WORKLORD

PROJECT REPORT

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ABSTRACT

Technology has changed the way job seekers search for jobs and employers find qualified employees. While employers still advertise job openings through traditional advertising mediums, today employers and job seekers turn to online job portals to find employment matches. Job seekers can advertise their skills and search for available positions and employers can announce employment openings through job portals.

The proposed system "WORK LORD" is a web based application to give the job seekers a platform for finding right and satisfactory job according to their qualification and skills. It also connect the job seekers with the major companies. This application is mainly focused on the applicants, who are seeking jobs in CS (Computer Science) field. Job seekers can register themselves with resume at the website where as the employers register in the website and put job vacancies at their company. Employers can also browse through the posted resumes and user performance. The system provides jobs catalogue and information to members. The Admin and employers can keep the catalogue updated all the time so that the job seekers get the updated information all the time.

There are many job portals that claims to provide you the best job, but none of them address the issues faced by the job seekers. They face issues because of work experience, because Companies give more priority for experienced job seekers. And they are not calculating the skill level of the job seekers. In this project we provide the Job Seeker to express their skills by completing the tests provided by admin which helps employer to understand their skills in their fields easily. Also they will be getting tasks to complete for measuring their performance. Most scored/skilled persons will be highlighted top and gets faster job opportunities such as preferred employer, preferred technology should be there. Calculating skills will be a great option for freshers to seek jobs. The issues faced by freshers can solved by implementing these features in the web application. The priority based oppertunities can be avoided by this. In our project we will be focusing on changing such attitude towards freshers.

Chapter 1

INTRODUCTION

The quality of people hired for a specific job is usually the key issue when measuring the effectiveness of the employment. However, in certain circumstances the speed of hiring is also an issue and also contribute to quality hiring. The rationale of a hiring process is to stretch out to potential employees and bring out the specific kind of required skills and experiences in the field organization. Online job portal system is fundamental in removal of paper works and introduction of workflow systems that connect job seekers and employers. At a very low cost, the internet offers employers and job searchers access to detailed and up-to-date information about job vacancies in different locations around the world.

WORKLORD project is aimed at developing a job portal friendly for non-experienced and experienced job seekers. The system project is an online web application which can be accessed from anywhere only with a proper login verification. Job seekers should be able to login and upload their resume and update their contact details. There are many job portals that claims to provide you the best job, but none of them address the real issues faced by the non-experienced job seekers. Companies give higher priority for experienced job seekers. They failes calculate the skill level of the job seekers.

In this project we insist the Job Seeker to complete specific tests provided by the admin which helps employer to understand job seeker's skills and performance in their fields. Also they will be getting tasks to express their performance and efficiency. Most scored/skilled persons will be getting more priorities, Options such as top scored candidate, preferred employer, preferred technology should be there. Calculating skills will be a great option for freshers to seek jobs. The issues faced by the new job seekers to find a perfect job with their skills is difficult. In our project we will try to change such attitude from companies towards freshers. This system gives the company to search for the best candidate available on the fields.

Chapter 2

SYSTEM ANALYSIS

2.1 Existing system

The traditional hiring of employees starts with the processing of application forms, describe the job for each position, verify application forms and lastly evaluate the best person for the job. The whole process from advertisement to hiring a quality applicant takes a lot of time, effort and also has more weakness. The advertisement itself is costly especially when done through print media. therefore, the publication of the job adverts will only last for a very short time and in that case few people will have seen the job vacancy. Thus, the traditional recruitment process is not be the best in today's competitive job market.

The question here is how this could be made efficient and possible. This question or problem solved by an online job portal system which is set to transform the way in which companies and other employers recruit their employees. The Job seeker Functions concentrates on the consistent information that is practically, part of the organizational activities and which needs proper authentication for the data collection. The users can perform some tasks without registering or without entering into the application. He can search for the jobs in the site. He can view the information which is available for the job seekers. Also view the walk-in details. The job seeker can perform some tasks only after entering into the application. In any situation the job seeker needs to change his password then he can change on his own. He can view the details of his own profile and he can modify his details in his profile. The employer can view his own profile and they can also post new job vacancies and they can view the candidates resumes applied for jobs. The admin functions concentrates on maintain the functionality of site. Proper management of complete job seeker section and employer section is his responsibility.

