

Faculty of Computing and Information Technology
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AMIT2014 Web and Mobile Systems
Short Report

Project Title	:	Job Recruitment System
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1. System Modules Outline

* Additional Features are highlighted in green

<p>1. Security Maintenance</p> <p>PIC: Ho Jun Yon</p> <ul style="list-style-type: none"> • Roles: Admin & Employer & Job Seeker • Login & Logout • Register • Password Hashing • Password Recovery (Email) • reCaptcha <p>PIC: Na Thee Lok</p> <ul style="list-style-type: none"> • Login Blocking Attempts <p>2. Admin Dashboard</p> <p>PIC: Ho Jun Yon</p> <ul style="list-style-type: none"> • Profile Photo Resizing & Cropping • Password Change • System Dashboard • Login Blocking Management (Unlock) • Advance Photo Processing (e.g. Rotate) • PDF Generator • On Screen Charts • Email Verification (OTP) • AJAX Searching, Sorting and Paging • Ai ChatBot <p>3. Spam Maintenance</p> <p>PIC: Na Thee Lok</p> <ul style="list-style-type: none"> • Inappropriate Job Listing (Job Report) • Job Report Filtering(By Date, Status) • Job Report manage(Delete) • Review User-Submitted Spam/Scam Reports • Spam Report Filtering(Report type, Status) • Spam Report manage(Delete) • AJAX Searching, Sorting and Paging • PDF Generator <p>4. Admin Maintenance (Admin)</p> <p>PIC: Na Thee Lok</p> <ul style="list-style-type: none"> • Profile Photo Upload • Profile Edit • Payment report view • Block & Unblock User Accounts • Block & Unblock Job • Generate Payment Reports PDF 	<p>5. Job Maintenance (Employer)</p> <p>PIC: Lai Jia Tong</p> <ul style="list-style-type: none"> • Job Listing & Detail (Edit) • New Job Posting • Job Filtering (Job type, Category, Location, Min Salary, Status) • Job Status Update • View Mode (Grid/List) • User preferences and customizations (Items per page) • AJAX Searching, Sorting and Paging • Maps integration • 3rd-party payment API integration <p>6. Question Maintenance (Employer)</p> <p>PIC: Lai Jia Tong</p> <ul style="list-style-type: none"> • Question Listing & Details (Edit) • Assign Question to Multiple Job • New Question Posting • Question Filtering • Display Answers in Application • Calculate Answer Completeness Rate • AJAX Searching, Sorting and Paging • UX improvement (drag and drop) • User preferences and customizations (Select preferred question type) <p>8. Application Maintenance (Employer)</p> <p>PIC: Chong Zhi Yi</p> <ul style="list-style-type: none"> • Applications Listing & Detail • Applications Filtering (Status, Job) • Applications Status Update • View, Download PDF • AJAX Searching, Sorting, Paging, Filtering • Email Notification (Status Updated)
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9. Calendar Maintenance (Employer)**PIC: Chong Zhi Yi**

- Interview Event Details
- Interview Event Management (CRUD)
- Email Notification (Scheduled have been edited/ cancelled)
- AJAX Searching, Filtering

10. Job Maintenance (Job Seeker)**PIC: Chong Wei Ni**

- Roles: Job Seeker
- AJAX Searching, Sorting and Paging
- Profile Completeness Meter
- JobSeeker Edit & Update Profile
- Report Job Listing (Spam/Scam)

11. Application Maintenance (Job Seeker)**PIC: Chong Wei Ni**

- Applications Listing & Detail
- Applications Filtering (Status)
- Applications Status Update
- Applications Saved Listing & Paging
- Application Status Notifications Updates
- Recent Applications View
- View submitted Q&A questions
- Upload Resume (PDF)

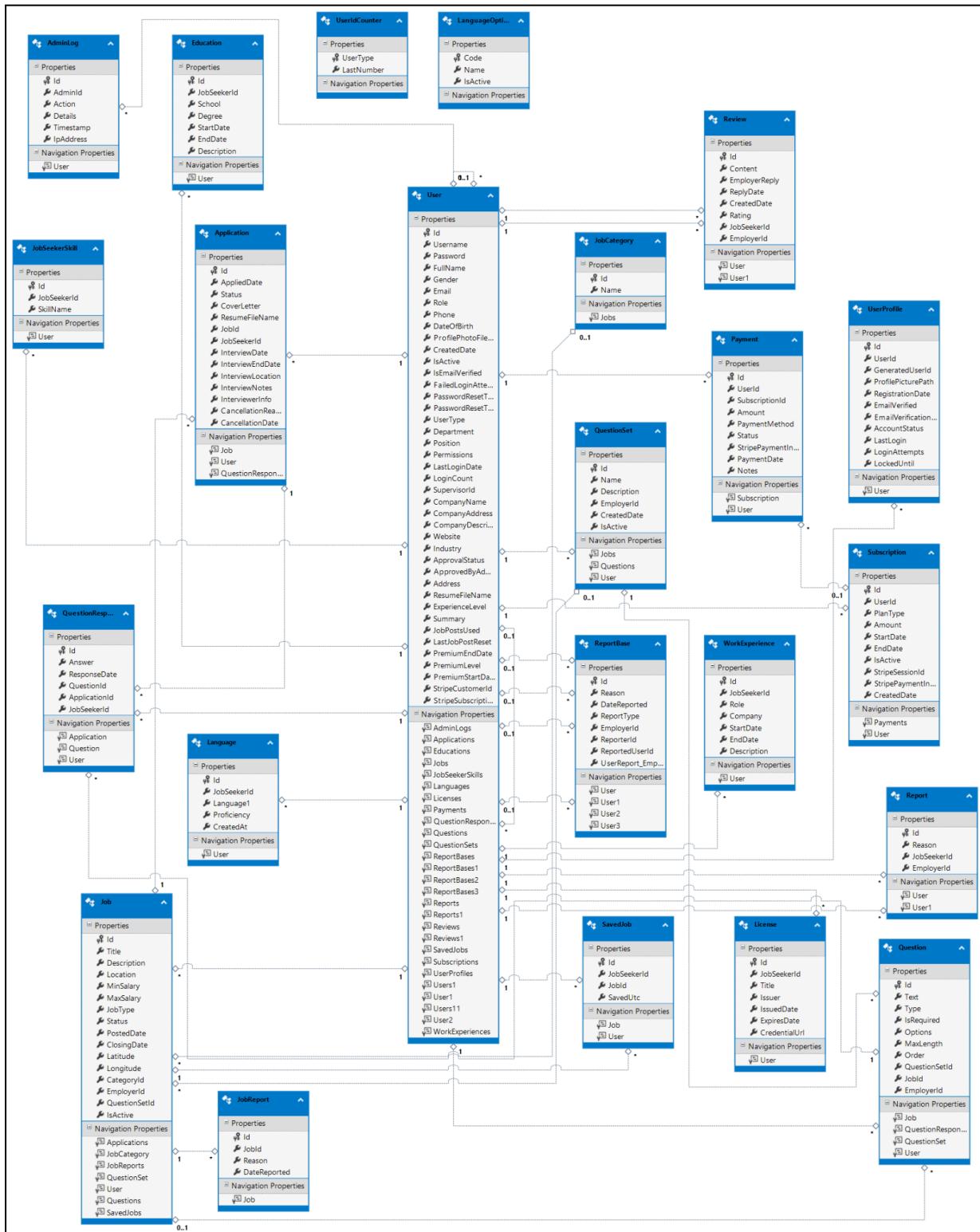
12. Other**PIC: Chong Zhi Yi**

- Employee Dashboard
- PDF & Excel Generator
- Charts (Employer Reports)

PIC: Chong Wei Ni

- Job Seeker Dashboard

2. Entity Class Diagram



3. Monetization Models

We propose the following software monetization models for making our system sustainable:

(A) License

The licensing model is a sustainable approach to monetizing the proposed job recruitment system. Under this model, employers and recruitment agencies will be charged a recurring fee, either monthly or annually, for access to the platform's features. To reduce entry barriers and encourage adoption, the system will provide a limited free trial in which each employer may post up to three jobs at no cost. This strategy allows potential clients to evaluate the system's effectiveness in attracting candidates before committing to a paid plan.

Following the free trial, employers will be required to subscribe to one of two licensing packages. The **Basic License** will be priced at **RM500 per month** and will allow up to **ten** active job postings. This package is particularly suitable for small to medium-sized enterprises that have lower recruitment needs. The **Premium License** will be priced at **RM1,500 per month** and will provide **unlimited job postings** as well as advanced features such as analytics dashboards, candidate ranking tools, resume filtering, and priority visibility of job listings. This option is more appropriate for larger organizations or recruitment agencies with ongoing hiring requirements.

To provide a rough revenue estimate, it is assumed that the platform will attract **50** companies in its first year of operation. Out of these, around **60 percent, or 30 companies**, are expected to subscribe to the Basic License at a cost of **RM500 per month**. This would generate **RM15,000 per month**, which amounts to **RM180,000 in annual revenue**. The remaining **40 percent, or 20 companies**, are assumed to subscribe to the Premium License at **RM1,500 per month**. This would contribute **RM30,000 per month**, equivalent to **RM360,000 per year**. When both figures are combined, the total projected revenue from licensing fees in the first year would reach **RM480,000**. This breakdown highlights the stability of the licensing model as a consistent income stream and demonstrates its scalability as more companies join the platform over time.

This licensing model ensures a steady and predictable stream of income, making it a viable foundation for long-term sustainability. The inclusion of a free trial period further enhances market competitiveness by lowering the initial risk for new users, thereby improving conversion rates. As the client base expands in subsequent years, revenue will scale accordingly, ensuring the system remains both profitable and sustainable.

(B) Advertising

The advertising model generates revenue by selling visibility and promotional opportunities on the platform. Employers and external organizations may purchase advertising services to reach a wider audience of job seekers. The two primary advertising options are sponsored job postings and third-party advertisements.

Sponsored job postings allow employers to pay a one-time fee to enhance the visibility of a specific job advertisement. For example, a sponsored posting could appear at the top of search results, be highlighted, or featured on the homepage to attract more applicants. Each sponsored listing will be charged at **RM300 per job post**. If an estimated **200 employers** purchase sponsored postings within a year, this would generate **RM60,000 in additional revenue**.

In addition, the platform will display targeted third-party advertisements, such as career training programs, online courses, or human resource services. These advertisements can be priced based on a **Cost-Per-Impression (CPM) model**, for instance **RM15 per 1,000 impressions**. With **20,000 active users per month** generating 10 ad impressions each, the platform would record **200,000 impressions monthly**. At **RM15 CPM**, this would produce **RM3,000 per month, or RM36,000 annually**.

Combined, these advertising opportunities are projected to yield approximately **RM96,000 annually**. While advertising revenue may initially represent a smaller portion of total income, it offers a scalable and flexible model that grows as the platform's user base and traffic expand. This not only diversifies revenue streams but also adds value for employers seeking faster and more targeted recruitment results.

(C) Transaction Fees

The transaction fee model ties the system's revenue directly to successful recruitment outcomes. Employers can post jobs for free or at a minimal cost, but a placement fee is charged when a candidate is successfully hired through the platform. This performance-based model is attractive to employers because they only pay when they achieve tangible results.

A reasonable structure would involve charging a fee equivalent to **5–10% of the candidate's first-month salary**. For example, with an average entry-level salary of **RM2,500** and a **7%** transaction fee, the platform would receive **RM175** per successful hire. If **300** successful hires occur in one year, this generates **RM52,500**. For higher-level positions, with an average salary of **RM6,000**, the fee would be **RM420** per hire. If 100 such placements are made annually, this would add **RM42,000**. Together, the total estimated revenue would be approximately **RM94,500 per year**.

This model directly aligns the platform's success with that of its clients, fostering trust and ensuring employers perceive value. While revenues may fluctuate depending on hiring volume, transaction fees provide a scalable income stream as the platform expands and achieves higher placement rates.

(D) Support

The support services model monetizes the platform by offering employers access to premium assistance and value-added services beyond the standard system. While basic customer support will be provided as part of the subscription, employers may choose to purchase premium support packages that include priority technical assistance, a dedicated account manager, 24/7 live chat, and consultancy for optimizing recruitment strategies.

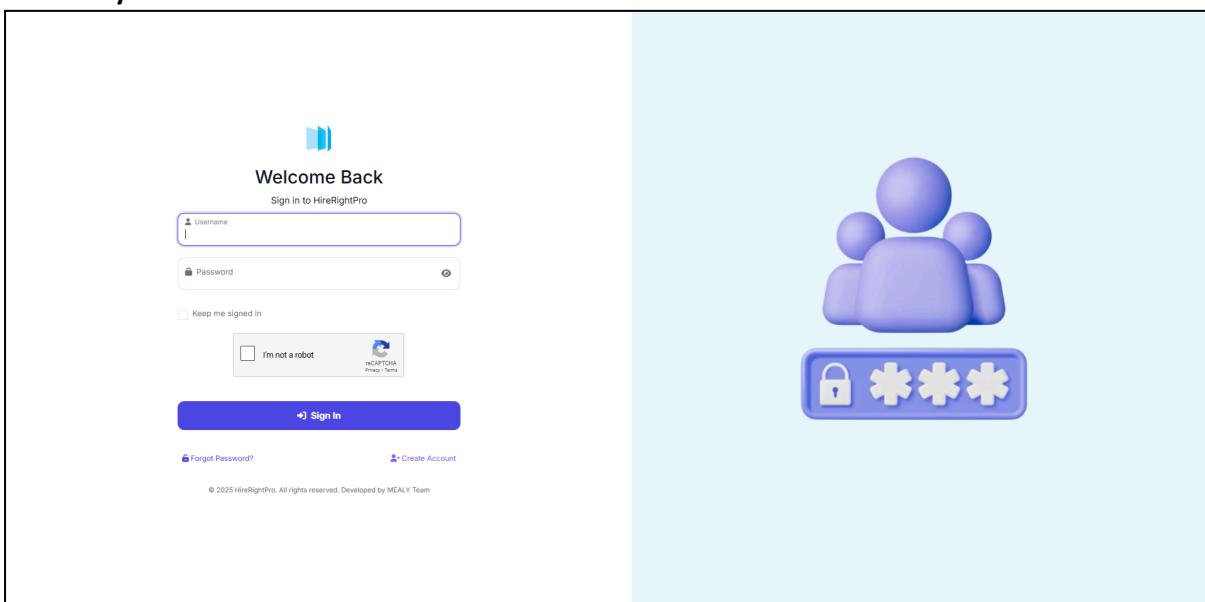
The **premium support package** could be priced at **RM200 per month**. If **40** employers subscribe, this would generate **RM96,000 annually**. Additionally, the system may offer customization services, such as integrating the platform with an employer's internal HR systems, generating custom analytics reports, or developing additional features upon request. These projects could be priced between **RM5,000 and RM10,000 each**. Assuming **ten** custom projects per year with an average value of **RM7,000**, this would add **RM70,000 in revenue**. Combined, the support services model could generate an estimated **RM166,000 annually**.

This model not only provides additional revenue but also strengthens customer loyalty, as employers receiving tailored support are more likely to continue using the system. Over time, premium support and customization services may become a key differentiator in a competitive recruitment technology market.

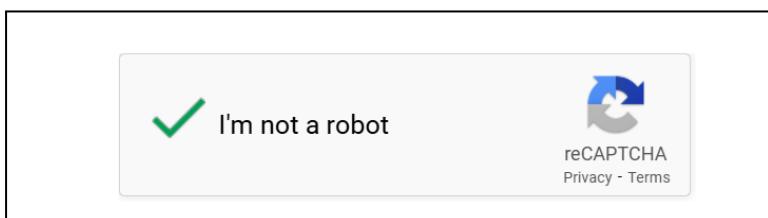
4. System Screenshots

(A) PIC: HO JUN YON

1. Security Maintenance

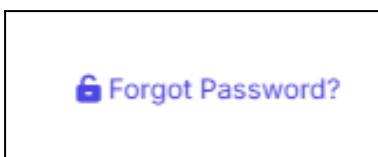


The login page allows users to sign in using their username and password, displaying error messages if any fields are left empty. Users can also securely log out at any time to end their session. The system supports three roles—Admin, Employer, and Job Seeker—and automatically redirects users to the appropriate dashboard based on their role.



Additional Function: reCaptcha

As an added security measure, the system integrates **Google reCAPTCHA** during the sign-in process. When attempting to log in, users are required to complete the "**I'm not a robot**" verification before they can proceed. This feature helps prevent automated bots from gaining unauthorized access and ensures that only legitimate users are able to sign in.



If users forget their password, they can click the **Forgot Password** option on the login page. The system will then send a **verification email** to the registered email address containing a secure reset link. By clicking the **Reset My Password** button in the email, users will be redirected to the password reset page, where they can create and confirm a new password to regain access to their account.

Forgot Password?

No worries! We'll send you a reset link

How it works:
Enter your email address and we'll send you a secure link to reset your password. The link will expire in 15 minutes for your security.

Email Address
Enter your registered email address

I'm not a robot reCAPTCHA
Privacy • Terms

Send Reset Link

Security Notice: For your protection, we don't reveal whether an email address exists in our system. You'll receive instructions only if the email is registered.

Check Your Email

We've sent you a password reset link

Reset link sent successfully!
We've sent a password reset link to your email address. Please check your inbox and follow the instructions to reset your password.

What to do next:

1. Check your email inbox for a message from HireRightPro
2. Look for an email with the subject "Password Reset Request"
3. Click the "Reset My Password" button in the email
4. Create your new password on the secure page
5. Login with your new password

Important: The reset link will expire in 15 minutes for security reasons. If you don't reset your password within this time, you'll need to request a new link.
Link expires in: 00:14:51

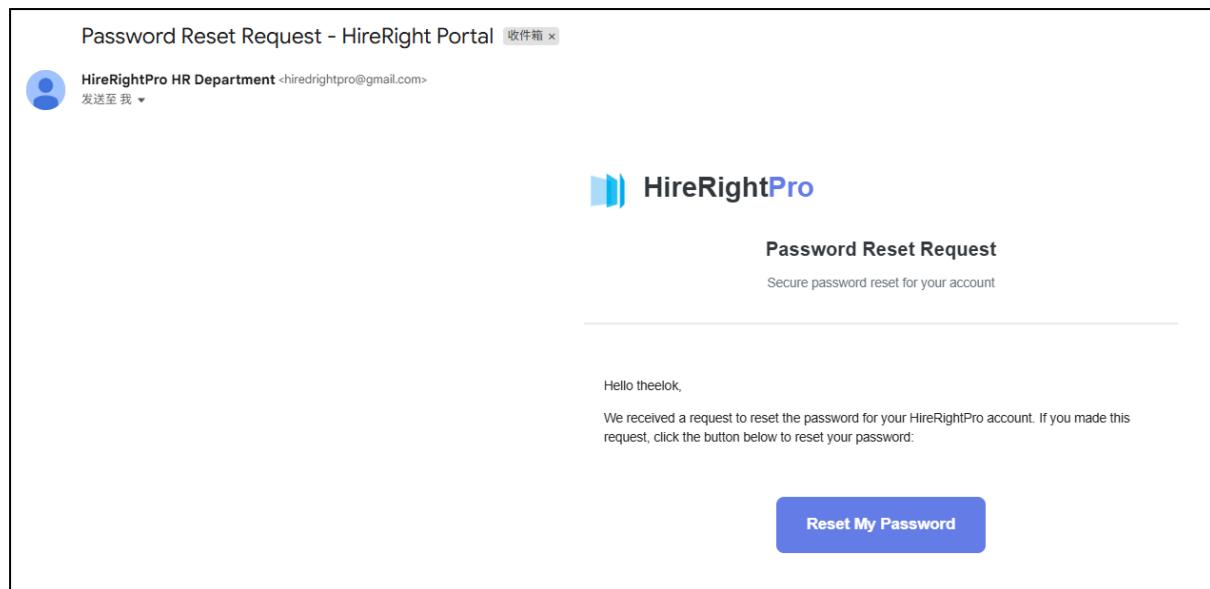
Can't find the email?

- Check your spam/junk mail folder
- Make sure you entered the correct email address
- Wait a few minutes for the email to arrive
- Add hiredrightpro@gmail.com to your contacts
- Check any email filters that might be blocking the message

Back to Login **Send Another Email**

If you continue to have problems, please contact our support team at hiredrightpro@gmail.com

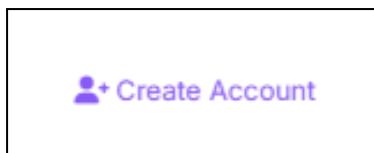
Once the user enters their email address and clicks the **Send Reset Link** button, the system immediately sends a secure password reset link to the provided email. At the same time, a confirmation message is displayed on the screen to notify the user that the request was successful. The message guides the user to check their inbox (and spam or junk folder, if necessary) and follow the reset link to securely create a new password.



