

**MERU UNIVERSITY OF SCIENCE AND TECHNOLOGY**

**BACHELOR OF SCIENCE IN COMPUTER SCIENCE**

**DEPARTMENT OF COMPUTER SCIENCE**

**RESEARCH PROJECT TITLE: KAZI CONNECTING SYSTEM**

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**PROJECT PROPORSAL REPORT SUBMITTED IN PARTIAL FILFILLMENT OF THE REQUIREMENT FOR THE AWARD OF POST GRADUATE DEGREE IN BACHELOR OF SCIENCE IN COMPUTER SCIENCE.**

**OCTOBER, 2023**

# DECLARATION

I, Abraham Kipkemoi Kibet, declare that this is my original work, and I have completed it independently. There is no part of this project that is copied from elsewhere; it is entirely my own creation.

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I am truly grateful for the support, encouragement, and collaboration of all those who have contributed to this project's realization.

# Dedication

I dedicate this work with heartfelt gratitude to my lecturer, Mr. Amos Chege, whose unwavering confidence and mentorship have been the guiding light behind this project. His belief in my abilities inspired me to embark on this academic endeavor.

To my mother, I dedicate this project with immeasurable love and appreciation. Her unwavering confidence in my abilities and the unwavering financial support she provided throughout my education have been my pillars of strength.

I also extend this dedication to my brothers, whose unending faith in my potential and their commitment to ensuring that I had everything I needed for my education have been a source of motivation and encouragement.

# ABSTRACT

This project is focused on creating a website for connecting job seekers to employees. This project is aimed to help employees and employers for Getting the right person to get hired to do a certain job. For many years there have been problem in getting the correct employer to do a specific job and also the job seekers had problem in finding the correct job. Methods involved in this project is by interviewing respondent and analyzing their opinions also an online questionnaire was used to collect different data. The key finding of the project shows that there is a need of developing online job connecting system to solve this problem of finding jobs and finding the right person for the job

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# CHAPTER ONE

# INTRODUCTION

# BACKGROUND OF STUDY

The idea of online service as grown rapidly due to the improvement of technology as many people transform to save time and money to access different service. Employment sector have not been left out from changing from manual job search to the digital job search. Due to these improvements many online platforms have been developed to connect people to their job seekers and the employees. The spread of covid-19 really propelled online services and has made many people to cope to this new trend communication and connection that has made the whole world like a small village.

Social media platforms such as linked-in, Facebook, Twitter and Upwork and many more websites have tried their best to solve the gap that is between the employee and employers. Here people with certain qualified skills post their skill in an attempt to secure an employment by any employee online interested with his or her skill, also employers who are looking for special skills from interested people advertise their job here trying their luck to secure good employees with specific skills. These platforms have really helped many job seekers to find jobs and the employees to find their clients. Almost all of this type of application attracts high quality personnel to the job in the respective field.

Overall these platforms have not managed to secure job for all classes of people who might not have good academic skills but he or she is good in other areas that require physical work. Also, security is another challenge that is a really jeopardizing this type of job seeking since an online person from a place not know can secure a job and at certain time he or she may disappear or do stealing and he or she may go missing disadvantaging the organization. To curb this problem arising from the previous system I decided to come up with this type of kazi management system which will address these issues.

# Statement of The Problem.

Employers have got rough time finding the righ employee to do for them the correct job. This has given them a rough time finding the appropriate person fit for the job. The current job connecting system can not perform this type since not all the clients are not connected to the internet and also some of the users may not have smart phones to allow them to get in toughbthrough social media and or other online platform. This gap has really not been filled.

# 1.3.0 Objective of The Study

The objective of this research is to come up with an online job connecting system that connects employers to the right employee for the specified job.

# 1.3.1 General Objective of The Study

To develop an online job connecting system

To develop a online system that group employees on their geographical position

To develop a system that connect employees to the employer or employers to the employees

To develop a system that provide detailed information the job seekers.

# 1.3.2 Specific Objective of The Study

To provide employers with the best fitting person for the job specified

To precisely give background information about the job seeker

To provide job seekers with confidence on the employers they are expecting to get employed to.

# Research Hypothesis

In a job connecting system, there is a positive correlation between employee job satisfaction levels and their performance quality, as measured by customer satisfaction ratings.

# Justification of The Study

The exact qualities to look upon an employee is not known well (Hidayanto, 2019) thereby it is a risky to the employer when acquiring one using the current system. However, our new system will curb this problem by ensuring the details of the employee is well not and are of true to help even in case of emergencies like accidence and also when he or she has done a theft he can still be followed hence such risk can be solved by our system.

