



GLA
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Established vide U.P. Act 21 of 2010.

MINOR PROJECT REPORT

TOPIC NAME: Campus Recruitment Website

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Declaration

Certified that this project report “**Campus Recruitment Website**” is the bonafide work of “**Luvkush Sharma, Dheeraj Sharma, Yugdeep Parihar**” who carried out the project work under our supervision.

(Signature of Candidates)

Acknowledgement

It gives us a great sense of pleasure to present the report of the BTech(H) project undertaken during the BTech(Hons.)CS III Year. This project is going to be an acknowledgment of the inspiration, drive, and technical assistance that will be contributed to it by many individuals.

We owe a special debt of gratitude to **Mr. KRISHNA KOPPULA, FULL STACK WEB DEVELOPMENT MENTOR**, for providing us with an encouraging platform to develop this project, which thus helped us in shaping our abilities towards a constructive goal, and for his constant support and guidance to our work. His sincerity, thoroughness, and perseverance have been a constant source of inspiration for us. We believe that he will shower us with all his extensively experienced ideas and insightful comments at different stages of the project & also teach us about the latest industry-oriented technologies.

We also do not like miss the opportunity to acknowledge the contribution of all faculty members of the department for their kind guidance and cooperation.

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1. Abstract

This abstract introduces a campus recruitment website built on the robust and scalable Node.js platform, designed to streamline the recruitment process and elevate the overall user experience for both recruiters and students. The website leverages the asynchronous and event-driven architecture of Node.js to deliver real-time interactions, ensuring swift and seamless communication between recruiters and potential candidates.

- **Scalability and Performance**

Node.js excels in handling concurrent connections, making the website highly scalable to accommodate a large number of users simultaneously. This ensures optimal performance during peak recruitment seasons, offering a smooth experience for both recruiters and students.

- **Efficient Data Processing**

With its non-blocking I/O operations, Node.js enables efficient data processing, reducing the time required for database queries and data retrieval. This results in faster loading times for user profiles, job listings, and other essential information.

- **Intuitive User Interface:**

The frontend of the campus recruitment website is built with user experience in mind, featuring an intuitive and visually appealing interface. Navigation is streamlined, and key features are easily accessible, enhancing the overall usability of the platform.

- **Real-time Communication**

The Node.js backend facilitates real-time communication, allowing recruiters to instantly connect with students and vice versa. This feature eliminates delays in the hiring process and enhances engagement between recruiters and candidates.

- **User Authentication and Authorization**

Node.js provides robust tools for implementing secure user authentication and authorization mechanisms. The website ensures the confidentiality of user data and grants appropriate access levels to recruiters and students based on their roles.

In conclusion, the Node.js-powered campus recruitment website offers a modern and efficient solution for universities and companies seeking to streamline their recruitment processes. By combining real-time communication, scalability, and a user-friendly interface, this platform aims to revolutionize the campus recruitment experience for both recruiters and students.

2. Introduction

The Campus Recruitment Website is designed to be a comprehensive platform that bridges the gap between students seeking employment opportunities and recruiters looking for talented individuals. The primary goal of this project is to create a user-friendly and efficient web application that simplifies the recruitment process on university campuses. By leveraging the capabilities of Node.js, the project aims to provide a real-time, scalable, and responsive solution for both students and recruiters.

Key Features

- i. **User Profiles:** Students can create detailed profiles showcasing their academic achievements, skills, and experiences. Recruiters, in turn, can browse through these profiles to identify potential candidates.
- ii. **Job Listings:** Recruiters can post job openings with specific requirements, and students can apply directly through the platform. The system will notify recruiters of new applications and allow them to manage the hiring process efficiently.
- iii. **Scalability:** The project focuses on utilizing the scalability of Node.js to ensure the website can handle a large volume of users, especially during peak recruitment seasons. This scalability is crucial for accommodating diverse universities and numerous job postings.
- iv. **Analytics and Reporting:** The inclusion of analytics tools will provide valuable insights into user interactions, job trends, and platform usage. Recruiters can use this data to refine their recruitment strategies, making the system more beneficial for both parties.
- v. **Security and User Authentication:** Security is a top priority. The website will implement robust user authentication and authorization mechanisms to protect sensitive data. Recruiters and students will have secure access to their respective accounts with appropriate levels of permissions.

Why This Project

The Campus Recruitment Website addresses a critical need in the academic and professional realms. Traditional recruitment processes can be time-consuming and inefficient. By creating a centralized platform, the project aims to simplify and expedite the hiring process for recruiters while providing students with direct access to employment opportunities.

In summary, the Campus Recruitment Website seeks to enhance the efficiency of campus recruitment processes, fostering better connections between students and recruiters. The choice of Node.js as the primary technology ensures that the platform is not only robust and scalable but also capable of delivering a seamless and real-time user experience.

