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

Project Title :	Job Recruitment System
Tutorial Group :	DFT2(S1) - Group 5
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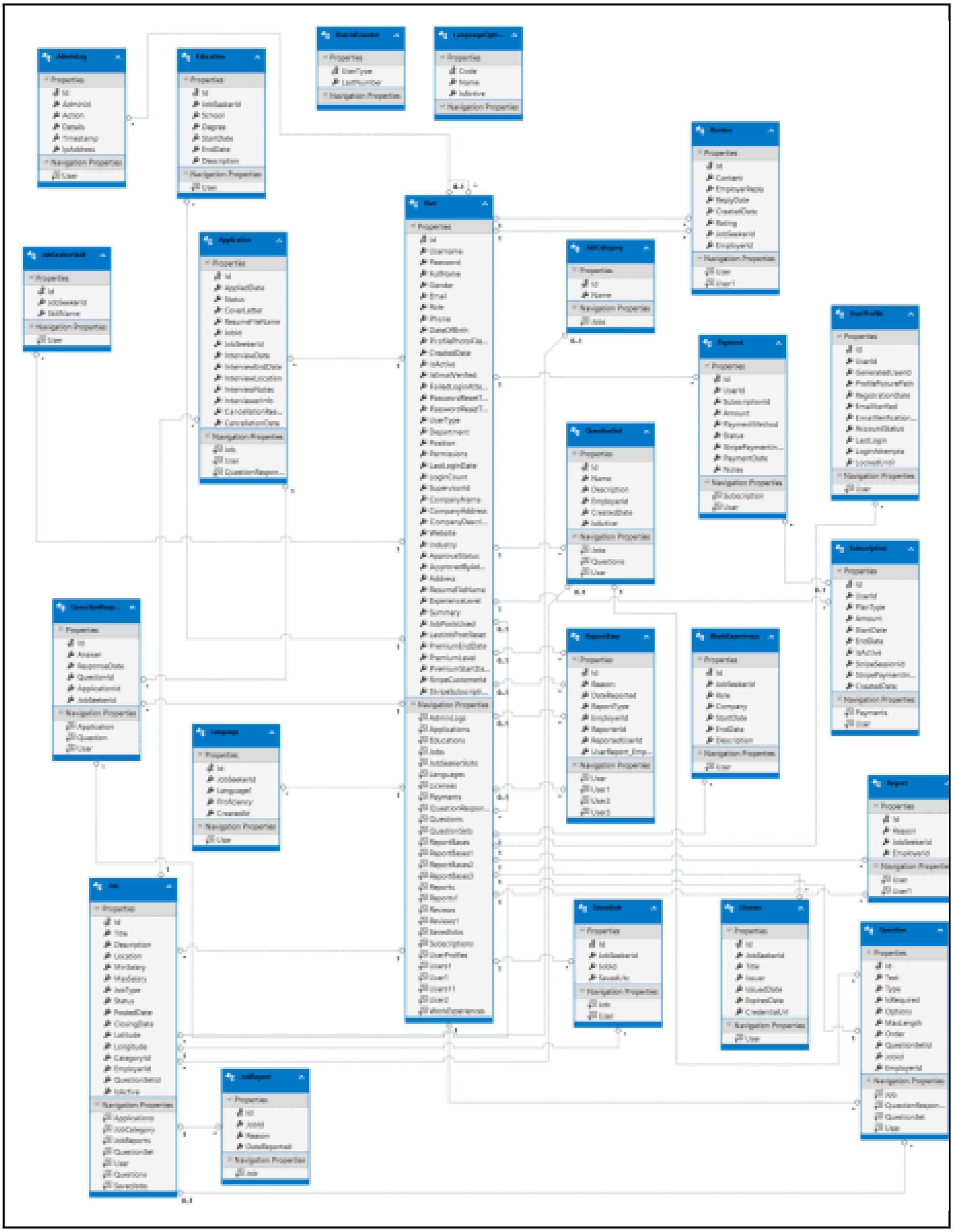


3. Monetization Models

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 R**M3,000 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**

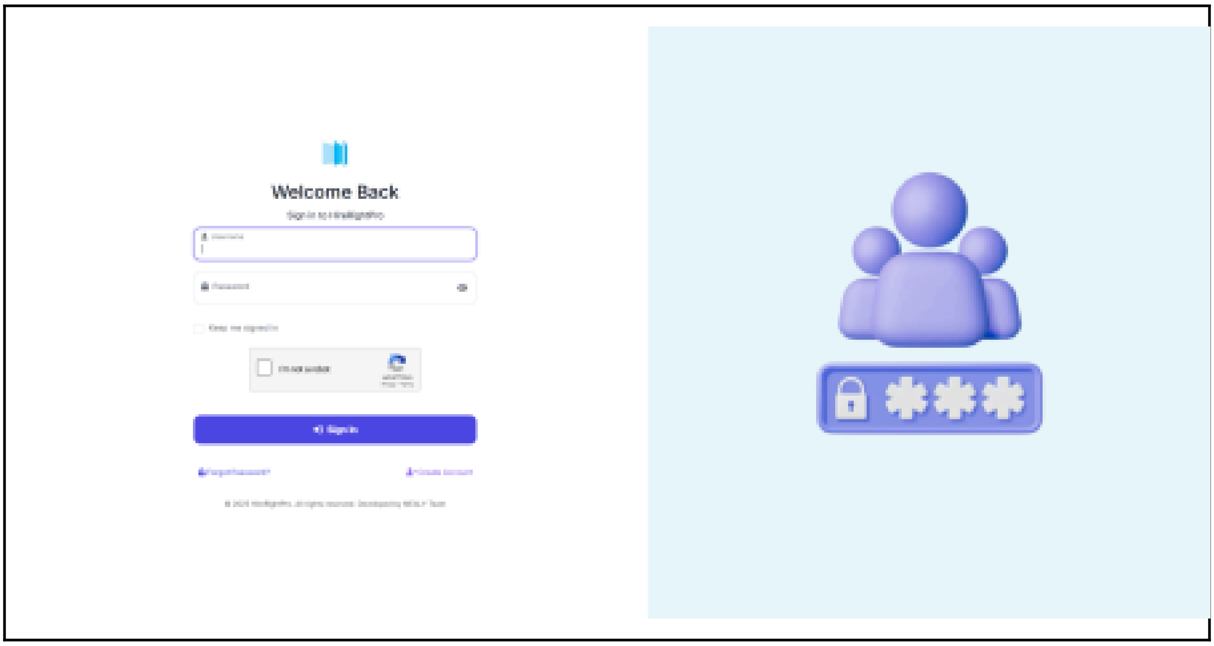
RM10,000 each. Assuming **ten** custom projects per year with an average value of **RM7,000**, this would add **RM70,000 in revenue**. Combined, the support services model could generate an estimated **RM166,000 annually**.

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.

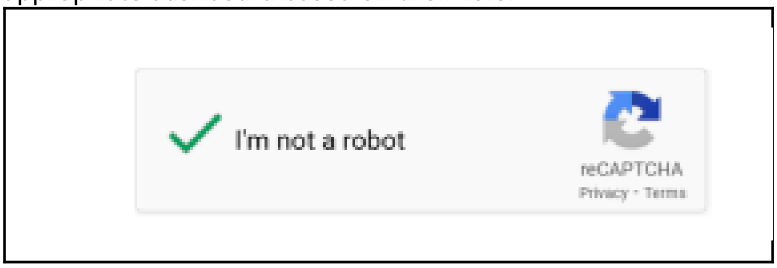
4. System Screenshots

(A) PIC: HO JUN YON

1. Security Maintenance



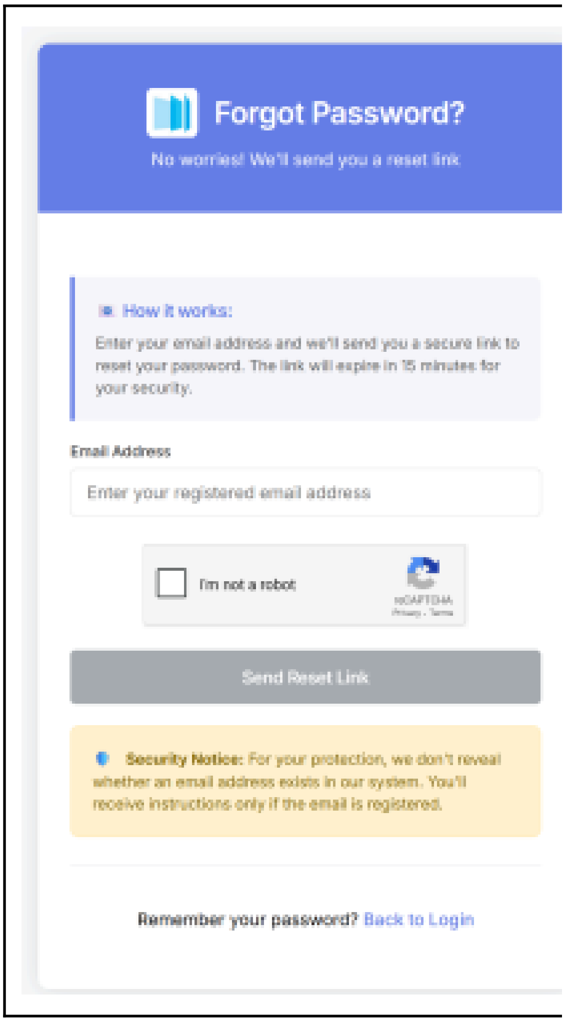
The login page allows users to sign in using their username and password, displaying error messages if any fields are left empty. Users can also securely log out at any time to end their session. The system supports three roles—Admin, Employer, and Job Seeker—and automatically redirects users to the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

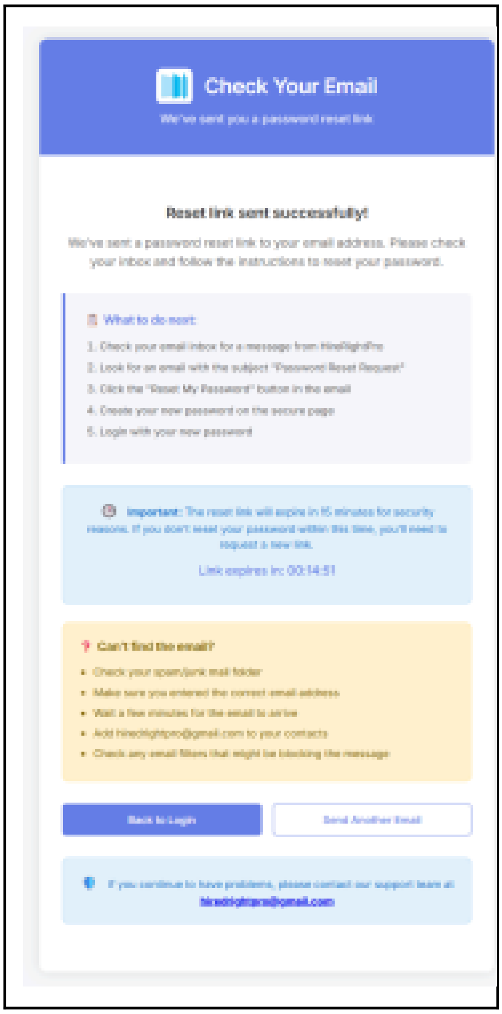


Additional Function: reCaptcha

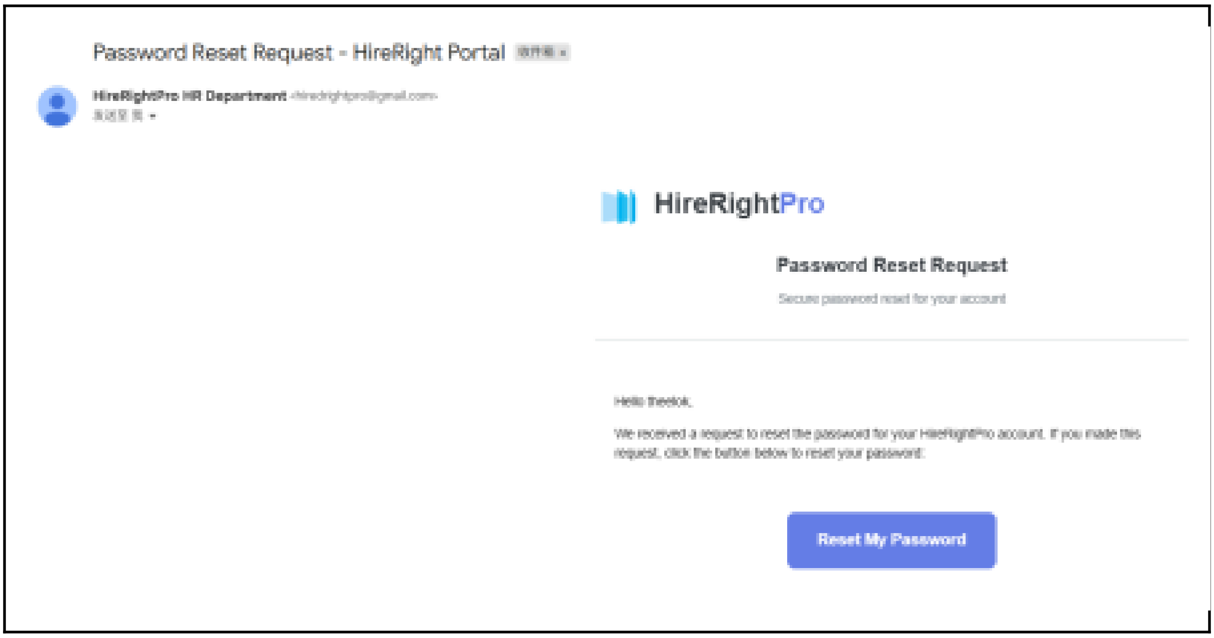
As an added security measure, the system integrates **Google reCAPTCHA** during the sign-in process. When attempting to log in, users are required to complete the **"I'm not a robot"** verification before they can proceed. This feature helps prevent automated bots from gaining unauthorized access and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

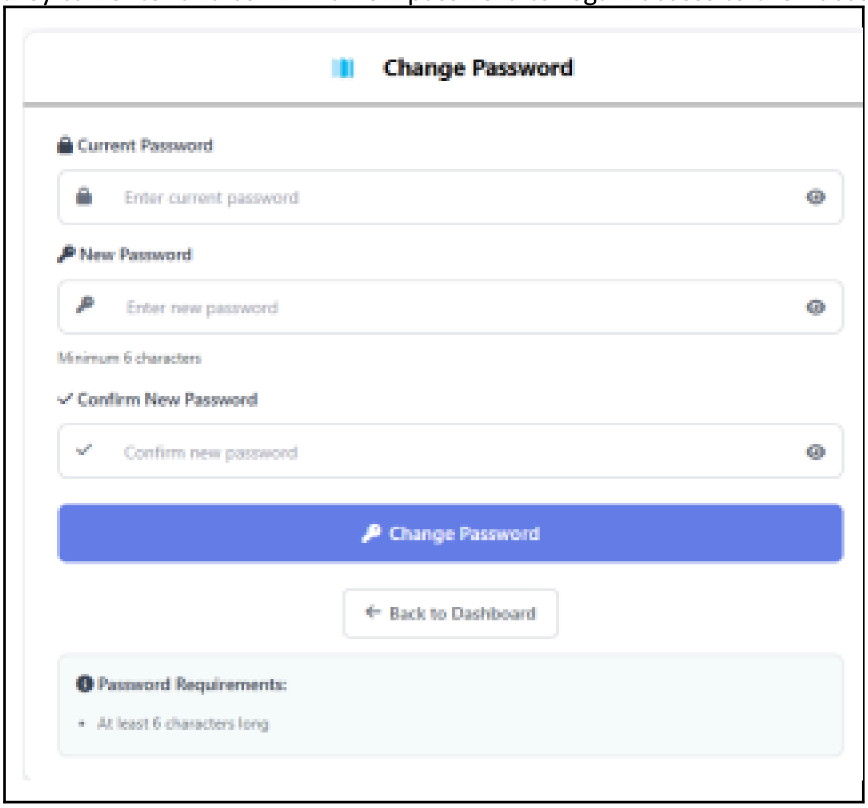




Once the user enters their email address and clicks the **Send Reset Link** button, the system immediately sends a secure password reset link to the provided email. At the same time, a confirmation message is displayed on the screen to notify the user that the request was successful. The message guides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

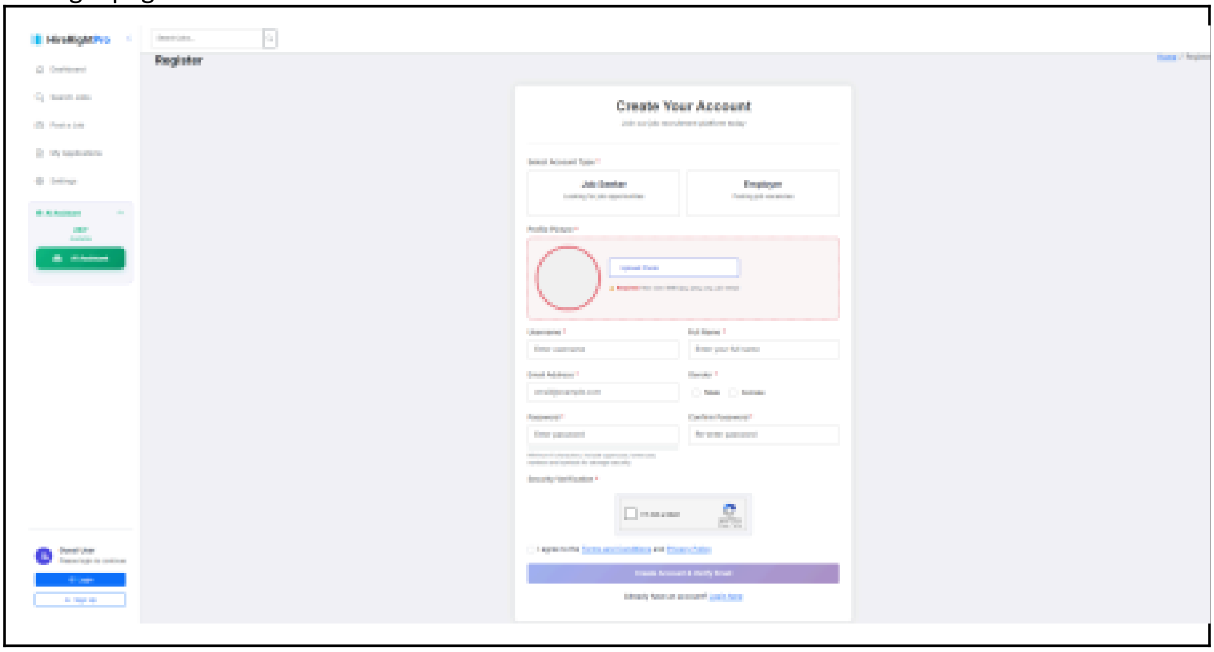


The system will send an email to the user's registered address containing a secure link. By clicking the **Reset My Password** button within the email, users are redirected to the password reset page, where they can enter and confirm a new password to regain access to their account.