# Significance Of The Study

The contribution of this project will be of enormous help to employers requiring best candidates for their manual tasks .Apart from helping the employers this project is of immense important to job seekers for it will provide a link of communication to employers hence one may end up finding job easily without spending a lot travelling while finding job. This project will also eliminate the problem of lack of identity of workers doing being employed giving employers security while they are doing their assigned duties.

# 1.7 Scope of The Study

This project will focus on connecting job seekers mainly those that does not require advanced skills like a house help, gardener, security guard to employees. It will enable employees to register on the platform and view all the available applicants whom they can contact them via a phone call, email or using WhatsApp. The system allows the employer to pay for a small fee to be able to contact the interested candidate to do the required job. Also it will enable employees with smartphones to register on the platform so as to view and contact an employer after paying a small amount to be able to access employer contacts.

# 1.8 Limitation of The Study

Due to resource limitations, the depth and breadth of data collection from employers may be restricted. This may affect the study's capacity to delve deeply into specific aspects of employer practices or to capture a comprehensive range of perspectives.

# CHAPTER TWO

# 2.1 LITERATURE REVIEW

Past people used to find jobs manually by visiting individuals and asking them if they can do certain jobs. As the technology progresses there was pamphlets and posters that advertise jobs to create awareness to the job seekers and also it is hard for the providers to find the interested and qualified personnel who are fit for the job. The other method that used to connect people to their job is through friendship and knowing each other (F. Schindler, May 2023; F. Schindler, May 2023) Past people used to find jobs manually by visiting individually and asking them if they can do certain jobs.

Being able to know what nature of work to do to an employer or the nature an employer is looking for is really unpredictable but most of this have been solved by social media platform like Facebook and Linked-in because of the nature of the post they share and other information they share using social media however due to this still some of the applicant don’t get access to this information due to lack of connection (K. M. a. N. W. S. Baxendale, 2019).

There come developments of social platforms such as Facebook and other platforms which created a networking where people can interact with each other share ideas and experience skill and also share job opportunities (P. W. Wei, 2020.).Many business have made the growth of online platforms such as Upwork,Freelance.com and many more that tries to do job interconnection between the employer and employee (R., Best Freelance Websites to Find Work in 2023 , 2023) This platforms helps in posting task which at times look simple or complex depending on the description (Jiang, Batch allocation for decomposition-based complex task crowdsourcing e-markets in social networks, 2020), Linked-in is good for job connection connecting people to very many connections of friends who have access to job (Oktavia, 2022). Upwork is another good platform which have provided work to most professional people only (Samanta, 2021.) However not all the jobs posted online may match the exact required personnel like a gardener who might not have phone (al, 2022) . There also many websites that have been developed that help one to see where to get related job (Saito, November 2022) (K, 2023)This website tries to match needs of employer or employees (Toporkov, 2022) . Some of the profile of users in most of social website or the user data are not genuine thereby confusing the job seekers (Budiu, 2017) (Oktavia A. N., 2019).This is the major issue that is affecting genuineness of job search applicant and job provider (Hidayanto, 2019).Most of the website does not have good usability (Zarish, 2019) ,users having problem such as hands who may not be able to access the website (Germano, 2022). In regard to these fewer users are attained and this leads to fewer people accessing the online service. Lately covid-19 disease has impacted so much in the job search leading many people to adopt online job searching to prevent the spread of the disease (K J. , 2021) however due to this improvement of job search didn’t fill the gap of finding the job match between the employer and the employee. Due to the economy finding job is really a challenging issue, people need to travel a significant distance to secure a good job thereby incurring them a significant transport cost and ending up not getting the job (Bastiaanssen, 2020)this problem has also remained unsolved.

For every job assigned to someone there are health issues that are need consideration. This helps to prevent emergency that may arise during the job because of illness and also the performance during the job. A study conducted by Petrochemical Industry of Malaysia to measure the well-being of their workers in relation to workplace factors in the industry (Javaid, 2015).According to (Davies, 2019) shows that there are illness that can caused to exposure to certain working conditions.

# CONCLUSION

According to the studies a gap still exist that is many online job provides seek those with higher education level while those with low education level they are left thereby not finding a good platform for seeking employment. Despite all the website studied there is no one which really provide genuine connection to the people and also the issue of trust still is still low among job seekers using the existing websites that is why this this project is being proposed.

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