

Online Job Portal

A

SYNOPSIS

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(Affiliated to GGSIPU)

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SUBMITTED BY

Taniya Sharma

(02950102017)

UNDER THE GUIDANCE OF

Mr. Arun Dabas



DEPARTMENT OF COMPUTER SCIENCE

Integrated Institute of Technology,

Sector 9, Dwarka, New Delhi

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Title of Proposed Project Work: Online Job Portal

Name of Student - Taniya Sharma

Registration Number- 02950102017

Name of Guide- Mr. Arun Dabas

Designation-

Student's Signature

Guide Signature

Head of Department

Online Job

Portal

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Introduction

In today's competitive environment, getting jobs and searching for the right candidates assumes greater importance. Earlier, the advertisements of jobs were limited to newspapers. But now with the advent of internet, applying for jobs and getting a placement has become a hassle-free task. Online recruitment has become the standard method for employers and jobseekers to meet their respective objectives.

Online Job portal is an application which is meant for employers, job seekers and recruiters. This portal connects employer and job seekers where employers are the source of the resources and the job seeker can find and apply for their targeted job. For employers looking to recruit the most qualified candidates, it offers modern technology and superior services to simplify the recruitment process. For individuals thinking about new job, new career, or new direction, it helps them to explore the possibilities and find the opportunities that are right for them. The system offers Job search by browsing huge list of jobs posted by potential employers.

Using the application, employers can register themselves and post jobs which will be visible to all the site users whether registered or not registered. The employers can also view the job seekers profile and their resume who have applied to their posted job and accept or reject the application. The recruiters can also view the job seekers profile and their resume and can directly contact the desired job seeker using e-mail or call for the specific job. And the job seekers can find and apply for their targeted job, but only the registered job seekers can apply jobs and view status of applied jobs.

Employers and candidates can explore greater opportunities, as the job portal guides the candidates in various areas of job search and related things, such as building a resume, getting prepared for interview. The system also allows potential employers know about themselves and know who the top employer in the market. The employers can advertise their job vacancies; the candidates can post their resumes, even they give the feedback and reviews about the organisations they have previously worked.

The job portal will have an additional privilege of administrative module. The administrator has authority over the complete portal and manage the whole website content. Admin can see the recruiter requirements and search the relevant candidates for that profile. The admin will remove the duplicate job posting, and remove job posting that are reported as fake by job seekers.

Thus, the recruitment is made faster, easier and the barriers are reduced by advanced searching of the jobs. Finding and recruiting the best quality candidates seems to get more complicated in the coming days. So, the proposed system aimed to provide best class of employment services to job seekers, employers, and recruiters. The system provides free job search and services to employers, job seekers and recruiters. It should be quick, safe and easy to use.

Problems with existing job portals

- Current job portals have pricing for each facility they offer.
- Employers must repost the job after some period if they have not found the desired candidate.
- No tracker to track what is going on with each applicant while in a hiring process.
- No database of reference candidates for recruiters and employers.

Purpose

The purpose of the application is to develop a system that provide free employment related services to job seekers, employers, and recruiters, and overcome the problems that are there with the existing job portals. It gives the job seekers a platform for finding a right and a satisfactory job according to their qualification and enable employers to find suitable candidates. The administrative module of the application will help removing the duplicate job posting, and removing job posting that are reported as fake by job seekers.

Scope

The Scope for the system can be as follows: -

- Maintain job seeker, recruiter and employer records
- Provide Customized Job Postings
- Maintain Job Posting details.
- Provide database to employers and recruiters for referred candidates.
- Provide tracker facility to track what is going on with each applicant while in a hiring process.
- Provide guide to candidates regarding resume and interview process.
- Provide facility of reporting and posting reviews to companies.

Modules

The proposed application will consist of the following modules:

Administrative module: This module provides administrator related functionalities. This module will manage the job seeker, recruiters and employers' section. Admin can see the recruiter requirements & search the relevant candidates for that profile. It will help removing the duplicate job posting, and removing job posting that are reported as fake by job seekers.