3. Problem Definition

In the traditional campus recruitment process, both students and recruiters encounter several challenges that hinder the efficiency and effectiveness of the hiring process. These challenges necessitate the development of a Campus Recruitment Website to address key pain points and create a streamlined and user-friendly platform.

3.1 Technology Stack

A. Frontend

- i. **HTML5 and CSS3:** Standard web technologies, HTML5 (Hypertext Markup Language) and CSS3 (Cascading Style Sheets), are used for structuring content and styling the user interface.
- ii. **Pug (formerly known as Jade):** Pug is a template engine for Node.js and browsers that simplifies the process of writing HTML. It uses a concise and indentation-based syntax, making it more readable and efficient than traditional HTML.
- iii. **JavaScript:** JavaScript is a versatile programming language used for both frontend and backend development. In the context of the Campus Recruitment Website, JavaScript is employed for enhancing interactivity, handling client-side logic, and facilitating communication between the frontend and backend.

B. Backend

- i. **Node.js:** Node.js is a JavaScript runtime built on Chrome's V8 JavaScript engine. Its event-driven, non-blocking I/O model makes it well-suited for building scalable and real-time applications. Node.js will serve as the backend runtime for handling server-side logic, routing, and facilitating real-time communication between recruiters and students.
- ii. **Express.js:** Express.js is a minimal and flexible Node.js web application framework that simplifies the development of robust and scalable server-side applications. Express.js will be used to create RESTful APIs, manage routes, and handle HTTP requests and responses, providing a structured backend for the recruitment website.

C. Database

- i. **MongoDB:** MongoDB is a NoSQL database that stores data in flexible, JSON-like documents. Its document-oriented structure is suitable for handling diverse types of data. MongoDB will store user profiles, job listings, and communication logs. Its scalability and flexibility make it well-suited for the dynamic nature of recruitment data.

3.2 Task Definition

A. Problem Statement

- i. **Inefficient Job Discovery:** Difficulty for students in discovering relevant job opportunities. Potential candidates may miss out on suitable positions, while recruiters struggle to reach a diverse pool of qualified applicants.
- ii. **Limited Analytics for Optimization:** Absence of analytics tools to analyze the effectiveness of recruitment strategies. Recruiters miss opportunities for optimization, resulting in less effective recruitment campaigns.
- iii. **Limited Real-time Interaction:** Inefficient channels for real-time communication between recruiters and students. Slower response times and missed opportunities due to delays in communication during the recruitment process.
- iv. **Lack of Centralization:** Recruitment activities are dispersed across various channels and platforms. This fragmentation leads to difficulties in discovering and managing opportunities for both recruiters and students.
- v. **Manual and Time-Consuming Processes:** The reliance on manual handling of resumes, paperwork, and communication. Time-consuming processes result in delays, creating frustration for recruiters and causing students to miss out on timely opportunities.

B. Proposed Solution

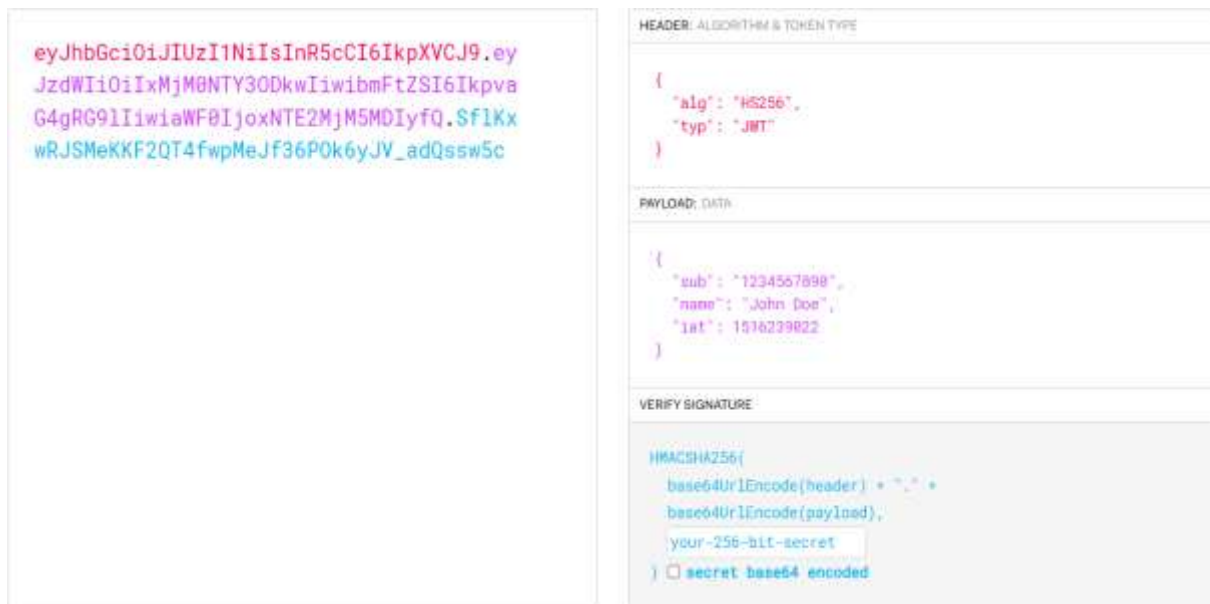
- i. **Facilitate Efficient Job Discovery:** Implement features that make it easier for students to discover relevant job opportunities based on their skills, preferences, and career goals.
- ii. **Provide Analytics for Optimization:** Integrate analytics tools to offer valuable insights into user interactions, recruitment trends, and platform usage. This empowers recruiters to make data-driven decisions and optimize their recruitment strategies.
- iii. **Enable Real-time Communication:** Incorporate real-time communication channels using technologies like Socket.io, fostering immediate and direct interaction between recruiters and students.
- iv. **Centralize Recruitment Activities:** Create a centralized platform for recruiters to post job listings, review student profiles, and communicate directly with potential candidates.
- v. **Automate Processes:** Implement features that automate manual tasks, such as resume handling and application tracking, to reduce delays and improve overall efficiency.