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.

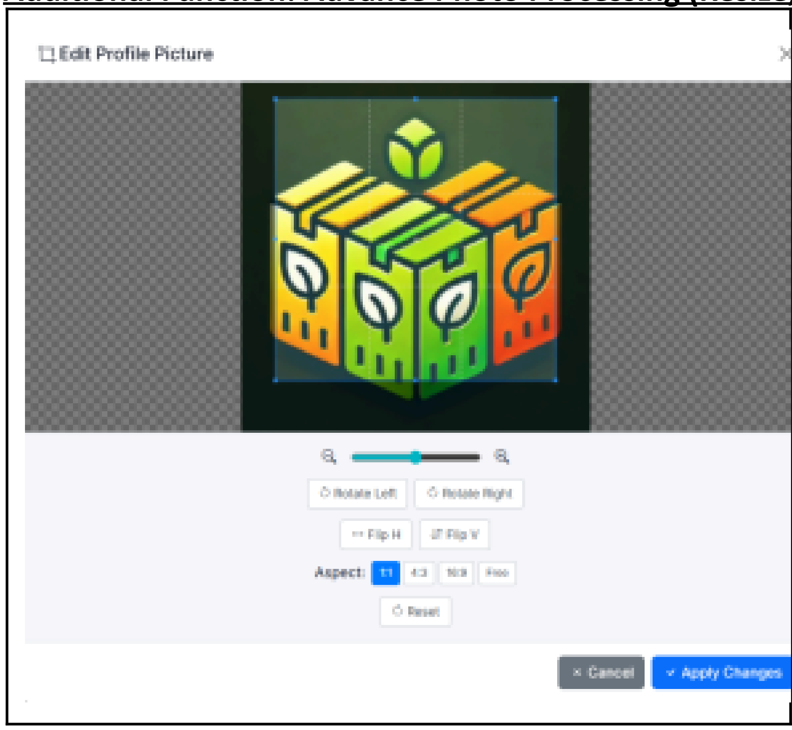


During registration, users are prompted to select their **role** (either *Job Seeker* or *Employer*), upload a **profile photo**, and provide their **personal details** such as name, email, and contact information.

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.

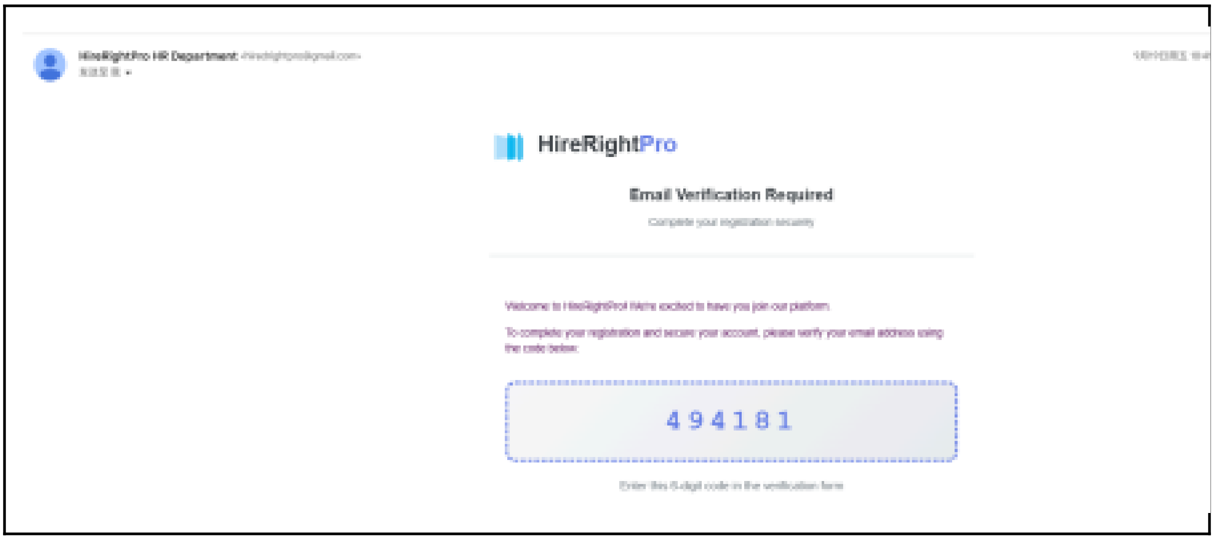
Additional Function: Advance Photo Processing (Resize, Crop & Rotate)



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.

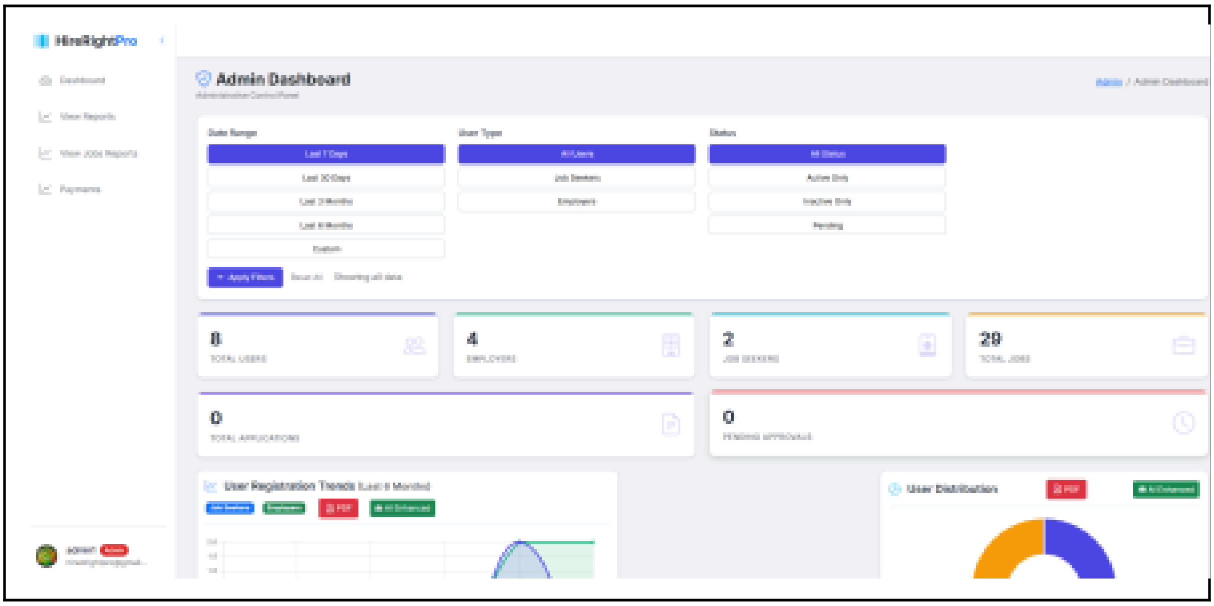
Additional Function: Email Verification (OTP)

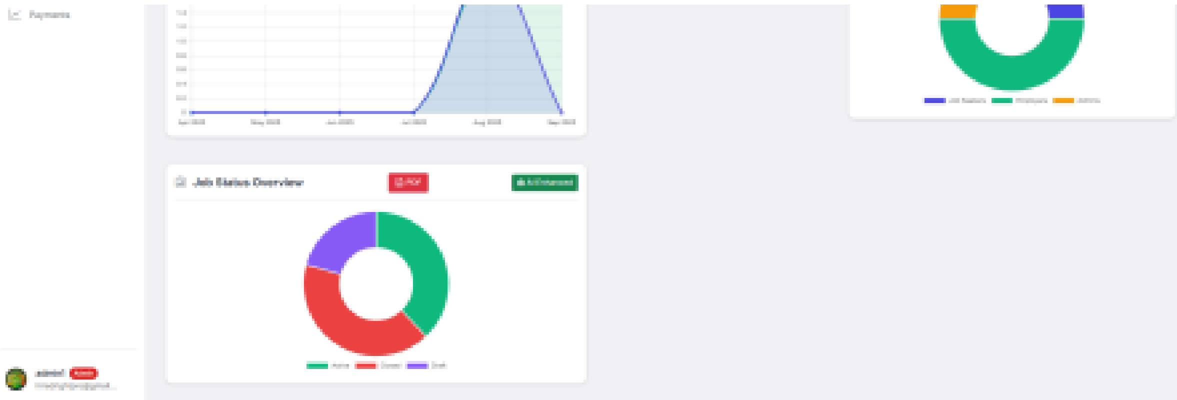


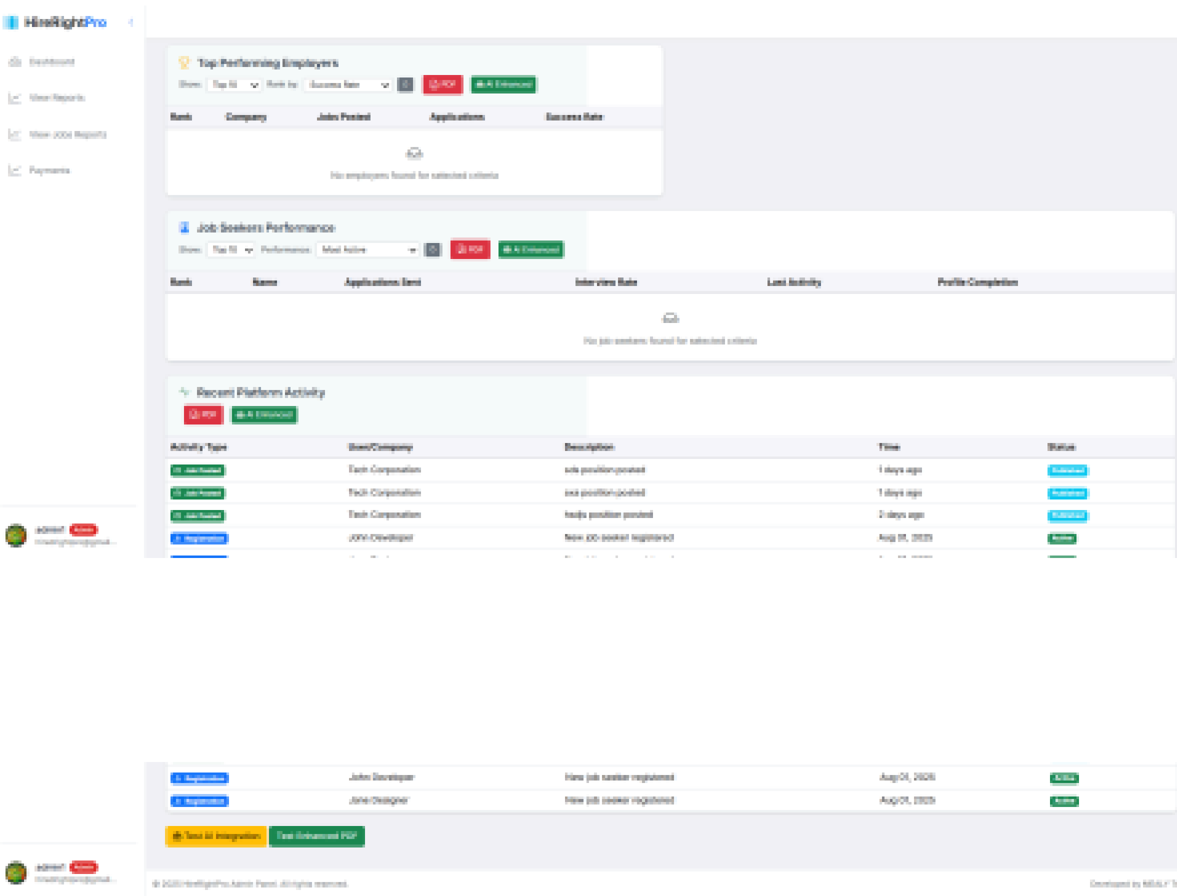
When a new account is created, the system requires users to complete an **email verification process** using a **One-Time Password (OTP)**. After entering their email address during registration, the system automatically generates and sends a unique OTP code to the provided email.

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



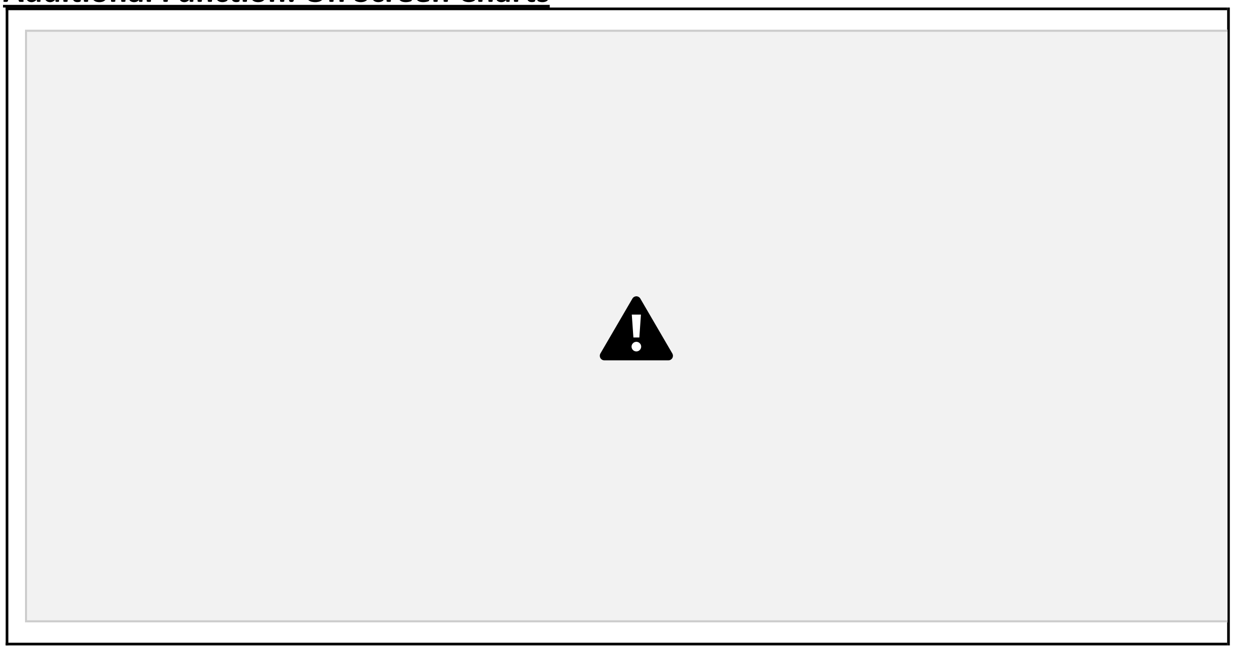




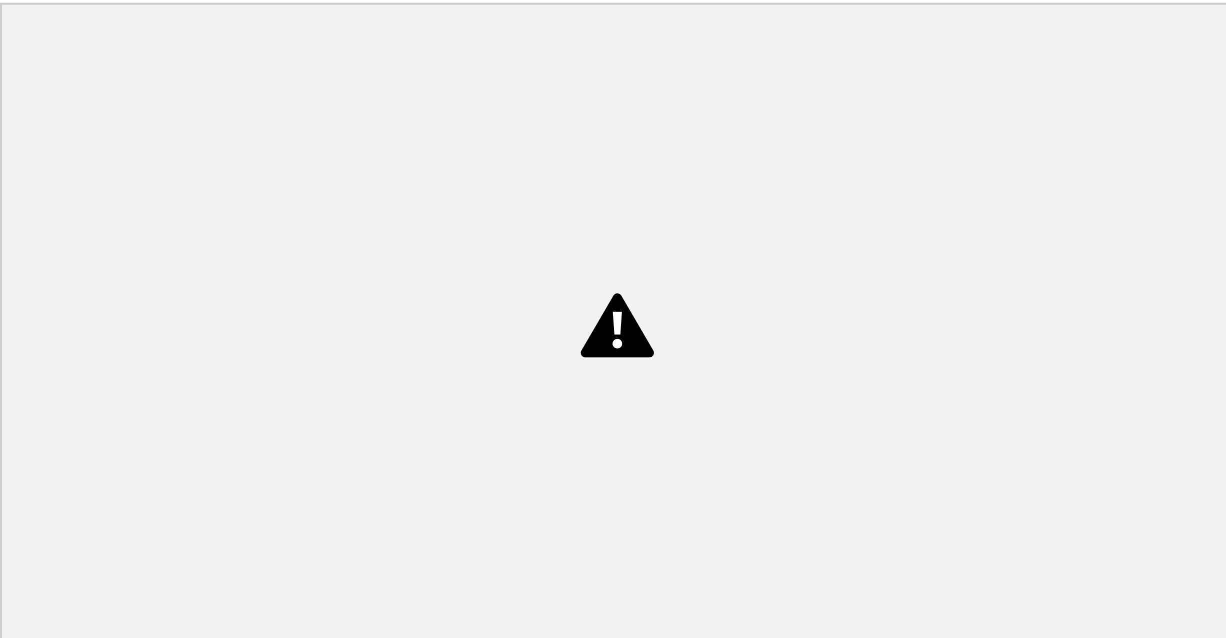
The **Admin Dashboard** provides administrators with a comprehensive overview of platform activity and performance. From this dashboard, administrators can access key insights such as the **User Registration Trend**, **User Distribution**, **Job Status Overview**, **Top Performing Employers**, **Job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

