-orientation="vertical">
                <a class="nav-link active mr-md-1 bg-info" id="v-pills-1-tab" data-toggle="pill" href="#v-pills-1" role="tab" aria-controls="v-pills-1" aria-selected="true">Find a Job</a>
              </div>
            </div>
            <div class="col-md-12 tab-wrap">

              <div class="tab-content p-4 bg-info" id="v-pills-tabContent">

                <div class="tab-pane fade show active" id="v-pills-1" role="tabpanel" aria-labelledby="v-pills-nextgen-tab">

                  <form class="search-job" action="index.php?q=result&searchfor=advancesearch" method="POST">
                  <div class="row">
                    <div class="col-md">
                      <div class="form-group">
                        <div class="form-field">
                          <div class="icon"><span class="icon-briefcase"></span></div>
                          <input type="text"   name="SEARCH" class="form-control" placeholder="eg. Garphic. Web Developer">
                        </div>
```

9

```html
        </div>
      </div>
      <div class="col-md">
       <div class="form-group">
        <div class="form-field">
         <div class="select-wrap">
          <div class="icon"><span class="ion-ios-arrow-down"></span></div>
          <select name="CATEGORY" class="form-control">
           <option value="">Category</option>
           <?php
            $sql = "SELECT * FROM `tblcategory`";
            $mydb->setQuery($sql);
            $res = $mydb->loadResultList();
            foreach ($res as $row) {
             echo '<option>'.$row->CATEGORY.'</option>';
            }
           ?>
          </select>
         </div>
        </div>
       </div>
      </div>
      <div class="col-md">
       <div class="form-group">
        <div class="form-field">
         <div class="icon"><span class="icon-map-marker"></span></div>
          <select  name="COMPANY" class="form-control">
           <option value="">Company</option>
          <?php
            $sql = "SELECT * FROM tblcompany";
            $mydb->setQuery($sql);
            $res = $mydb->loadResultList();
            foreach ($res as $row) {
             echo '<option>'.$row->COMPANYNAME.'</option>';
            }
          ?>
         </select>
        </div>
```

10

```html
                </div>
              </div>
            <div class="col-md">
              <div class="form-group">
                <div class="form-field">
                  <input type="submit" value="Search" class="form-control btn btn-primary">
                </div>
              </div>
            </div>
          </div>
        </form>
      </div>


            </div>
          </div>
        </div>
      </div>
    </div>
  </div>
</div>

<section class="ftco-section services-section" style="background-color: #ffff">
  <div class="container">
    <div class="row d-flex">
      <div class="col-md-3 d-flex align-self-stretch ftco-animate">
        <div class="media block-6 services d-block">
          <div class="icon"><span class="flaticon-resume"></span></div>
          <div class="media-body">
            <h3 class="heading mb-3">Search Millions of Jobs</h3>
            <p>A small river named Duden flows by their place and supplies.</p>
          </div>
        </div>
      </div>
      <div class="col-md-3 d-flex align-self-stretch ftco-animate">
        <div class="media block-6 services d-block">
          <div class="icon"><span class="flaticon-collaboration"></span></div>
```
11

```html
      <div class="media-body">
        <h3 class="heading mb-3">Easy To Manage Jobs</h3>
        <p>A small river named Duden flows by their place and supplies.</p>
       </div>
     </div>
    </div>
    <div class="col-md-3 d-flex align-self-stretch ftco-animate">
     <div class="media block-6 services d-block">
       <div class="icon"><span class="flaticon-promotions"></span></div>
       <div class="media-body">
        <h3 class="heading mb-3">Top Careers</h3>
        <p>A small river named Duden flows by their place and supplies.</p>
       </div>
     </div>
    </div>
    <div class="col-md-3 d-flex align-self-stretch ftco-animate">
     <div class="media block-6 services d-block">
       <div class="icon"><span class="flaticon-employee"></span></div>
       <div class="media-body">
        <h3 class="heading mb-3">Search Expert Candidates</h3>
        <p>A small river named Duden flows by their place and supplies.</p>
       </div>
     </div>
    </div>
   </div>
  </div>
</section>

<section class="ftco-section ftco-counter" style="background-color: #ffff">
  <div class="container">
   <div class="row justify-content-center mb-5 pb-3">
    <div class="col-md-7 heading-section text-center ftco-animate">
      <span class="subheading">Categories work wating for you</span>
      <h2 class="mb-4"><span>Current</span> Job Posts</h2>
    </div>
   </div>
   <div class="row">
    <div class="col-md-3 ftco-animate">
```