The system will send an email to the user's registered address containing a secure link. By clicking the **Reset My Password** button within the email, users are redirected to the password reset page, where they can enter and confirm a new password to regain access to their account.

The 'Change Password' page features three input fields: 'Current Password', 'New Password' (with a note 'Minimum 6 characters'), and 'Confirm New Password'. A large blue 'Change Password' button is at the bottom. Below the form is a 'Back to Dashboard' link and a 'Password Requirements' section stating 'At least 6 characters long'.

Once the user clicks the reset link, they are redirected to the **Password Reset** page. On this page, they can securely enter a new password and confirm it. After saving the changes, the system updates their credentials, allowing them to log in with the newly created password.



If users do not already have an account, they can create one by clicking the **Create Account** option on the login page.

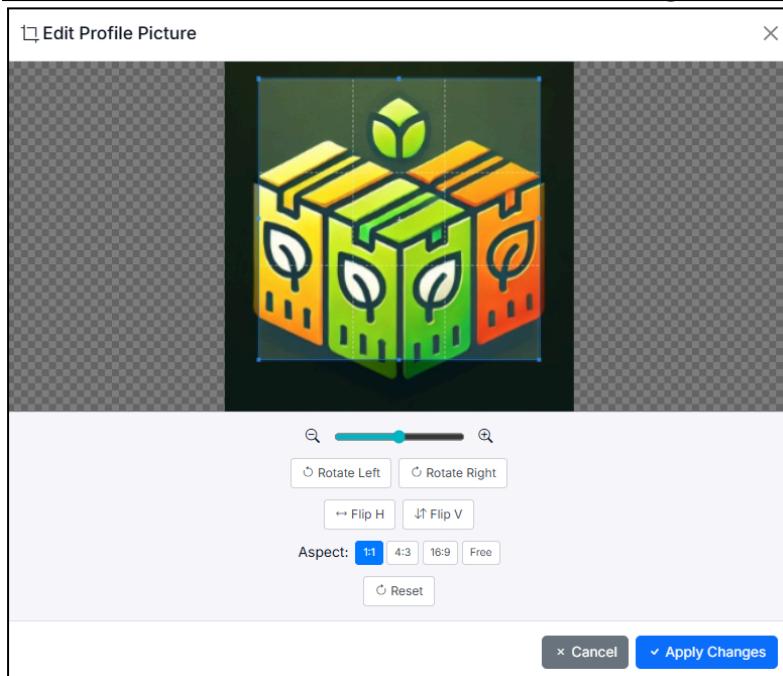
A screenshot of the "Register" page for the HireRightPro platform. The page has a light gray header with the logo and navigation links like "Dashboard", "Search Jobs", "Post a Job", "My Applications", and "Settings". On the left, there's a sidebar with an "AI Assistant" section showing "24/7 Available" and a "Guest User" section with "Please login to continue". The main content area has a title "Create Your Account" with a sub-instruction "Join our job recruitment platform today". It asks to "Select Account Type" between "Job Seeker" (looking for opportunities) and "Employer" (posting vacancies). There's a "Profile Picture" field with a placeholder image and a note about file size ("Required: Max size: 5MB (jpg, png, gif, webp)"). Below are fields for "Username", "Full Name", "Email Address", "Gender", "Password", and "Confirm Password". A note below says "Minimum 8 characters, include uppercase, lowercase, numbers and symbols for stronger security." A "Security Verification" section contains a reCAPTCHA checkbox and a CAPTCHA image. At the bottom, there's a checkbox for agreeing to "Terms and Conditions" and "Privacy Policy", a "Create Account & Verify Email" button, and a link "Already have an account? [Login here](#)".

During registration, users are prompted to select their **role** (either *Job Seeker* or *Employer*), upload a **profile photo**, and provide their **personal details** such as name, email, and contact information.

As part of the process, users must also complete the **reCAPTCHA verification** to confirm they are not a bot and agree to the platform's **Terms and Conditions** before their account can be created.

For security, all user passwords are automatically **hashed** before being stored in the database, ensuring that sensitive information is kept safe and protected.

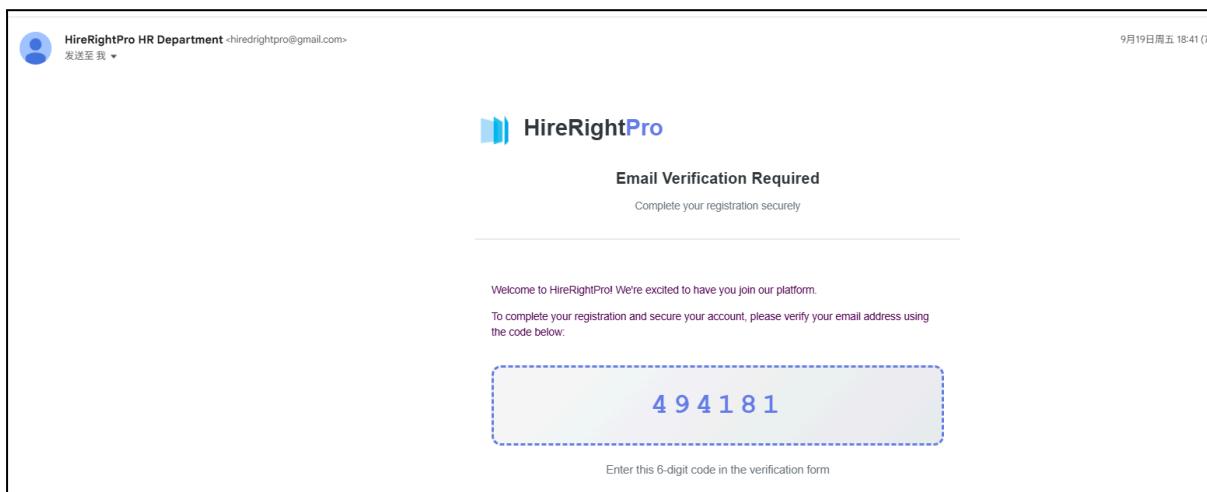
Additional Function: Advance Photo Processing (Resize, Crop & Rotate)



The system provides users with built-in photo editing tools to customize their profile images without needing external software. From this feature, users can:

- **Crop** the image to highlight a specific area.
- **Rotate** the photo left or right to adjust its orientation.
- **Flip** the photo horizontally or vertically for correct alignment.
- **Resize** or adjust the **aspect ratio** (e.g., 1:1 square format) to match platform requirements.

Additional Function: Email Verification (OTP)



When a new account is created, the system requires users to complete an **email verification process** using a **One-Time Password (OTP)**. After entering their email address during registration, the system automatically generates and sends a unique OTP code to the provided email.

The user must then enter this OTP on the verification page to confirm ownership of the email address. Only after successful verification can the account be fully activated, ensuring that all registered accounts are linked to valid and accessible email addresses.

2. Admin Dashboard

The Admin Dashboard provides a comprehensive overview of platform activity and performance. It includes sections for User Registration Trends, User Distribution, Job Status Overview, Top Performing Employers, Job Seekers' Performance, Recent Platform Activity, and a Test AI Integration section.

User Registration Trends (Last 6 Months)

Date	Job Seekers	Employers
Apr 2025	0.0	0.0
May 2025	0.0	0.0
Jun 2025	0.0	0.0
Jul 2025	0.0	0.0
Aug 2025	1.0	1.0
Sep 2025	0.0	0.0

User Distribution

User Type	Percentage
Job Seekers	50%
Employers	40%
Admins	10%

Job Status Overview

Status	Percentage
Active	50%
Closed	40%
Draft	10%

Top Performing Employers

Rank	Company	Jobs Posted	Applications	Success Rate
No employers found for selected criteria				

Job Seekers Performance

Rank	Name	Applications Sent	Interview Rate	Last Activity	Profile Completion
No job seekers found for selected criteria					

Recent Platform Activity

Activity Type	User/Company	Description	Time	Status
Job Posted	Tech Corporation	sds position posted	1 days ago	Published
Job Posted	Tech Corporation	axa position posted	1 days ago	Published
Job Posted	Tech Corporation	hsdjs position posted	2 days ago	Published
Registration	John Developer	New job seeker registered	Aug 01, 2025	Active

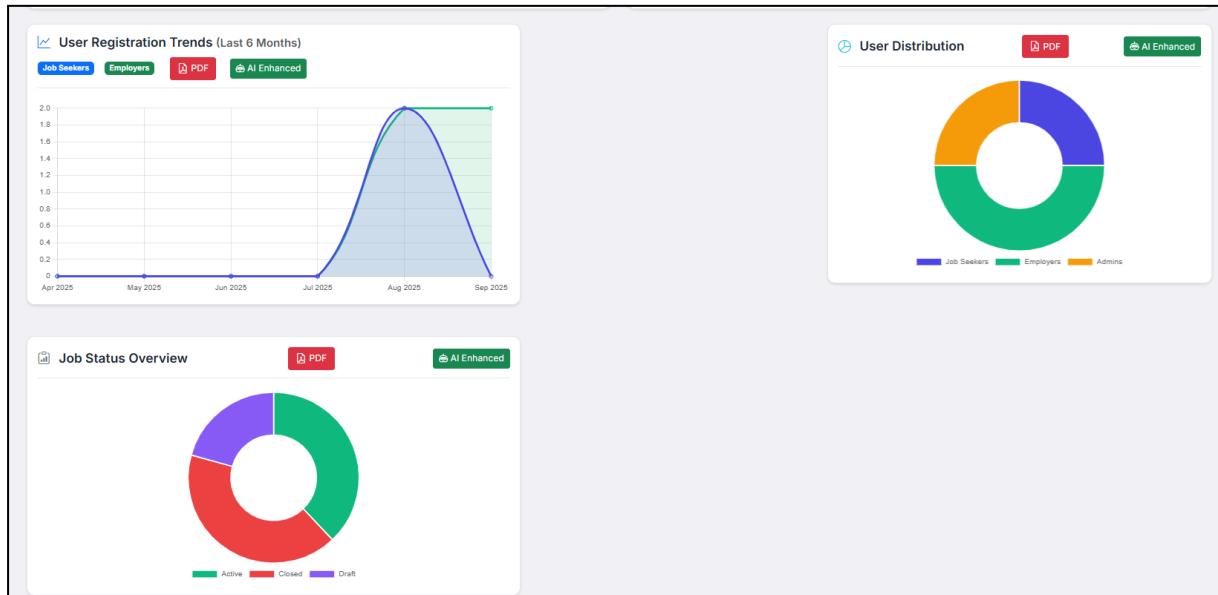
Test AI Integration

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The **Admin Dashboard** provides administrators with a comprehensive overview of platform activity and performance. From this dashboard, administrators can access key insights such as the **User Registration Trend**, **User Distribution**, **Job Status Overview**, **Top Performing Employers**, **Job Seekers' Performance**, and **Recent Platform Activity**.

Performance, and the **Most Recent Platform Activity**. These analytics help administrators monitor growth, track engagement, and ensure the platform is operating effectively.

Additional Function: On Screen Charts



The **User Registration Trend**, **User Distribution**, and **Job Status Overview** are presented visually through interactive charts, such as **line charts** and **bar charts**. These graphical representations make it easier for administrators to analyze data patterns, compare metrics over time, and quickly identify key insights at a glance.

Additional Function: AJAX Searching, Sorting

The filtering interface includes:

- Date Range:** Options include Last 7 Days, Last 30 Days, Last 3 Months, Last 6 Months (selected), and Custom.
- User Type:** Options include All Users, Job Seekers, Employers.
- Status:** Options include All Status, Active Only, Inactive Only, Pending.

Buttons at the bottom: Apply Filters, Reset All, Showing all data for last 180 days.

The system provides administrators with flexible options to **sort and filter reports** based on multiple criteria, including **date range**, **user type**, and **status**. In addition to predefined date ranges (such as *Today*, *This Week*, or *This Month*), administrators can also select a **custom date range** to generate reports for a specific period. This functionality allows for more precise analysis and helps administrators focus on the data that is most relevant to their needs.

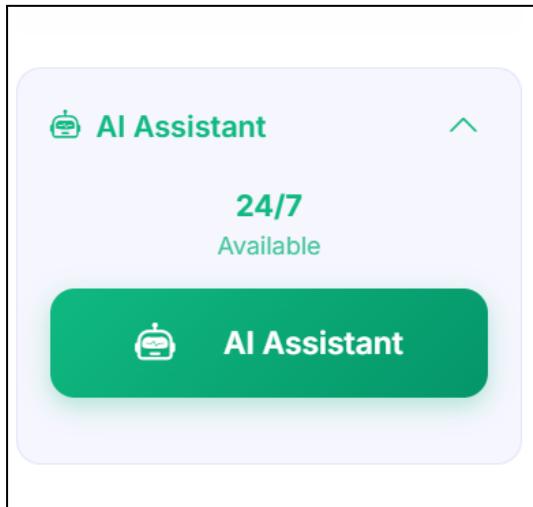
Additional Function: PDF Generator



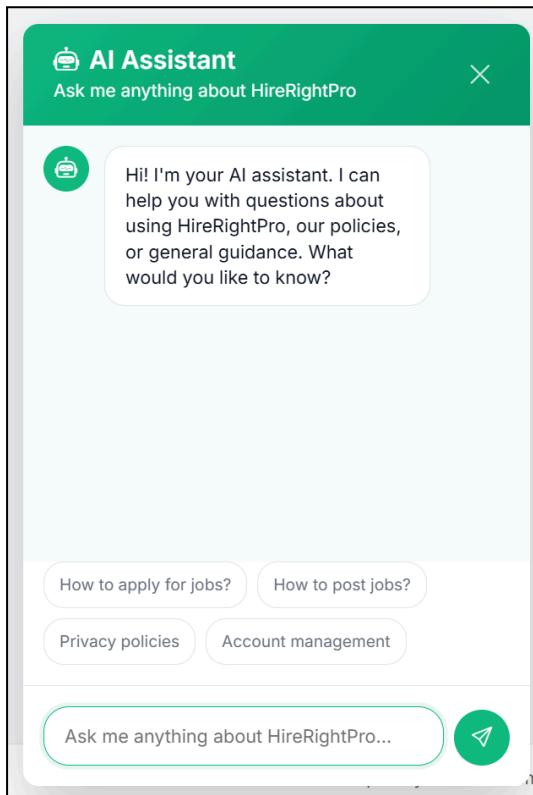
For each performance and activity record, the system provides a **PDF export button**. By clicking this button, administrators can generate and download the selected record as a **PDF file**, making it easy to store, share, or review the information offline.

Additional Function: Ai ChatBot

An integrated **AI-powered assistant** is available in the sidebar to provide users with real-time support while navigating the system. By clicking on the assistant, users can open a **chatbot interface** where they can ask questions, request guidance, and receive instant answers.



This feature enhances the overall user experience by delivering **immediate assistance**, reducing response times, and helping users resolve common issues without needing to contact support staff. Additionally, the AI chatbot can handle **multiple user requests simultaneously**, ensuring that support remains efficient, scalable, and always available.



(B) PIC: NA THEE LOK**SECURITY MODULE**

Login Blocking Attempts

The screenshot shows a login form with a red error message at the top: "Invalid credentials. 4 attempts remaining." Below the message are fields for "Username" (admin1) and "Password". There is a "Keep me signed in" checkbox and a reCAPTCHA verification box. At the bottom is a blue "Sign In" button.

The system includes a security feature that monitors and restricts repeated failed login attempts. If a user enters an incorrect password more than **three consecutive times**, the system will automatically **block the account** by changing its status to *Inactive*.

Once blocked, the user will no longer be able to log in. To regain access, the account must be reviewed and reactivated by an **administrator**, ensuring that potential unauthorized access attempts are properly contained. This mechanism strengthens the platform's security by protecting against brute-force login attacks and safeguarding user accounts.

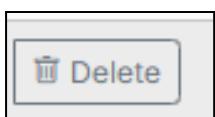
1. Spam Maintenance Module

View Spam Report

The screenshot shows the 'User and Employer Report Management' section of the HireRightPro Admin Panel. At the top, there are four colored boxes: blue for 'TOTAL REPORTS' (3), green for 'USER REPORTS' (1), yellow for 'EMPLOYER REPORTS' (2), and cyan for 'RECENT (7 DAYS)' (3). Below this is a search bar and a table listing three reports. The table columns include Type, Reported Entity, Role, Report Reason, Reporter, Date, Status, and Actions. The first report is an 'Employer Report' from 'Unknown Employer' for 'fake' reason by 'Jane Designer' on 2026-12-03. The second is a 'User Report' from 'Jane Designer' for 'SPAM' reason by 'Tech Corporation' on 2026-12-02. The third is another 'Employer Report' from 'Unknown Employer' for 'spam' reason by 'John Developer' on 2025-12-02. Each row has a 'Details' button, a 'Block' button (disabled for user reports), and a 'Delete' button.

The Spam Maintenance feature allows admins to monitor and manage reported activities on the platform. Within this section, users can view the **total number of reports**, broken down into categories such as **user reports** and **employer reports**. In addition, the system provides a summary of spam-related data collected over the **past 7 days**.

Type	Reported Entity	Role	Report Reason	Reporter	Date	Status	Actions
Employer Report	Unknown Employer	Employer	fake	Jane Designer	2026-12-03	Active	Details Block Delete
User Report	Jane Designer	User	SPAM	Tech Corporation	2026-12-02	Active	Details Block Delete
Employer Report	Unknown Employer	Employer	spam	John Developer	2025-12-02	Active	Details Block Delete



The administrator can remove unwanted or invalid reports using the **Delete** button in the actions column. When the administrator clicks this button, the system immediately deletes the selected report record from the database. This action is permanent and cannot be undone, ensuring that only relevant and valid reports remain in the system.

Type	Reported Entity	Role	Report Reason	Reporter	Date	Status	Actions
Employer Report	Unknown Employer	Employer	fake	Jane Designer	2026-12-03	Active	Details Block Delete
Employer Report	Unknown Employer	Employer	spam	John Developer	2025-12-02	Active	Details Block Delete

Once the action is confirmed, the system permanently removes the report from the database, and the record has been deleted.

ACTIONS
 Details Block Delete
 Details Block Delete
 Details Block Delete

The administrator can block a user by clicking the Block button on the User Report or Employer Report page. When the admin clicks this button, the system will update the account's IsActive status to false, which means the user will no longer be able to normally access or use their account.

Additional Function: AJAX Searching, Sorting

Search Search reports...	Report Type All Types	Status All Status	Filter	Clear
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Admin can refine report results using the **search bar** and **filter selection buttons**. These filters allow users to narrow down reports based on specific **Report Types (Users & Employers)** and **Status (Active & Block)**.

Job Reports

The screenshot shows the 'Job Report Management' section of the HireRightPro admin panel. It displays a table of 10 job reports. Each report includes the Report ID, Employer, Reason, Date Reported, Status (Blocked or Unblocked), and Actions (Unblock, Delete, PDF, View). The table is sorted by date (Newest First) and has a status filter set to 'All'.

Report ID	Employer	Reason	Date Reported	Status	Actions
JR001	Tech Corporation	Job contains offensive content	2025-09-20 14:34	Blocked	
JR002	Creative Design Studio	Salary not specified	2025-09-20 14:34	Blocked	
JR003	Tech Corporation	Job post is misleading	2025-09-20 14:34	Blocked	
JR004	Tech Corporation	Duplicate job posting	2025-09-20 14:34	Blocked	
JR005	Tech Corporation	Job requirements are unrealistic	2025-09-20 14:34	Blocked	
JR006	Tech Corporation	Job location is incorrect	2025-09-20 14:34	Blocked	
JR007	Tech Corporation	Job post contains spam links	2025-09-20 14:34	Blocked	
JR008	Tech Corporation	Job post violates company policy	2025-09-20 14:34	Blocked	
JR009	Tech Corporation	Job post is outdated	2025-09-20 14:34	Blocked	
JR010	Tech Corporation	Job post missing required details	2025-09-20 14:34	Blocked	

This page will display all job reports submitted by job seekers. The table displays important details such as the Report ID, the Employer, the Reason for the report, the Date Reported, the Current Status, and the available Actions.

The screenshot shows a 'Actions' section with four buttons: Unblock (yellow), Delete (red), PDF (green), and View (blue).

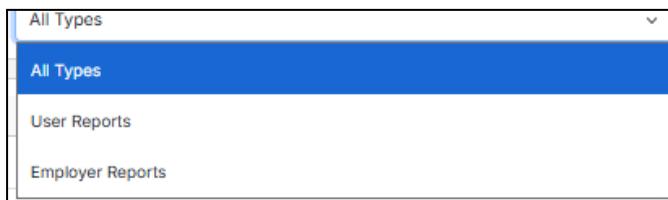
For each report, the admin has several actions: Block/Unblock (depending on whether the reported job is currently blocked or active), Delete (to remove the report record from the system), Export to PDF (to generate a PDF copy of the report for record-keeping), and View (to see the full content of the report reason in detail).