Job seeker module: This module provides functionalities for job seekers. Job seekers can register themselves and can find and apply for their targeted job, but only the registered job seekers can apply jobs and view status of applied jobs. The candidates can post their resumes, even they give the feedback and reviews about the organisations. They can also report fake job postings and can get information on various areas of job-related things, such as building a resume, getting prepared for interview.

Employer module: This module provides functionalities related to employers. Employers can register themselves and post jobs which will be visible to all the site users whether registered or not registered. The employers can also view the job seekers profile and their resume who have applied to their posted job and accept or reject the application. The recruiters can also view the job seekers profile and their resume and can directly contact the desired job seeker using e-mail or call for the specific job. Employers and recruiters can select candidates based on their resume and maintain their database and can fix interview time.

Literature

Review

Unemployment is one of the serious social issues faced by both developing and developed countries. Dorn and Naz (2007) mentioned that one of the reasons for this problem is the unfair distribution or lack of information on job opportunities so people are unable to know the new job vacancies. It means that there are some jobs available, but jobseekers do not have access to that information. An efficient search of the internet might help to jobseekers in their job hunt.

The digital world has brought a new dimension to the world of recruiting. The World Wide Web, or Web 1.0, shortened the search time, costs and offered a transparent method of information for candidates (Salmen, 2012). E-Recruitment is an easiest and convincing way to attract high quality candidates, screening of suitable profiles, streamlining the application and selection process. E-recruitment, also known within the literature as online recruitment, cyber recruiting, or internet recruiting are synonymous. They imply formal sourcing of jobs online (Ganalaki, 2002). It is a complete process which includes job advertisements, receiving resumes and building human resource database with candidates and incumbents.

Online job portal system is a kind of e-recruitment system that allows users or the job seekers and companies to apply jobs and post jobs online respectively. Online job portal is a web-based recruitment system that can be defined as recruiting process which is conducted through web-based tools, for instance, a firm's corporate intranet or its public internet. This recruitment process through the online job portal can also be termed as e-recruitment, internet recruitment or online recruitment (M Kerrin, 2003).

There are some web portals that provide an efficient way to search the web for online information on job vacancies for jobseekers. The employers upload the job offerings in to the job portals. Online recruitment has been accepted not only by most of large companies but also the small ones. The organizations send information or jobs vacancies for posting on the portals and communicate with the applicants via the Internet and Email.

Gangle defined the concept of online recruitment or e-recruitment as the use of the Internet to search for jobs which have been advertised electronically. Thus, the employers advertise the job opportunities, save the resume and curriculum vitae (CV) of applicants, contact the jobseekers who are qualified, online. Today, the Internet has become one of the key methods for getting information relating to job vacancies.

Job portals are the starting point of jobseekers when searching for jobs. Thus, some job portals charge employers high fees to publish information on job vacancies. In spite of this, many employers still continue to advertise or publish information on job opportunities on the job portal, but limited in order to keep costs down. Many employers still believe that a jobseeker will visit job portals when searching for job vacancies.

A good job portal can also support knowledge sharing among the members. The number of online job portals continues to increase. It is believed that three quarters of people who are searching for jobs, use the internet and online portals. Gangle stated that online recruitment has the following advantages: employers can identify a large number of eligible job seekers and get their information easily. It means that companies or organizations can extend the search domain, hence, they have better prospect of selecting the most qualified candidates.

Internet provides employers a way to attract a higher number of candidates, especially, those who fulfill the job requirements. With online recruitment, people have access to the job information from anywhere in the world, while with the newspaper, information is disseminated at local level.

One key aspect of job portal is the cost. Companies spend less to publish or advertise job vacancies on the portals or websites, as compared to the use of other media such as newspaper or job fairs. Furthermore, online recruitment is very fast, and saves time. Once the employers upload the job vacancy on the portal, the jobseekers are able to view it and send in their resume. Therefore, cost and time saving are two significant advantages of job portals.

Online job portals can help jobseekers as they contain all required information about available vacancies in a single point. Such portals enhance efficiency in job recruitment as applicants can match their qualifications and skills to the requirements of employers. Generally, searching for jobs on the internet involves a process of information collecting because the jobseeker gathers information contained in the job portals, during the search.