2.2   Proposed system

The proposed system "WORKLORD" is a web based application is to give the job seekers a platform for finding right and satisfactory job according to their qualification and skills. It also connect the job seekers with the major companies. Job Portal is a platform that joins recruiters and the job seekers to complete their goals and requirements. Recruiters look for a right candidate who has the right qualification to handle the responsibilities efficiently. On the other hand, job seekers want a job where they can apply their skills and knowledge to grow their professional career. Most of the jobseekers who're actively seeking new employment opportunities are believed to be registered on multiple job portals. Finding a job opportunity per your choice and qualification through a job portal is relatively easier. There are many job portals that claims to provide you the best job, but none of them address the issues faced by the new job seekers. Most of portals give higher priority for experienced job seekers.

Job portals requires features like profile management, view notifications and other filtering options to match with the company with their skills. The users can perform some tasks without registering like he can search for the job vacancies,walk-in details which available in the notifications section. The job seeker can perform some tasks only after registration. After registering he can attend for tests and complete tasks. He can also view and modify his profile and also he can change his password. The employer can view their profile and they can post new job vacancies. They can also view the candidates resumes applied for jobs. The admin functions concentrates on maintaining the functionality of site. Proper management of complete job seeker section and employer section is his responsibility. He also provides tasks and updates test datas. Users analytics shows you a compiled listing of all users and the time they have spent using their Skills. Users analytics is one of the more important analytics sets when they are trying to calculate skills relating to an individual. We can check into a particular individual's peformance and see how they are performing. Many companies prefer employees with good experiences and reputation in their previous job rather than freshers. This causes issues with finding jobs for freshers with right skills. In this project we will be trying to change such attitude towards freshers. This system facilitate the company to search for the best candidate available and employ them as employers to improve efficiency on the employment sector.

2.3   Module Description

2.3.1   User

- Search for Job Posts
- Apply Online for Job Posts
- Attend Exams in the website
- Complete Tasks
- Update Profile and Resume
- Send Reply to Applied Job's Company
- View Application's Status
- View Scores in Exams and Task

2.3.2   Company

- Add Job Posts
- Review Applications
- Download Applicant's Resume
- Contact Applicant
- View Messages from User
- View Exams and Task Scores

2.3.3   Admin

- Manage Active Jobs
- Manage Users
- Manage Companies
- Add Exams and Update Questions
- Add Tasks
- Review Task
- View Task/Exam Scores

2.4   Feasibility Study

2.4.1   Operational Feasibility

This Project is beneficial to people who wants to meet the qualifications of theirs and company's requirements. There's not much difficulty in, implementing the proposed system, It is so more effective, user friendly and functionally reliable to everyone. WORK-LORD job portal is beneficial for every new job seekers, They can access this web portal from any where. This website can be accessed from any devices like laptop or smartphone with internet connection. Any of the user with good internet connection can register the website and complete tests and wait for right company to pick them up, users can make use of this portal by completing tasks which improves their skills.

2.4.2   Technical Feasibility

Technical Feasibility study deals with the hardware as well as software requirements. We have to determine whether the project done with the current technology has been examined in the feasibility study. The proposed system requires software like gedit and web server solution application called Xampp both are available for free. The website can also be easily upgraded to the higher level with less effort and maintenance. This website can be easily accessed with user's smartphone from anywhere with internet connection and portal is very much user friendly. Hence the Proposed system is technically feasible.