The screenshot shows the search and filter interface at the top of the page. It includes a search bar, sort options (Sort by Date, Newest First), and a status filter (All).

The administrator can use the filter function to quickly narrow down and locate specific reports.

The screenshot shows the 'Sort by Date' dropdown set to 'Newest First' and the 'Status' dropdown set to 'All'.

There are two selection options provided: Status, which allows the admin to filter reports based on their current state (such as Pending, Resolved, or Blocked), and Sort by Date, which enables the admin to organize the reports in ascending or descending order according to the date they were submitted.



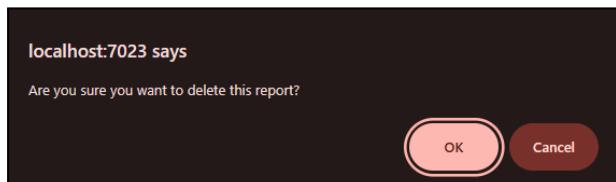
For the report type drop down have User Report and Employer Report



For the status type drop down have Active and Blocked



The administrator also can delete a job report by clicking the **Delete** button, which will remove the selected job report record from the database.



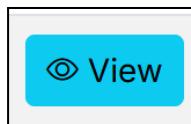
To prevent accidental deletions caused by misclicks, the system will display a **confirmation message** before proceeding with the deletion, giving the administrator the option to confirm or cancel the action.



The administrator can click the PDF button to export the selected job report into a PDF file. Once the button is clicked, the system will generate a formatted PDF version of the report and automatically start the download process, allowing the admin to save the file directly to their computer.

Job Report
Generated on: 2025-09-19 16:51 UTC

Report ID: JR001
Job Title: Full Stack Developer
Employer: Tech Corporation
Reason: Job contains offensive content
Date Reported: 2025-09-20 14:34



By clicking the **View** button, the administrator will be redirected to a dedicated page that displays the full details of the selected job report by showing Report ID, Date Reported and the Reason.

Report Details

Report ID: JR00001

Employer:

Date Reported: 2025-09-20 12:02

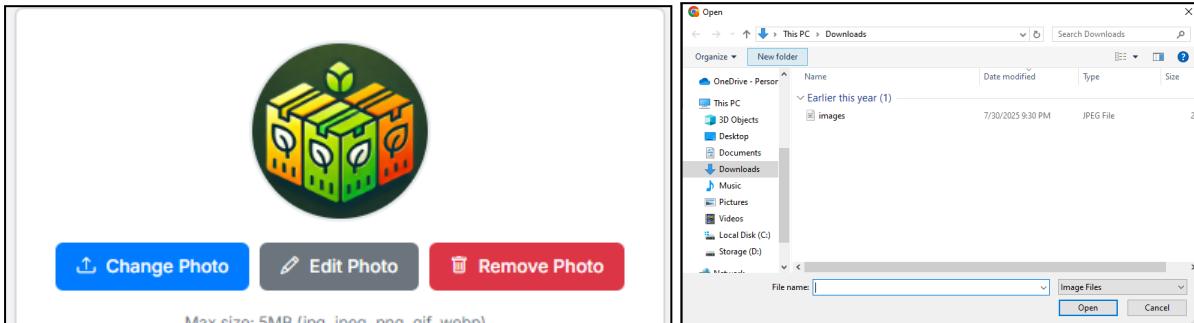
Status: Blocked

Reason
Job description misleading

[← Back to Reports](#)

2. Admin Maintenance (Admin) Module

The administrator can go to their profile page to upload a profile photo. By clicking directly on the existing photo, the system will open the file explorer, allowing the admin to browse and select a new image to upload.



The same functionality is also available through the "Change Photo" button, which provides an alternative way to trigger the file selection process. Once a photo is chosen, the system will update the admin's profile with the new image, ensuring that their account is personalized and visually recognizable within the platform.

The screenshot shows the 'Edit Profile' section of the profile page. It includes fields for Username (admin1), FullName (System Admin), Email (hiredrightpro@gmail.com), Gender (Male selected), Phone (1234567890), and DateOfBirth (01/01/1980). The 'Email' field is currently selected. At the bottom is a blue 'Update Profile' button.

The administrator can edit their profile information directly from the Profile Page. On this page, the admin is able to update personal details such as Username, Full Name, Email Address, Gender, Phone Number, and Birthday. After making the necessary changes, the admin can click the Update Profile button, which will save the new information and update the corresponding record.

Payment Records

The Payment Report displays a table that contains key payment details, including the Payment ID, the Username of the user who made the payment, the Amount paid, the Status of the transaction (such as *Completed*), the Date of the payment, and an Action column.

Payment Records						
Administrative Control Panel						
8 Total Payments	8 Completed	0 Pending	0 Failed	Admin / Payment Records		
Search Search payments... <input type="button" value="Filter"/> <input type="button" value="Clear"/> <input type="button" value="Export PDF"/>						
Payment ID	User	Amount	Method	Status	Date	Action
PAY0000008	theelok	\$1,500.00	Stripe Checkout	Completed	2025-09-19 13:51	<input type="button" value="View"/>
PAY0000007	theelok	\$500.00	Stripe Checkout	Completed	2025-09-19 13:49	<input type="button" value="View"/>
PAY0000006	theelok	\$1,500.00	Stripe Checkout	Completed	2025-09-19 13:35	<input type="button" value="View"/>
PAY0000005	theelok	\$500.00	Stripe Checkout	Completed	2025-09-19 12:08	<input type="button" value="View"/>
PAY0000004	theelok	\$1,500.00	Stripe Checkout	Completed	2025-09-19 12:00	<input type="button" value="View"/>
PAY0000003	theelok	\$500.00	Stripe Checkout	Completed	2025-09-19 11:58	<input type="button" value="View"/>
PAY0000002	theelok	\$500.00	Stripe	Completed	2025-09-19 02:50	<input type="button" value="View"/>
PAY0000001	Tech Corp HR	\$500.00	Stripe	Completed	2025-09-19 02:33	<input type="button" value="View"/>

In the Action column, the administrator can click the View Details button to see the full information of a specific payment record. This layout provides a clear and organized overview of payment reports, making it easier for the admin to monitor transactions, verify payment histories, and manage financial records efficiently.

Additional Function: PDF Generator

<input type="button" value="Export PDF"/>																																																						
<p>Payment Report Generated on 2025-09-19 17:03 UTC</p> <table border="1"> <thead> <tr> <th>Payment ID</th><th>User</th><th>Amount</th><th>Method</th><th>Status</th><th>Date</th></tr> </thead> <tbody> <tr> <td>PAY0000008</td><td>theelok</td><td>\$1,500.00</td><td>Stripe Checkout</td><td>Completed</td><td>2025-09-19 13:51</td></tr> <tr> <td>PAY0000007</td><td>theelok</td><td>\$500.00</td><td>Stripe Checkout</td><td>Completed</td><td>2025-09-19 13:49</td></tr> <tr> <td>PAY0000006</td><td>theelok</td><td>\$1,500.00</td><td>Stripe Checkout</td><td>Completed</td><td>2025-09-19 13:35</td></tr> <tr> <td>PAY0000005</td><td>theelok</td><td>\$500.00</td><td>Stripe Checkout</td><td>Completed</td><td>2025-09-19 12:08</td></tr> <tr> <td>PAY0000004</td><td>theelok</td><td>\$1,500.00</td><td>Stripe Checkout</td><td>Completed</td><td>2025-09-19 12:00</td></tr> <tr> <td>PAY0000003</td><td>theelok</td><td>\$500.00</td><td>Stripe Checkout</td><td>Completed</td><td>2025-09-19 11:58</td></tr> <tr> <td>PAY0000002</td><td>theelok</td><td>\$500.00</td><td>Stripe</td><td>Completed</td><td>2025-09-19 02:50</td></tr> <tr> <td>PAY0000001</td><td>Tech Corp HR</td><td>\$500.00</td><td>Stripe</td><td>Completed</td><td>2025-09-19 02:33</td></tr> </tbody> </table>	Payment ID	User	Amount	Method	Status	Date	PAY0000008	theelok	\$1,500.00	Stripe Checkout	Completed	2025-09-19 13:51	PAY0000007	theelok	\$500.00	Stripe Checkout	Completed	2025-09-19 13:49	PAY0000006	theelok	\$1,500.00	Stripe Checkout	Completed	2025-09-19 13:35	PAY0000005	theelok	\$500.00	Stripe Checkout	Completed	2025-09-19 12:08	PAY0000004	theelok	\$1,500.00	Stripe Checkout	Completed	2025-09-19 12:00	PAY0000003	theelok	\$500.00	Stripe Checkout	Completed	2025-09-19 11:58	PAY0000002	theelok	\$500.00	Stripe	Completed	2025-09-19 02:50	PAY0000001	Tech Corp HR	\$500.00	Stripe	Completed	2025-09-19 02:33
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PAY0000001	Tech Corp HR	\$500.00	Stripe	Completed	2025-09-19 02:33																																																	

(C) PIC: LAI JIA TONG**1. Job Maintenance (Employer)****Post New Job [Job Posting]**

The screenshots illustrate the 'Job Posting' feature in the HireRightPro employer dashboard. The top screenshot shows the initial step of entering the job title and description, with a location search bar below. The bottom screenshot shows the completed form with a map for location selection and various dropdown menus for salary, job type, status, category, and closing date.

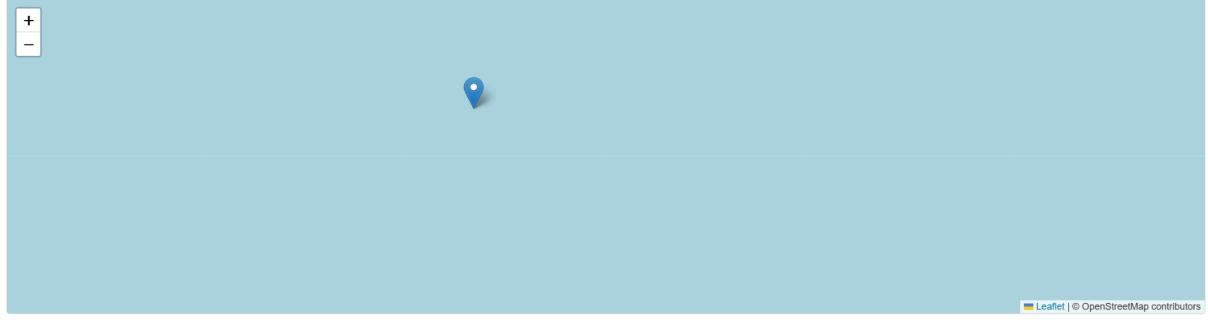
The Job Posting feature allows employers to create detailed job listings by providing essential information such as the job title, description, and location (with an interactive map selection). Employers can also define minimum and maximum salary ranges, select the job type, status, and category from dropdown menus, and specify the job's closing date. The title field includes a word count limit, with a maximum of 120 characters.

Note: All fields marked with a red * are mandatory and include real-time validation.

Additional Function: Maps integration

Location *

 The (Oval) Banqueting Suite, 372, Stratford Road, Sparkhill, Sparkbrook, Birmingham, West Midlands, England, B11 4AB, United Kingdom
 Aeroporto de Teresina - Senador Petrônio Portella, Avenida Centenário, Aeroporto, Teresina, Região Geográfica Imediata de Teresina, Região Integrada de Desenvolvimento da Grande Teresina, Região Geográfica Intermediária de Teresina, Piauí, Northeast Region, 64003-420, Brazil
 The (Aero)plane Field / The Nether Field, Lady's Island ED, The Borough District of Wexford, County Wexford, Leinster, Ireland
 Search for location or click on the map

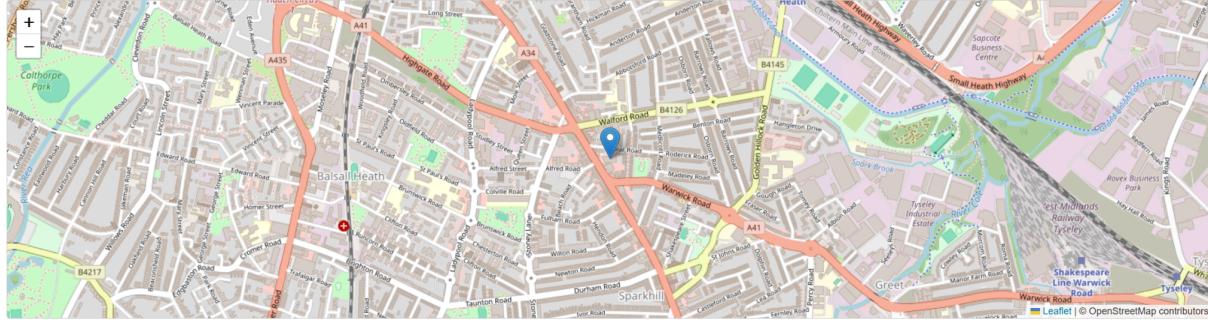


Leaflet | © OpenStreetMap contributors

As the employer begins typing in the location field, the system will automatically generate and display a list of relevant address suggestions to choose from.

Location *

 The (Oval) Banqueting Suite, 372, Stratford Road, Sparkhill, Sparkbrook, Birmingham, West Midlands, England, B11 4AB, United Kingdom
 Search for location or click on the map



Leaflet | © OpenStreetMap contributors

Once the employer selects a location from the suggestions, the map will automatically update and place a pin at the chosen address.

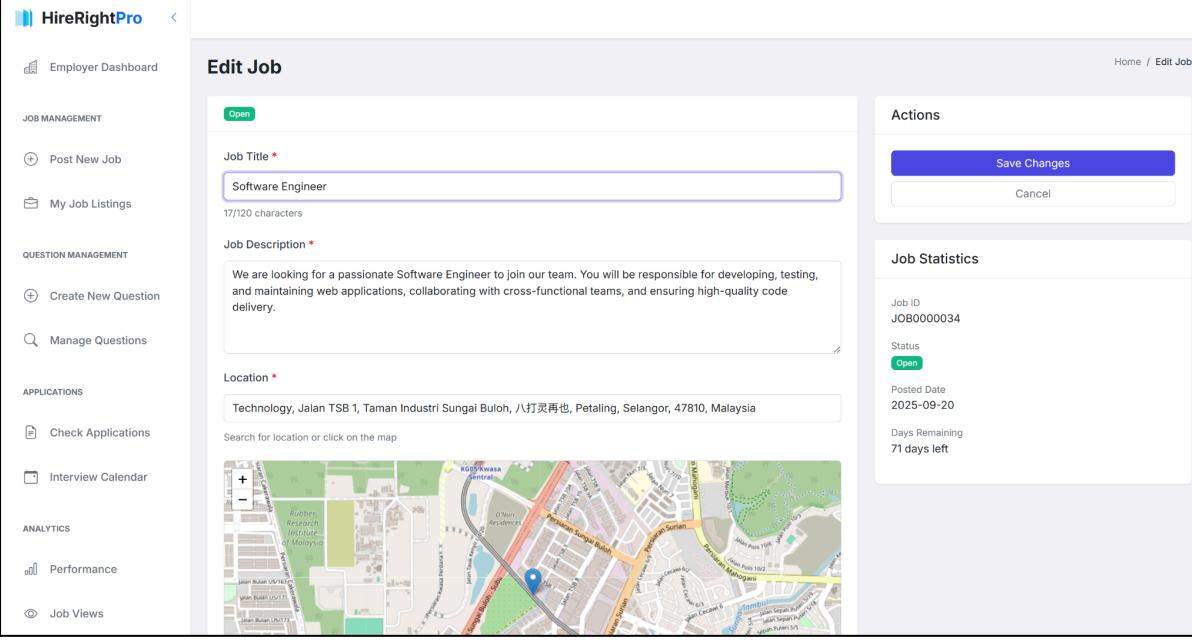
The screenshot shows the 'Job Details' page for a 'Software Engineer' position. The job is listed under 'Tech Corporation' with a location in Petaling, Selangor, Malaysia. The posting is categorized as 'FullTime' with a salary range of RM 4,000 - RM 7,000. The closing date is set for November 30, 2025. A success message box in the center of the page states 'Success! Job posted successfully!' with a small icon of two people. On the right side, there's a 'Actions' panel with a blue button labeled 'Edit Job' and a link to 'Back to List'. Below that is a 'Job Statistics' section showing the job ID (JOB0000034), status (Open), days posted (0 days ago), and days remaining (71 days left). The left sidebar contains links for Employer Dashboard, Job Management (Post New Job, My Job Listings), Question Management (Create New Question, Manage Questions), Applications (Check Applications, Interview Calendar), and Analytics (Performance, Job Views). The footer includes a copyright notice for 2025 and a credit to the MEALY Team.

After a job is successfully submitted, the system automatically redirects the employer to the **Job Details** page and displays a confirmation message indicating that the posting has been created.

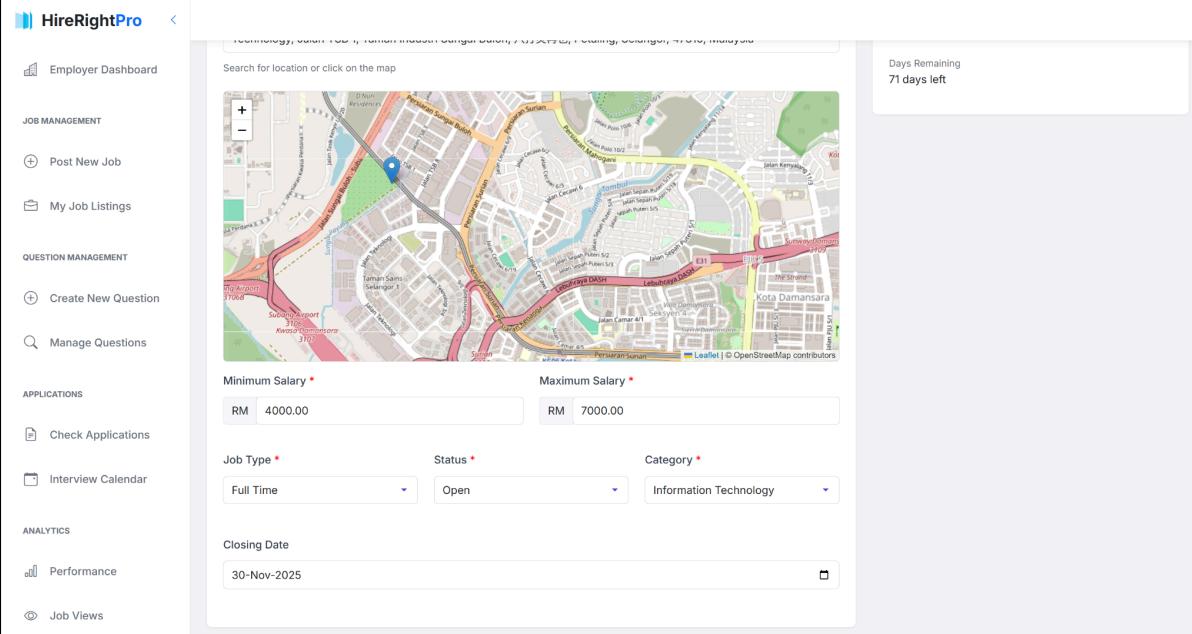
This screenshot shows the 'Actions' panel from the previous 'Job Details' page. It features a large blue button with a pencil icon labeled 'Edit Job' and a white button with a left arrow icon labeled 'Back to List'.

On the **Job Details** page, employers can update their listing at any time by clicking the **Edit Job** button. If no changes are needed, they can easily return to the **Job Listing** page by selecting the **Back to List** option.

Edit Job Page



The screenshot shows the 'Edit Job' page for a Software Engineer position. The job title is 'Software Engineer' and the description states: 'We are looking for a passionate Software Engineer to join our team. You will be responsible for developing, testing, and maintaining web applications, collaborating with cross-functional teams, and ensuring high-quality code delivery.' The location is listed as 'Technology, Jalan TSB 1, Taman Industri Sungai Buloh, 八打灵再也, Petaling, Selangor, 47810, Malaysia'. A map is displayed below the location field, showing the area around Jalan TSB 1.



The second screenshot shows the same 'Edit Job' page after updates. The minimum salary is set to RM 4000.00 and the maximum salary is RM 7000.00. The closing date is set to 30-Nov-2025. The status is 'Open' and the category is 'Information Technology'.

By selecting the **Edit Job** option, employers are taken to the **Edit Job** page, which allows them to modify and update the information in their job posting.