Performance, and 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

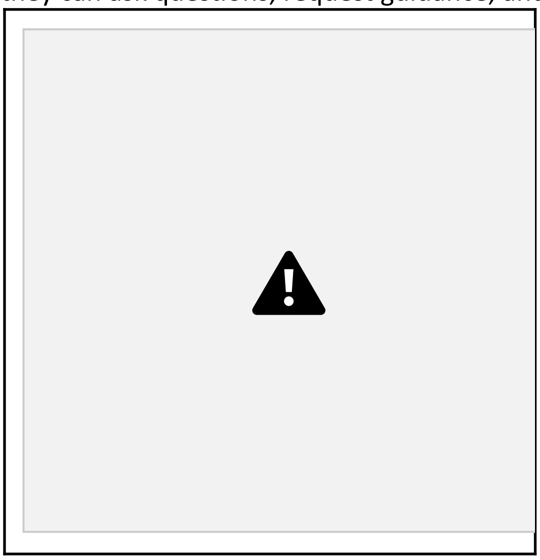
The system provides administrators with flexible options to **sort and filter reports** based on multiple criteria, including **date range**, **user type**, and **status**. In addition to predefined date ranges (such as *Today*, *This Week*, or *This Month*), administrators can also select a **custom 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

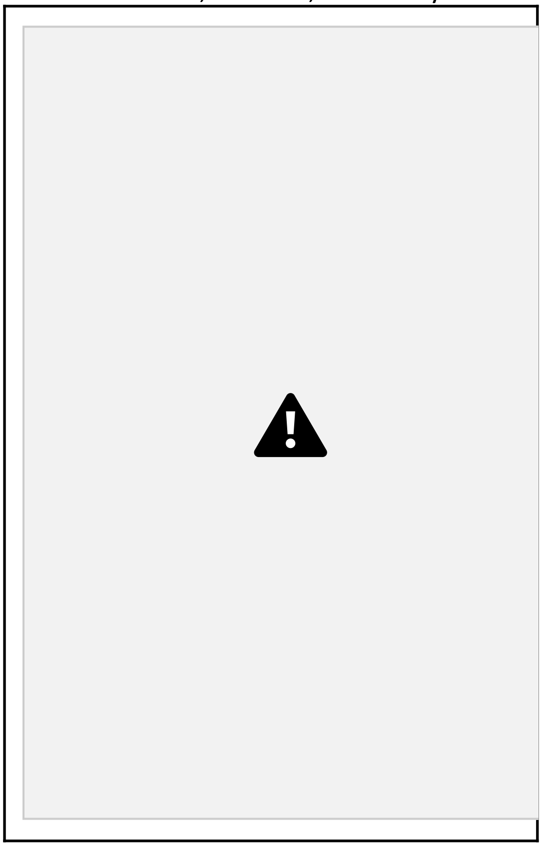
For each performance and activity record, the system provides a **PDF export button**. By clicking this button, administrators can generate and download the selected record as a **PDF file**, making it easy to store, share, or review the information offline.

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

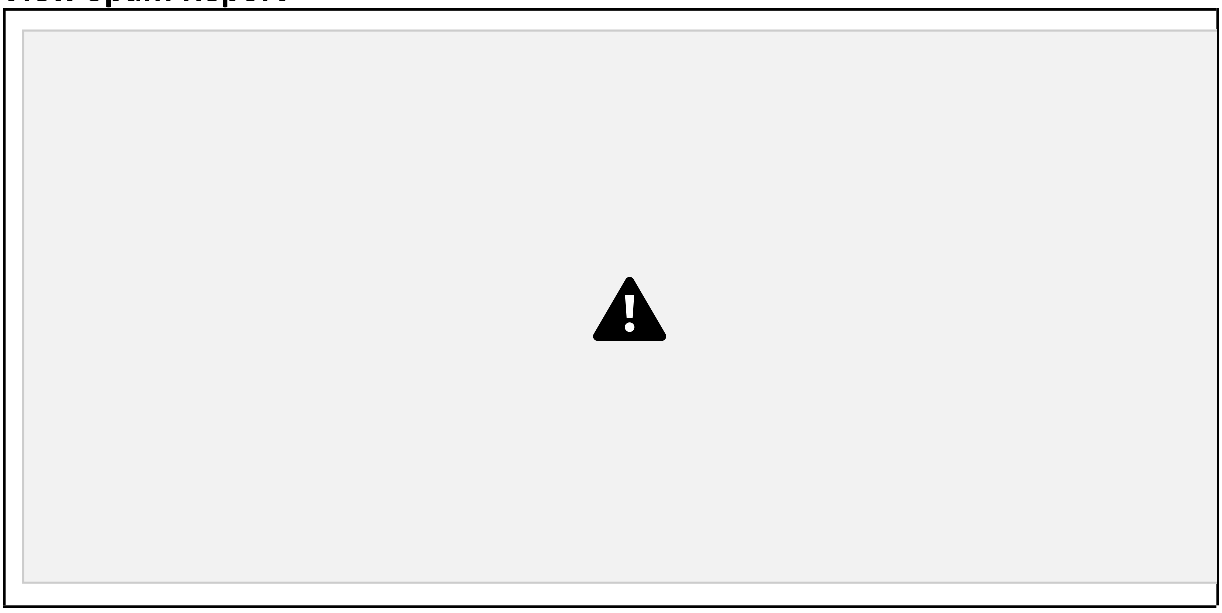
Login Blocking Attempts

The 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*.

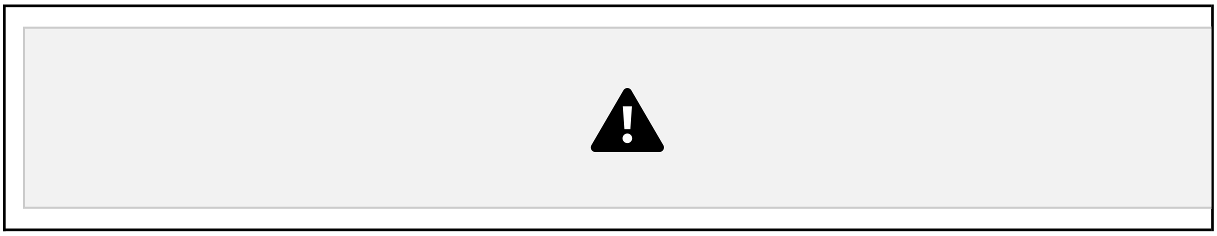
Once blocked, the user will no longer be able to log in. To regain access, the account must be reviewed and reactivated by an **administrator**, ensuring that potential unauthorized access attempts are properly contained. This mechanism strengthens the platform's security by protecting against brute-force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

1. Spam Maintenance Module

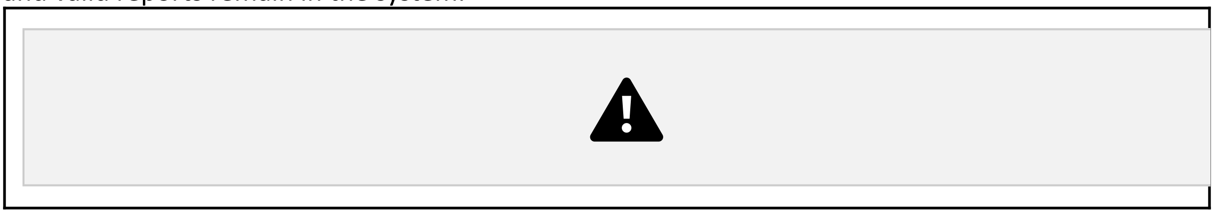
View Spam Report



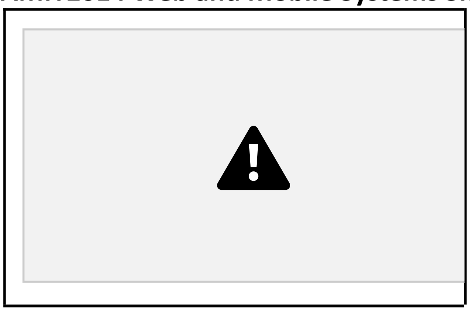
The Spam Maintenance feature allows admins to monitor and manage reported activities on the platform. Within this section, users can view the **total number of reports**, broken down into categories such as **user reports** and **employer reports**. In addition, the system provides a summary of spam-related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



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.



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

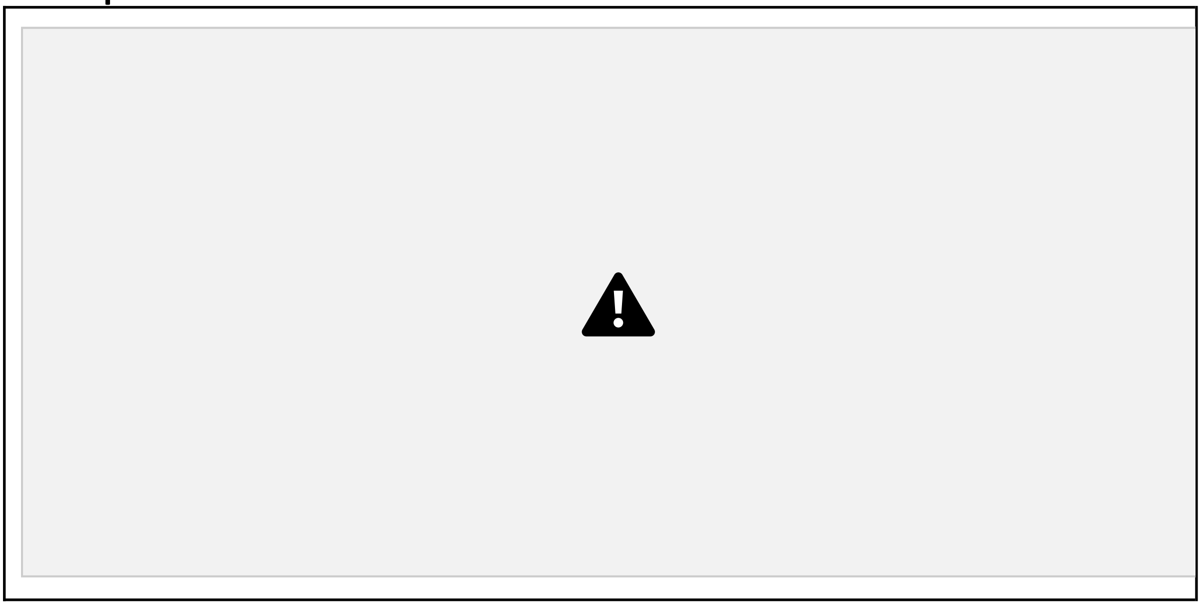


The administrator can block a user by clicking the Block button on the User Report or Employer Report page. When the admin clicks this button, the system will update the account's IsActive status to false, which means the user will no longer be able to normally access or use their account.

Additional Function: AJAX Searching, Sorting

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



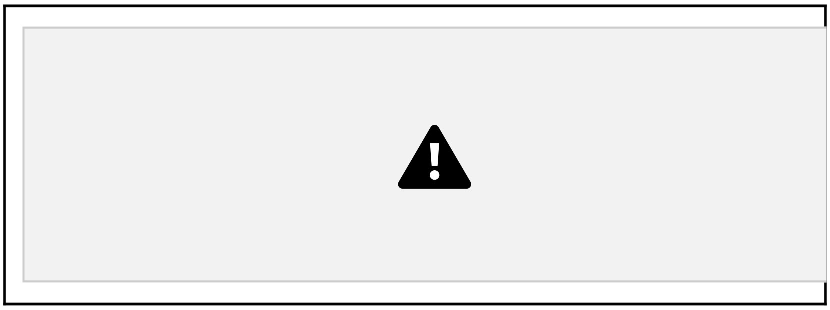
This page will display all job reports submitted by job seekers. The table displays important details such as the Report ID, the Employer, the Reason for the report, the Date Reported, the Current Status, and the available Actions.

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).

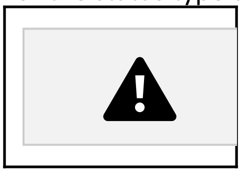
The administrator can use the filter function to quickly narrow down and locate specific reports.

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.

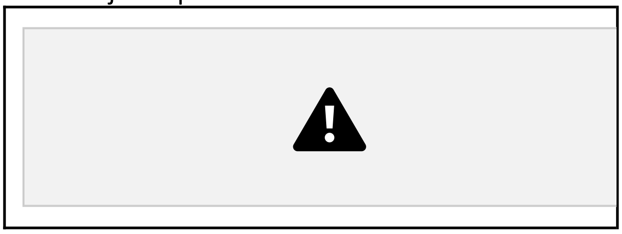
For the report type drop down have User Report and Employer Report



For the status type drop down have Active and Blocked

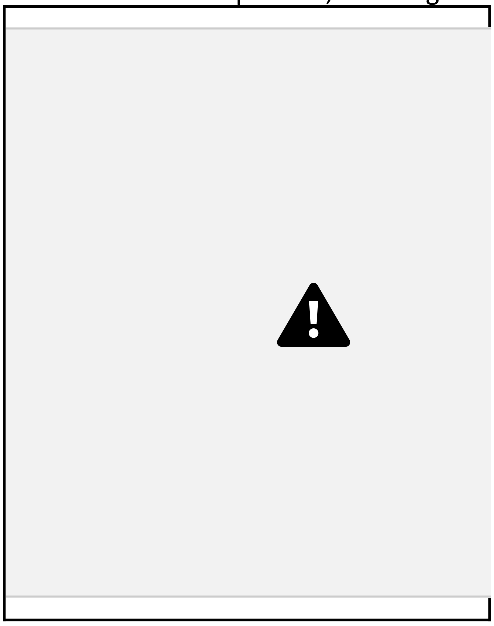


The administrator also can delete a job report by clicking the **Delete** button, which will remove the selected job report record from the database.

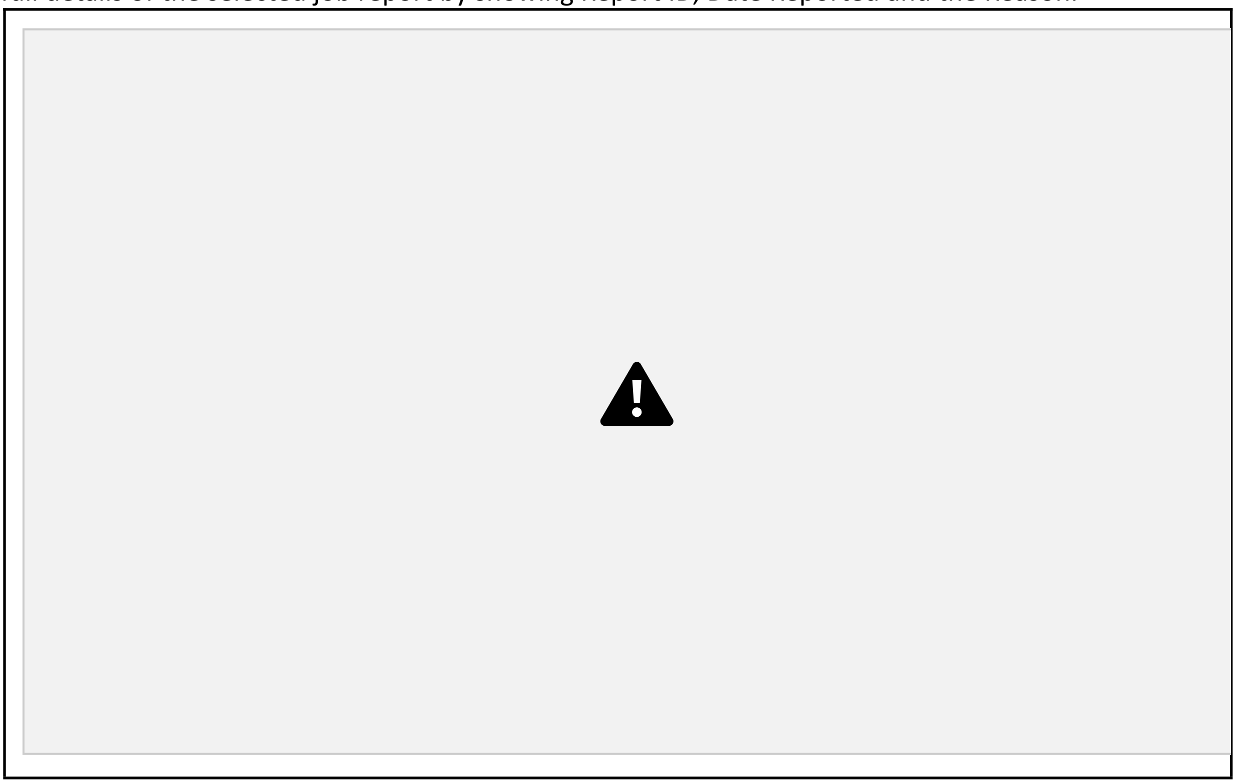


To prevent accidental deletions caused by misclicks, the system will display a **confirmation message** before proceeding with the deletion, giving the administrator the option to confirm or cancel the action.

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.