A good job portal shares information and experiences with its members/users. This save time and efforts and better decisions can be made. Job openings requirements can be matched to an applicant's qualification and skills. In this way, job portals return not only the precise matches but also return the most similar match.

The members of the European Commission (EC) stated that online job portals should have quite similar characteristics that include: an online searchable database of positions for job

searcher; facilities to send CVs to the website; email alerts of jobs which match the users profile; extra instruction, for example, about working in foreign countries or career guidance; the capability to manage job applications; employers must have the ability to publish and manage job positions, search the CV database; and have online contact with potential jobseekers.

With the Online Job search portals, the recruitment process is speeded up at every stage from job postings, to receiving applications from candidates, interviewing process. The cost of searching/posting jobs will be much less compared to the traditional way of advertising. Job search portal stands as an effective means for Employers to outline the job vacancies, responsibilities and qualifications to attract jobseekers. Using the portal jobseekers can extensively search for jobs in companies, organizations and regions they may otherwise have not learnt. In addition, candidates/Employers can write a review about an organization, which might help them to change the way things are done.

Thus, Online recruitment is set to change the way in which companies recruit their workers. Online recruitment, as a fundamental business process, is the removal of complex and unnecessary paper works, and the introduction of streamlined workflow systems, reliable database applications, and efficient communication channels between job seekers and managers.

“At a relatively low cost, the Internet offers employers and job searchers access to detailed and up-to-date information about job searchers and job vacancies in different locations around the world”. In this manner, companies can commit themselves to equal opportunities as job providers and can attract new and qualified candidates

Objective

The objective of the application is to develop a system that provide free employment related services to job seekers, employers, and recruiters, and overcome the problems that are there with the existing job portals. It gives the job seekers a platform for finding a right and a satisfactory job according to their qualification and enable employers to find suitable candidates.

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Work Plan

and

Methodology

Software requirements

Front-End: HTML, Java Script, CSS

Back-End: PHP

Data base: My SQL

HTML

Hypertext Markup Language (HTML) is a structured markup language that is used to create Web pages. It is simply a collection of codes, called elements, that are used to indicate the structure and format of a document. A user agent, usually a Web browser that renders the document, interprets the meaning of these codes to figure how to structure or display a document.

Java Script

JavaScript is a prototype-based scripting language that is dynamic, weakly typed and has first-class functions. It is a multi-paradigm language, supporting object-oriented, imperative, and functional programming styles. JavaScript is primarily used in the form of client-side JavaScript, implemented as part of a Web browser in order to provide enhanced user interfaces and dynamic websites.

CSS

Cascading Style Sheets (CSS) that allows you to specify the presentation of elements on a web page (e.g., fonts, spacing, sizes, colors, positioning) separately from the document's structure and content (section headers, body text, links, etc.). This separation of structure from presentation simplifies maintaining and modifying web pages, especially on large-scale websites.

PHP

PHP (Hypertext Preprocessor) is a widely-used open source general-purpose scripting language that is especially suited for web development and can be embedded into HTML.

SQL

SQL is a structured query language used for querying database.

Time frame

| S.No. | Planned Task | Time Duration |
|--------------|--|----------------------|
| 1. | Planning and analysis | |
| | Current system analysis and Project planning | 1 Week |
| | Requirement analysis | 1 Week |
| 2. | Designing and coding | 2 Weeks |
| 3. | Implementation | |
| | Working with front-end | 2 Weeks |
| | Working with back-end | 2 Weeks |
| 4. | Validation and testing | 2 Weeks |
| 5. | Final presentation | 1 Week |

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Research articles

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Books

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- Internet and World Wide Web Deitel HM, Deitel ,Goldberg , Third Edition
- Programming PHP. Rasmus Lerdorf, Kevin Tatroe. (O'Reilly, ISBN 1565926102).
- PHP, MySQL, and JavaScript: A Step-By-Step Guide to Creating Dynamic Websites by Robin Nixon O'Reilly Media; 1 edition