2.4.3   Economic Feasibility

Economic feasibility determines whether the proposed system is capable of generating profit for an organization. It involves cost incurred on the development team, estimated cost of hardware and cost of performing feasibility study and so on, this website was developed with the available resources. Since cost of input for the system is almost zero. The output of the website is always a profit for the user and we see this as a service. This website doesn't cost any charge from the job seeker who is accessing it. Since the website can be accessed from any device with internet connection there is no need for a specific hardware. Hence it is economically feasible.

2.5 System Environment

- Back-end : PHP,MYSQL(Database)

- Front-end : Javascript,Bootstrap,Html,CSS

2.5.1 Minimum Requirements (User)

- Computer/Laptop/Mobile

- Any OS with Updated Browser

- Stable Internet Access

2.5.2 Minimum Requirements (Developer)

- Processor : Intel Pentium/Celeron or newer

- Memory : 2 GB RAM

- Storage : 20 GB HDD/SSD (Recommended)

- Operating System : Linux

- Text Editor : Gedit

- Web server solution : Xampp

- Browser : Chrome

- Other Utils : Git

- Stable Internet Access

2.6 Actor and Their Roles

2.6.1 User

- Register
- Login
- Attend Tests
- Complete Task
- Edit User details
- Apply for Jobs
- Reply Messages from Company
- View Scores

2.6.2 Company

- Register
- Login
- Edit Company details
- View qualified users
- Add Job Posts
- Review Job Applications
- Download Resumes
- Send Messages to Applicants

2.6.3 Admin

- Login
- View/Edit Users
- Approve Companies
- View/Edit Jobs
- Add Exams and Update Questions
- Add New Tasks
- Review Tasks

Chapter 3

METHODOLOGY

3.1 Introduction

This project follows Agile methodology. Agile software development comprises various approaches to software development under which requirements and solutions evolve through the collaborative effort of self organizing and cross-sectional teams and their customers/end users. It advocates adaptive planning, evolutionary development, early delivery and continuous improvement and it encourage rapid and flexible response to change.