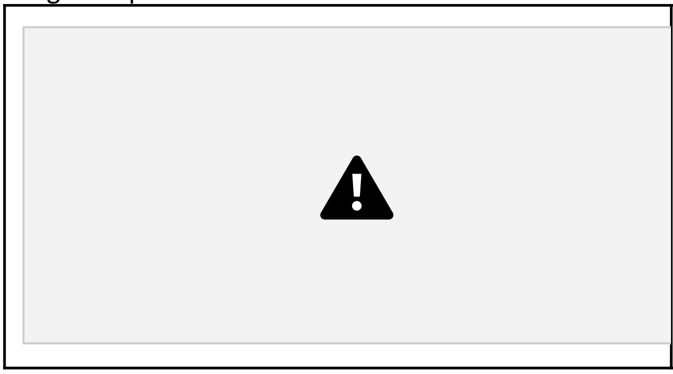
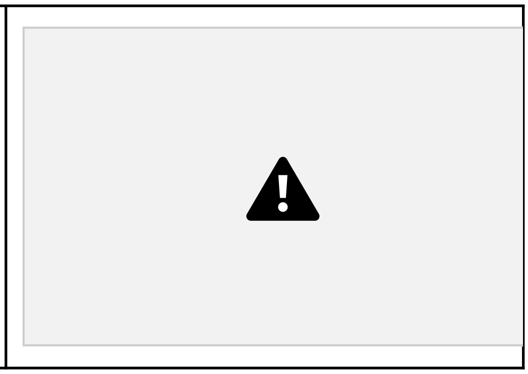


By clicking the **View** button, the administrator will be redirected to a dedicated page that displays the full details of the selected job report by showing Report ID, Date Reported and the Reason.

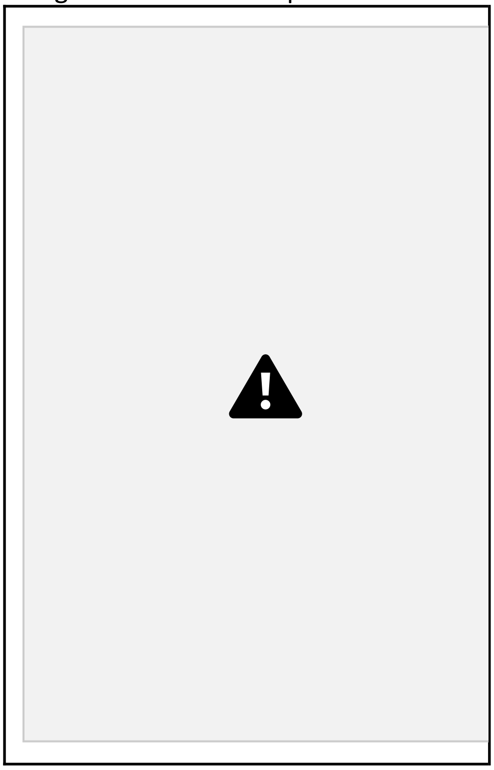


2.Admin Maintenance (Admin) Module

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.

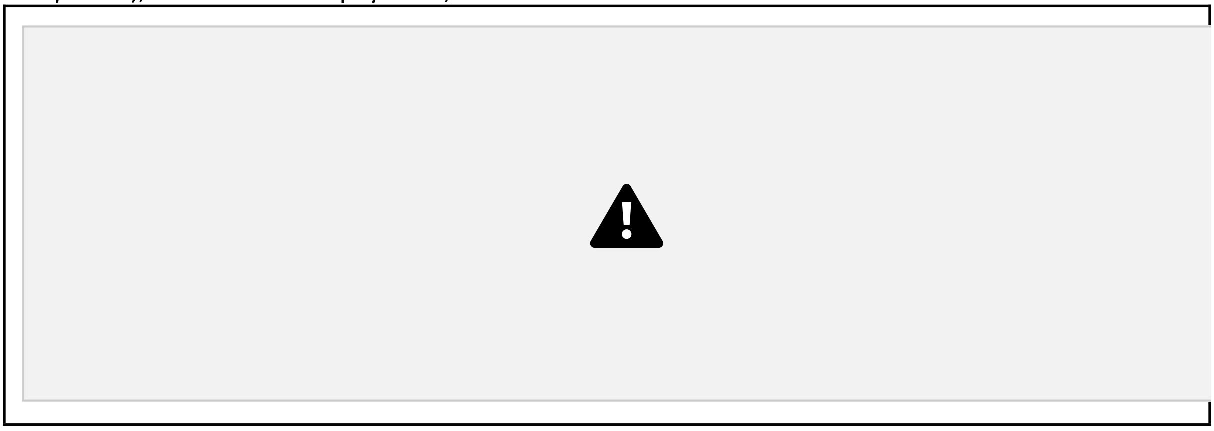
The same functionality is also available through the "Change Photo" button, which provides an alternative way to trigger the file selection process. Once a photo is chosen, the system will update the admin's profile with the new image, ensuring that their account is personalized and visually recognizable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



The 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

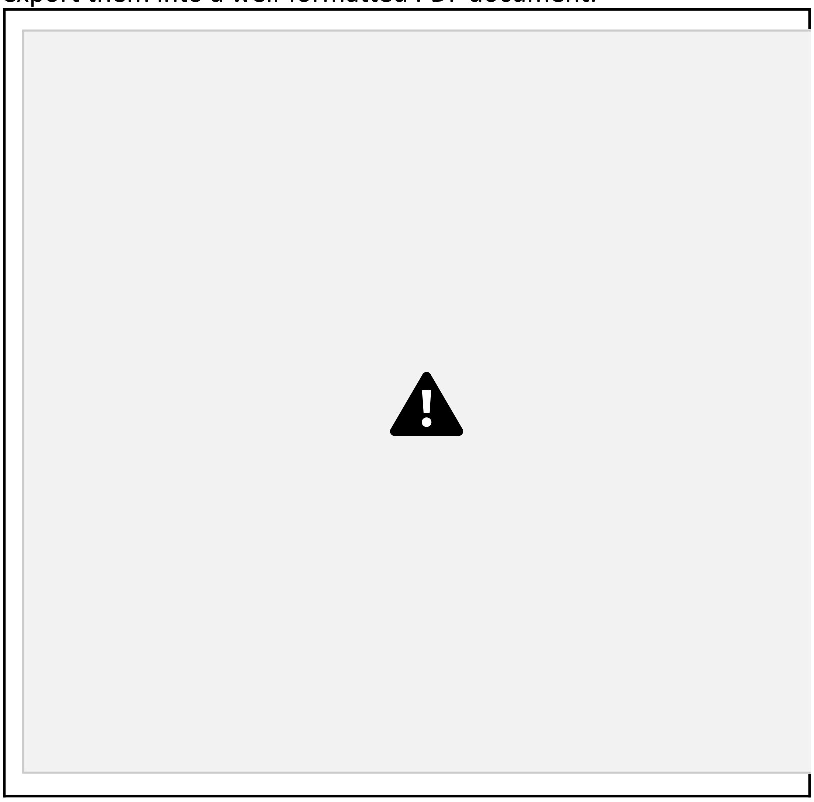
The Payment Report displays a table that contains key payment details, including the Payment ID, the Username of the user who made the payment, the Amount paid, the Status of the transaction (such as *Completed*), the Date of the payment, and an Action column.



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

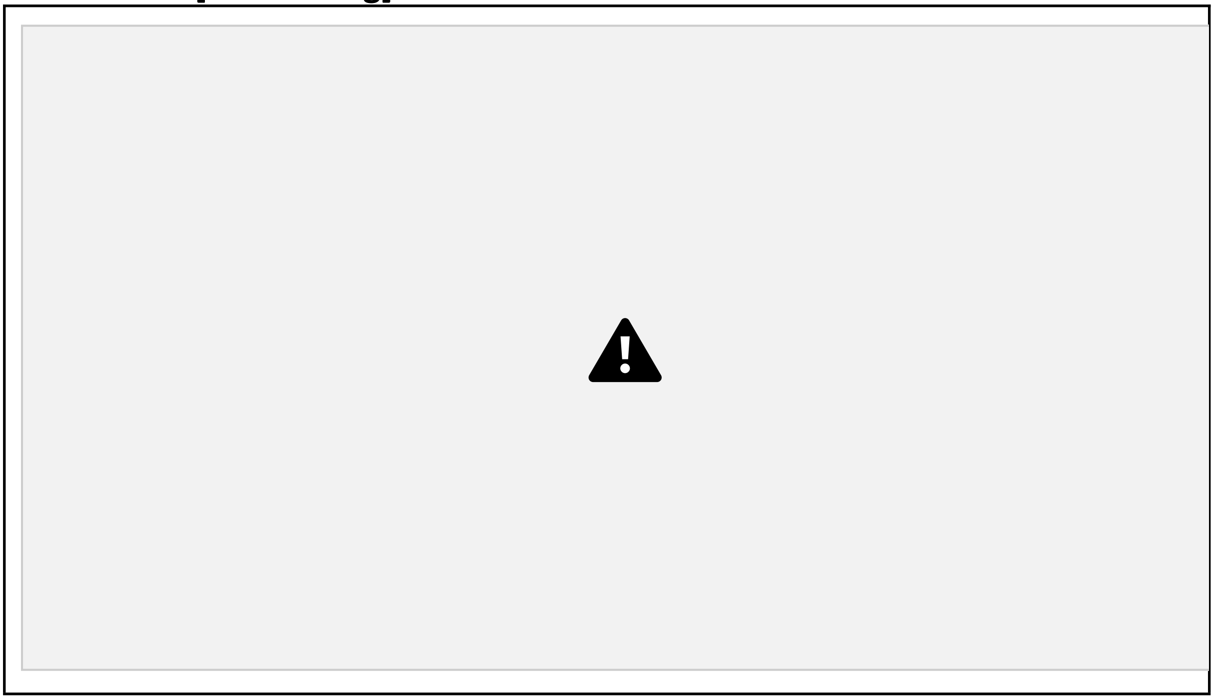
The administrator can click the Export PDF button to generate and download a PDF file directly to their computer. When this action is performed, the system will retrieve all reports from the database and export them into a well-formatted PDF document.

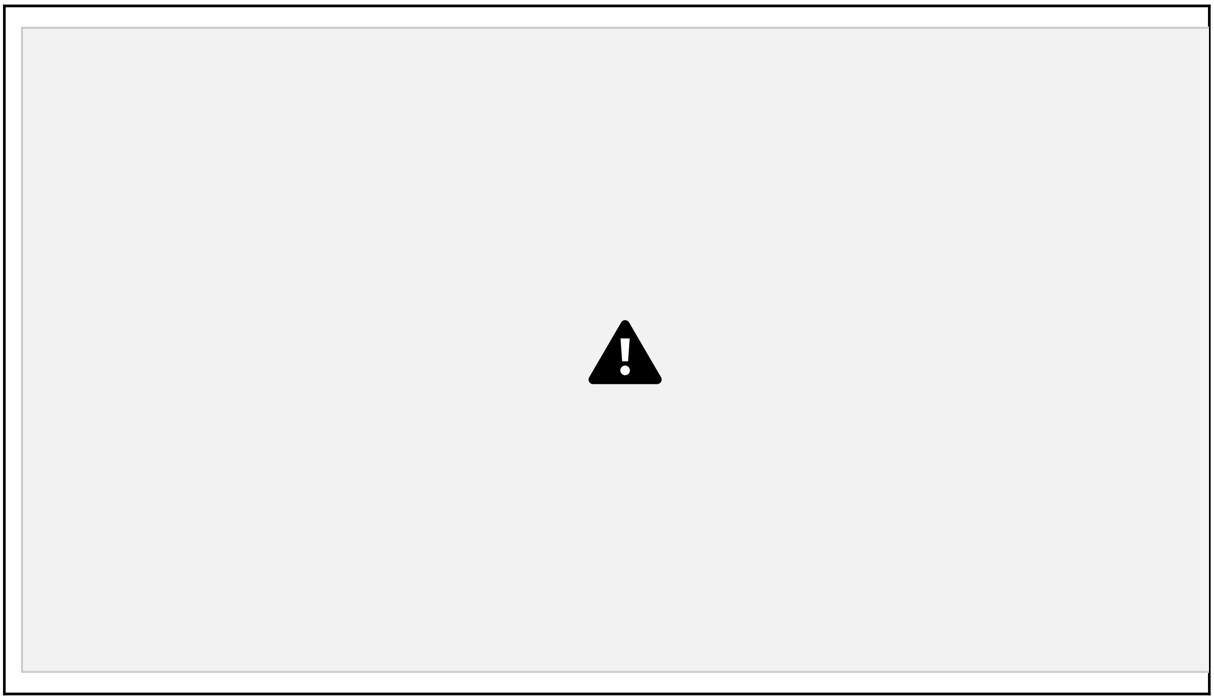


(C) PIC: LAI JIA TONG

1. Job Maintenance (Employer)

Post New Job [Job Posting]

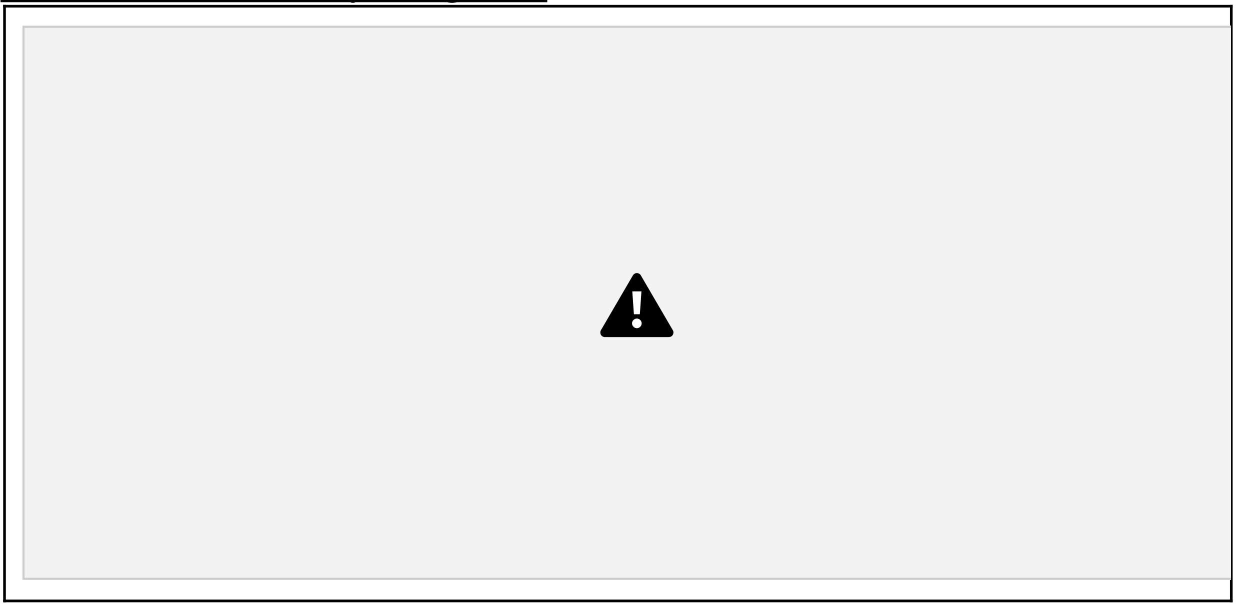




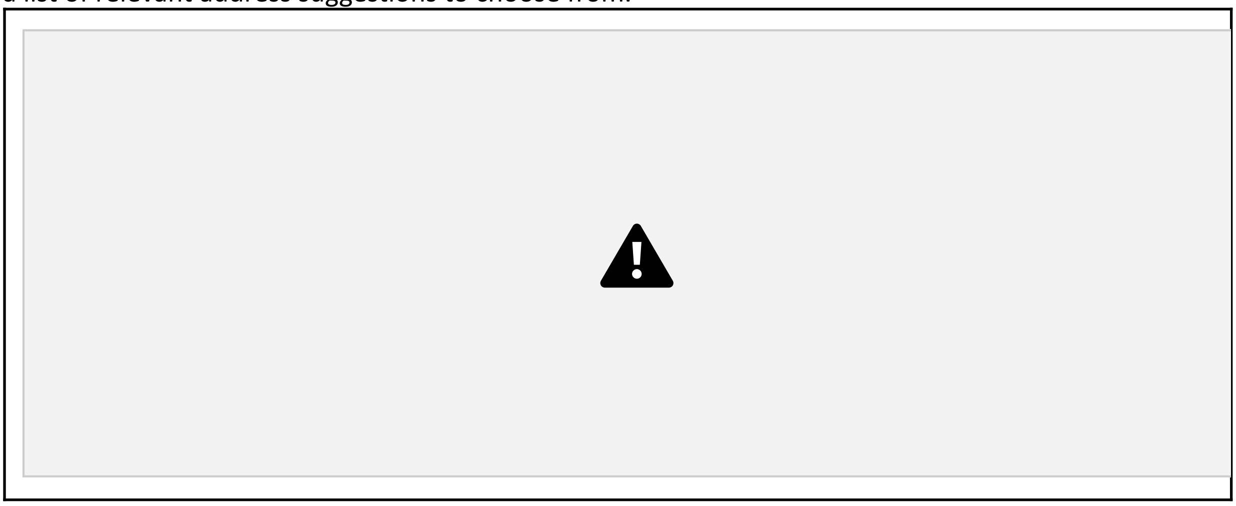
The Job Posting feature allows employers to create detailed job listings by providing essential information such as the job title, description, and location (with an interactive map selection). Employers can also define minimum and maximum salary ranges, select the job type, status, and category from 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.