My Job Listings [Job Listings (Grid View)]

The screenshot shows the 'Job Listings' section of the HireRightPro application. On the left, there is a sidebar with navigation links for Employer Dashboard, JOB MANAGEMENT (Post New Job, My Job Listings), QUESTION MANAGEMENT (Create New Question, Manage Questions), APPLICATIONS (Check Applications, Interview Calendar), and ANALYTICS (Performance, Job Views). The main area is titled 'Job Listings' and contains a 'Search Filters' section with fields for Search (Job title...), Job Type (All Types), Category (All Categories), Location (Location), Min Salary (0), Status (All Status), Sort By (Posted Date), Sort Order (Descending), View Mode (Cards or List), and Items per page (6). Below this is a 'Job Listings' section showing three job cards:

- Software Engineer** (Open) - Technology, Jalan TSB 1, Taman Industri Sungai Buloh, Malaysia. FullTime. RM 4,000 - RM 7,000. Posted: 2025-09-20, Closes: 2025-11-30.
- Marketing Executive** (Open) - Parroquia Gran Sabana, Municipio Gran Sabana, Bolívar State, Colombia. FullTime. RM 2,800 - RM 4,500. Posted: 2025-09-19, Closes: 2025-12-15.
- UI/UX Designer** (Open) - Kwiatowa, Moczyki, Skrzeszowice, gmina Kocmyrzów-Lutêchowia, Poland. Contract. RM 3,500 - RM 6,000. Posted: 2025-09-19, Closes: 2025-09-26.

At the bottom, it says 'Showing 1 to 6 of 33 jobs' and has a pagination bar with buttons for 1, 2, 3, 4, 5, ..., >, >>.

My Job Listings [Job Listings (List View)]

The screenshot shows the 'Job Listings' section of the HireRightPro application in list view. The layout is identical to the grid view, with the same sidebar and search filters. The main area displays a table of job listings:

Job Title	Location	Type	Salary Range	Posted Date	Closing Date	Status	Actions
Software Engineer	Technology, Jalan TSB 1, Tama...	FullTime	RM 4,000 - RM 7,000	2025-09-20	2025-11-30	Open	View
Marketing Executive	Parroquia Gran Sabana, Municipio Gran Sabana, Bolívar State, Colombia	FullTime	RM 2,800 - RM 4,500	2025-09-19	2025-12-15	Open	View
UI/UX Designer	Kwiatowa, Moczyki, Skrzeszowice, gmina Kocmyrzów-Lutêchowia, Poland	Contract	RM 3,500 - RM 6,000	2025-09-19	2025-09-26	Open	View
Human Resource Manager	Penang, Malaysia	Freelance	RM 6,000 - RM 9,000	2025-09-19	2026-01-20	Draft	View Details
Data Analyst	Cultuurbibliotheek Stock Laureyns, 30, Magdalenalaanstraat, Sint-Niklaas, Belgium	FullTime	RM 3,500 - RM 5,500	2025-09-19	2025-11-14	Open	View Details
Mobile App Developer	Johor Bahru, Malaysia	PartTime	RM 4,500 - RM 4,700	2025-09-19	2025-12-24	Open	View Details

At the bottom, it says 'Showing 1 to 6 of 33 jobs' and has a pagination bar with buttons for <, 1, 2, 3, 4, 5, ..., >, >>.

The screenshot shows a user interface for managing job listings. On the left, there's a sidebar with icons for Interview Calendar, ANALYTICS, Performance, and Job Views. The main area displays two job posts:

- Data Analyst**: Culturbibliotheek Stock Laure... (FullTime), RM 3,500 - RM 5,500, 2025-09-19, 2025-11-14. Status: Open. Buttons: View, Edit.
- Mobile App Developer**: 柔佛州, Malaysia (PartTime), RM 4,500 - RM 4,700, 2025-09-19, 2025-12-24. Status: Open. Buttons: View, Edit.

Below the posts, it says "Showing 1 to 6 of 33 jobs" and has a pagination control with buttons for <<, <, 1, 2, 3, 4, 5, >, >>.

By selecting the **Back to List** option, users will be taken back to the **Job Listings** page, where they can view and manage all available postings.

Additional Function: AJAX Searching, Sorting and Paging

This screenshot shows the search filters section of the job listing page. It includes:

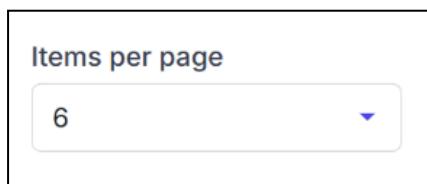
- Search Filters** header.
- Search** field with placeholder "Job title...".
- Job Type**, **Category**, **Location**, **Min Salary**, and **Status** dropdowns.
- Sort By** dropdown (Posted Date), **Sort Order** dropdown (Descending), **View Mode** buttons (Cards, List), and **Items per page** dropdown (6).
- Apply** and **Reset** buttons.

On this page, employers can filter job postings using a variety of criteria, including keyword search, job type, category, location, salary range (minimum and maximum), and status. Jobs can also be sorted by date and order for easier browsing.

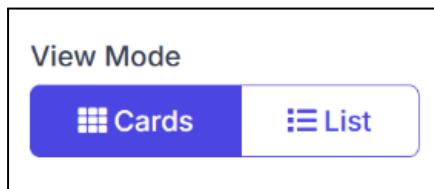
The screenshot shows the pagination controls at the bottom of the job listing page, indicating "Showing 1 to 6 of 33 jobs" and a set of numbered buttons from 1 to 5 with arrows for navigation.

The system includes pagination controls to help users navigate between multiple pages of job listings.

Additional Function: User preferences and customizations (Items per page)



User Preferences and Customization: Users can adjust how many items are displayed per page according to their preference.



View Options: The page supports both list view and grid view, allowing users to choose their preferred display format.

(Grid View)

The screenshot shows the 'Job Listings' page of the HireRightPro application. On the left, there is a sidebar with navigation links for Employer Dashboard, JOB MANAGEMENT (Post New Job, My Job Listings), QUESTION MANAGEMENT (Create New Question, Manage Questions), APPLICATIONS (Check Applications, Interview Calendar), and ANALYTICS (Performance, Job Views). The main content area has a title 'Job Listings' and a 'Search Filters' section. It includes fields for Search (Job title...), Job Type (All Types), Category (All Categories), Location (Location), Min Salary (0), Status (All Status), Sort By (Posted Date, Descending), View Mode (Cards, List - selected), and Items per page (6). Below this is a 'Job Listings' section with three job cards: Software Engineer, Marketing Executive, and UI/UX Designer. At the bottom, there is another section with three more job cards: Human Resource Manager, Data Analyst, and Mobile App Developer. A footer at the bottom indicates 'Showing 1 to 6 of 33 jobs' and a pagination bar with pages 1 through 5.

(List View)

The screenshot shows the 'Job Listings' section of the HireRightPro application. On the left, there's a sidebar with navigation links for Employer Dashboard, JOB MANAGEMENT (Post New Job, My Job Listings), QUESTION MANAGEMENT (Create New Question, Manage Questions), APPLICATIONS (Check Applications, Interview Calendar), and ANALYTICS (Performance, Job Views). The main area has a header 'Job Listings' and a 'Search Filters' section with fields for Search (Job title...), Job Type (All Types), Category (All Categories), Location, Min Salary (0), Status (All Status), Sort By (Posted Date), Sort Order (Descending), View Mode (Cards or List - selected), Items per page (6), Apply, and Reset buttons. Below this is a table titled 'Job Listings' showing 33 jobs found. The columns are Job Title, Location, Type, Salary Range, Posted Date, Closing Date, Status, and Actions. The first few rows show:

Job Title	Location	Type	Salary Range	Posted Date	Closing Date	Status	Actions
Software Engineer	Technology, Jalan TSB 1, Tama...	FullTime	RM 4,000 - RM 7,000	2025-09-20	2025-11-30	Open	View
Marketing Executive	Parroquia Gran Sabana, Municipio...	FullTime	RM 2,800 - RM 4,500	2025-09-19	2025-12-15	Open	View
UI/UX Designer	Kwiatowa, Moczylki, Skrzeszo...	Contract	RM 3,500 - RM 6,000	2025-09-19	2025-09-26	Open	View
Human Resource Ma...	Penang, Malaysia	Freelance	RM 6,000 - RM 9,000	2025-09-19	2026-01-20	Draft	View

At the bottom, it says 'Showing 1 to 6 of 33 jobs' and has a pagination control with buttons <<, <, 1, 2, 3, 4, 5, >, >>.

Additional Function: 3rd-party payment API integration

The screenshot shows the 'Premium Status' section of the HireRightPro platform. At the top, it displays 'Your Current Plan' as the 'Normal Plan'. It shows 'Job Posts Used: 0 / 3'. Below this, three plans are listed: 'Normal' (RM 0, Free Forever), 'Basic' (RM 500 per month), and 'Premium' (RM 1500 per month). Each plan has a list of features and an 'Upgrade' button. A central box titled 'Why Choose Premium?' highlights 'Unlimited Posting', 'Featured Listings', and 'Advanced Analytics'. At the bottom, there's a 'Priority Matching' section and a copyright notice: '© 2025 HireRightPro. All rights reserved.' and 'Developed by MEALY Team'.

On this page, employers can view their **current subscription plan**, which is displayed prominently at the top. From here, they have the option to upgrade to a higher-tier plan based on their hiring needs.

- The **Basic Plan** allows employers to post up to **10 job listings**.
- The **Premium Plan** provides access to **unlimited job postings**, giving employers maximum flexibility for large-scale recruitment.

Plan upgrades and payments are seamlessly handled through the integrated **third-party payment API**, ensuring a secure and convenient transaction process.

2. Question Maintenance (Employer)

Create New Question [Create Question Set]

The screenshot shows the 'Create Question Set' interface. On the left, a sidebar lists 'JOB MANAGEMENT' (Post New Job, My Job Listings), 'QUESTION MANAGEMENT' (Create New Question, Manage Questions), 'APPLICATIONS' (Check Applications, Interview Calendar), and 'ANALYTICS' (Performance, Job Views). The main area is titled 'Create Question Set' and contains fields for 'Name *' (with placeholder 'Enter question set title' and character limit 0/100), 'Description' (with placeholder 'Enter description' and character limit 0/1000), and a 'Questions' section. Below the questions section, it says 'No questions added yet. Click the "Add Question" button below to get started.' At the bottom right are 'Cancel' and 'Save Question Set' buttons.

Under **Question Management**, employers can create a new question set. On this page, they are required to provide the **question set name**, **title**, and **description**, then click **Add Questions** to begin building the set.

The screenshot shows the 'Add Question' form. It has fields for 'Question Text *' (placeholder 'Enter question text'), 'Question Type *' (dropdown menu with option '-- Select Type --'), and a 'Required Question' toggle switch. At the bottom right is a 'Delete' button with a trash icon. A large blue 'Add Question' button is at the bottom center.

When employers click the **Add Question** button, a new question field appears, allowing them to:

- Enter the **question text**
- Select the **question type**
- Specify whether the question is **required**
- Remove the question if needed using the **Delete** button

Additional Function: UX improvement (drag and drop)

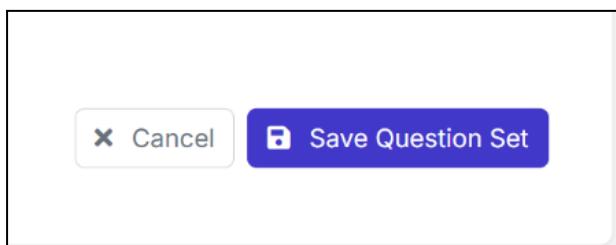
The screenshot shows the 'Manage Questions' section of the HireRightPro application. On the left sidebar, under 'QUESTION MANAGEMENT', there is a link to 'Create New Question'. The main area displays three questions:

- Question 1:** A dropdown menu titled 'Options (one per line) *' with three items: 'High School', 'Diploma', and 'Bachelor's Degree'. It includes a '+ Add Option' button and a 'Required Question' toggle switch.
- Question 2:** A text input field labeled 'Question Text *' containing 'How many years of work experience do you have in this field?'. It has a 'Maximum Length' input set to '4' and a 'Required Question' toggle switch.
- Question 3:** A multiple choice input field labeled 'Question Text *' containing 'Which programming languages are you proficient in?'. It includes a 'Question Type' dropdown set to 'Multiple Choice' and a 'Required Question' toggle switch.

Employers also have the ability to rearrange the order of questions within a question set. This can be done by using the drag-and-drop feature. To change the order, the employer should position the mouse over the **drag handle** located at the top-left corner of a question box.

The screenshot shows the same 'Manage Questions' section of the HireRightPro application. The second question from the previous screenshot is being moved. Its 'Drag to reorder' handle is visible, and it is being moved between the first and third questions. The other two questions remain in their original positions.

By clicking and holding this handle, the question becomes movable. The employer can then drag the question to a new position within the list. Once the question is in the desired location, releasing the mouse button will drop it into place, and the system will update the sequence accordingly.



Once employers have finished entering their questions, they can save the entire set by clicking the **Save Question Set** button.

Question Set	Status	Min Questions	Min Jobs Assigned	Sort By	Sort Order
Software Engineer Application Questions	Active	3	0	Created Date	Descending
sss	Inactive	1	2		
wew	Inactive	1	0		

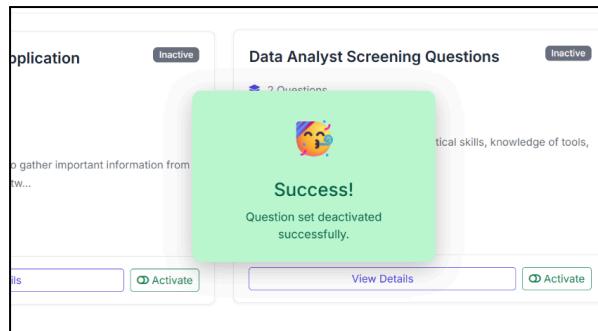
After the button is clicked, the system will display a confirmation message box indicating that the question set has been successfully saved.

Following the confirmation, the system automatically redirects users to the **Question Set Management** page. On this page, employers can easily manage their saved question sets by applying filters such as **keyword search**, **status**, **minimum number of questions**, and **minimum jobs assigned**. These filtering options make it easier to locate and manage specific question sets within the system.

Each question set in the list comes with two available actions: a **View Details** button and a **Deactivate** button.



If users choose to deactivate a question set, they can do so by clicking the **Deactivate** button.

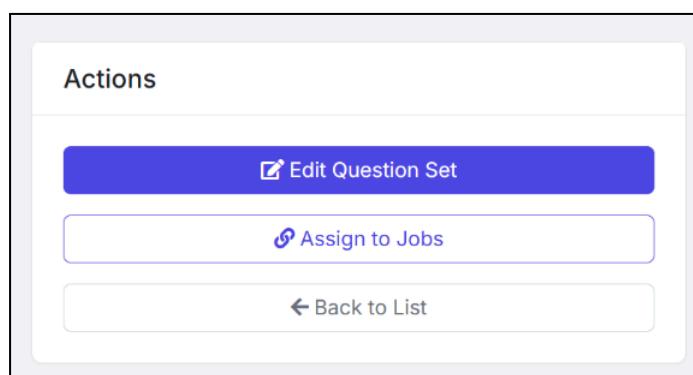


Once the action is confirmed, the system will process the request and display a success message indicating that the question set has been successfully deactivated.



By clicking the **View Details** button, employers can review all information related to the selected question set, including its title, description, and associated questions.

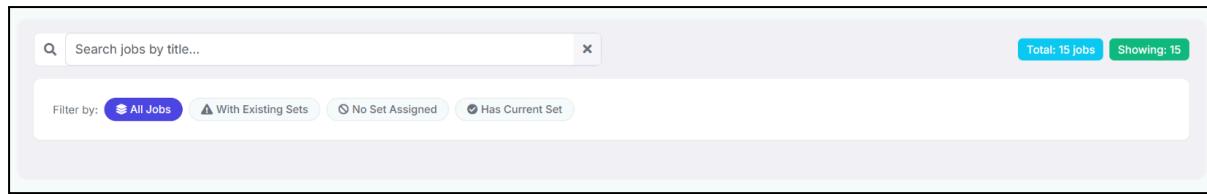
This screenshot shows the 'Question Set Details' page for a 'Software Engineer Application Questions' set. The main section displays the question set ID (QST0000080), creation date (2025-09-20), and a description box. Below this, a 'Questions (3)' section lists three questions with their types and required fields. To the right, an 'Actions' panel includes buttons for 'Edit Question Set', 'Assign to Jobs', and 'Back to List'. A separate 'Question Set Statistics' panel provides summary data like total questions (3) and creation date (2025-09-20).



This page provides three main action buttons for managing a question set: **Edit Question Set**, **Assign to Job**, and **Back to List**.

The Edit Question Set button allows users to make changes to an existing question set. From this option, employers can update key details such as the set name, title, and description, as well as add, remove, or modify the included questions.

When employers click the Assign to Jobs button, the system redirects them to the Assign Question Set to Job page. On this page, employers can browse and select from the available job postings to which they would like to assign the chosen question set. Once a job is selected, the question set will be linked to that posting, ensuring that applicants are required to answer the included questions as part of their application process.



The page also provides a set of filtering options to help users quickly locate specific job postings. Employers can perform a **keyword search** by job title or refine their results using predefined filters. These include:

- **All Jobs** – Displays the complete list of job postings.
- **Jobs with Existing Sets** – Shows only jobs that already have at least one question set assigned.
- **Jobs without a Set Assigned** – Displays jobs that currently do not have any question sets linked.
- **Jobs with the Current Set** – Highlights jobs that are already associated with the selected question set.

Display Answer in Application

The screenshot shows a web application interface titled "Application Questions & Answers". It displays two questions:

- Question 1:** * How would you design a URL shortening service like TinyURL or Bitly? Please describe the key components, data models, and algorithms you would use, and explain how you would handle scalability.
Status: Pending
Format: Text, Required
Response: No response provided
- Question 2:** * Describe a challenging technical problem you faced in a previous project. What was your approach to solving it, and what did you learn from the experience?
Status: Answered
Format: Text, Required
Answer:
In a previous e-commerce project, we faced a performance issue where the product search functionality was slowing down significantly during peak traffic. After investigation, I discovered that our MySQL full-text search wasn't optimized for the volume of queries and data we had.
My approach was to implement Elasticsearch as a dedicated search engine. I designed a process to index product data in real-time, implemented a fallback mechanism to the database if Elasticsearch was unavailable, and created a caching layer for frequent search queries. The solution improved search response times by 85% and reduced database load during peak hours by 60%.

Users are able to view both the questions and their corresponding answers within the application. The system will display the status (Pending or Answered) along with the answering format.

The screenshot shows a web application interface with a message for employers:

Download Resume | PDF Document

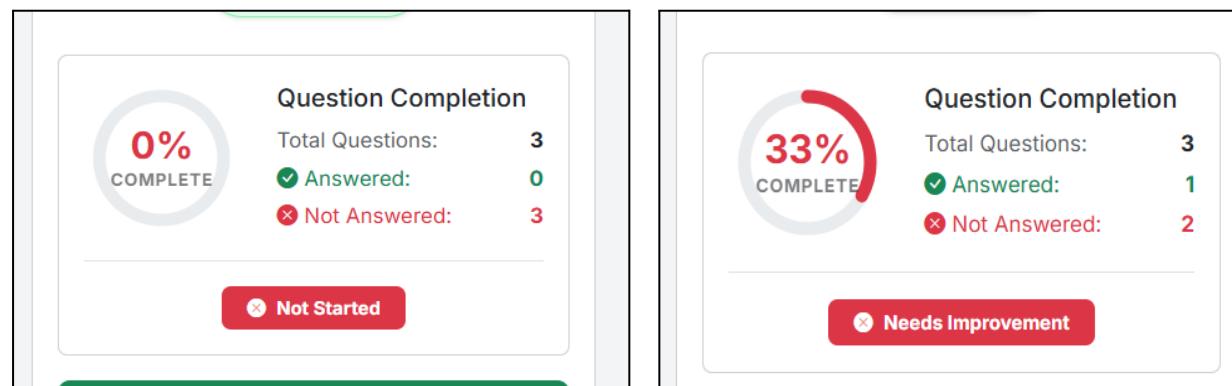
No Questions Required
This application didn't require any specific questions.

When there are no questions, the system will display a message stating that no questions are required, indicating that the employer has not assigned any questions.