3.3 Algorithms

A. JWT: JWT stands for JSON Web Token. It is a compact, URL-safe means of representing claims between two parties. The claims are typically used to transmit information about the user and the authentication process. JWTs are often used in authentication and authorization protocols.

A JWT consists of three parts:

- i. **Header:** Contains information about how the JWT is encoded (e.g., the type of token and the signing algorithm).
- ii. **Payload:** Contains the claims. Claims are statements about an entity (typically, the user) and additional data. There are three types of claims: registered, public, and private claims.
- iii. **Signature:** Used to verify that the sender of the JWT is who it says it is and to ensure that the message was not changed along the way.



B. Bcrypt: The bcrypt library in Node.js is a popular package used for hashing passwords or sensitive data. It employs the bcrypt hashing algorithm, which is specifically designed for securely hashing passwords. The primary purpose of bcrypt is to mitigate common vulnerabilities associated with simple hashing techniques like MD5 or SHA-1.

Here's a breakdown of how bcrypt works and why it's favoured:

- i. **Salted Hashing:** bcrypt employs a technique called salted hashing. This involves adding random data (called a salt) to the input before hashing it. This adds complexity and randomness to the resulting hash, making it significantly

harder for attackers to use precomputed tables (like rainbow tables) to reverse-engineer passwords.

- ii. **Adaptive Work Factor:** Another significant feature of bcrypt is its adaptive work factor. It allows you to control how computationally intensive the hashing process is. By adjusting the work factor you can make the hash generation slower, which significantly increases the time it takes for an attacker to perform brute-force attacks against the hashes.
- iii. **Usage in Node.js:** In Node.js, the bcrypt library offers a simple and straightforward API to hash passwords or sensitive data. It provides functions like `bcrypt.hash()` to generate a hash and `bcrypt.compare()` to compare a provided value with a stored hash to verify a password.

C. Crypto: The `crypto` module in Node.js is a built-in module that provides cryptographic functionality. It allows developers to perform various cryptographic operations, such as creating hashes, generating random bytes, creating encrypting and decrypting data, and working with secure sockets. With the `crypto` module, you can use different cryptographic algorithms like MD5, SHA-1, SHA-256 for hashing, AES, DES, and RSA for encryption/decryption, HMAC for message authentication, and more.

Here's how crypto works:

- i. **Hashing Tokens:** Hashing involves taking an input (like a token) and producing a fixed-size string of characters, which is practically irreversible. When dealing with tokens, hashing is often used for security purposes, like storing passwords securely or generating unique identifiers (tokens) for authentication. For instance, you might use hashing to create a hash of a token or password and store that hash instead of the raw token itself.
- ii. **Encrypting Tokens:** Encryption involves transforming data into a ciphertext that can be decrypted back into its original form using a key or password. Encrypting tokens can be useful when transmitting sensitive information, such as tokens or session data, over a network. This ensures that only authorized parties with the decryption key can access the original token.

4. Experimental Evaluation

An experimental evaluation of the Campus Recruitment Project involves assessing its performance, usability, and effectiveness in achieving its intended goals. By systematically assessing these aspects, the experimental evaluation will provide valuable insights into the effectiveness and efficiency of the Campus Recruitment Project. It will also help identify areas for improvement and optimization.