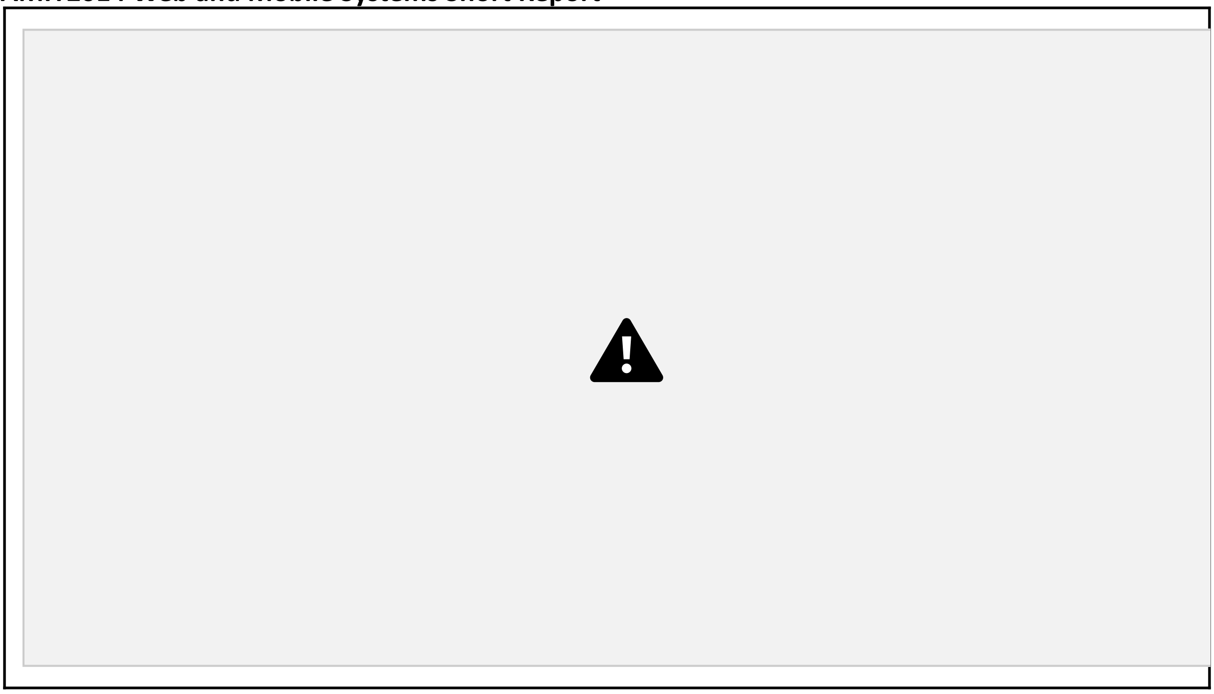
Additional Function: Maps integration



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.



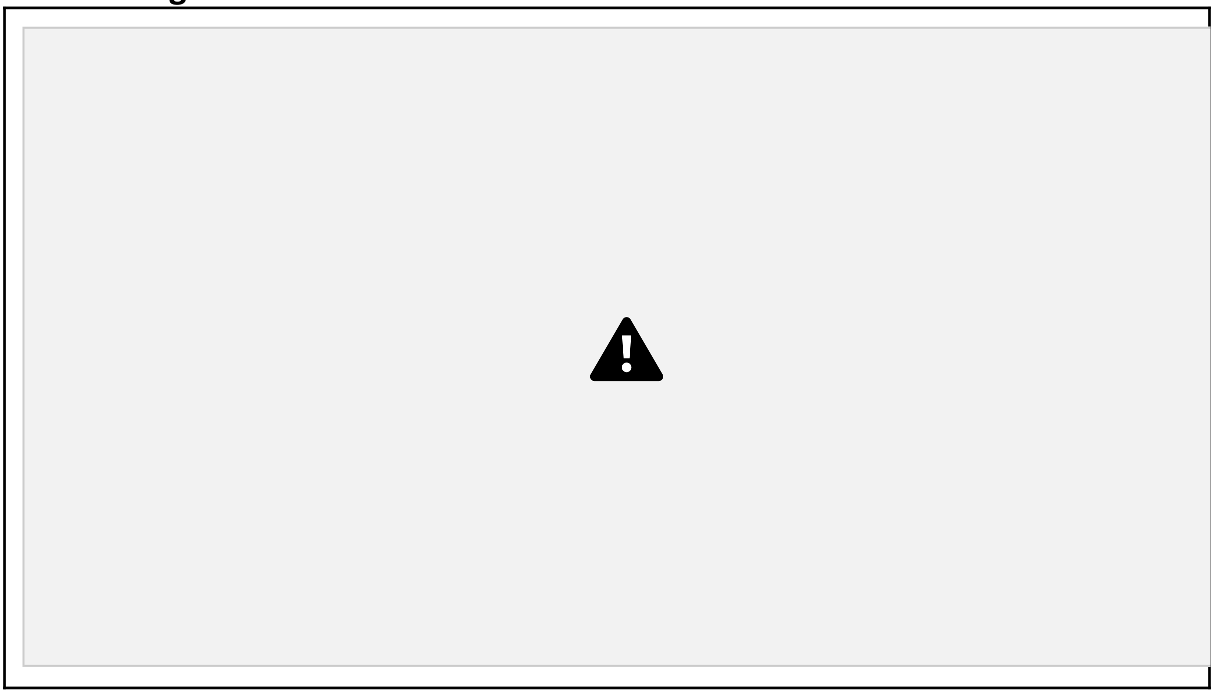
Once the employer selects a location from the suggestions, the map will automatically update and place a pin at the chosen address.

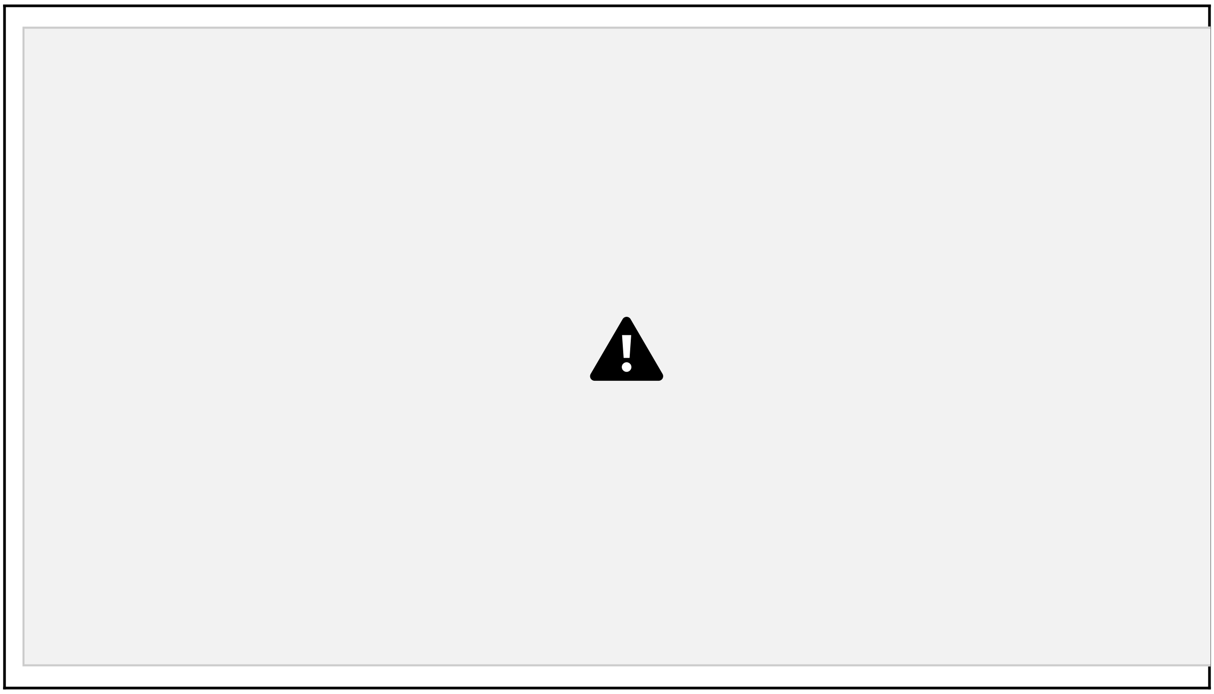


After a job is successfully submitted, the system automatically redirects the employer to the **Job Details** page and displays a confirmation message indicating that the posting has been created.

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.

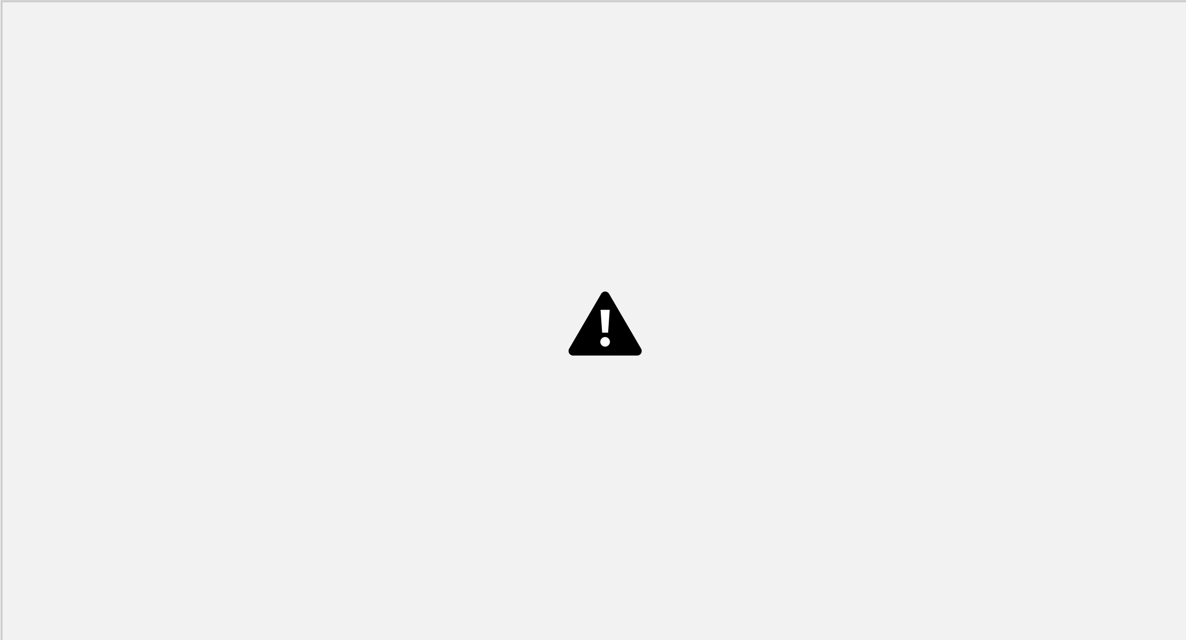
Edit Job Page

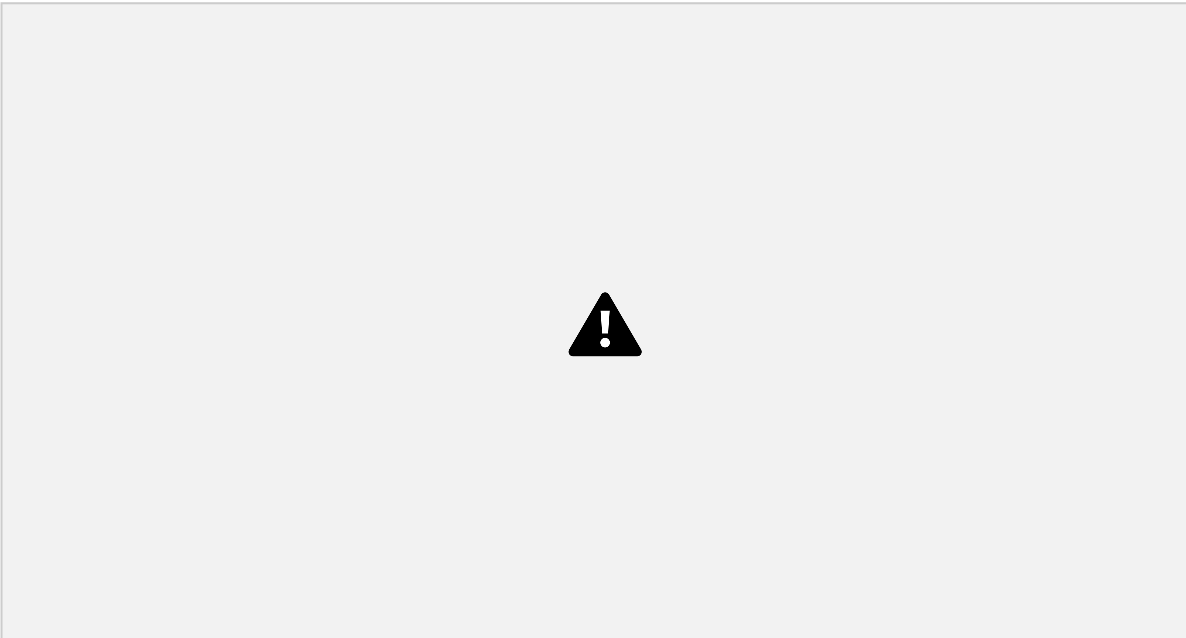




By selecting the **Edit Job** option, employers are taken to the **Edit Job** page, which allows them to modify and update the information in their job posting.

My Job Listings [Job Listings (Grid View)]





My Job Listings [Job Listings (List View)]

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

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.

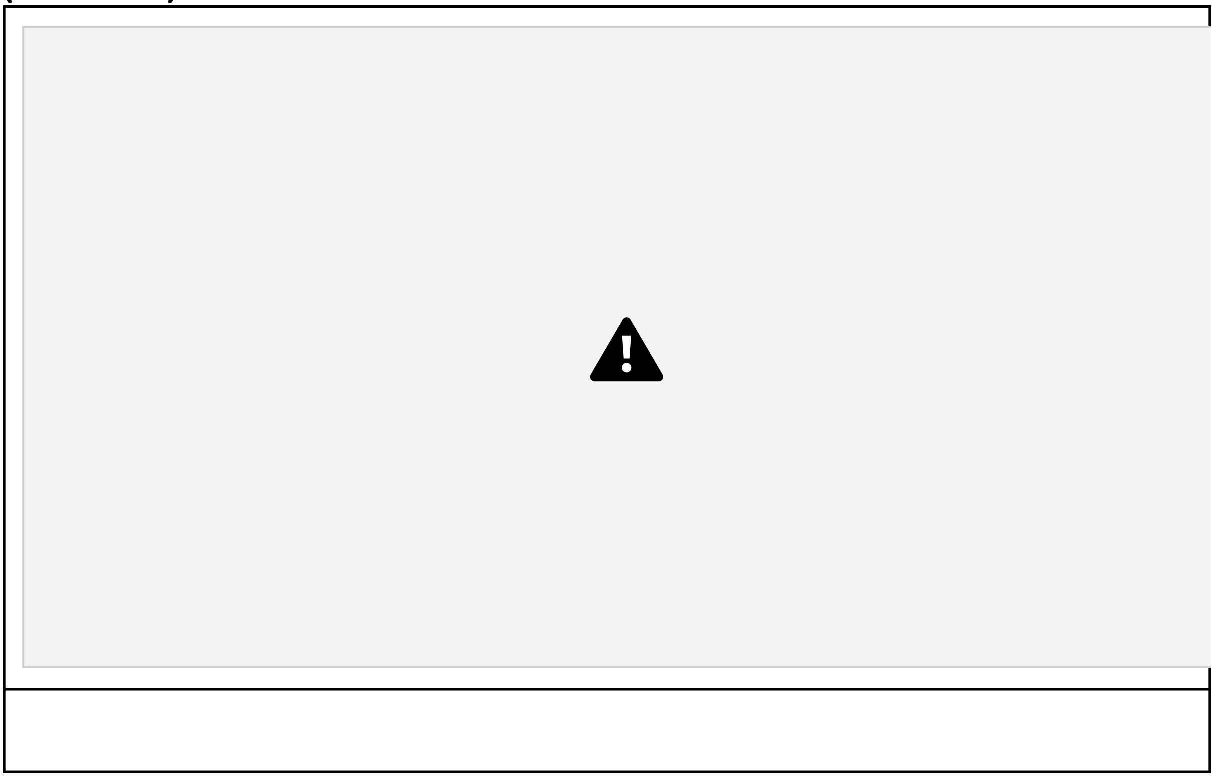
The system includes pagination controls to help users navigate between multiple pages of job listings.