Additional Function: Calculate Answer Completeness Rate

The screenshot shows the 'Application Details' section of a web application. On the left, under 'Applicant Information', there are fields for Full Name (asdasdas), Email (john.developer@example.com), Phone (0173018307), Date of Birth (10 Oct 1990), Address (789 Coder Lane, Boston), Experience Level (Entry), Job Title (Software Engineering), Company (Tech Corporation), Location (Ewwe Drabužiai, Vilkaviškio g., Tarpučiai, Mokolų seniūnija, Marijampolė Municipality, Marijampole County, 68137, Lithuania), Job Type (FullTime), Salary Range (\$12 - \$12), and Applied Date (21 Sep 2025). On the right, under 'Job Information', the location is listed as Ewwe Drabužiai, Vilkaviškio g., Tarpučiai, Mokolų seniūnija, Marijampolė Municipality, Marijampole County, 68137, Lithuania. Below this, the 'Application Management' section includes a 'Question Completion' summary: Total Questions: 3, Answered: 3, Not Answered: 0, and a green circular progress bar labeled '100% COMPLETE'. Buttons for 'Excellent Completion', 'Send Offer', and 'Reject' are present. A timeline indicates the application was 'Applied'.

Employers are able to view the overall question completion rate, which provides a clear breakdown of which questions have been answered and which remain unanswered. The system also displays a progress status based on this rate, giving employers better insight into candidate engagement. In addition, the progress indicator changes color when the completion rate falls below a certain threshold, helping employers quickly identify incomplete or low-quality responses.



3. Company Profile (Employer)

Employee Profile

[Home](#) / Employee Profile


[Change Photo](#) [Edit Photo](#) [Remove Photo](#)
Max size: 5MB (jpg, jpeg, png, gif, webp)

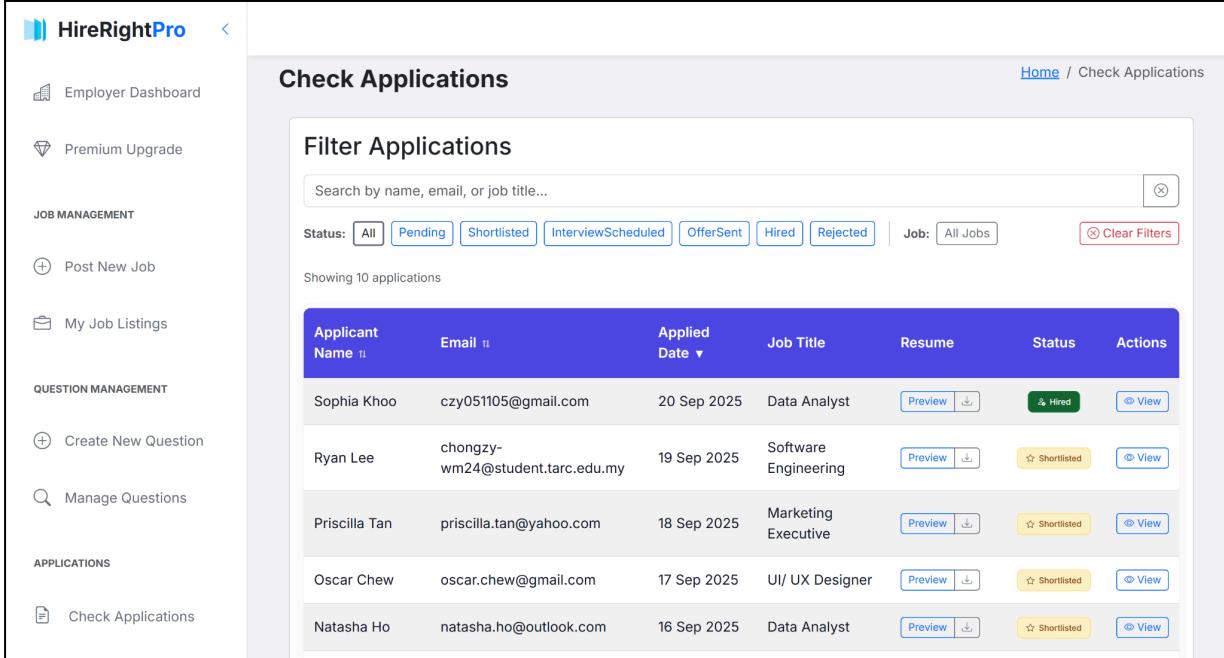
Tech Corp HR
hr@techcorp.com

Username	employee1
Full Name	Tech Corp HR
Email Address	hr@techcorp.com
Gender	<input type="radio"/> Male <input checked="" type="radio"/> Female
Phone Number	1112223333

Gender	<input type="radio"/> Male <input checked="" type="radio"/> Female
Phone Number	1112223333
Date of Birth	10/01/2025 <input type="button" value=""/>

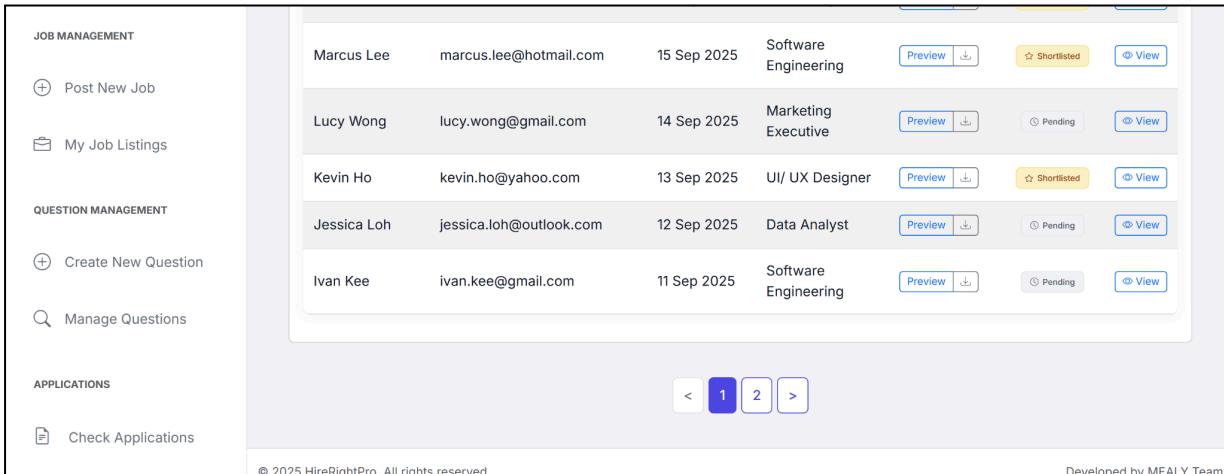
[Update Profile](#)

The **Company Profile** section allows users to manage and update their company-related details. From this page, users can edit information such as their **username**, **name**, **email address**, **phone number**, **gender**, **date of birth**, and **bio/notes**. This ensures that company records remain accurate, up to date, and aligned with the organization's profile requirements.

(D) PIC: CHONG ZHI YI**1. Application Maintenance (Employer)****Check Applications**


The screenshot shows the 'Check Applications' page of the HireRightPro employer dashboard. The left sidebar contains navigation links for Employer Dashboard, Premium Upgrade, Job Management (Post New Job, My Job Listings), Question Management (Create New Question, Manage Questions), and Applications (Check Applications). The main content area is titled 'Check Applications' and includes a 'Filter Applications' section with a search bar and status filters (All, Pending, Shortlisted, InterviewScheduled, OfferSent, Hired, Rejected, Job: All Jobs, Clear Filters). Below this, it says 'Showing 10 applications'. A table lists five applicants:

Applicant Name	Email	Applied Date	Job Title	Resume	Status	Actions
Sophia Khoo	czy051105@gmail.com	20 Sep 2025	Data Analyst	Preview	Hired	View
Ryan Lee	chongzy-wm24@student.tarc.edu.my	19 Sep 2025	Software Engineering	Preview	Shortlisted	View
Priscilla Tan	priscilla.tan@yahoo.com	18 Sep 2025	Marketing Executive	Preview	Shortlisted	View
Oscar Chew	oscar.chew@gmail.com	17 Sep 2025	UI/ UX Designer	Preview	Shortlisted	View
Natasha Ho	natasha.ho@outlook.com	16 Sep 2025	Data Analyst	Preview	Shortlisted	View



The second screenshot shows the same 'Check Applications' page, but with a different set of applicants listed in the table:

Applicant Name	Email	Applied Date	Job Title	Resume	Status	Actions
Marcus Lee	marcus.lee@hotmail.com	15 Sep 2025	Software Engineering	Preview	Shortlisted	View
Lucy Wong	lucy.wong@gmail.com	14 Sep 2025	Marketing Executive	Preview	Pending	View
Kevin Ho	kevin.ho@yahoo.com	13 Sep 2025	UI/ UX Designer	Preview	Shortlisted	View
Jessica Loh	jessica.loh@outlook.com	12 Sep 2025	Data Analyst	Preview	Pending	View
Ivan Kee	ivan.kee@gmail.com	11 Sep 2025	Software Engineering	Preview	Pending	View

Pagination controls at the bottom indicate page 1 of 2.

The **Check Application** page enables employers to review detailed information about applicants, including their personal details, submitted documents, and the specific job they applied for. Alongside this, the page clearly displays each applicant's **current application status**.

Additional Function: AJAX Searching, Sorting and Paging

Filter Applications

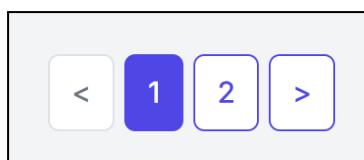
(X)

Status:[All](#) [Pending](#) [Shortlisted](#) [InterviewScheduled](#) [OfferSent](#) [Hired](#) [Rejected](#)Job:[All Jobs](#)[Clear Filters](#)

Employers can manage applications more efficiently using the built-in filtering and sorting tools. They can filter applications by performing a keyword search or by selecting a specific **status**, such as *Pending*, *Shortlisted*, *Interview Scheduled*, *Offer Sent*, *Hired*, or *Rejected*. In addition, applications can be narrowed down further by choosing a specific job from the **Job dropdown menu**, ensuring only relevant applicants are displayed.

Applicant Name	Email	Applied Date	Job Title	Resume	Status	Actions
Sophia Khoo	czy051105@gmail.com	20 Sep 2025	Data Analyst	Preview	Hired	View
Ryan Lee	chongzy-wm24@student.tarc.edu.my	19 Sep 2025	Software Engineering	Preview	Shortlisted	View

For easier navigation, employers can also sort the application list by **Applicant Name**, **Email**, or **Applied Date**. Each column header includes a sorting symbol that allows employers to toggle between ascending and descending order with a single click.



Employers can also navigate through large sets of applications using the **pagination buttons** located at the bottom of the page.



By clicking the **View** button in the **Actions** column, employers are redirected to the **Application Details** page. On this page, they can review the applicant's full information, including personal details, submitted documents, and the job applied for.

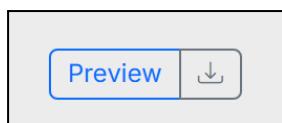
Application Details Page

On this page, employers can view comprehensive details about the application. It displays the **applicant's information** (such as personal details and contact information) along with the corresponding **job information** for the position they applied to. Additionally, if the applicant's status is set to **Interview Scheduled**, the page will also display the associated **interview details**.

Pending

The screenshot shows the 'Application Details' page for an applicant named Lucy Wong. The page is divided into sections: 'Applicant Information' (Full Name: Lucy Wong, Email: lucy.wong@gmail.com, Phone: 0197788991, Date of Birth: 08 Apr 1993, Address: N/A, Experience Level: N/A), 'Job Information' (Job Title: Marketing Executive, Company: Tech Corporation, Location: 222, Taman Bunga, Jalan Bunga 23, 52200 KL, Job Type: FullTime, Salary Range: \$1 - \$22, Applied Date: 14 Sep 2025), and a 'Cover Letter' section (text: 'Looking forward to interview.'). On the right, there is an 'Application Management' sidebar with a 'Pending' status indicator and a 'Change Status' dropdown menu showing 'Shortlisted' (selected) and 'Applied'. At the bottom, there is a 'Download Resume' button and a note: '© 2025 HireRightPro. All rights reserved.' and 'Developed by MEALY Team'.

When an application is in **Pending** status, the employer has the option to move it forward in the hiring process. By clicking the **Update Status** button, the employer can change the status to **Shortlisted**, indicating that the applicant has been selected for further consideration.



When employers click the **Preview Resume** button from the main application page, the system will automatically update the applicant's status to **Shortlisted**.

Shortlisted

The screenshot shows the 'Application Details' page for a job application. The left sidebar includes links for Employer Dashboard, Premium Upgrade, Post New Job, My Job Listings, Create New Question, Manage Questions, and Check Applications. The main content area displays 'Application Details' with tabs for 'Applicant Information' and 'Job Information'. Under 'Applicant Information', fields include Full Name (Priscilla Tan), Email (priscilla.tan@yahoo.com), Phone (0123344557), Date of Birth (05 Jul 1994), Address (N/A), Experience Level (N/A), Job Title (Marketing Executive), Company (Tech Corporation), Location (222, Taman Bunga, Jalan Bunga 23, 52200 KL), Job Type (FullTime), Salary Range (\$1 - \$22), and Applied Date (18 Sep 2025). A 'Cover Letter' section contains the text: 'Excited to work with your team.' On the right, an 'Application Management' panel shows the status as 'Shortlisted' with an orange star icon. Below it, a 'Change Status' section has a button labeled 'Update Status' with a dropdown menu showing 'Applied' (18 Sep 2025) and 'Shortlisted'.

When an application is in **Shortlisted** status, the employer can progress it further in the recruitment process by clicking the **Update Status** button. This action updates the application to **Interview Scheduled**.

The screenshot shows the 'Schedule Interview' page of the HireRightPro Employer Dashboard. On the left, there's a sidebar with navigation links for Employer Dashboard, Job Management (Post New Job, My Job Listings), Question Management (Create New Question, Manage Questions), Applications (Check Applications, Interview Calendar), and Analytics. The main area has a title 'Schedule Interview' and a back-to-applications link. It shows a calendar for Tuesday, September 23, 2025, with a time grid from 8 AM to 6 PM. A specific time slot from 9:00 AM to 10:00 AM is highlighted in blue. To the right, there's a form for entering interview details: Applicant Information (Name: John Developer, Email: czy051105@gmail.com, Phone: 7778889999, Position: Full Stack Developer, Applied: 30 Jul 2025), Interview Date (23-Sep-2025), Start Time (09:00), End Time (10:00), Location (ABC Company), Interviewer(s) (Jackson), and Additional Notes (Be punctual and wear formal). A 'Schedule Interview' button and a 'Back to Applications' link are at the bottom.

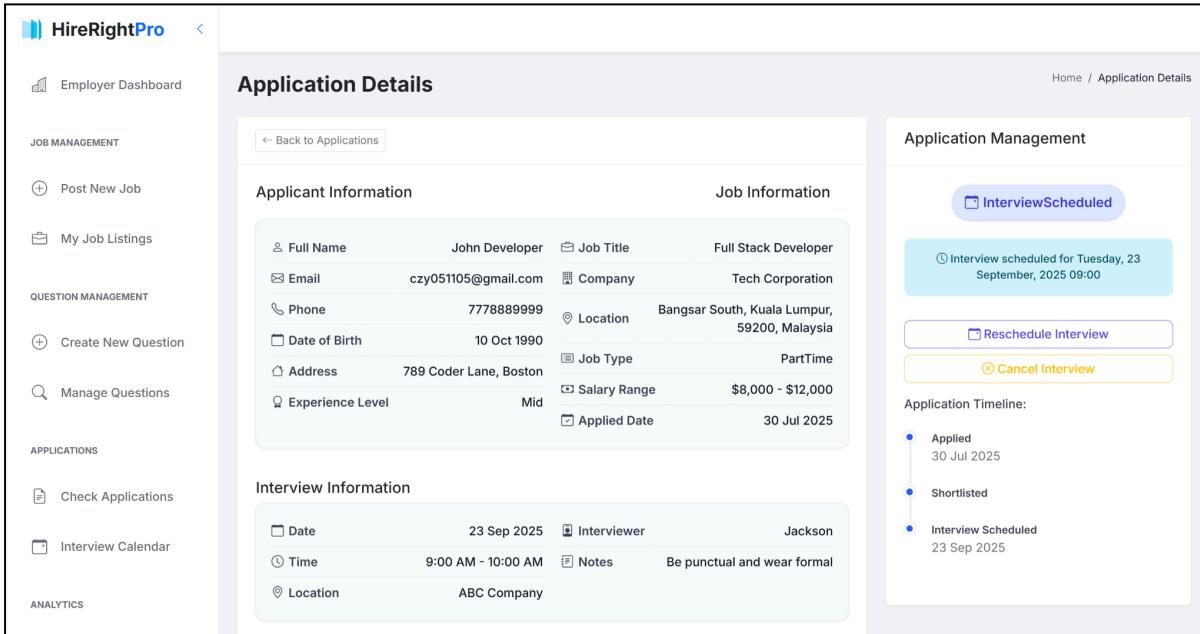
After clicking on **Schedule Interview**, employers are redirected to a dedicated scheduling page with a built-in **calendar view**. From this page, they can select the preferred **date and time** for the applicant's interview. In addition, employers can enter important details such as the **interview location**, the assigned **interviewer's information**, and any **additional notes or instructions** relevant to the interview.

The screenshot shows the 'Schedule Interview' page with a calendar for September 2025. The calendar highlights a time slot from 9:00 AM to 10:00 AM on September 23, 2025, which is outlined in blue. To the right, there's a form for entering interview details: Applicant Information (Name: Melissa Wong, Email: seeker5@email.com, Phone: 0111234505, Position: Software Engineer, Applied: 24 Aug 2025), Interview Date (23-Sep-2025), Start Time (09:00), End Time (10:00), Location (Room 106), and Additional Notes (This time slot conflicts with existing interview(s): John Developer (Full Stack Developer) Sep 23, 2025 09:00 AM - 10:00 AM). A red box highlights the conflict message.

If the employer selects a time slot that conflicts with an already scheduled interview, the system will immediately display an **error message** indicating the conflict. In this case, the form cannot be submitted until a new, non-conflicting date and time are chosen.

Interview Scheduled

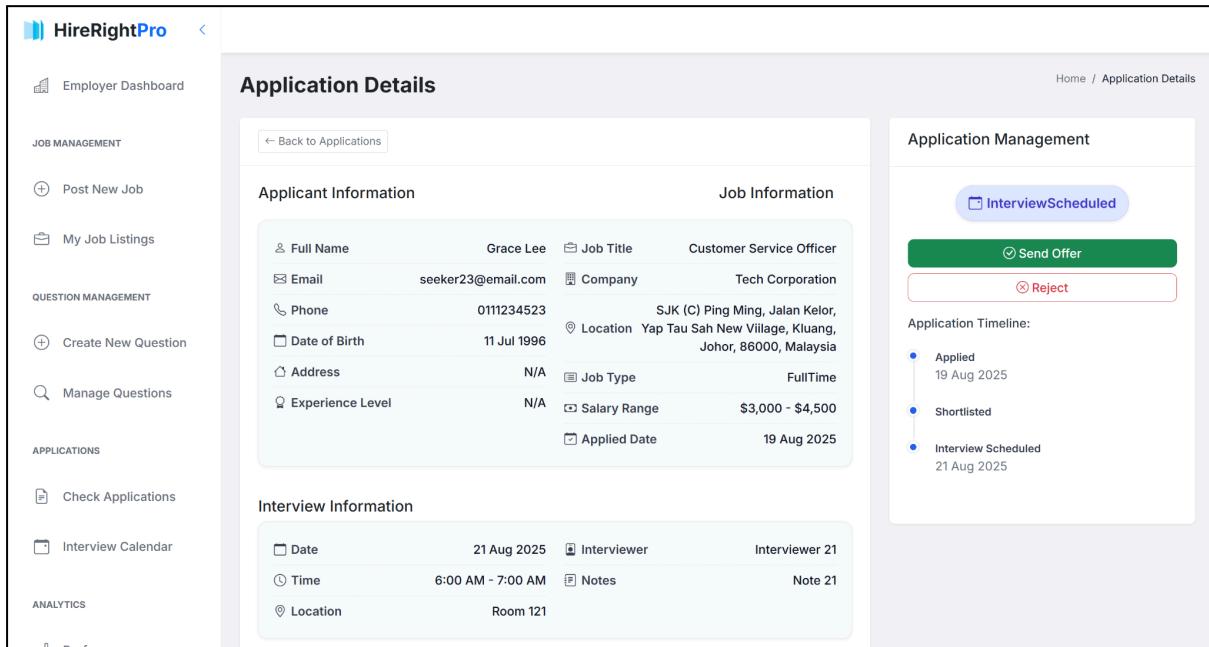
Before interview date:



The screenshot shows the 'Application Details' page in the HireRightPro system. On the left, there's a sidebar with navigation links like Employer Dashboard, Post New Job, My Job Listings, Create New Question, Manage Questions, Check Applications, Interview Calendar, and Interview Information. The main content area has two tabs: 'Applicant Information' and 'Job Information'. Under Applicant Information, fields include Full Name (John Developer), Email (czy051105@gmail.com), Phone (7778889999), Date of Birth (10 Oct 1990), Address (789 Coder Lane, Boston), Experience Level (Mid), Job Title (Full Stack Developer), Company (Tech Corporation), Location (Bangsar South, Kuala Lumpur, 59200, Malaysia), Job Type (PartTime), Salary Range (\$8,000 - \$12,000), and Applied Date (30 Jul 2025). Below this is the 'Interview Information' tab, which shows Date (23 Sep 2025), Time (9:00 AM - 10:00 AM), Interviewer (Jackson), Notes (Be punctual and wear formal), and Location (ABC Company). To the right, there's an 'Application Management' sidebar with a purple button labeled 'InterviewScheduled'. Below it is a blue box stating 'Interview scheduled for Tuesday, 23 September, 2025 09:00'. There are also buttons for 'Reschedule Interview' (purple) and 'Cancel Interview' (orange). A timeline at the bottom lists 'Applied' (30 Jul 2025), 'Shortlisted', and 'Interview Scheduled' (23 Sep 2025).