3.2 UML Diagrams

3.2.1 Activity Diagram
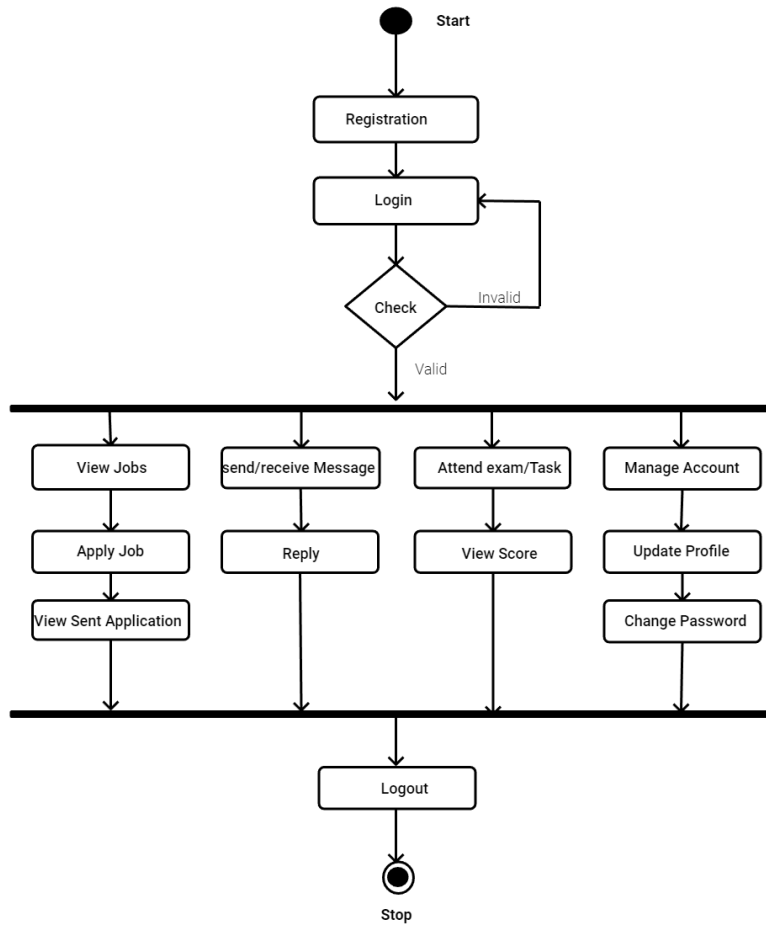
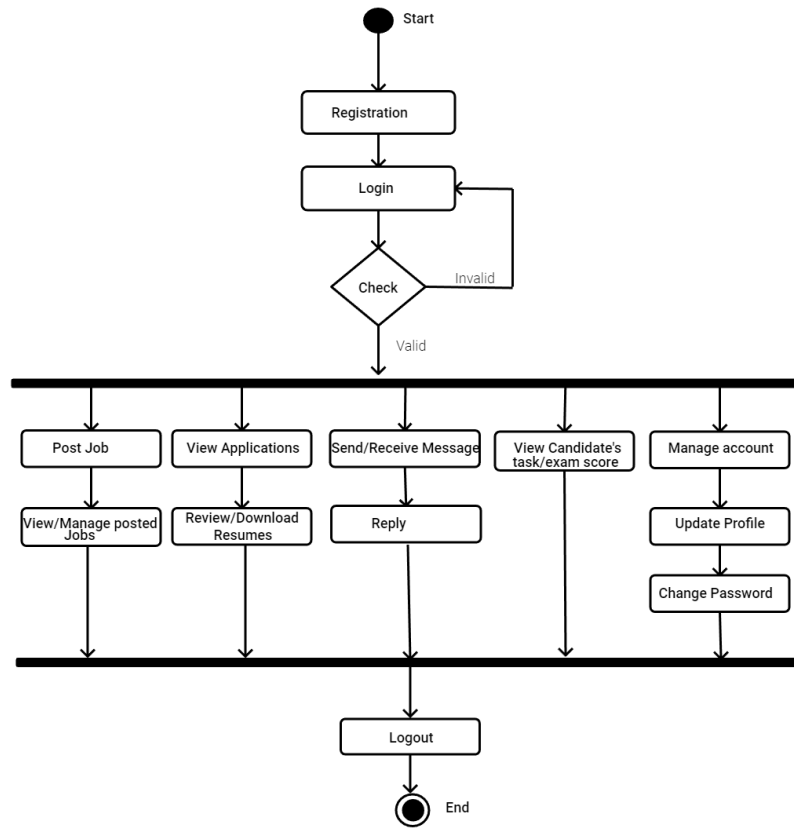**- USER**

Figure 3.1: User's Activity Diagram