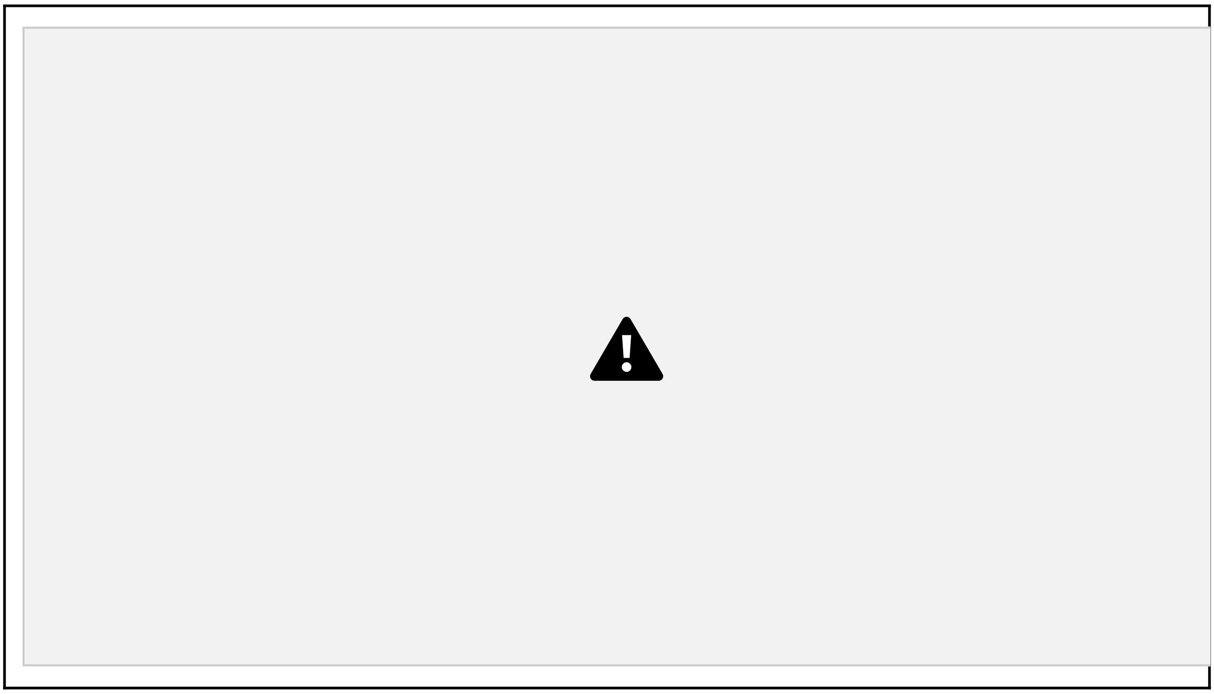
Additional Function: User preferences and customizations (Items per page)

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

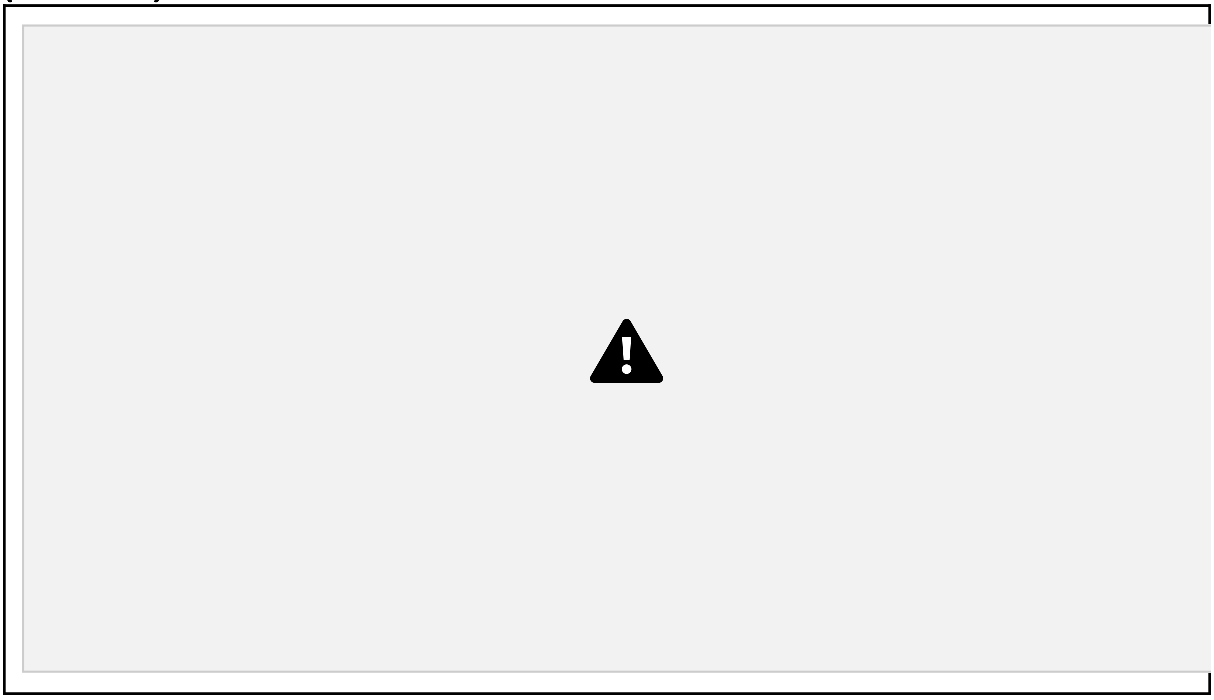
View Options: The page supports both list view and grid view, allowing users to choose their preferred display format.

(Grid View)





(List View)



Additional Function: 3rd-party payment API integration

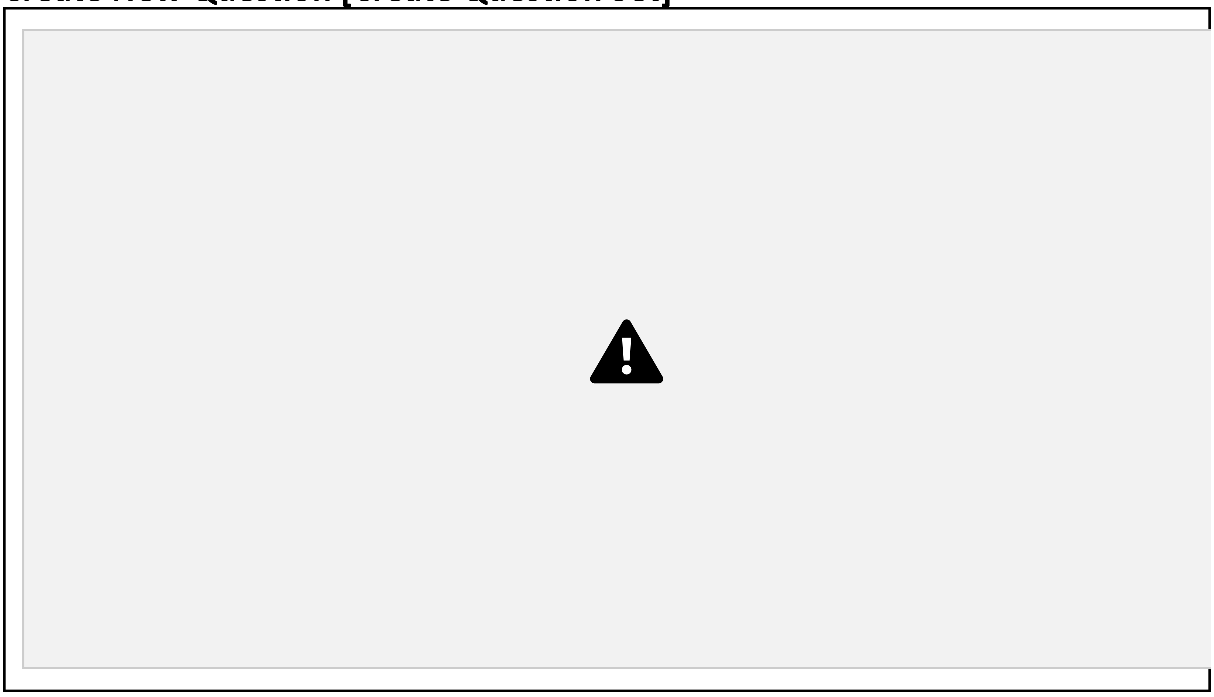
On this page, employers can view their **current subscription plan**, which is displayed prominently at the top. From here, they have the option to upgrade to a higher-tier plan based on their hiring needs.

- 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.

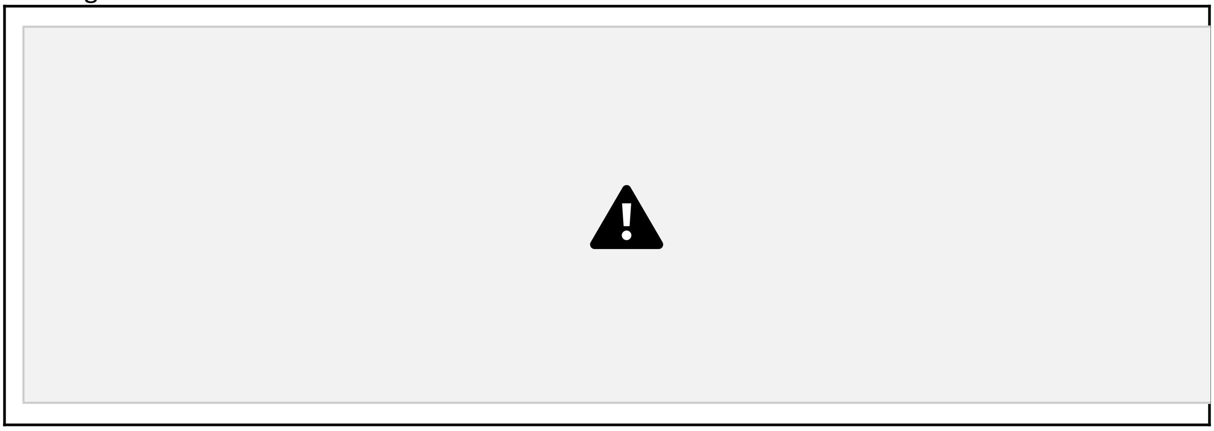
Plan upgrades and payments are seamlessly handled through the integrated **third-party payment API**, ensuring a secure and convenient transaction process.

2. Question Maintenance (Employer)

Create New Question [Create Question Set]



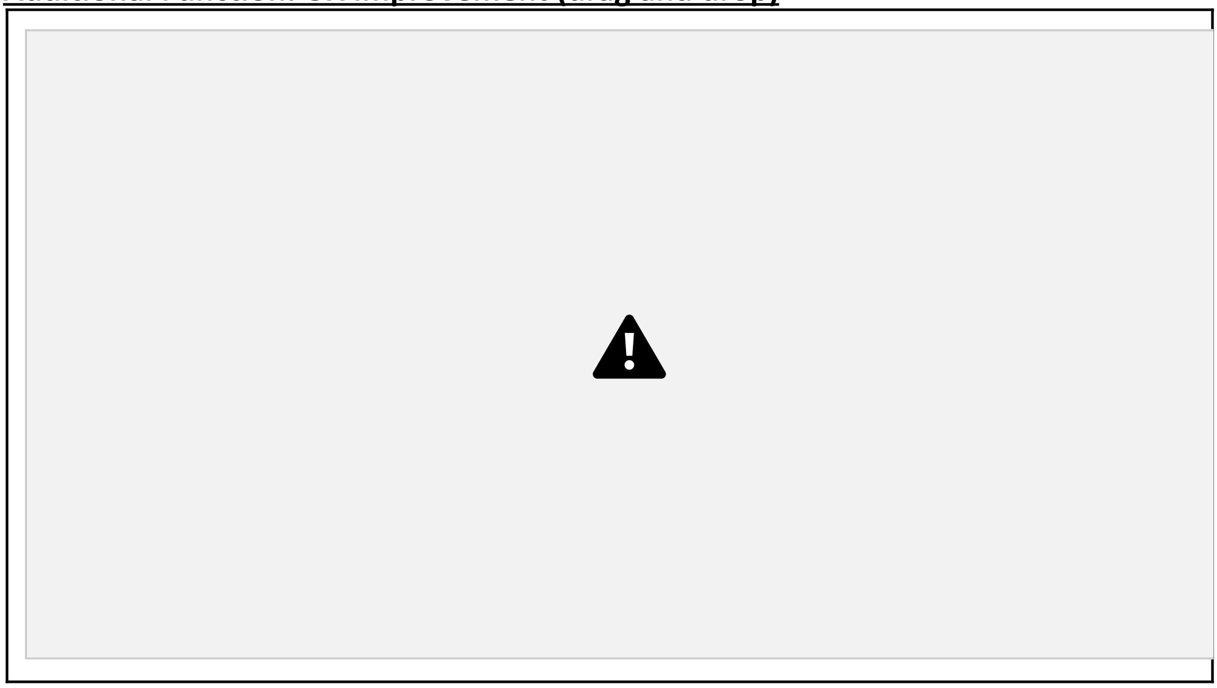
Under **Question Management**, employers can create a new question set. On this page, they are required to provide the **question set name**, **title**, and **description**, then click **Add Questions** to begin building the set.



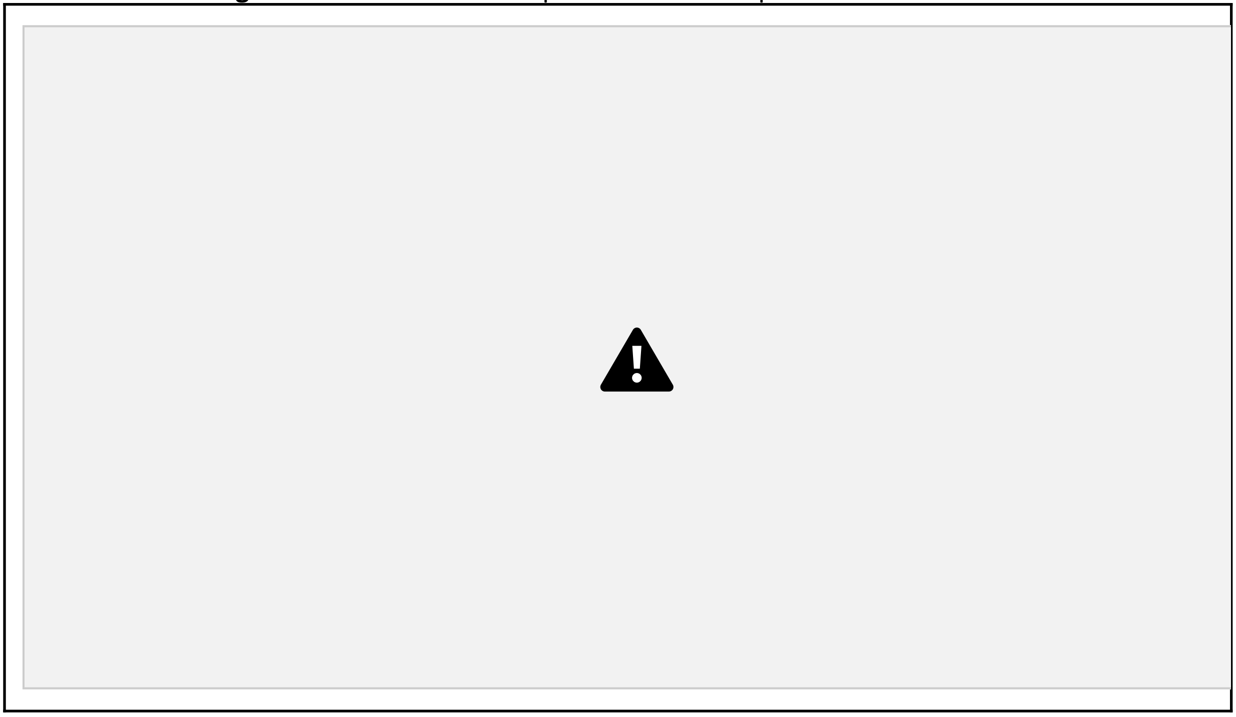
When employers click the **Add Question** button, a new question field appears, allowing them to:

- 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)

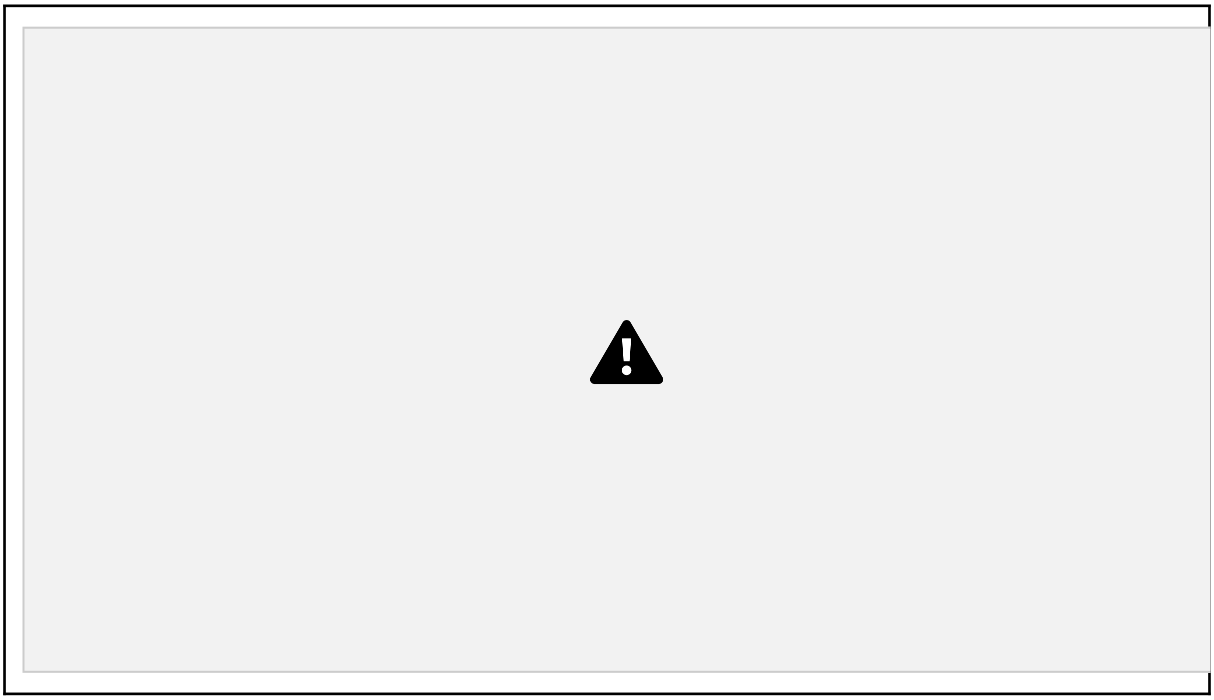


Employers also have the ability to rearrange the order of questions within a question set. This can be done by using the drag-and-drop feature. To change the order, the employer should position the mouse over the **drag handle** located at the top-left corner of a question box.