Employers have the flexibility to **reschedule** or **cancel** an interview at any time, provided that the scheduled interview date has not yet passed.

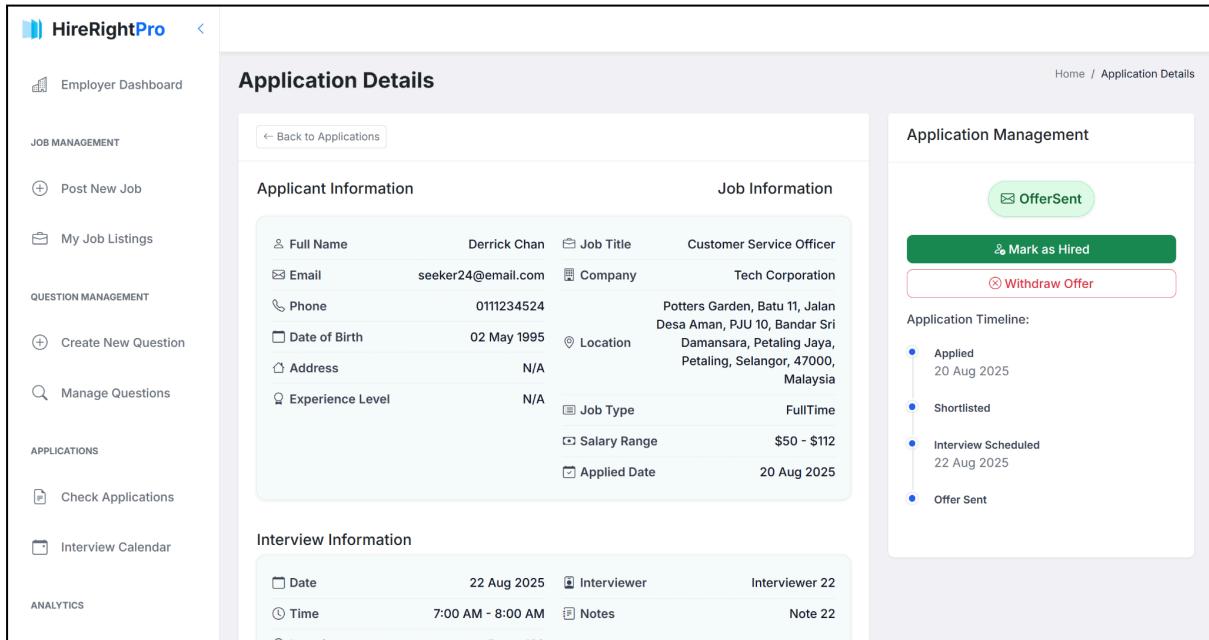
After interview date:



The screenshot shows the 'Application Details' page for an interview scheduled. The left sidebar includes links for Employer Dashboard, Post New Job, My Job Listings, Create New Question, Manage Questions, Check Applications, Interview Calendar, and Interview Information. The main content area displays applicant information (Grace Lee, seeker23@email.com, 0111234523, etc.) and job information (Customer Service Officer at Tech Corporation). A large blue button labeled 'InterviewScheduled' is present. To its right, a green button labeled 'Send Offer' and a red button labeled 'Reject' are shown. Below these are sections for 'Application Management' and 'Application Timeline', which lists 'Applied' (19 Aug 2025), 'Shortlisted', and 'Interview Scheduled' (21 Aug 2025).

Once the scheduled interview has taken place, employers can take the next step in the recruitment process by choosing to either **send an offer** to the applicant or **reject the application**.

Offer Sent



The screenshot shows the 'Application Details' page after an offer has been sent. The left sidebar is identical to the previous screenshot. The main content area displays the same applicant and job information. A large green button labeled 'OfferSent' is present. To its right, a green button labeled 'Mark as Hired' and a red button labeled 'Withdraw Offer' are shown. Below these are sections for 'Application Management' and 'Application Timeline', which now includes 'Offer Sent' (20 Aug 2025) in addition to the previous steps.

At this stage, the employer has two options to finalize the hiring decision: they can either **mark the applicant as Hired** to confirm successful recruitment, or choose to **withdraw the offer** if the position is no longer available or the applicant does not meet the final requirements.

Hired

The screenshot shows the 'Application Details' page for a candidate named Irene Lim. The 'Job Information' section includes the job title 'System Administrator' at 'Tech Corporation' and the location 'The (Oval) Banqueting Suite, 372, Stratford Road, Sparkhill, Birmingham, West Midlands, England, B11 4AB, United Kingdom'. The 'Interview Information' section shows the interview date as 23 Aug 2025, interviewer 'Interviewer 23', and notes 'Note 23'. On the right, the 'Application Management' panel shows a green button labeled 'Hired' and a note stating 'This application is closed.' Below it is an 'Application Timeline' with the following steps: Applied (21 Aug 2025), Shortlisted, Interview Scheduled (23 Aug 2025), Offer Sent, and Hired.

Once an applicant is **marked as Hired**, the application will be considered **closed**, and the status becomes permanent. At this stage, no further updates or changes can be made to the application.

Rejected

The screenshot shows the 'Application Details' page for a candidate named Alice Tan. The 'Job Information' section includes the job title 'System Administrator' at 'Tech Corporation' and the location 'Happ, Sankt Jakob in Defereggen, Bezirk Lienz, Tyrol, 9963, Austria'. The 'Interview Information' section shows the interview date as 24 Aug 2025, interviewer 'Interviewer 24', and notes 'Note 24'. On the right, the 'Application Management' panel shows a red button labeled 'Rejected' and a note stating 'This application is closed.' Below it is an 'Application Timeline' with the following steps: Applied (22 Aug 2025), Shortlisted, Interview Scheduled (24 Aug 2025), Offer Sent, and Hired.

Once an application is **marked as Rejected**, the application will be permanently **closed**, and its status can no longer be modified.

Additional Function: Email Notification (Status Updated)**Status change to Interview Scheduled**

Interview Scheduled: Full Stack Developer at Tech Corporation Inbox ×



Recruitment Team <hiredrightpro@gmail.com>
to me ▾

Interview Scheduled

Dear John Developer,

Thank you for applying for the **Full Stack Developer** position at Tech Corporation. We are pleased to invite you for an interview.

Interview Details:

Date: Saturday, September 20, 2025

Time: 10:00 AM - 11:00 AM

Position: Full Stack Developer

Interviewer: Jackson

Location: ABC Company

Additional Information:

aa

If you need to reschedule or have any questions, please contact us.

Best regards,

The Tech Corporation Recruitment Team

Status update to Offer Sent



Job Offer: Data Analyst at Tech Corporation Inbox ×

Recruitment Team <hiredrightpro@gmail.com>
to me ▾

Congratulations! Job Offer

Dear Sophia Khoo,

We are delighted to offer you the position of **Data Analyst** at Tech Corporation!

🎉 Offer Details

We were very impressed with your qualifications and experience during the interview process, and we believe you will be a valuable addition to our team.

Next Steps:

- This email serves as your official job offer
- Please confirm your acceptance of this offer by replying to this email
- Once confirmed, our team will contact you with onboarding details, including your start date

If you have any questions in the meantime, please don't hesitate to contact us.

We look forward to welcoming you to our team!

Best regards,

The Tech Corporation Hiring Team

Status update to Hired

Welcome to Tech Corporation! Inbox ×

 **Recruitment Team** <hiredrightpro@gmail.com>
to me ▾

Welcome to the Team!

Dear Sophia Khoo,

Congratulations and welcome to Tech Corporation! We are thrilled to confirm that you have accepted our offer for the position of **Data Analyst**.

17 Your Start Date

Your first day will be: **Sunday, October 05, 2025**

Onboarding Process

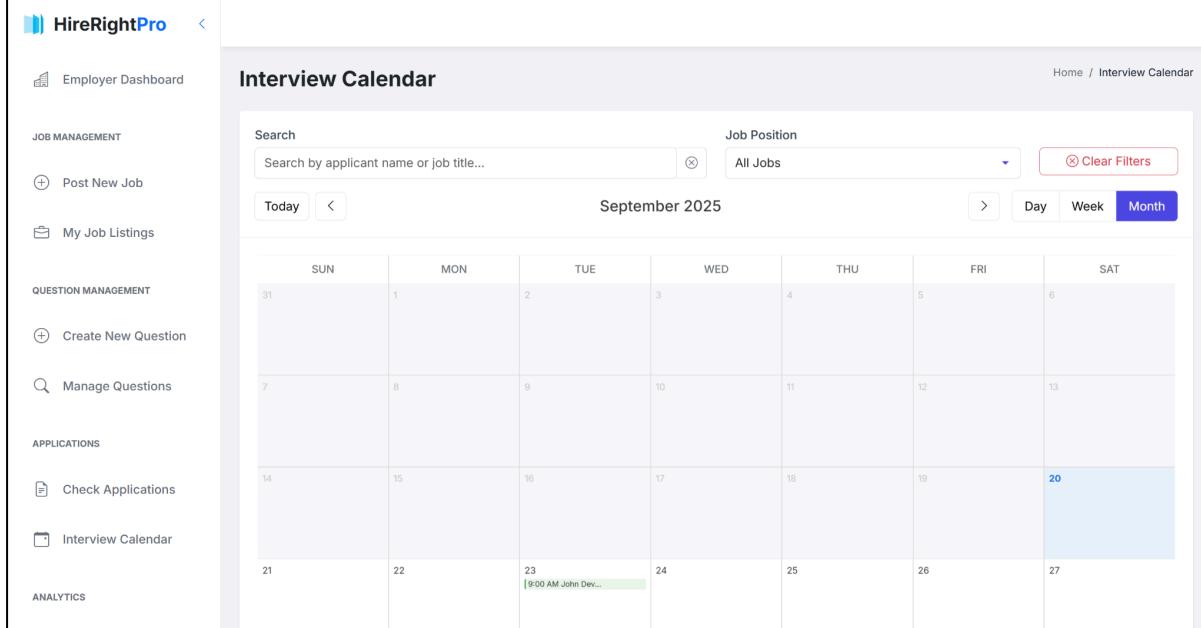
- Please arrive at our office on your start date at the scheduled time
- You will be guided through the orientation and introduced to your team
- Your manager will share your first week schedule and responsibilities

We're excited to have you on board and look forward to seeing you on your start date!

Best regards,
The Tech Corporation Team

2. Calendar Maintenance (Employer)

Interview Calendar [Month View]



The screenshot shows the 'Interview Calendar' section of the HireRightPro platform. On the left, there's a sidebar with navigation links: 'Employer Dashboard', 'JOB MANAGEMENT' (Post New Job, My Job Listings), 'QUESTION MANAGEMENT' (Create New Question, Manage Questions), 'APPLICATIONS' (Check Applications, Interview Calendar), and 'ANALYTICS'. The main area is titled 'Interview Calendar' and displays a calendar for September 2025. At the top of the calendar, there are search fields for 'Search by applicant name or job title...' and 'Job Position' (set to 'All Jobs'), and a 'Clear Filters' button. Below the search is a date navigation bar with 'Today' and arrows for 'September 2025', and buttons for 'Day', 'Week', and 'Month' (which is selected). The calendar grid shows days from 1 to 27. A specific entry is highlighted on Tuesday, September 23, with the text '9:00 AM John Dev...'. The overall interface is clean and modern, using a light grey color scheme.

The screenshot shows a weekly calendar grid from Sunday to Saturday. The days are numbered 28 through 4 across the top row, and 5 through 11 across the bottom row. To the left is a sidebar with the following sections:

- APPLICATIONS**: Check Applications, Interview Calendar.
- ANALYTICS**.

Interview Calendar [Week View]

The screenshot shows the Interview Calendar [Week View] in the HireRightPro application. The interface includes a sidebar with the following sections:

- JOB MANAGEMENT**: Post New Job, My Job Listings.
- QUESTION MANAGEMENT**: Create New Question, Manage Questions.
- APPLICATIONS**: Check Applications, Interview Calendar.
- ANALYTICS**.

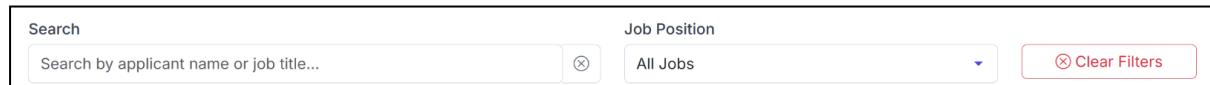
The main area displays a weekly calendar from September 21 to September 27, 2025. The days of the week are labeled from SUN to SAT. A specific interview is scheduled for Tuesday at 9:00 AM, with the entry "9:00 AM John Developer" highlighted in green.



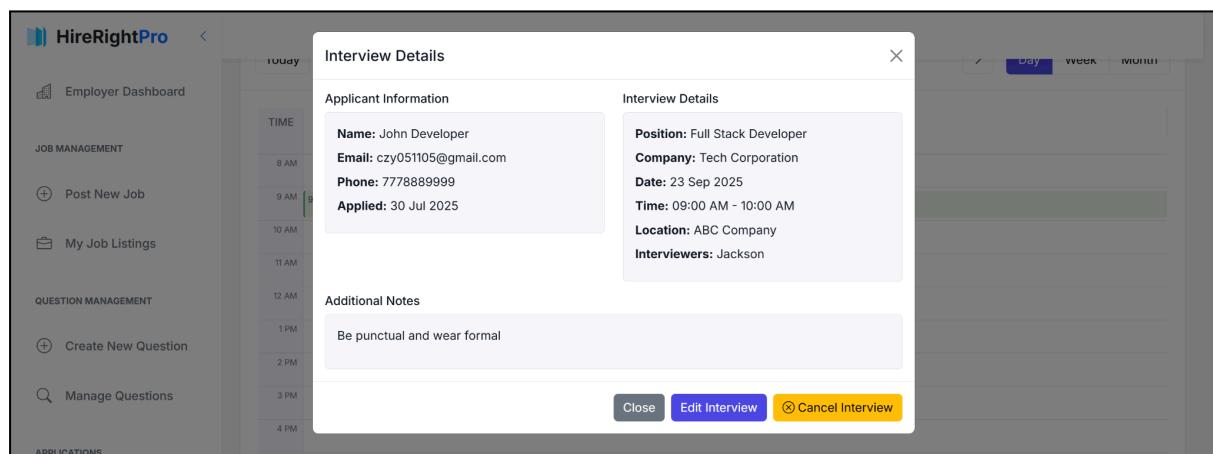
Interview Calendar [Day View]

The Interview Calendar serves as a centralized hub for all scheduled interview events, enabling employers to efficiently manage and track upcoming interviews. Employers can easily switch between different viewing modes—**Day, Week, or Month**—to get either a detailed or high-level overview of the interview schedule.

Additional Function: AJAX Searching, Filtering



Employers can search for interviews by entering an applicant's name or job title in the search bar. Additionally, they can refine the results further by selecting a specific job from the **All Jobs** dropdown menu, ensuring that only interviews related to the chosen job posting are displayed.



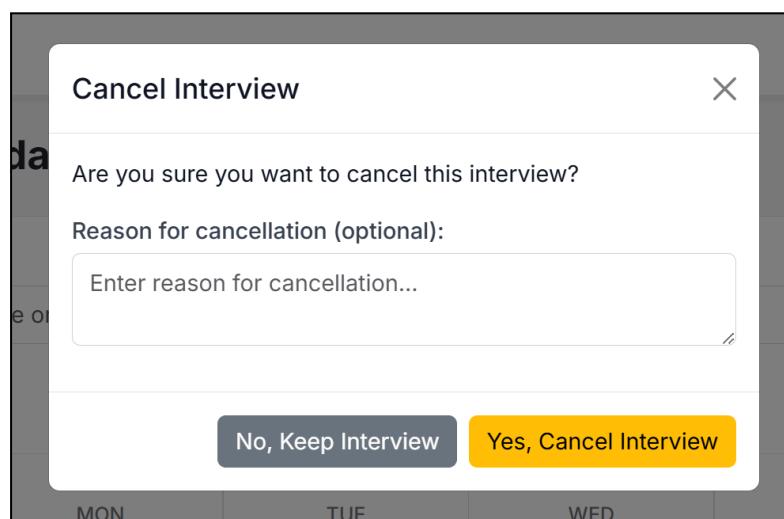
By clicking on a scheduled event in the calendar, an interactive form will expand, displaying all the interview details related to the selected applicant. This includes key information such as the applicant's name, job title, interview date, time, and location.

Edit Interview

When the employer clicks the **Edit Interview** button, the system redirects them back to the **Schedule Interview** page. From there, they can modify the interview by selecting a new date, adjusting the start and end times, or updating other interview details such as the location or additional notes.

(X) Cancel Interview

Employers also have the option to cancel an interview by clicking the **Cancel Interview** button.



Once clicked, a confirmation dialog box will appear, prompting the employer to confirm their decision. If the employer selects **Yes**, the system will immediately cancel the interview and update the calendar accordingly. If the employer selects **No**, the action will be aborted, and the interview will remain scheduled without any changes.

Additional Function: Email Notification (Scheduled have been edited/ cancelled)

For every interview action, whether it is newly scheduled, updated with changes, edited for details, or fully cancelled, the system will automatically send an email notification to the applicant.

Interview Updated

Interview Updated: Senior .NET Developer at Tech Corporation Inbox x

Recruitment Team <hiredrightpro@gmail.com>
to me ▾

Interview Updated

Dear John Developer,

This email is to inform you that your interview for the **Senior .NET Developer** position has been updated. Please review the new details below.

Updated Interview Details:

Date: Friday, September 26, 2025

Time: 2:00 PM - 3:00 PM

Position: Senior .NET Developer

Interviewer: John

Location: Office Meeting Room

Additional Information:

haha

Note: This update supersedes any previous interview information.

If you have any questions or conflicts with the new schedule, please contact us.

Best regards,

The Tech Corporation Recruitment Team

Interview Cancelled**Interview Cancelled: Senior .NET Developer at Tech Corporation** Inbox x

Recruitment Team <hiredrightpro@gmail.com>
to me ▾

Fri 19 Sept, 18:04 (10 hours ago)

Interview Cancelled

Dear John Developer,

We regret to inform you that your interview for the **Senior .NET Developer** position at Tech Corporation scheduled for Friday, September 26, 2025 2:00 PM has been cancelled.

Original Location: Office Meeting Room

Reason for Cancellation:

Your application remains under consideration for the position, and we may contact you to reschedule the interview at a later time.

If you have any questions, please contact us at hiredrightpro@gmail.com.