- COMPANY

Figure 3.2: Company's Activity Diagram

- ADMIN

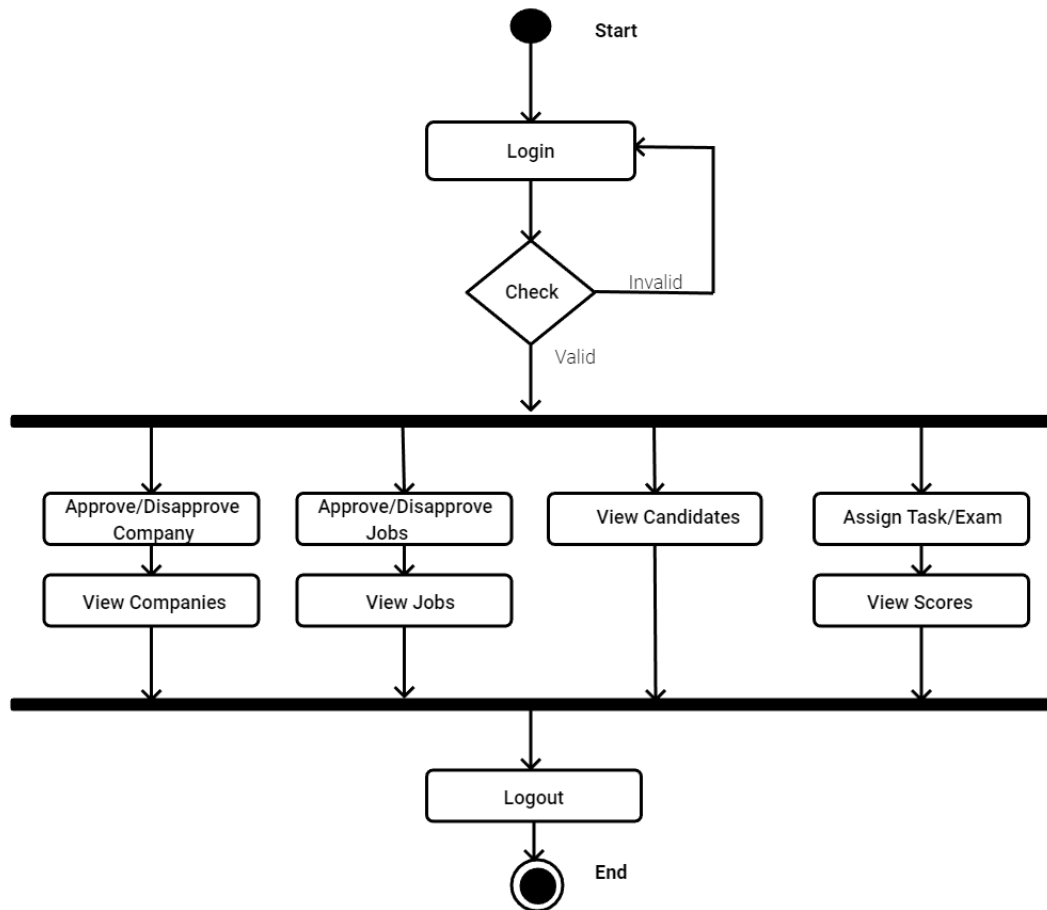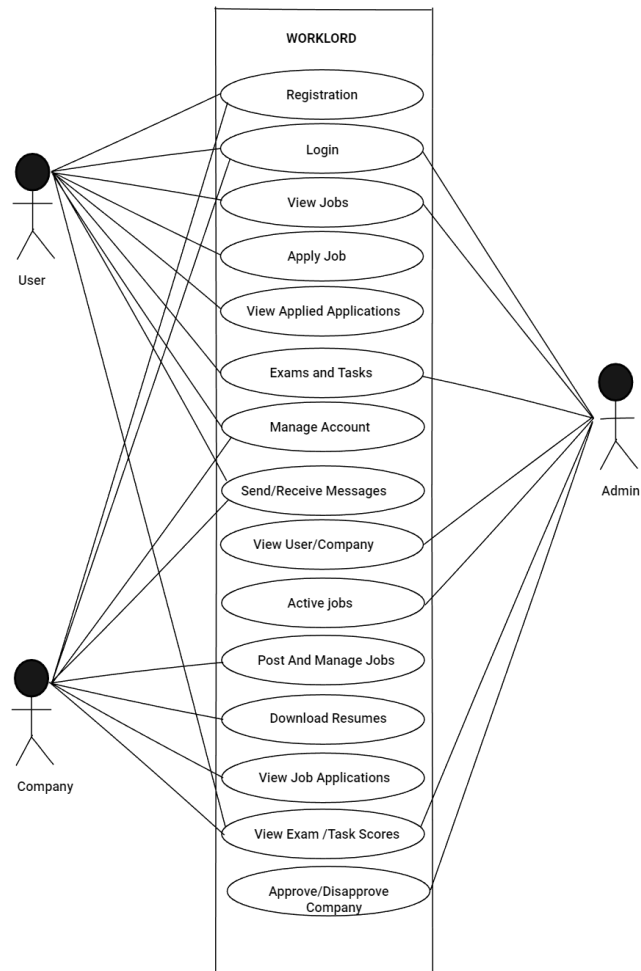Figure 3.3: Admin's Activity Diagram

