**JOB-PORTAL SYSTEM**

**INTRODUCTION-**

Job Portal system is a technological advancement over traditional methods of seeking a job. This is an online platform to gather a job-aspirant’s data depending on interest, skill set and processing them, then mapping to job posts by the recruiters.

It is nothing but a simplified process of job hunting by bridging the gap between the recruiters and the job seekers.

An effective result of the system should be like ball and a socket mechanism i.e a qualified aspirant should match at most to the requirements and fulfill the vacancy of the recruiter rightfully.

**Simplified System Architecture**

JOB ASPIRANT

RECRUITER

POST REQUIREMENTS & VACANCY

QUALIFICATION, INTEREST

SKILL SET…..

**JOB PORTAL SYSTEM**

(Process and Maps both the modules)

SATISFACTION OF BOTH ENDS THAT JUSTIFIES THE VACANCY

**PURPOSE-**

The purpose of designing the job portal is to give the job seekers a platform for finding a right and a satisfactory job according to their qualification, preferences, interest and many such categories. It also aims at connecting the job seekers with the major agencies and organizations. It can be considered as a multifold platform where people can interact, update, learn and do a lot more that helps the ends find their goals in the pursuit of getting profitable career and recruitment respectively.

Few general Factors of a well designed job portals are :

* User friendly interface
* Easy accessibility(anywhere & Anytime)
* Cost effIcient Services
* Time efficient
* Data confidentiality/Security
* Regular alerts,updates and notifications

These help a wider range of audiences to pick the refined from a pool of lacks. Mutual benefit forms the base and with the advent of the interest drives both the aspirant and recruiter to rely on the application.

**MODULES-**

The main modules of the system are:

1. Users i.e Job Aspirants( freshers/ experienced)
2. Agents i.e. Recruiter (various companies/consultancies)
3. Admin

Along with a general HomePage.

* JOB ASPIRANT

A job seeker is an unemployed person who aspires to get a job based on one's qualifications, skill sets, and interest.

In this module a Job Seeker registers to the portal and uploads resume which is asked during the registration. After a successful login, one can search for the job on various conditions and also can change/update one's profiles and resume and can apply for the jobs based on various factor.

This module provides functionalities like Job alerts, resume builders, career tips, and many more that gives a wider prospect on improving the seeker’s ability. Searches on different kinds of jobs on different domains, location, technology and many more makes it easy for seeker to reach a better place.

* RECRUITER-

A Job provider/Recruiter /Employer is an individual or organization that hires a person or company to carry out work on their behalf. An employer could be a recruiter, placement agency, consultancy, start-ups, MNC.

This module also follows similar registration and login process to enter the portal. After which they post jobs on their requirements in different domains, locations, Technology and thus map the resumes uploaded by the seekers to find the right and the potential candidate who fulfill their vacancy. The recruiter will have a wider search and mapping process so their purpose is made less cumbersome. They also can interact with job aspirant to get better clarity through emails, calls and other methods for future process that aids both the employee and employer.

* ADMIN -

Admin manages and maintains System, taking into account functionality, appearance, content, and performance. Admin will have most of the privileges and access to the system to manage an infrastructure, to provide support technically, evaluate structure and content, analyzing the statistics and reports other basic functionalities like create, edit, delete and more.

Basically here the admin manages and maintain the entire system by handling the profiles and functionalities of both Job aspirant and recruiter.

**Functionality Specifications -**

**1) For a Job Seeker:**

* Registration

User enters the details required in a Registration form, such as one’s basic details, education details, upload resume information to become a member to have an account.

Free resume posting during the registration is also made available for aspirants. User can easily select the job mail alert and news letter alert during the registration itself.

Activation emails and messages are sent to the user after registration.

* Login

User can easily login with their username/email and password after Registration. Password is validated after which the user is considered authenticated and gets the access to the application, thus redirecting to an individual Profile.

Incase if the user forgets his login password then Forget Password Module is considered where on the click of it user receives a mail for forget password from which he can reset the password.

* Home Page

Home Page in a convenient, collaborative and navigational view of all the functionalities that the portal provides for the seeker.

It is the first page that loads when a seeker logs in to the portal. Homepage

Home page consists of multiple components such as:

* Seeker’s profile status, resume status, search operations, blocking facilities
* Change password facility where user can change old password into new password.
* Set profile visibility of his / her profile and also edit/update it, delete and print the resume.
* Aspirant can set their resume either active or inactive.
* Search agent - user can create the agent and search job by any one search agent.
* Multiple posts and blogs related to the seeker.
* Search job

This module is very vivid as it leverages the aspirant to search jobs, company, recruiters by entering keywords, designation, location, qualification, categories, industry, company, location, experience, skill, in the provided fields of the search area.

Job seekers can view their saved jobs in their profile.

Edit, Activate or Delete Job Search Agent is also available.

* Saved Job

User can save the jobs during the searching process in the profile so that they can review/reconsider and apply it later.