Best regards,

The Tech Corporation Recruitment Team

3. Employer Dashboard

Employer Dashboard

Total Jobs: 4 Applications: 18 Interviews: 0 Reports: 0

Recent Applications

- Sophia Khoo: Applied for: Data Analyst, Sep 20, 2025 (Hired)
- Ryan Lee: Applied for: Software Engineering, Sep 19, 2025 (Shortlisted)
- Priscilla Tan: Applied for: Marketing Executive, Sep 18, 2025 (Shortlisted)
- Oscar Chew: Applied for: UI/ UX Designer, Sep 17, 2025 (Shortlisted)

Active Jobs

- Software Engineering: Ewwe Drabužiai, Vilkaviškio g., Tarpučiai, Mokolų seniūnija, Marijampolė Municipality, Marijampole County, 68137, Lithuania • FullTime (Active)
- Data Analyst: Wewe, Asokore Mampong, Asokore-Mampong Municipal District, Ashanti Region, Ghana • FullTime (Active)
- UI/ UX Designer: Healdsburg District Hospital, 1375, University Avenue, Healdsburg, Sonoma County, California • FullTime (Active)

Upcoming Interviews

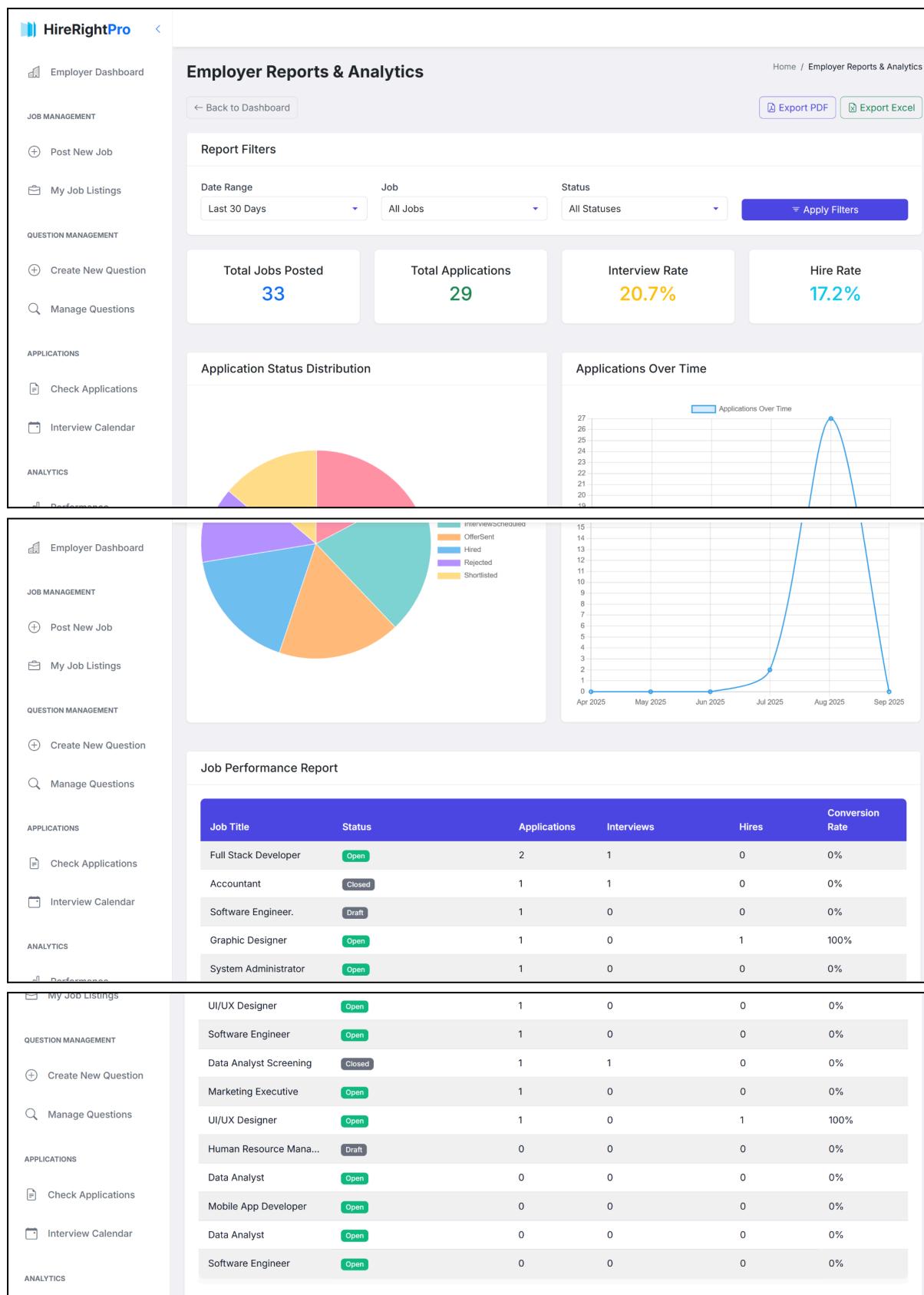
No upcoming interviews.

View Reports

The **Employer Dashboard** provides a quick overview of key metrics, including the total number of jobs posted, applications received, interviews scheduled, and reports submitted. Below these statistics, the dashboard also displays a list of recent applications, currently active jobs, and upcoming interviews, giving employers a clear snapshot of their hiring activities.

By clicking the **View Reports** button, employers can access detailed reports and analytics, allowing them to review performance insights, monitor recruitment progress, and make data-driven decisions.

Employers Reports & Analytics



The **Employer Reports** section offers comprehensive insights into recruitment performance. Key metrics include the total number of job posts, the total applications received, the overall hire rate, and the interview rate. To make the data more visual and easier to interpret, the section also features a **pie**

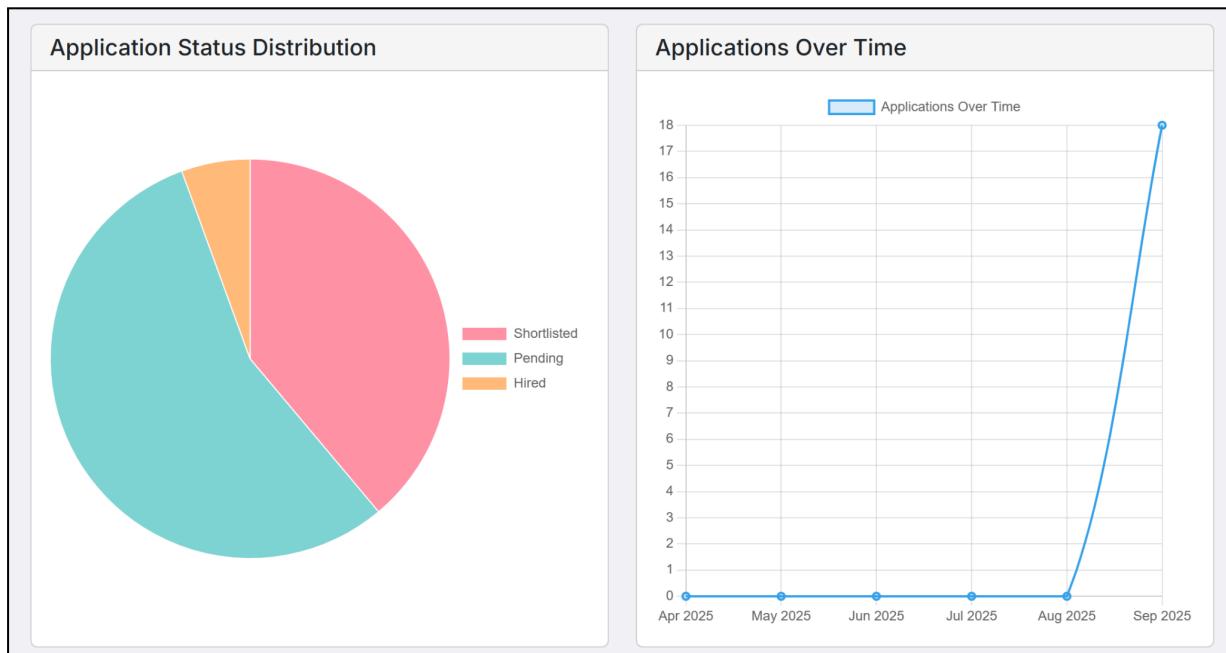
chart illustrating the distribution of application statuses, a line chart tracking application trends over time, and a detailed job performance report that highlights how each job posting is performing.

Report Filters

Date Range	Job	Status
<input type="button" value="Last 30 Days"/>	<input type="button" value="All Jobs"/>	<input type="button" value="All Statuses"/>
<input type="button" value="Apply Filters"/>		

Employers can refine the reports by applying filters such as a specific **date range**, selecting **jobs by dropdown list**, and narrowing results by **application status**. These filters allow employers to focus on the most relevant data and generate more meaningful insights for their recruitment analysis.

Additional Function: On Screen Charts



The Employer Reports section includes interactive on-screen charts for better visualization of recruitment data:

- **Application Status Distribution** – A pie chart that breaks down applications by their current status (Pending, Shortlisted, Interview Scheduled, Offer Send, Hired, or Rejected).
- **Applications Over Time** – A line chart that displays the trend of applications submitted within a selected date range, helping employers identify peak periods of applicant activity.

Additional Function: PDF Generator



At the top-right corner of the Employer Reports page, two action buttons are available: **Export PDF** and **Export Excel**. By clicking either button, the system will automatically generate the selected report format and download it to the employer's device. This feature allows employers to store analytics reports offline, share them with colleagues, or keep them for record-keeping and future reference.

(E) PIC: CHONG WEI NI**1. Job Maintenance (Job Seeker)****Find Job**

The screenshot shows a job search interface with a sidebar on the left containing icons for dashboard, search, filters, and notifications. The main area displays a grid of job postings:

- Senior Accountant**: Tech Corporation, Miri, Miri Division, Sarawak, 98000, Malaysia. RM 4,500 – RM 6,800. Posted 21 Sep 2025.
- Part-Time Barista**: Tech Corporation, Subang Jaya City Council, Petaling, Selangor, Malaysia. RM 1,200 – RM 1,800. Customer Service. Posted 21 Sep 2025.
- Junior Graphic Designer**: Tech Corporation, Kuala Lumpur, Malaysia. RM 2,000 – RM 3,200. Design & Creative. Posted 21 Sep 2025.
- Sales Associate (Retail)**: Tech Corporation, Kuantan, Pahang, Malaysia. RM 1,700 – RM 2,500. Sales & Business Development. Posted 21 Sep 2025.
- Software Engineering**: Tech Corporation, Ewwe Drabužiai, Vilkaviškio g., Tarpūčiai, Mokolų seniūnija, Marijampolė Municipality, Marijampolė County, 68137, Lithuania. RM 12 – RM 12. Design & Creative. Posted 20 Sep 2025.
- Data Analyst**: Tech Corporation, Wewe, Asokore Mampong, Asokore-Mampong Municipal District, Ashanti Region, Ghana. RM 1 – RM 12. Engineering. Posted 20 Sep 2025.
- UI/ UX Designer**: Tech Corporation, Healdsburg District Hospital, 1375, University Avenue, Healdsburg, Sonoma County, California, 95448, United States.
- Marketing Executive**: Tech Corporation, 222, Taman Bunga, Jalan Bunga 23, 52200 KL. RM 1 – RM 22.

Each listing includes buttons for Save, View, Apply, and Report.

This page allows users to **browse and view detailed job postings**, submit applications directly, and report inappropriate or suspicious listings.

Additional Function: AJAX Searching, Filtering

The screenshot shows an overlay for filtering and sorting job results. It includes fields for:

- Location**: A text input field with placeholder "e.g. Kuala Lumpur".
- Category**: A dropdown menu set to "All".
- Job type**: A dropdown menu set to "All".
- Min salary** and **Max salary**: Input fields for specifying salary ranges. A note says "Please enter digits only".
- Sort by**: A dropdown menu set to "Most recent".
- Reset**: A red button to reset the filters.
- Apply**: A blue button to apply the selected filters.

Users can refine results instantly without reloading the page by:

- Entering a **location** to see jobs in a specific area.
- Selecting a **category** and **job type** from dropdown menus.
- Specifying a **minimum and maximum salary range** to match their preferences.
- Sorting job results by **date range**, **alphabetically A-Z** allowing them to view the most recent or older job postings first.

By category

Category

- All
- All
- Customer Service
- Design & Creative
- Education & Training
- Engineering
- Finance & Accounting
- Healthcare
- Human Resources
- Information Technology
- Marketing & Digital Media
- Sales & Business Development

By job type

Job type

- All
- All
- FullTime
- PartTime
- Contract
- Internship
- Freelance

Sort by

Sort by

- Title A-Z
- Most recent
- Salary: High to Low
- Salary: Low to High
- Title A-Z
- Title Z-A

Additional Function: Applications Status Notifications Updates

The screenshot shows a mobile-style interface titled "Job Application Updates". At the top is a bell icon. Below it, three notifications are listed:

- ✉️ Human Resource Manager — Pending**
Tech Corporation • 9/21/2025, 7:17:27 PM
- ✉️ Civil Engineer — InterviewScheduled**
Tech Corporation • 9/21/2025, 7:19:12 PM
- ✉️ Event Coordinator — Shortlisted**
Tech Corporation • 9/21/2025, 7:50:03 PM

At the bottom of the list is a blue link labeled "View all applications".

This is the **Job Application Updates** panel. It shows the latest status changes for applications, including the job title, updated status (e.g., *Pending*, *Interview Scheduled*, *Shortlisted*), company name, and timestamp. A link at the bottom lets users View all applications for a complete history.

View Job Listing Details Page

The screenshot shows a job listing page for a "Senior Accountant" position. The page includes the following details:

- Job Title:** Senior Accountant
- Company:** Tech Corporation
- Location:** Miri, Miri Division, Sarawak, 98000, Malaysia
- Salary:** RM 4,500 – RM 6,800
- Category:** Finance & Accounting
- Type:** FullTime
- Posted:** 21 Sep 2025 • **Closes:** 03 Jan 2026
- Description:** Handle financial reporting, audits, and compliance. CPA/MIA qualification preferred.
- Key Details:**
 - Type: FullTime
 - Category: Finance & Accounting
 - Salary: RM 4,500 – RM 6,800
 - Location: Miri, Miri Division, Sarawak, 98000, Malaysia
 - Posted: 21 Sep 2025 • Closes: 03 Jan 2026
- Company:** Tech Corporation (Leading tech company)
- Website:** [Website](#)
- Approximate Location:** [Open in Google Maps](#)

This page displays the **full details of a job posting**, including essential information such as the **company name**, **job location**, **salary range**, and the **date the job was posted**. It also provides a comprehensive **job description**.

Report Job Popup

The screenshot shows a modal window titled "Report Job". It has a text input field for "Reason *" with placeholder text "e.g. Scam suspicion, duplicate post, misleading". Below it is a text area for "Additional details (optional)" with placeholder text "Share any helpful context, screenshots you noticed, links, etc.". At the bottom, there is a checkbox labeled "Your report is sent privately to our admin team.", followed by two buttons: "Cancel" and "Submit report".

By clicking the **Report** button, a **Report Job** form will pop up, allowing users to flag inappropriate or suspicious job postings. In this form, users are required to enter their **email address**, select or type the **reason for the report**, and provide additional **details or comments** before submitting.

The screenshot shows a job listing for a "Human Resource Manager" position at "Tech Corporation". The listing includes the company name, location (Ipoh, Perak, Malaysia), salary range (RM 5,000 – RM 7,000), and posting details (Posted 22 Sep 2025 • Closes 27 Sep 2025). The job description is: "Manage recruitment, payroll, and employee relations. Experience with HRDF claims and labor laws required." On the right side, there are buttons for "Apply Now", "Saved" (which is highlighted in blue), "Report", and "Back". Below the job description, there are sections for "Key Details" (Type: FullTime, Category: Human Resources, Salary: RM 5,000 – RM 7,000, Location: Ipoh, Perak, Malaysia, Posted: 22 Sep 2025 • Closes: 27 Sep 2025) and "Company" (Tech Corporation, Leading tech company, Website). At the bottom, there is an "Open in Google Maps" button.

Clicking **Save Job** adds the posting to the user's Saved Jobs page, where it can be accessed anytime. The button color and label change to indicate the job is saved, and clicking again will remove it.



The button changes state to indicate the **job is saved**, preventing duplicate saves.





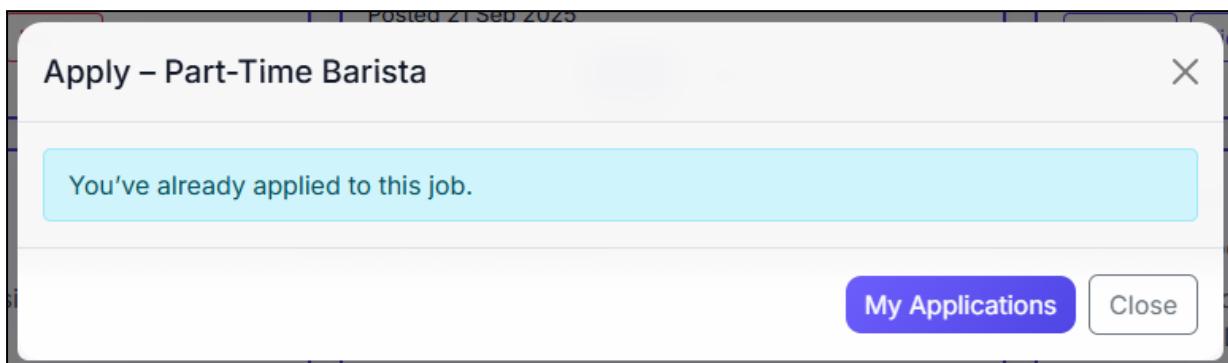
A popup confirms when a **job is saved**, and another popup notifies when it is removed from saved.

Saved Jobs Page

The **Saved Jobs Dashboard** lists all jobs a user has saved with key details and quick actions.

2. Application Maintenance (Job Seeker)

This is the **job application popup form**. It shows the job title, company, and location at the top, with a warning that answers will be locked after submission. Applicants must upload a resume (PDF, max 5 MB), optionally write a cover letter, and answer required application questions before clicking Submit Answers.



If the user attempts to apply for a job that they have already submitted an application for, the system will display a **pop-up notification**. This pop-up informs the user that they have already applied for the position, preventing duplicate applications and ensuring that the application process remains efficient and error-free.

My Applications Page

My Applications (6)		
Sales Associate (Retail)	Tech Corporation	Pending
Part-Time Barista	Tech Corporation	Pending
Senior Accountant	Tech Corporation	Shortlisted
Data Analyst	Tech Corporation	Shortlisted
Marketing Executive	Tech Corporation	Shortlisted
Software Engineering	Tech Corporation	Pending

The **My Application Listings** page displays a complete list of all applications submitted by the user. Each record includes key details such as the **company name**, the **applied date**, and the current **status** of the application. In the last column, a **Details** button is provided; by clicking this button, users are redirected to the **Application Details** page, where they can view the full information about their application and its progress.

[Find More Jobs](#)

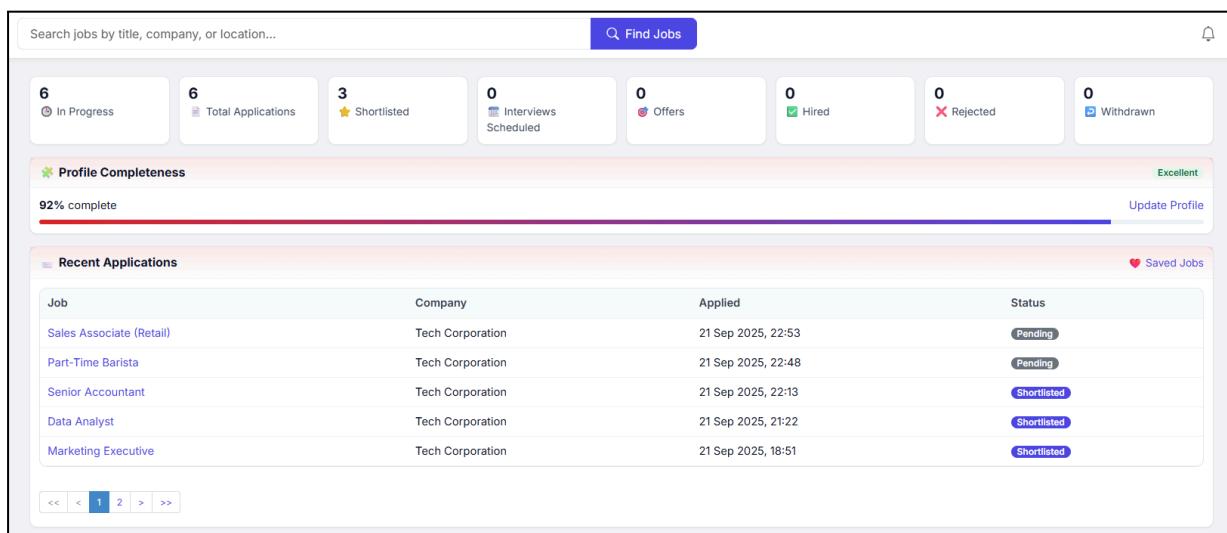
Find more Jobs will lead users back to the **find job dashboard**.

The Application Details page displays the following information:

- Job Information:**
 - Job Title: Part-Time Barista
 - Company: Tech Corporation
 - Location: Subang Jaya City Council, Petaling, Selangor, Malaysia
 - Applied Date: 21 Sep 2025
- Cover Letter:** become Barista me want eb
- Resume:** View Resume, Download
- Application Questions:**
 - what? Text: etfwfweft
 - why? MultipleChoice
 - how? Checkbox

The **Application Details page** shows the full information for a user's job application, including job title, company, status, cover letter, resume, and submitted answers.