4.1 Methodology

A. App.js

```
const express = require('express');
const path = require('path');
const morgan = require('morgan');
const rateLimit = require('express-rate-limit');
const mongoSanitize = require('express-mongo-sanitize');
const xss = require('xss-clean');
const cookieParser = require('cookie-parser');
const compression = require('compression')
const cors = require('cors');

const AppError = require (path.join(__dirname , '/utils/appError.js'));
const globalErrorHandler = require(path.join(__dirname
, '/Controllers/errorController.js'))
const jobRouter = require(path.join(__dirname , '/routes/jobRoutes'));
const userRouter = require(path.join(__dirname , '/routes/userRoutes'));
const viewRouter = require(path.join(__dirname , '/routes/viewRoutes'));

const app = express();
app.set ('view engine' , 'pug');
app.set ('views' , path.join(__dirname , 'views'));
app.use(cors());
```

```

app.options('*', cors());
app.use(compression());
app.use (express.static (path.join (__dirname , 'public')));

if (process.env.NODE_ENV === 'development') {
  app.use(morgan('dev'));
}

const limiter = rateLimit({
  max: 100,
  windowMs : 60 * 60 * 1000,
  message: 'Too many requests from this IP, please try again in an hour.'
});

app.use('/api' , limiter);
app.use(express.json({ limit : '10kb'}));
app.use (express.urlencoded({ extended: true , limit: '10kb'}));
app.use(cookieParser());
app.use(mongoSanitize());
app.use(xss());

app.use('/', viewRouter);
app.use('/api/v1/jobs' , jobRouter);
app.use('/api/v1/users', userRouter);
app.all('*', (req , res , next) => {
  next(new AppError (`Can't find ${req.originalUrl} on this server` , 404));
})
app.use(globalErrorHandler);
module.exports = app;

```

B. Server.js

```
const app = require('./app');

const mongoose = require('mongoose');

const dotenv = require('dotenv');

dotenv.config({ path: './config.env' });

const DB = process.env.DATABASE.replace(
  '<PASSWORD>',
  process.env.DATABASE_PASSWORD
);

mongoose
  .connect(DB, {
    useNewUrlParser: true,
    useUnifiedTopology: true,
  })
  .then(() => {
    console.log('DB connection successful');
  })
  .catch((err) => console.log(err));

const port = process.env.PORT || 3000;

app.listen(port, () => {
  console.log(`Server is listening at : 127.0.0.1:${port}`);
});
```

C. Contact.js

```
const Contact = async (messageDetails) => {

  try {
    const result = await axios({
      method: 'POST',
      url: '/api/v1/users/contact',
      data : {
        name : messageDetails.name,
        message : messageDetails.message,
      }
    });

    if (result.data.status === 'success') {
      showAlert ('success' , 'Message Sent Successfully!');
      window.setTimeout(() => {
        location.assign ('/')
      } , 1500)
    }

    } catch (err){
      showAlert ('error' , err.response.data.message);
    }
  }

  document.getElementById('contactForm').addEventListener('submit',
  function(event) {

    event.preventDefault();

    const name = document.getElementById('name').value;

    const message = document.getElementById('message').value;

    document.getElementById('successMessage').classList.remove('hidden');

    document.getElementById('contactForm').reset();

    Contact ({ name , message });
  });
}
```

D. Login.js

```
const signup = async (userDetails) => {
  try {
    const result = await axios({
      method: 'POST',
      url: '/api/v1/users/signup',

      data : {
        name : userDetails.name,
        email : userDetails.email,
        password : userDetails.password,
        passwordConfirm : userDetails.passwordConfirm
      }
    });

    if (result.data.status === 'success') {
      showAlert ('success' , 'Signed in successfully!');
      window.setTimeout(() => {
        location.assign ('/')
      } , 1500)
    }

    } catch (err){
      showAlert ('error' , err.response.data.message);
    }
  }

  const signupBtn = document.querySelector('.form--signup');
  if (signupBtn) {
    signupBtn.addEventListener('submit' , e => {
      e.preventDefault();

      const name = document.getElementById('name').value;
      const email = document.getElementById('email').value;
      const password = document.getElementById('password').value;
      const passwordConfirm =
document.getElementById('passwordConfirm').value;

      signup ({name , email , password , passwordConfirm});
    });
  }
}
```