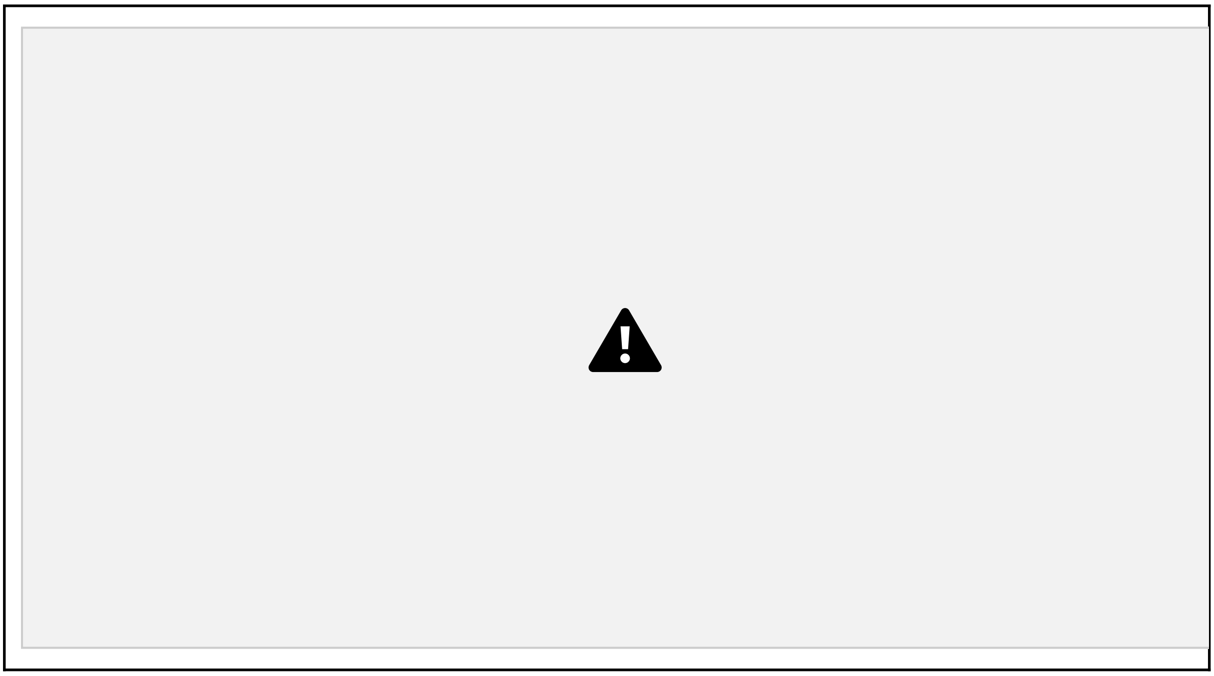


By clicking and holding this handle, the question becomes movable. The employer can then drag the question to a new position within the list. Once the question is in the desired location, releasing the mouse button will drop it into place, and the system will update the sequence accordingly.

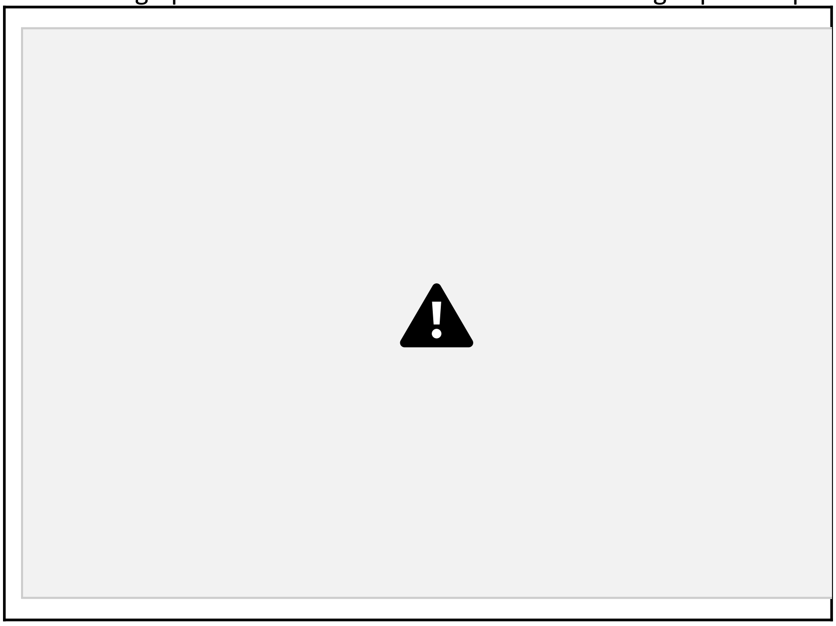
Once employers have finished entering their questions, they can save the entire set by clicking the **Save Question Set** button.



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

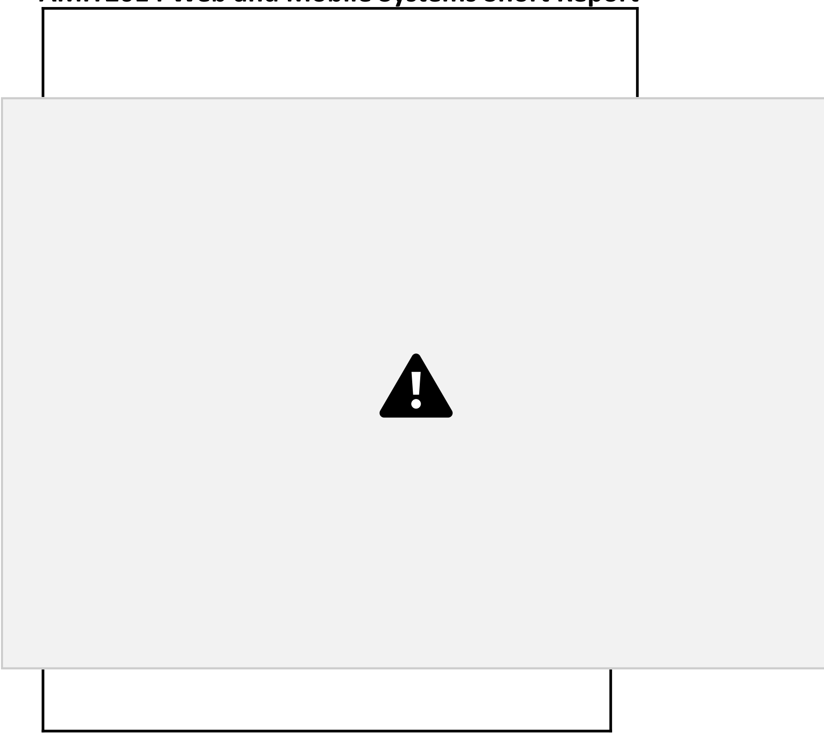


Following the confirmation, the system automatically redirects users to the **Question Set Management** page. On this page, employers can easily manage their saved question sets by applying filters such as **keyword search**, **status**, **minimum number of questions**, and **minimum jobs assigned**.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



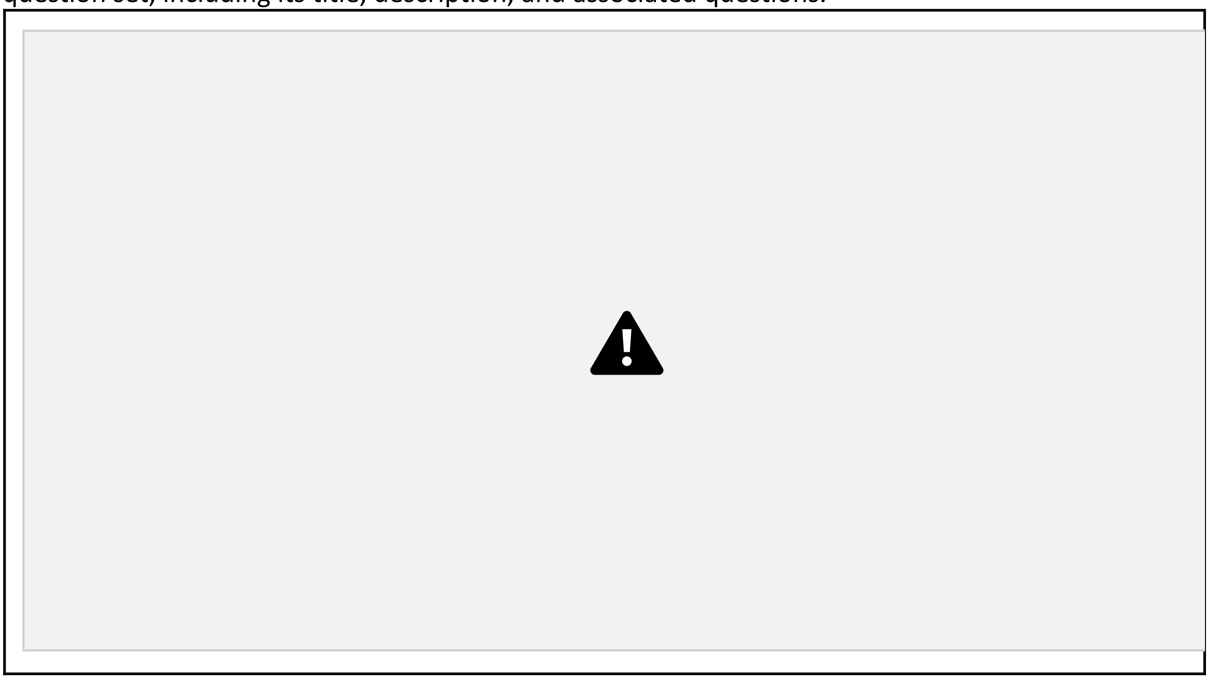
Each question set in the list comes with two available actions: a **View Details** button and a **Deactivate** button.

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

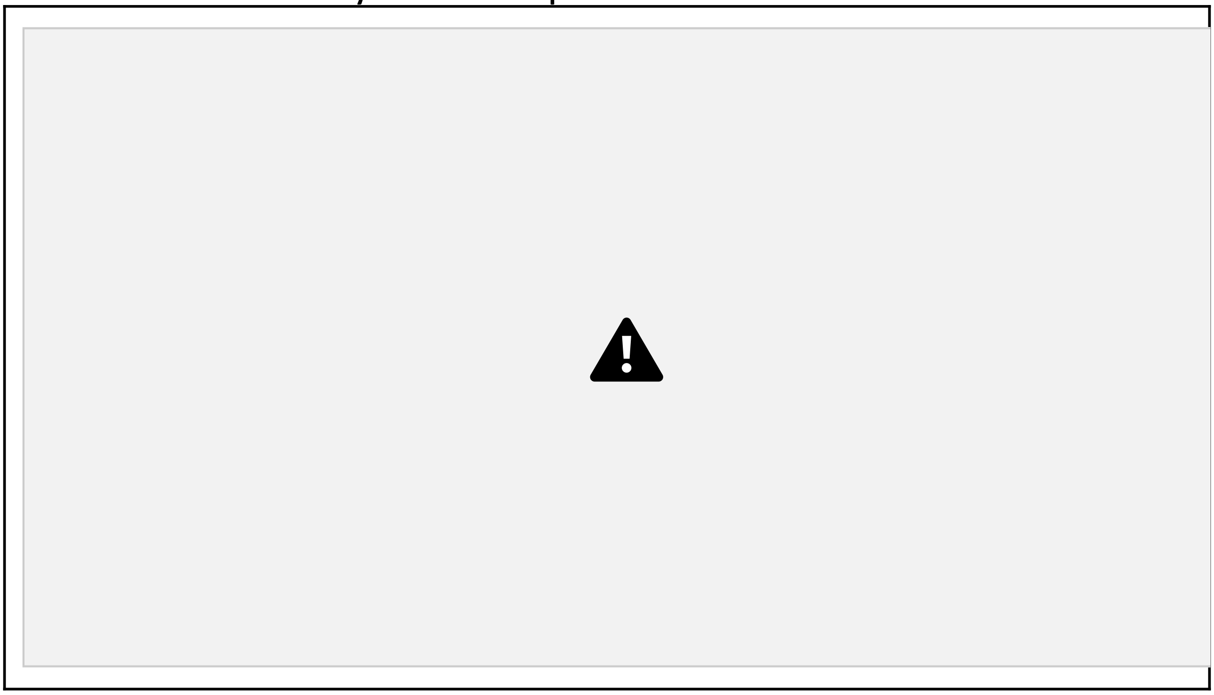


Once the action is confirmed, the system will process the request and display a success message indicating that the question set has been successfully deactivated.

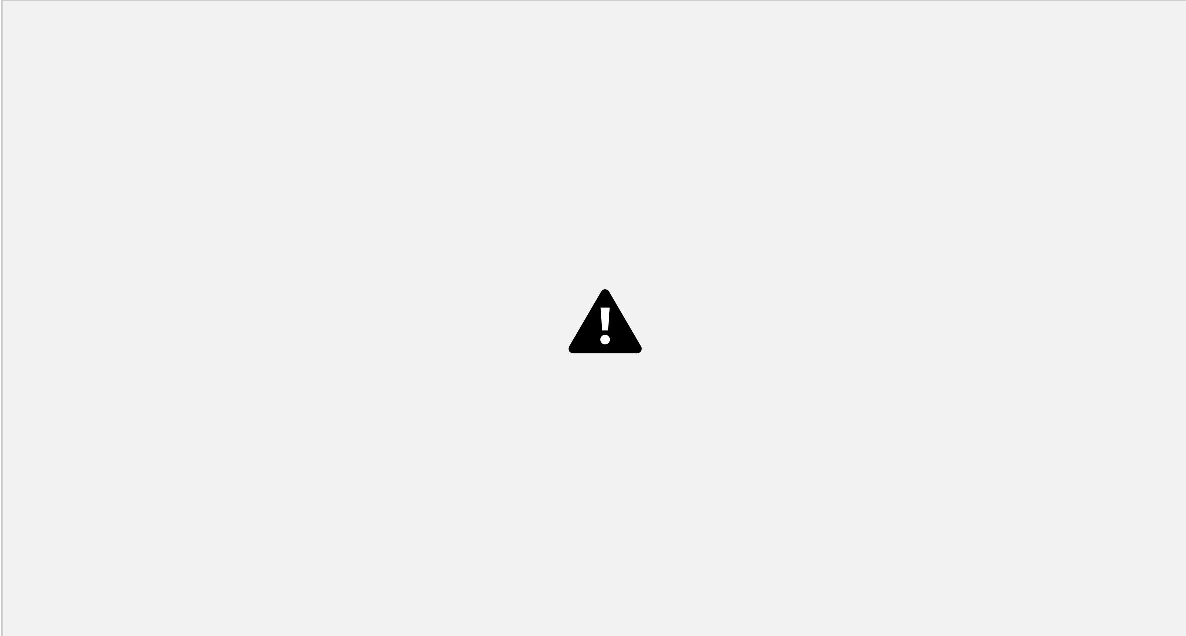
By clicking the **View Details** button, employers can review all information related to the selected question set, including its title, description, and associated questions.



This 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.

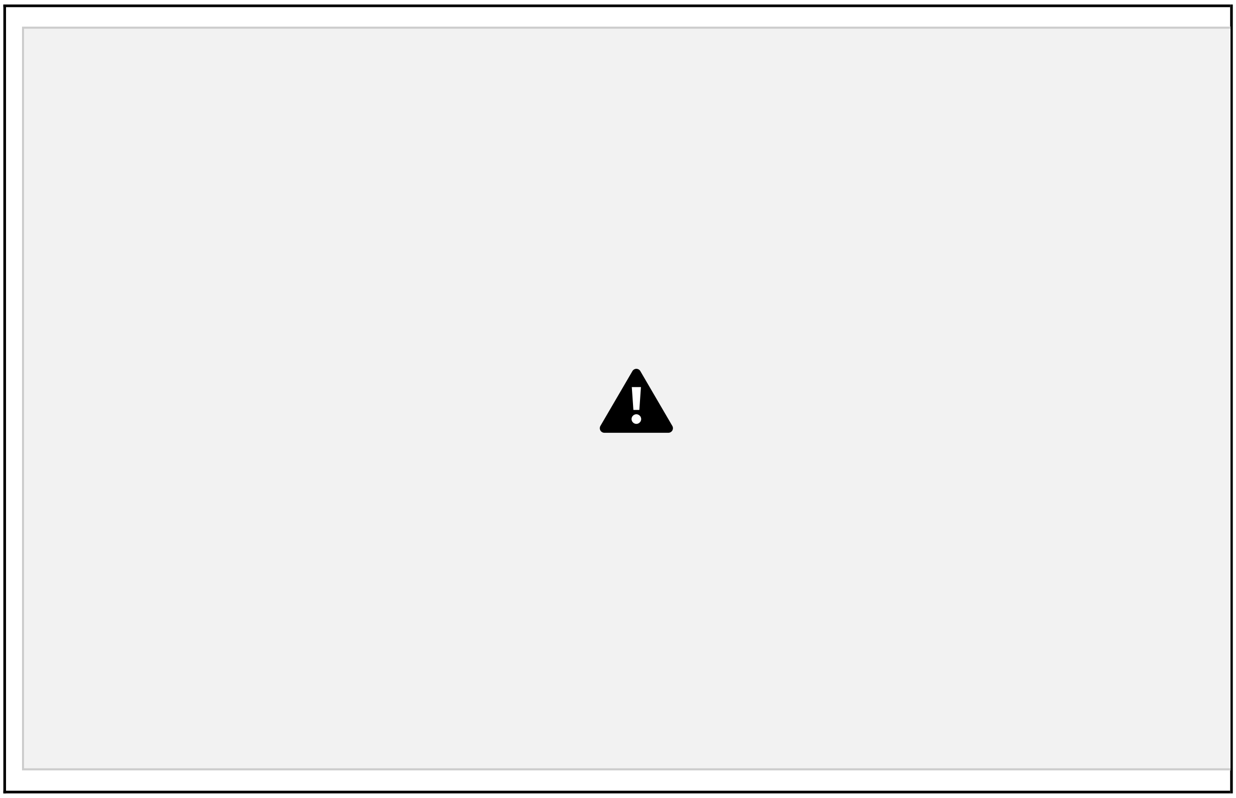


When employers click the **Assign to Jobs** button, the system redirects them to the **Assign Question Set to Job** page. On this page, employers can browse and select from the available job postings to which they would like to assign the chosen question set. Once a job is selected, the question set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