3. Job Seeker Dashboard

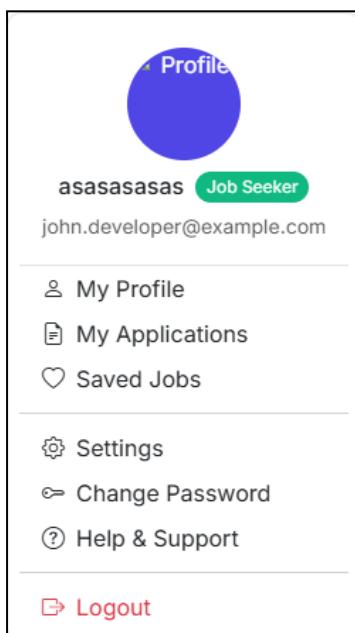


This dashboard provides users with a quick overview of their job-seeking activities. At the top, it displays the **profile completeness** as a percentage, helping users understand how much of their profile information has been filled out. Below that, users can track their **current applications**, which are neatly categorized by status, including *In Progress*, *Total Applications*, *Shortlisted*, *Interviews Scheduled*, *Offers*, *Hired*, *Rejected*, and *Withdrawn*.

The Recent Applications section displays the following data:

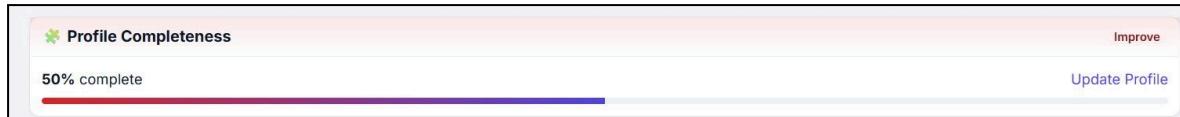
Job	Company	Applied	Status
Junior Graphic Designer	Tech Corporation	21 Sep 2025, 23:21	Pending
Sales Associate (Retail)	Tech Corporation	21 Sep 2025, 22:53	Pending
Part-Time Barista	Tech Corporation	21 Sep 2025, 22:48	Pending
Senior Accountant	Tech Corporation	21 Sep 2025, 22:13	Shortlisted
Data Analyst	Tech Corporation	21 Sep 2025, 21:22	Shortlisted

This is the **Recent Applications** table. It lists jobs the user has applied for, showing the job title, company name, application date and time, and the current **status** (e.g., Pending, Shortlisted). Pagination at the bottom allows users to browse through older applications.



This sidebar menu belongs to the **Job Seeker dashboard**. It shows the user role at the top with an avatar and a **Job Seeker** badge, then provides quick navigation links: **My Profile**, **My Applications**, **Saved Jobs**, **Settings**, **Help & Support** and **Change Password**. At the bottom, a clear **Logout** button is highlighted in red for easy sign-out.

Additional Function: Profile Completeness Meter



The system includes a **Profile Completeness Meter** that visually represents how much of the user's profile has been completed, displayed as a percentage.

Job Seeker Profile Edit

My Profile

Profile strength: 100%

Resume
Upload your latest resume so employers can learn more about you.
[View current resume](#) [Replace resume](#)

Personal summary
Add a personal summary to your profile as a way to introduce who you are.
Hello I am Johnddddddddd

Career history
The more you let employers know about your experience, the more you can stand out.
xcrf - fd
Jan 0001 - Present [Edit](#) [Delete](#)

Education
Tell employers about your education.
dsd - sdsd
Jul 2025 - Jul 2025
ededsds [Edit](#) [Delete](#)

Skills
Showcase the technologies and strengths you bring.
444 [Edit](#) [Delete](#)

Languages
Add languages to appeal to more companies and employers.
Albanian
Amharic [Edit](#) [Delete](#)

Licences & certifications
Add your relevant licences, certifications and accreditations.
No licences or certifications added. [Add licence or certification](#)

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This **Profile Page** allows users to fully manage their personal and professional information. Users can **edit or delete** existing details, as well as upload and update their **resume**. In addition, they can add a **personal summary**, maintain a detailed record of their **career history, education background, skills, languages, and licenses & certifications**.

Profile strength: 82%

Complete Your profile looks great to employers!

This is a **profile completeness meter**. It tracks how much of the user's profile is filled out and encourages completion to improve visibility to employers.

Sara **Job Seeker**
john.developer@example.com • 0173018307 • 789 Coder Lane, Boston • all Entry [Edit basic info](#)

This is the **profile header section** that displays the user's basic information such as name, role, contact details, and location, with an option to edit the info.

Edit basic info

Profile photo

Choose File No file chosen

PNG/JPG up to 2MB. A cropping popup will open after you select a picture.

Full name

Sara
4/50

Phone **Experience level**

0173018307 Entry

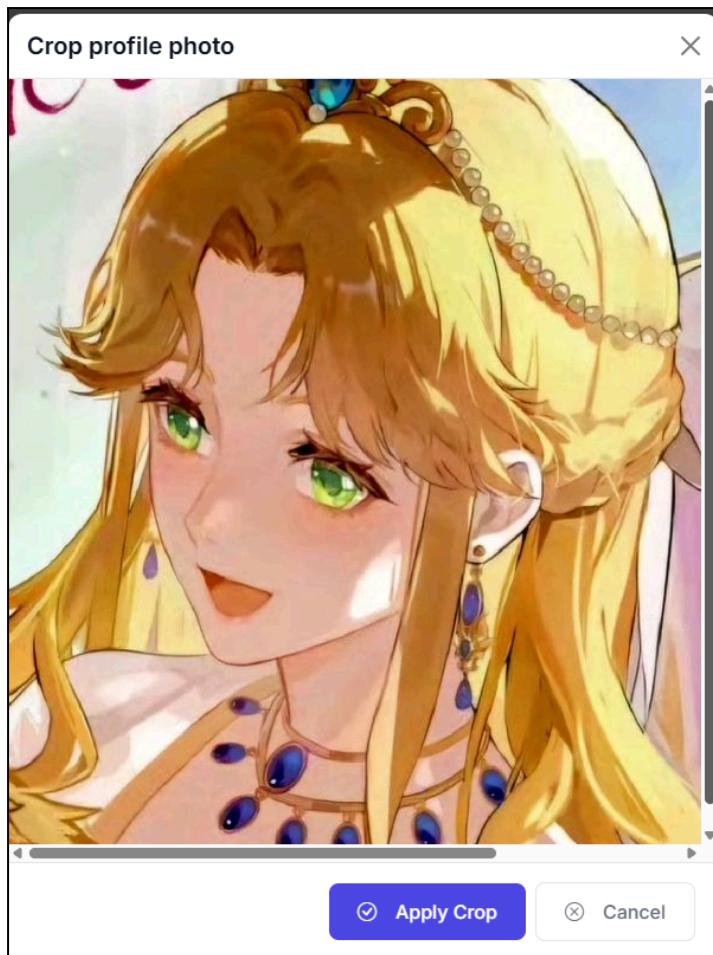
Please enter digits only.

Address

789 Coder Lane, Boston
22/150

Save **Cancel**

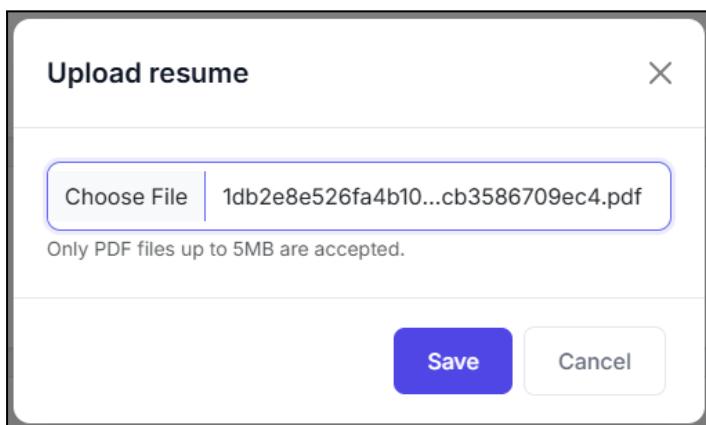
This is the **Edit Basic Info** form where users can update their profile photo, name, phone number, experience level, and address, then save the changes.



This is the **Crop Profile Photo tool** that lets users adjust and crop their uploaded picture before saving it as their profile image.



This is the **Resume section** where users can view their current resume and upload or replace it with the latest version for employers to review.



This is the **Upload Resume dialog** where users select a PDF file (up to 5MB) and save it to update their resume on the platform.

Personal summary

Add a personal summary to your profile as a way to introduce who you are.

Hello I am Johnddddddddddsssdsssdsssdsssdsssdsssdsssd

[Edit summary](#)

This is the **Personal Summary section** where users can add or edit a short introduction about themselves to make their profile more engaging for employers.

Edit personal summary

Summary

Highlight your unique experiences, ambitions and strengths.

Hello I am Johnddddddddddsssdsssdsssdsssdsssdsssd

Don't include sensitive personal information. 59/1500

[Save](#) [Cancel](#)

This is the **Edit Personal Summary form** where users can write or update a short description about their experiences, ambitions, and strengths, then save the changes.

Career history

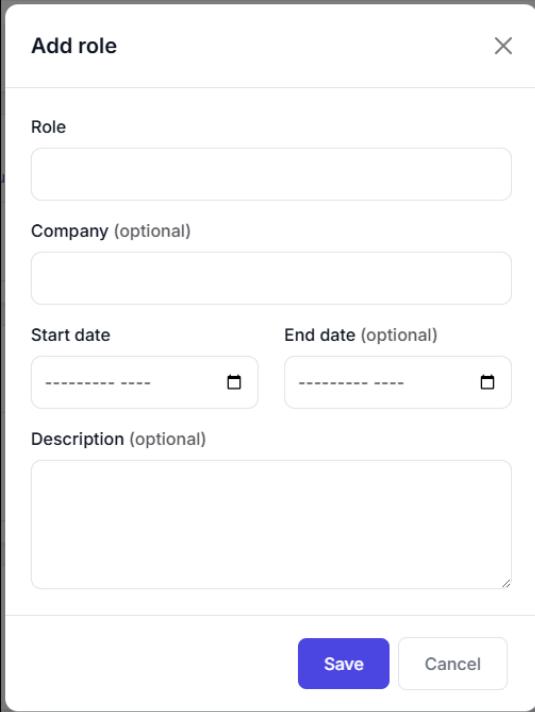
The more you let employers know about your experience, the more you can stand out.

Senior Ager - FedEx
Jan 0001 – Present

[Add role](#)

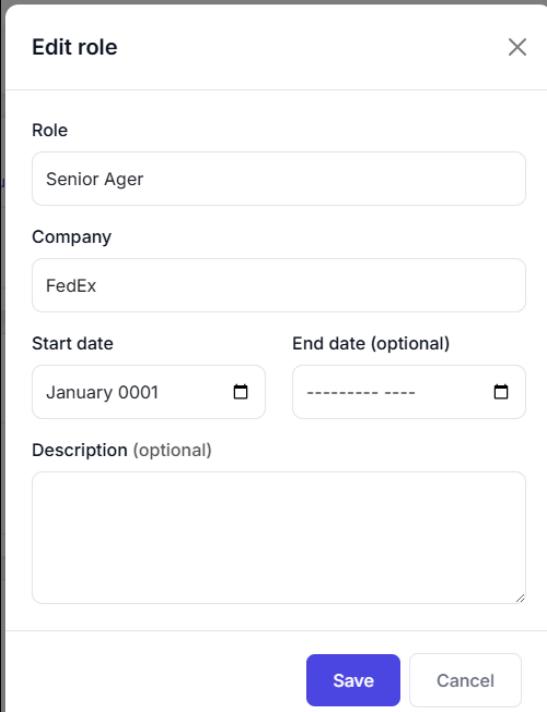
[Edit](#) [Delete](#)

This is the **Career History section** where users can add, edit, or delete past job roles to showcase their work experience for employers.



The screenshot shows a modal dialog titled "Add role". It contains fields for "Role" (a text input), "Company (optional)" (a text input), "Start date" and "End date (optional)" (date pickers), and "Description (optional)" (a text area). At the bottom are "Save" and "Cancel" buttons.

This is the **Add Role form** where users can enter details about a job position, including role title, company, dates, and description, then save it to their career history.



The screenshot shows a modal dialog titled "Edit role". It contains fields for "Role" (text input with "Senior Ager" value), "Company" (text input with "FedEx" value), "Start date" (date picker with "January 0001" value) and "End date (optional)" (date picker), and "Description (optional)" (text area). At the bottom are "Save" and "Cancel" buttons.

This is the **Edit Role form** where users can update details of an existing career entry, such as role title, company, start and end dates, and description, then save the changes.

The screenshot shows a section titled "Education" with the subtitle "Tell employers about your education." It lists one item: "dsd - sdsd" with the dates "Jul 2025 – Jul 2025". There are "Edit" and "Delete" buttons next to the list item.

This is the **Education section**, which lets users add, edit, or delete their academic background. It works the same way as the **Career History** section, but focuses on education details.

The screenshot shows a section titled "Skills" with the subtitle "Showcase the technologies and strengths you bring." It lists one item: "444" with a pencil and delete icon. There is a "Add skill" button in the top right corner.

This is the **Skills section**, which allows users to showcase their abilities by adding, editing, or deleting skills they want employers to see.

The screenshot shows a modal window titled "Add skill" with a close button "X". It has a "Skill" input field containing "444" and two buttons at the bottom: "Save" (purple) and "Cancel".

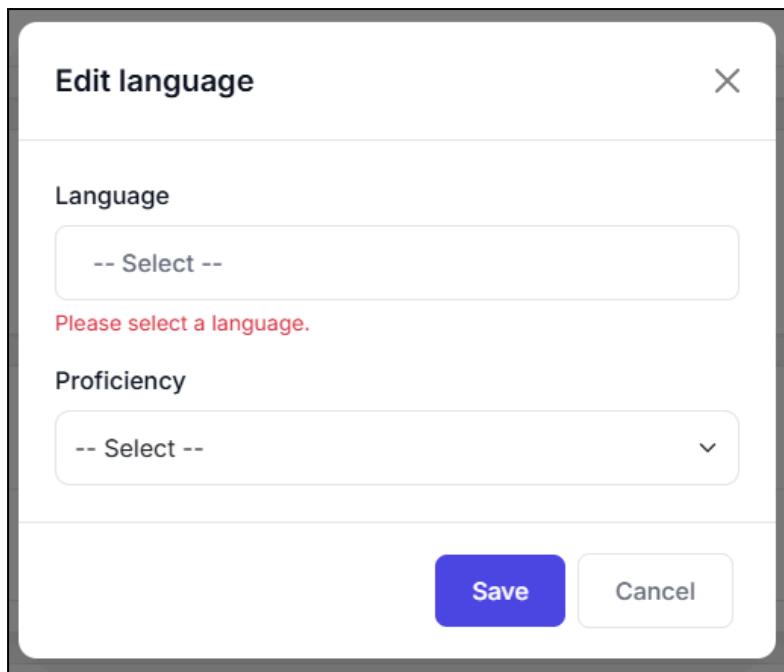
This is the **Add Skill form**, where users can enter a new skill and save it to their profile.

The screenshot shows a modal window titled "Edit skill" with a close button "X". It has a "Skill" input field containing "444" and two buttons at the bottom: "Save" (purple) and "Cancel".

This is the **Edit Skill form**, where users can edit their original skill with a new skill and save it to their profile.

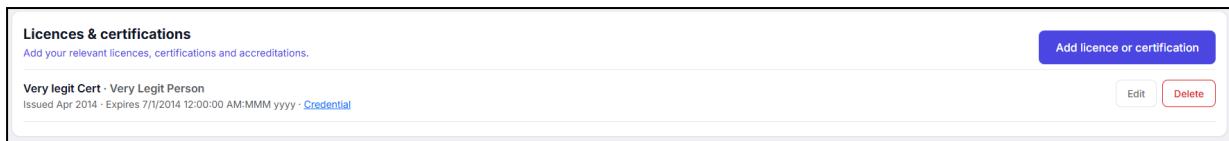
The screenshot shows a section titled "Languages" with the subtitle "Add languages to appeal to more companies and employers." It lists one item: "Albanian" with the proficiency level "Conversational". There are "Edit" and "Delete" buttons next to the list item.

This is the **Languages section**, which lets users add, edit, or delete languages they know, along with their proficiency level, to highlight multilingual abilities.



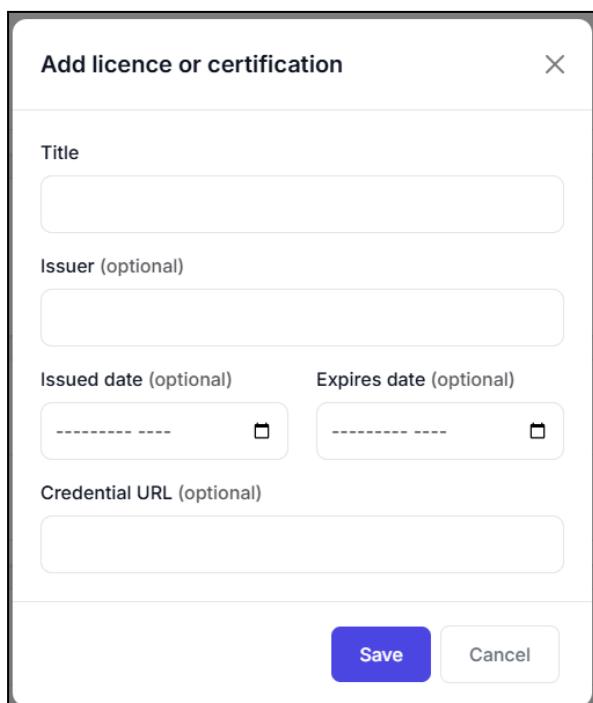
The 'Edit language' form is a modal window. It contains two dropdown menus: 'Language' and 'Proficiency', both currently set to '-- Select --'. Below the dropdowns is a red error message: 'Please select a language.' At the bottom are 'Save' and 'Cancel' buttons.

This is the **Edit Language form**, where users can select a language and proficiency level from a dropdown before saving it to their profile.



The 'Licences & certifications' section shows a single entry: 'Very legit Cert - Very Legit Person' issued on April 2014 and expires on July 2014. There are 'Edit' and 'Delete' buttons next to the entry. A blue 'Add licence or certification' button is located at the top right.

This is the **Licences & Certifications section**, where users can add, edit, or delete professional credentials to showcase their qualifications to employers.



The 'Add licence or certification' form has fields for 'Title', 'Issuer (optional)', 'Issued date (optional)' (with date pickers), 'Expires date (optional)' (with date pickers), and 'Credential URL (optional)'. At the bottom are 'Save' and 'Cancel' buttons.

This is the **Add Licence or Certification form**, where users can enter details like title, issuer, issue/expiry dates, and an optional credential URL to add a new certification to their profile.

Edit licence or certification

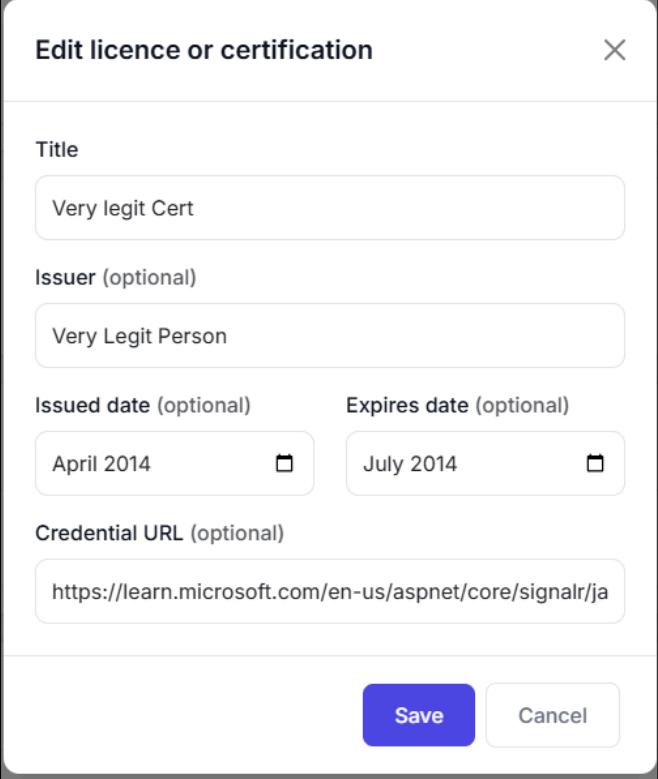
Title
Very legit Cert

Issuer (optional)
Very Legit Person

Issued date (optional) Expires date (optional)
April 2014 July 2014

Credential URL (optional)
<https://learn.microsoft.com/en-us/aspnet/core/signalr/ja>

Save **Cancel**



This is the **Edit Licence or Certification form**, where users can update details such as title, issuer, issue/expiry dates, and an optional credential URL before saving.