E. UserRoutes.js

```
const express = require('express');
const path = require('path');
const userController = require(path.join(
  __dirname,
  "../Controllers/userController.js"
));
const authController = require(path.join(
  __dirname,
  "../Controllers/authController"
));

const router = express.Router();

router.route('/signup').post(authController.signUp);
router.route('/contact').post(authController.contactUs);
router.route('/login').post(authController.login);
router.route('/logout').get(authController.logout);
router.route('/forgotPassword').post(authController.forgotPassword);
router.route('/resetPassword/:token').patch(authController.resetPassword);

router.route('/updateMyPassword').patch(authController.protect ,
authController.updatePassword)
router.route('/updateMe').patch(userController.uploadUserPhoto ,
userController.resizeUserPhoto , authController.protect ,
userController.updateMe);
router.route('/deleteMe').delete(authController.protect ,
authController.deleteMe)

router
  .route('/')
  .get(userController.getAllUsers)
  .post(userController.createUser);

router
  .route('/:id')
  .get(userController.getUser)
  .patch(userController.updateUser)
  .delete(userController.deleteUser);

module.exports = router;
```


F. ViewRoutes.js

```
const express = require('express');

const path = require('path');

const viewsController = require(path.join(__dirname ,
'../Controllers/viewsController'));

const authController = require(path.join(__dirname ,
'../Controllers/authController'));

const router = express.Router();

router.get('/', authController.isLoggedIn , viewsController.getOverview);

router.get('/job/:slug', authController.protect , viewsController.getJob);

router.get('/login', authController.isLoggedIn ,
viewsController.getLoginForm);

router.get('/resume', authController.isLoggedIn ,
viewsController.createResume);

router.get('/signup', authController.isLoggedIn ,
viewsController.getSignUpForm);

router.get('/me', authController.isLoggedIn , authController.protect ,
viewsController.getAccount);

router.post('/submit-user-data', authController.protect
,viewsController.updateUserData);

module.exports = router;
```

G. Views Controller

```
const Job = require('../models/jobModel');
const AppError = require ('../utils/appError');
const User = require ('../models/userModel');

exports.getOverview = async (req , res , next) => {

  try {
    const jobs = await Job.find();
    res.status(200).render('overview' , {
      title: 'All Jobs',
      jobs
    });
  }
  catch {
    res.status(404).render('<h1>Page Not Found</h1>');
  }
}

exports.getJob = async (req , res , next) =>
{
  const job = await Job.findOne({slug : req.params.slug});
  if (!job) {
    return next(new AppError('There is no job with that name.', 404));
  }

  res.status(200).render('job', {
    title: `${job.name} Job`,
    job
  });
}

exports.getLoginForm = (req , res) => {

  res.status(200).render('login' , {
    title: 'Log into your account'
  });
}

exports.createResume = (req , res) => {

  res.status(200).render('resume');
}
```

```
exports.getSignUpForm = (req , res) => {  
  
  res.status(200).render('signup' , {  
  
    title: 'Create your account'  
  });  
  
}  
exports.getAccount = (req , res) => {  
  
  res.status(200).render('account' , {  
  
    title: 'Your account'  
  });  
}  
exports.updateUserData = async (req , res , next) => {  
  
  try {  
    const updatedUser = await User.findByIdAndUpdate(req.user.id , {  
  
      name: req.body.name,  
      email: req.body.email  
    },  
    {  
      new: true,  
      runValidators: true  
    });  
  
    res.status(200).render('account' , {  
  
      title: 'Your account',  
      user: updatedUser  
    });  
  }  
  catch (err) {  
    console.log(err);  
    next(new AppError(err.message , 403));  
  }  
}
```