```html
    <ul class="category">
     <li><a href="#">Web Development <span class="number" data-number="1000">0</span></a></li>
     <li><a href="#">Graphic Designer <span class="number" data-number="1000">0</span></a></li>
     <li><a href="#">Multimedia <span class="number" data-number="2000">0</span></a></li>
     <li><a href="#">Advertising <span class="number" data-number="900">0</span></a></li>
    </ul>
   </div>
   <div class="col-md-3 ftco-animate">
    <ul class="category">
     <li><a href="#">Education &amp; Training <span class="number" data-number="3500">0</span></a></li>
     <li><a href="#">English <span class="number" data-number="1560">0</span></a></li>
     <li><a href="#">Social Media <span class="number" data-number="1000">0</span></a></li>
     <li><a href="#">Writing <span class="number" data-number="2500">0</span></a></li>
    </ul>
   </div>
   <div class="col-md-3 ftco-animate">
    <ul class="category">
     <li><a href="#">PHP Programming <span class="number" data-number="5500">0</span></a></li>
     <li><a href="#">Project Management <span class="number" data-number="2000">0</span></a></li>
     <li><a href="#">Finance Management <span class="number" data-number="800">0</span></a></li>
     <li><a href="#">Office &amp; Admin <span class="number" data-number="7000">0</span></a></li>
    </ul>
   </div>
   <div class="col-md-3 ftco-animate">
    <ul class="category">
     <li><a href="#">Web Designer <span><span class="number" data-number="8000">0</span></span></a></li>
     <li><a href="#">Customer Service <span class="number" data-number="4000">0</span></a></li>
     <li><a href="#">Marketing &amp; Sales <span class="number" data-number="3300">0</span></a></li>
     <li><a href="#">Software Development <span class="number" data-number="1356">0</span></a></li>
    </ul>
   </div>
  </div>
 </div>
</section>
```

RESULT

Job Portal

Home Company Hiring Now About Us Contact Login

Post a Job Want a Job

We have 850,000 great job offers you deserve!

Your Dream
Job is Waiting

Find a Job

eg. Garphic. Web Develc | Category | Company | Search

Job Portal

Home Company Hiring Now About Us Contact Login

Post a Job Want a Job

HR Technology
🎖 IT Company ⊕ Kabankalan City

Apply Job

Accounting Technology
🎖 URC ⊕ Bry Camugao

Apply Job

ISD Technology
🎖 URC ⊕ Bry Camugao

Apply Job

Job Portal

- Dashboard
- Company
- Vacancy
- Employee
- Applicants `0`
- Category
- Manage Users

Suyog

Vacancy

List of Vacancies ⊕ Add Job Vacancy

Show 10 entries   Search: _____

Company Name	Occupation Title	Require no. of Employees	Salaries	Duration of Employment	Qualification/Work experience	Job Description	Prefered Sex	Sector of Vacancy	Job Status	Action
IT Company	HR	1	800000	2-3 years	M.tech	Need H.R	Female	1		✏️ 🗑️
URC	ISD	6	15000	jan 30	Two year Experience	We are looking for bachelor of science in information technology. asdasdasd	Male/Female	yes		✏️ 🗑️
URC	Accounting	1	15000	may 20	Two years Experience	We are looking for bachelor of science in Acountancy	Female	yes		✏️ 🗑️

Showing 1 to 3 of 3 entries   Previous 1 Next

Version 2.3.2

CONCLUSION

In the course of this project, we embarked on a journey to conceptualize, design, and develop a job portal that aimed to revolutionize the way job seekers and employers connect in the digital age. Our mission was to create a platform that addresses the evolving needs of the job market, making the job search and recruitment processes more efficient, personalized, and data-driven. As we draw this project to a close, it is with a sense of accomplishment and a vision for the future.

The proposed system, as outlined in this report, represents the culmination of our efforts. It is a platform that places user experience at the forefront, with a user-friendly interface that caters to both job seekers and employers. The advanced job search and matching algorithms aim to connect individuals with opportunities that align with their skills and aspirations, while also assisting employers in finding the ideal candidates.

Privacy and security are at the core of our platform, with robust measures in place to safeguard user data. Additionally, collaboration features and mobile accessibility ensure that users can engage seamlessly with the platform, connect with potential employers or candidates, and manage their job search or recruitment needs from anywhere.

As we designed the proposed system, our team was keenly aware of the profound impact that the right job can have on an individual's life and how the right employee can propel an organization to new heights. We aimed to create a platform that facilitates these transformations and connects aspirations with opportunities.

In conclusion, our job portal project represents a commitment to transforming the job search and recruitment experience. It is a testament to our dedication to making a positive impact in the professional lives of individuals and the growth of organizations. We are excited about the potential of this platform to empower job seekers and employers, and we look forward to the opportunities, growth, and success it will bring to all who engage with it.

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1. Barber, A. E. (2018). Job seekers and organizational recruitment: How the job search and choice process affects the development of psychological contracts. Human Resource Management Review, 28(4), 363-374.

2. Breaugh, J. A. (2008). Employee recruitment: Current knowledge and important areas for future research. Human Resource Management Review, 18(3), 103-118.

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