* Services
* Resume builders that aid Build/Create, Edit, Hide and Delete resume with some professional tips and guidance.
* Facilities to take up tests, to improve in tests prompting certain tools and technologies.
* Creating Job Agents and Receive Daily Notifications via email, SMS.
* Tips on salary index and effective searching techniques.
* The above few are value added services or only available for the users having the membership.

**2) For a Recruiter**

* Registration Module

Agent/Client enters their account information, company details, and primary contact details, username/email and password and registers with a portal.

Agent can easily select the job mail alert and news letter alert during the registration itself. Activation emails/messages send it to the Agents after registration

* Login Module

Agent can easily login with their username/email and password after Registration. Validation and authentication is made to the password after which the user gets the access to the application and thus gets an individual Profile.

Incase if the user forgets his login password then Forget Password Module is considered where on the click of it user receives a mail for forget password from which he can reset the password.

* Agent’s Profile

Agents profile should represent the purpose of enrolling to a job portal.

This can be done uplifting the company and its details, representing it in a way that attracts the seekers.

Agents profile should be genuine having relevant data serving the right purpose of hiring to the right position. Agents can also update/edit/delete their profile details.

* Search Resume

This functionality helps the recruiter find candidates suitable for their vacancies and the ones following the job post.

The searching technique involves finding the resumes by keyword matching between their specification and resume.

If the employer or recruiter have not subscribed to any package ,they will be directed to a link to buy a subscription.

After the employers or recruiters have subscribed then only they can search the job seeker resumes from the database.

* Post job

This is one of the important aspect in the employer’s module as the Employer considers the vacancy details and has the authority to Post jobs.

The recruiter posts the job on the portal with detailed description of the job with the company name, designation, salary, location, domain, skills required, educational criteria and many more.

After which the recruiter finds the job seekers who have applied for the posted jobs and view their responses.

Recruiters then create a common mail and send to those resumes which are well suited and refined. Thus, the apt notification is sent to the seeker waiting for response. Resumes can be downloaded by the recruiters for further references.

* Value Added Services

1. Job posting

For posting the job the employer should buy the subscription of the package. If the user does not subscribe the package then posting job is not available. Packages have some validity. Until the validity exists the employer can post the job after that they have to re-subscribe to the package. The employer can add,edit, delete, view the postings.

1. Database access

To gain the access to multiple aspirants data, it is essential for the recruiter to have access to aspirants database. Database accessing usually have two packages(quick and premium)

By choosing any of the two packages the database accessing is made available.

1. Applicant Tracking System(control the visibility)
2. Generate reports on time left considering the subscriptions

**3)For Admin**

* Admin manages the profiles of a jobseeker and employer
* Maintain the administrator username and password.
* Add username and password.
* Edit and delete password. Functional Area
* Add functional area
* Edit functional area
* Remove functional area Industry Type
* Add industry type
* Edit industry type
* Remove industry type Home Page Ads
* Add home page ads.
* Edit ads
* Remove ads
* Maintain active and inactive ads

**Enquires**

* Queries or comments are posted by user.
* Manage the admin enquiries
* Reply queries or comments to the user.
* Delete enquiries.
* Edit “about Us”
* Edit the about us information
* Edit here in user view these information is update well.
* Edit Terms & conditions
* Edit the terms and condition information.
* Edit information regarding copyrights

Admin will also maintain details regarding the pricing related to

* Database access
* Job posting ( maintains the subscription, days allowed, number jobs, price amount and will also update and delete and add these details)

**Details regarding Newsletters:**

* Send the newsletter about the jobs site to the job seekers.
* Send the newsletter about the jobs site to the recruiters.

**Profile functionalities:**

* Maintains the user profile information.
* Delete the user profile.
* Make the user profile as an active or inactive profile.
* If the profile status was active recruiter can view their user profile otherwise they can't view their profile information.
* When the admin is going to make the profile status either active or inactive ,admin have to enter the reason for change the profile status.
* Reason will be sent to the user.

The above functionalities will be similar to the Featured employer(who subscribes for a package)

**Listing of Members:**

* Maintains the database access members
* Maintain the standard employers.
* Maintain the featured employers.
* Maintain the list of premium employers.
* Maintain the list of club members.

**Maintain Reports and manages the website:**

Admin maintains statistical/ graphical reports on the functionalities of a seeker and employer.

Admin manages Site Information ,data traffic, content and have privileges to make changes when required.

DRAWBACKS OF EXSISTING SYSTEM

1. Noise In The System

The noise is caused due to irrelevant data from both the ends (applicants and employers) which procrastinates the process and causes –

* Lag in the response from the employer
* No proper feedback to the applicant even after the view by the employer
* Lag in time which may change the applicant’s focus
* Lack of information

1. Lack of Lower End Jobs
2. Spamming
3. High Pricing on features
4. Diverting the focus of the applicant by navigating elsewhere

Considering the above aspects, a better application can be developed.