4.2 Results

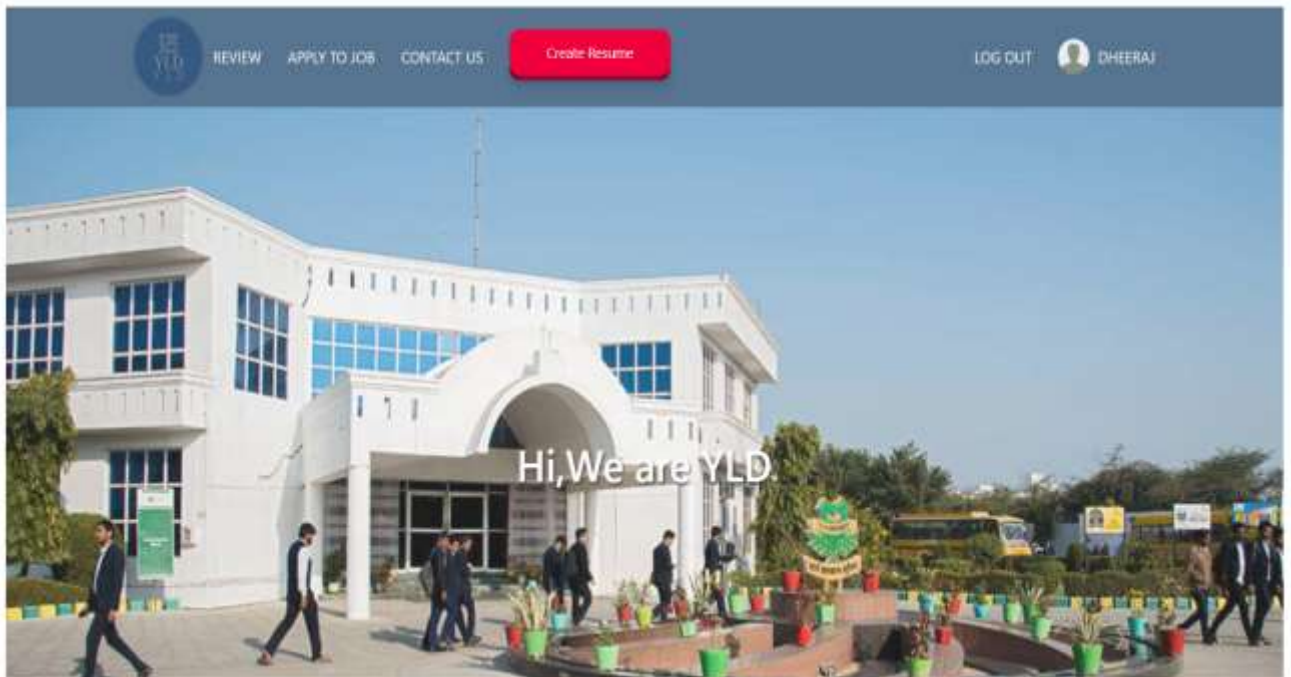


Figure 1: HOME LAYOUT



Figure 2: Top Recruiters

Reviews

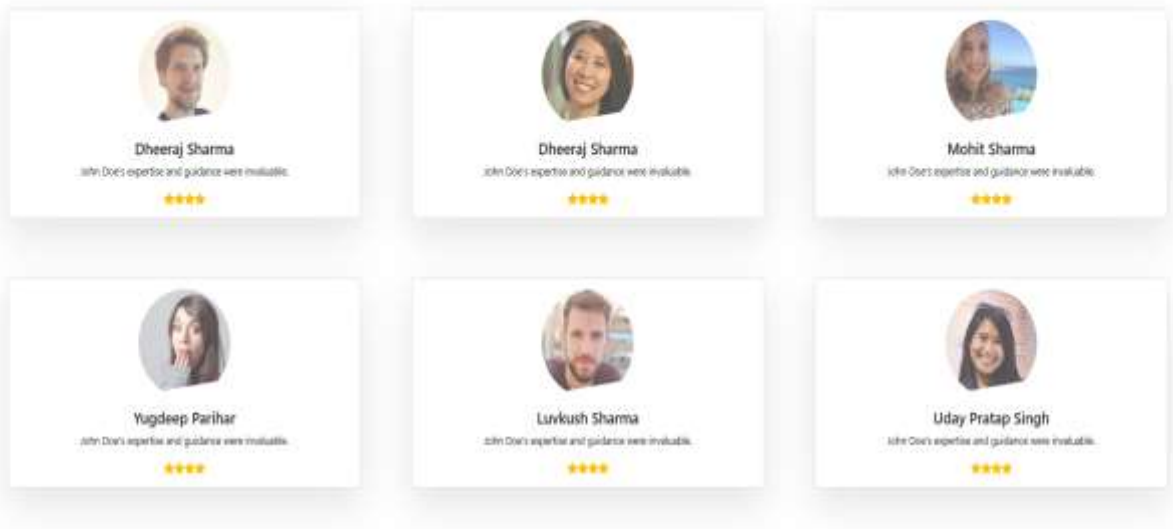


Figure 3: Reviews

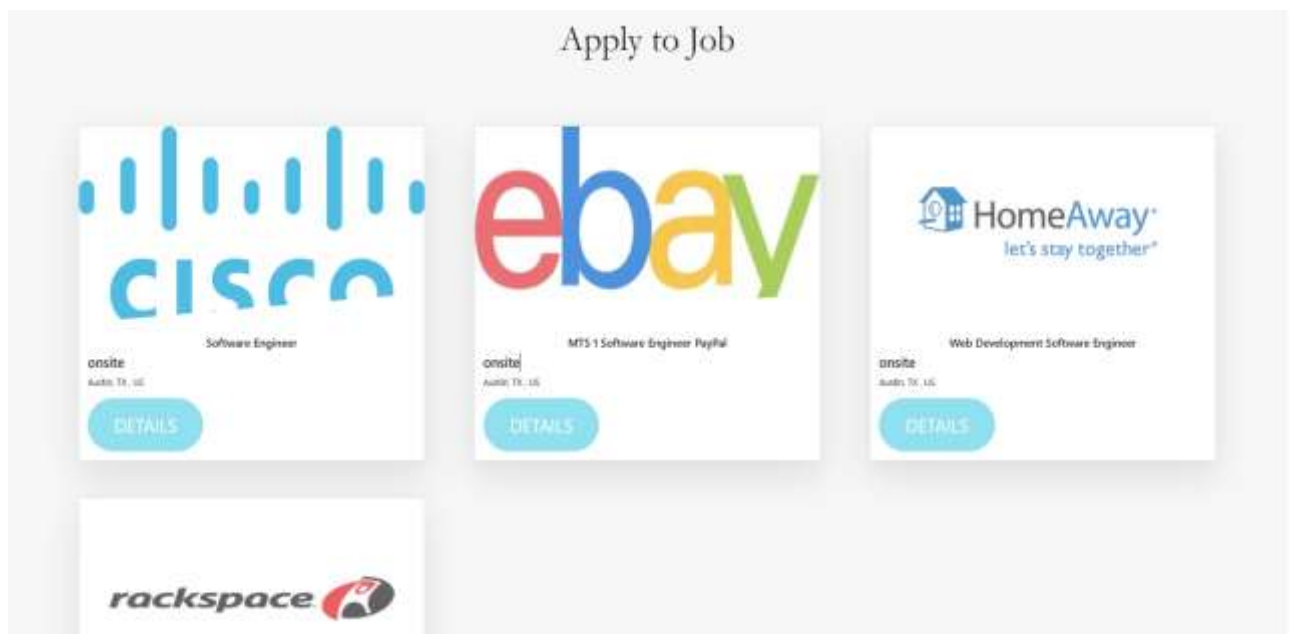


Figure 4: Apply to job

Contact Us

Name:

Message:




Figure 5: Contact Us

SETTINGS

YOUR ACCOUNT SETTINGS

Name

Email address



[Choose new photo](#)

PASSWORD CHANGE

Current password

Figure 6: Profile Settings

ABOUT SECTION

First Name

e.g. John

Middle Name (optional)

e.g. Robert

Last Name

e.g. Doe

Your Image

Choose File to the Upload

Designation

e.g. Sr. Associates

Address

e.g. Lane Street 23

Email

e.g. johndoe@gmail.com

Phone No.