3.2.2 UseCase Diagrams

Figure 3.4: UseCase Diagram

3.3 User Story

User story ID	As a <Type of Users>	I want to <Perform some task>	So that I can <Achieve some goal >
1	Admin/User/Company	Home Page	Go to other activities
2	Admin/User/Company	Login	Access the system
3	User/Company	Registration	Access the system
4	Admin	Approve/Disapprove company	Manage companies
5	Admin	View companies	View companies
6	Company	Post jobs	Add Job vaccancies
7	Admin	Delete Jobs	Manage jobs
8	Admin/User	View jobs	View jobs
9	Company	View posted jobs	Manage posted jobs
10	Admin	View candidates	View candidates
11	User	Apply job	Apply for job
12	User	View applications	View applied jobs
13	Company	View applications	View job applications
14	Company	Download resumes	Download applied candidates resumes
15	Admin	Create exams	Create exams
16	Admin	Assign tasks	Assign tasks
17	User	Attend exam	Attend exam
18	User	Attend task	Attend task
19	Admin/User/Company	View exam or task scores	Understand knowledge or skills of candidates
20	User/Company	Send and Receive Messages	Send/Receive Messages
21	User/Company	Manage account	Update Profile
22	User/Company	Manage account	Change Password

Figure 3.5: User Story

3.4   Product Backlog

USER STORY ID	PRIORITY (LOW,HIGH, MEDIUM)	SIZE	SPRINT	STATUS (PLANNED, PROGRESSED, COMPLETED)	RELEASE DATE	RELEASE GOAL
1	HIGH	8		Planned	15-09-2020	Login to the system
2	HIGH	7	1	Planned	17-09-2020	Access the system
3	HIGH	8		Planned	20-09-2020	Access the account
4	HIGH	8		Planned	24-09-2020	Manage companies
5	MEDIUM	5		Planned	27-09-2020	View companies
6	HIGH	7		Planned	30-09-2020	Add job vaccanices
7	HIGH	6	2	Planned	03-10-2020	Manage jobs
8	MEDIUM	6		Planned	06-10-2020	View jobs
9	HIGH	10		Planned	09-10-2020	Manage posted jobs
10	MEDIUM	6		Planned	11-10-2020	View Candidates
11	HIGH	9		Planned	15-10-2020	Apply for job
12	MEDIUM	6	3	Planned	16-10-2020	View applied jobs
13	HIGH	6		Planned	17-10-2020	View job applications
14	MEDIUM	6		Planned	19-10-2020	Download applied candidates resumes
15	HIGH	10		Planned	23-10-2020	Create exams

USER STORY ID	PRIORITY (LOW,HIGH, MEDIUM)	SIZE	SPRINT	STATUS (PLANNED, PRO-GRESSED, COM-PLETED)	RELEASE DATE	RELEASE GOAL
16	MEDIUM	7	3	Planned	26-10-2020	Assign task
17	HIGH	8		Planned	31-10-2020	Attend exam
18	HIGH	8	4	Planned	01-11-2020	Attend task
19	MEDIUM	7		Planned	02-11-2020	Understand knowledge or skills of candidates
20	MEDIUM	6		Planned	05-11-2020	Send/Receive Messages
21	MEDIUM	7		Planned	07-11-2020	Update profile
22	MEDIUM	7		Planned	08-11-2020	Change password