e.g. 999 755 190, 333 664 666

Summary

e.g. Doe

ACHIEVEMENTS

Title

e.g. johndoe@gmail.com

Description

e.g. johndoe@gmail.com

+

EXPERIENCE

Title

Company / Organization

Location

Start Date

dd-mm-yyyy

End Date

dd-mm-yyyy

Description

+

EDUCATION

School

Degree

City

Start Date

dd-mm-yyyy

End Date

dd-mm-yyyy

Description

+

PROJECTS

Project Name

Project link

Description

+

SKILLS

Skill

+

ACHIEVEMENTS

EDUCATIONS

EXPERIENCES

PROJECTS

ABOUT

SKILLS

Print CV

Figure 7: Resume Builder

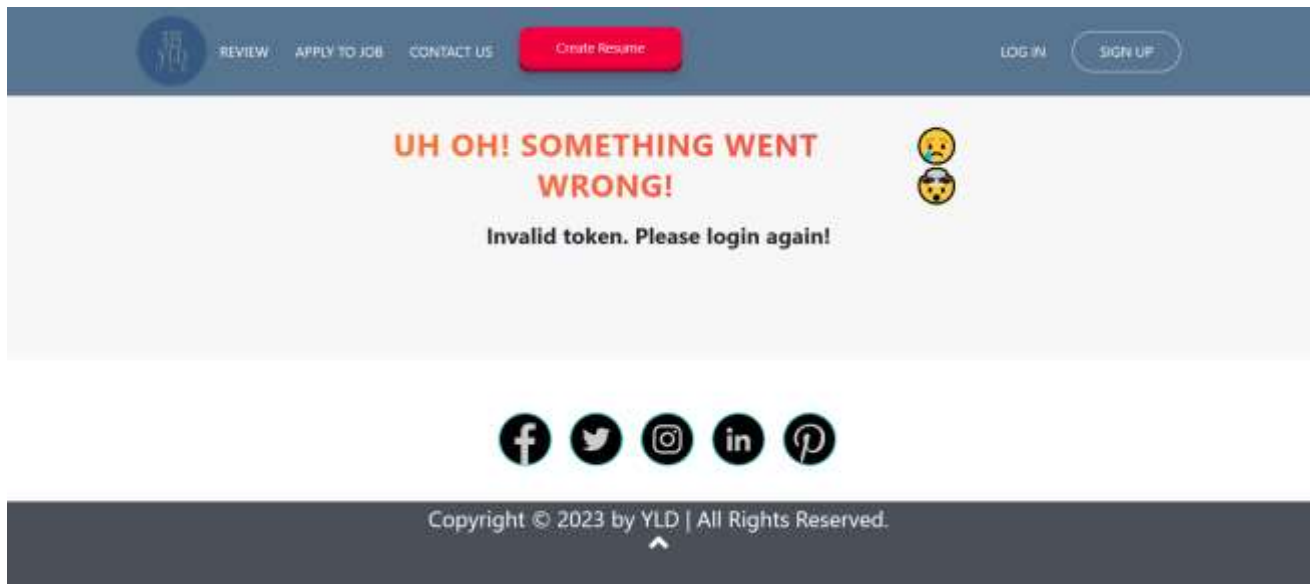


Figure 8: Signup Again to see jobs

A screenshot of a "CREATE A NEW ACCOUNT" form. The form is white and centered on a light gray background. It has four input fields: "Username" with placeholder "John Doe", "Email address" with placeholder "john@resample.com", "Password" with placeholder "*****", and "Confirm Password" with placeholder "*****". A blue "SIGNUP" button is at the bottom of the form.

Figure 9: Signup form

5. Future Work

The future work in a Campus Recruitment Website could involve enhancements and additional features to further improve the user experience, increase efficiency, and adapt to emerging trends in the recruitment landscape. Here are some potential areas for future development:

- A. Integration with AI and Machine Learning:** Implement AI-driven features for resume screening, candidate matching, and predictive analytics to identify top talent based on historical data and performance indicators.
- B. Automated Interview Scheduling:** Integrate tools for automated interview scheduling, allowing recruiters and candidates to find mutually convenient time slots without the need for manual coordination.
- C. Skill Assessment and Testing:** Develop a platform for online skill assessments and testing to evaluate candidates' technical and soft skills. This could include coding challenges, psychometric assessments, and situational judgment tests.
- D. Enhanced Analytics and Reporting:** Expand analytics capabilities to provide more in-depth insights into recruitment processes. This includes tracking and analysing candidate journeys, identifying bottlenecks, and measuring the effectiveness of different recruitment strategies.
- E. Blockchain for Credential Verification:** Explore the use of blockchain technology for secure and transparent verification of candidates' educational and professional credentials, reducing the risk of fraudulent information.
- F. Enhanced Security and Compliance Features:** Strengthen security measures and compliance features to ensure the protection of sensitive candidate information and adherence to data privacy regulations.
- G. Global Expansion and Multilingual Support:** Plan for the global expansion of the platform by providing multilingual support and tailoring the system to accommodate regional recruitment practices and regulations.
- H. Integration with Learning Management Systems (LMS):** Explore integration with LMS platforms to provide continuous learning opportunities for candidates. This could include access to online courses, certifications, and resources to enhance their skills.

6. Conclusion

- The journey of developing the Campus Recruitment Website has been an enlightening experience, providing significant insights and learning opportunities. The project not only honed technical skills but also deepened the understanding of the intricate processes involved in the recruitment domain.
- One key learning was the importance of user-centric design. Crafting a seamless and intuitive interface for both recruiters and candidates became a paramount focus. Understanding the diverse needs of users and incorporating feedback led to iterative improvements, emphasizing the significance of agility in development.
- Moreover, the project delved into the complexities of real-time communication and collaboration tools. Implementing features like instant messaging and interview scheduling not only demanded technical proficiency but also required a keen understanding of the dynamic nature of recruitment interactions.
- Collaboration and effective communication with stakeholders played a pivotal role. Engaging with recruiters, HR professionals, and potential candidates provided valuable insights into their expectations and pain points. This iterative feedback loop was instrumental in refining features and ensuring alignment with industry requirements.
- The project also underscored the criticality of security in handling sensitive candidate information. Implementing robust measures to safeguard data privacy and comply with regulations became a paramount consideration, reinforcing the importance of ethical software development practices.
- In terms of technical skills, the project provided hands-on experience with cutting-edge technologies, including Node.js, Pug, and JavaScript. The use of AWS for hosting and managing the platform added a cloud-centric dimension to the learning journey, offering insights into scalable and reliable infrastructure.
- Overall, this project has been a transformative experience, bridging the gap between theoretical knowledge and practical application. It has equipped with a versatile skill set, a deeper understanding of user experience considerations, and a heightened awareness of the intricacies involved in developing solutions for real-world challenges.
- As I move forward, these learnings will undoubtedly serve as a solid foundation for future endeavors in software development and contribute to the continuous pursuit of excellence in the field.

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