Figure 3.6: Product Backlog

3.5   Project Plan

USER STORY ID	TASK NAME	START DATE	END DATE	DAYS	STATUS (TO BE FILLED BY SCRUM MASTER)
1		14-09-2020	15-09-2020	2	
2		16-09-2020	17-09-2020	2	
3	SPRINT 1	18-09-2020	20-09-2020	3	
4		21-09-2020	24-09-2020	4	
5		25-09-2020	27-09-2020	3	
6		29-09-2020	30-09-2020	2	
7		01-10-2020	03-10-2020	3	
8	SPRINT 2	04-10-2020	06-10-2020	3	
9		07-10-2020	09-10-2020	3	
10		10-10-2020	11-10-2020	2	
11		13-10-2020	15-10-2020	3	
12		16-10-2020	16-10-2020	1	
13	SPRINT 3	17-10-2020	17-10-2020	1	
14		18-10-2020	19-10-2020	2	
15		20-10-2020	23-10-2020	4	
16		24-10-2020	26-10-2020	3	
17		28-10-2020	31-10-2020	4	
18		01-11-2020	01-11-2020	1	
19	SPRINT 4	02-11-2020	02-11-2020	1	
20		03-11-2020	04-11-2020	2	
21		05-11-2020	06-11-2020	2	
22		07-07-2020	08-07-2020	2	

Figure 3.7: Project Plan

3.6 Sprint Backlog Planned

3.6.1 Sprint 1

Backlog items	Completion date	Original Estimated hours	Day 1	Day 2	Day 3	Day 4	Day 5	Day 6	Day 7	Day 8	Day 9	Day 10	Day 11	Day 12	Day 13	Day 14
			14/9/2020	15/09/2020	16/09/2020	17/09/2020	18/09/2020	19/09/2020	20/09/2020	21/09/2020	22/09/2020	23/09/2020	24/09/2020	25/09/2020	26/09/2020	27/09/2020
User Story 1			Hours	Hours	Hours	Hours	Hours	Hours	Hours	Hours	Hours	Hours	Hours	Hours	Hours	Hours
Form Design	15-09-2020	4	2	2												
Table Creation	15-09-2020	3	1	2												
Coding	15-09-2020	2		2												
Testing	15-09-2020	1		1												
User Story 2																
Form Design	16-09-2020	3			3											
Table Creation	17-09-2020	4			2	2										
Coding	17-09-2020	2			1	1										
Testing	17-09-2020	1				1										
User Story 3																
Form Design	19-09-2020	5					3	2								
Table Creation	20-09-2020	4					2	1	1							
Coding	20-09-2020	3					1	2								
Testing	20-09-2020	1							1							
User Story 4																
Form Design	23-09-2020	6								3	3					
Table Creation	22-09-2020	3								2	1					
Coding	24-09-2020	3									2		1			
Testing	24-09-2020	1											1			
User Story 5																
Form Design	26-09-2020	4												2	2	
Table Creation	27-09-2020	2													1	1
Coding	27-09-2020	2												1		1
Testing	27-09-2020	1														1

Figure 3.8: Login

3.7 Database Design

3.7.1 Admin Table

This Table stores login details of Admins

No.	FIELD NAME	TYPE	CONSTRAINTS	DESCRIPTION
1	adminid	INT(11)	PRIMARY KEY	Admin's ID
2	username	VARCHAR(50)	UNIQUE	Admin's Username
3	password	VARCHAR(50)	NOTNULL	Admin's Password
4	email	VARCHAR(20)	UNIQUE	Admin's Email

Table 3.1: Admin Table

3.8 User Interface Design
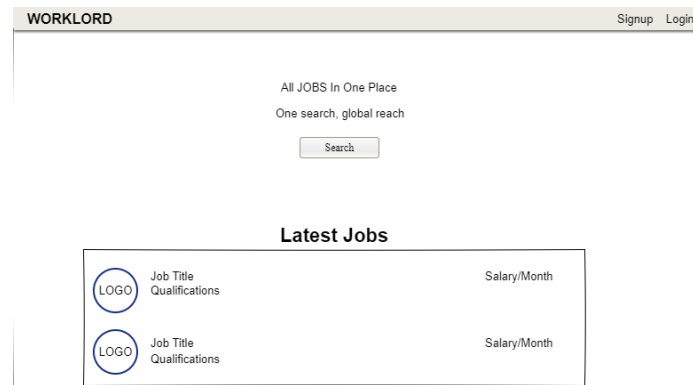
3.8.1 Homepage

Homepage of Worklord Website

Figure 3.9: Homepage