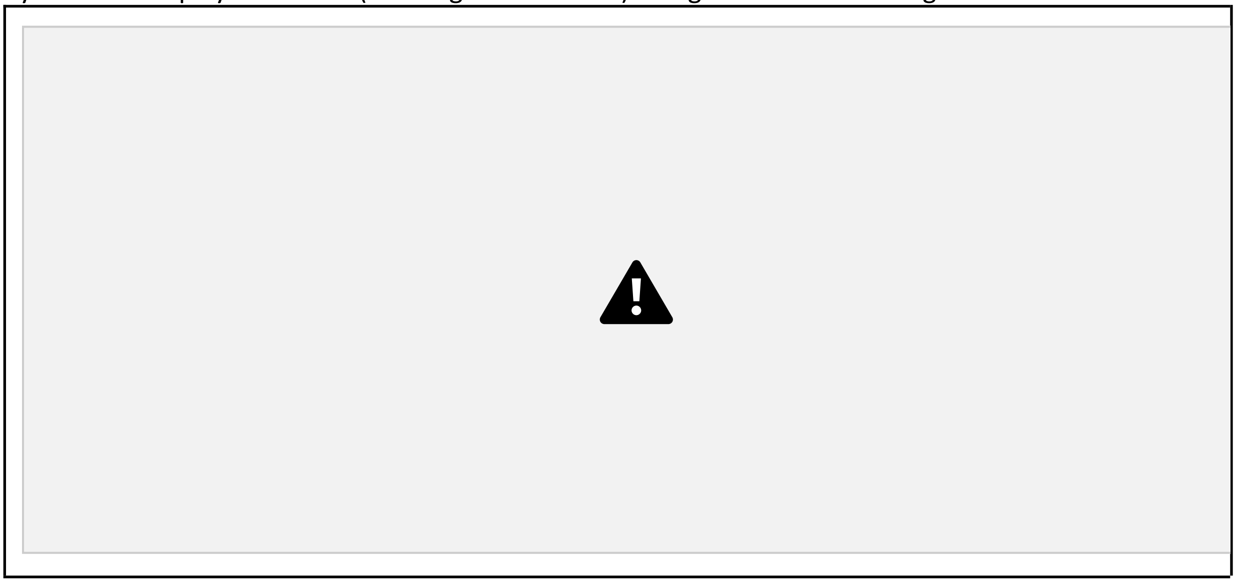
The page also provides a set of filtering options to help users quickly locate specific job postings. Employers can perform a **keyword search** by job title or refine their results using predefined filters. These include:

- **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

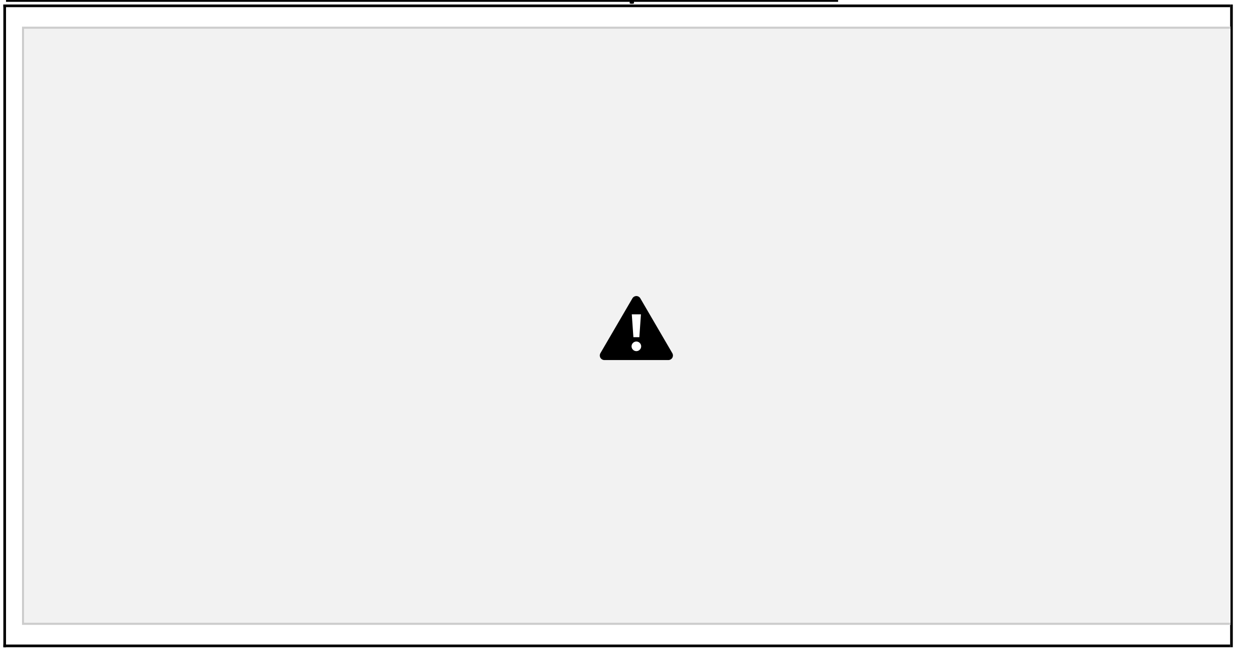


Users are able to view both the questions and their corresponding answers within the application. The system will display the status (Pending or Answered) along with the answering format.

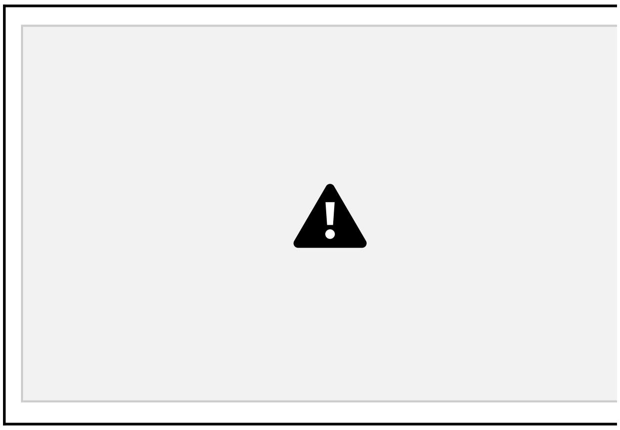


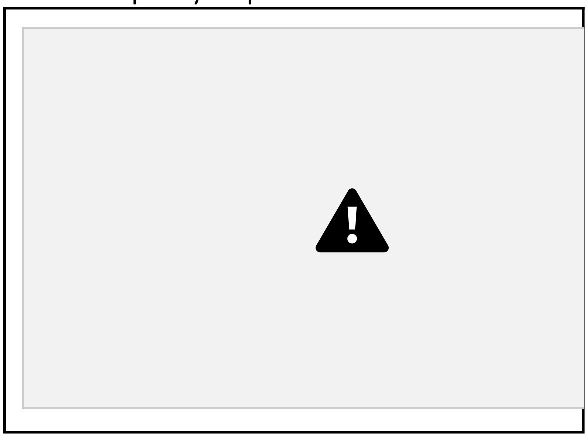
When there are no questions, the system will display a message stating that no questions are required, indicating that the employer has not assigned any questions.

Additional Function: Calculate Answer Completeness Rate

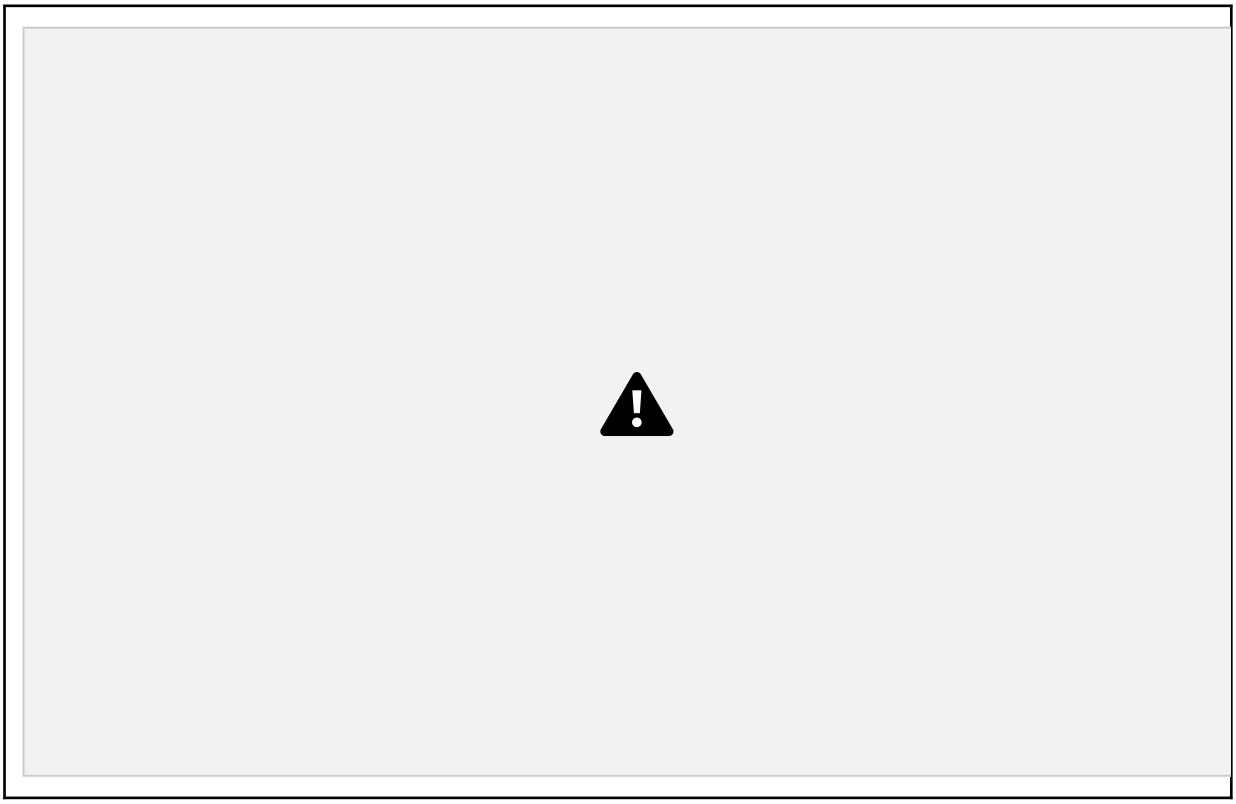


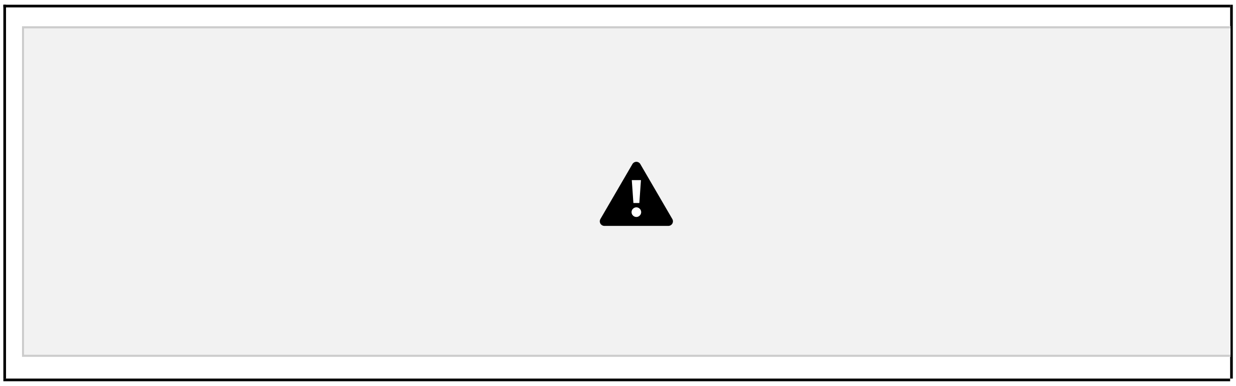
Employers are able to view the overall question completion rate, which provides a clear breakdown of which questions have been answered and which remain unanswered. The system also displays a progress status based on this rate, giving employers better insight into candidate engagement. In addition, the 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)



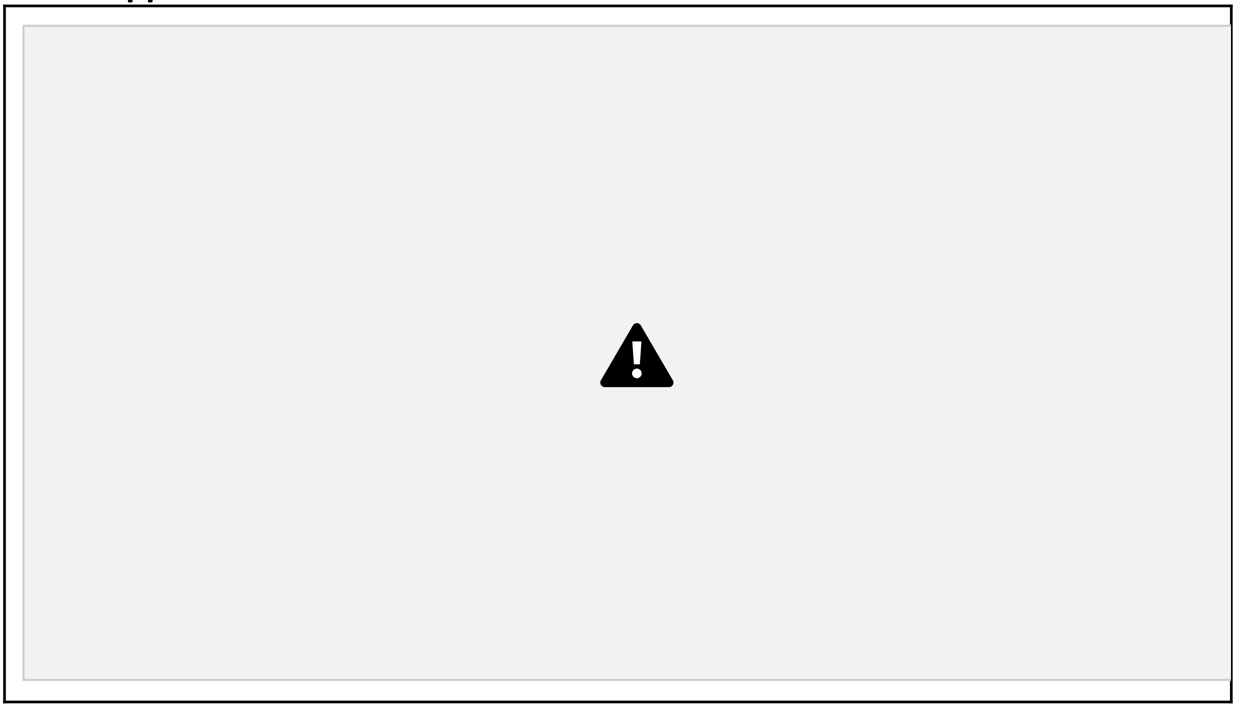


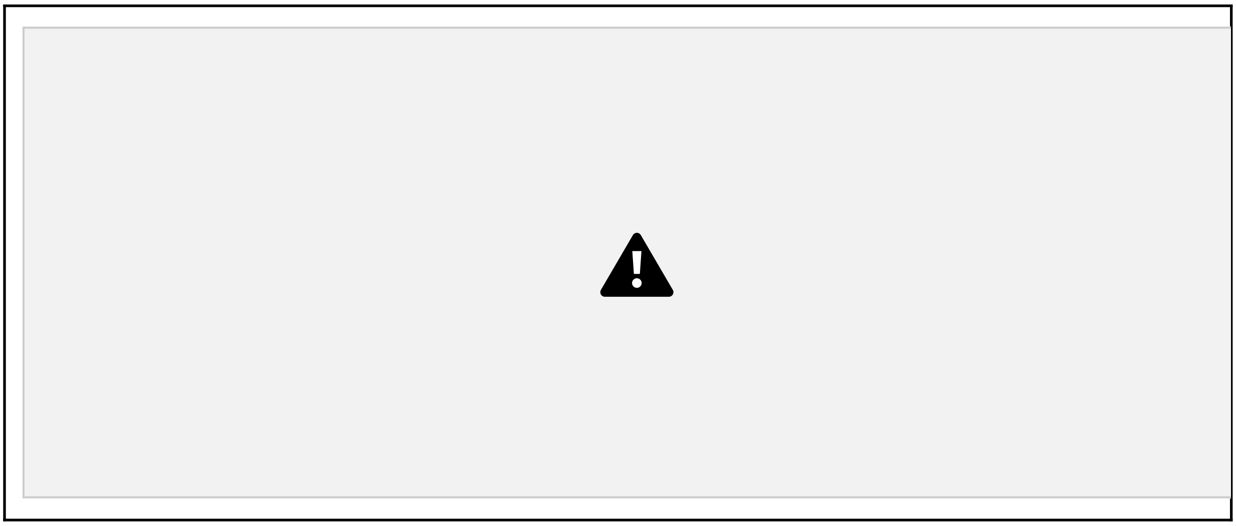
The **Company Profile** section allows users to manage and update their company-related details. From this page, users can edit information such as their **username**, **name**, **email address**, **phone number**, **gender**, **date of birth**, and **bio/notes**. This ensures that company records remain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

<u>(D) PIC: CHONG ZHI YI</u>

1. Application Maintenance (Employer)

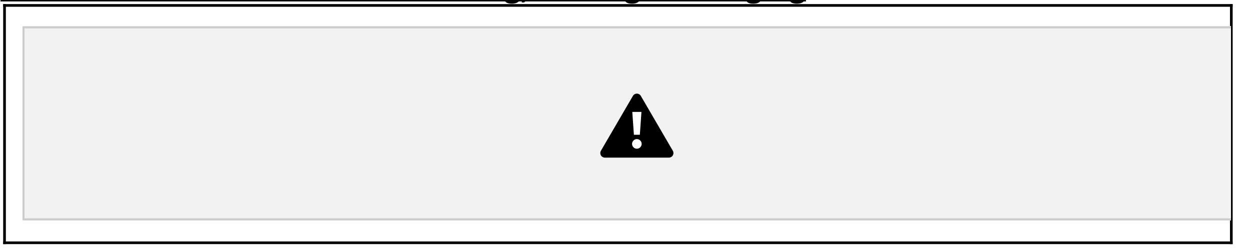
Check Applications



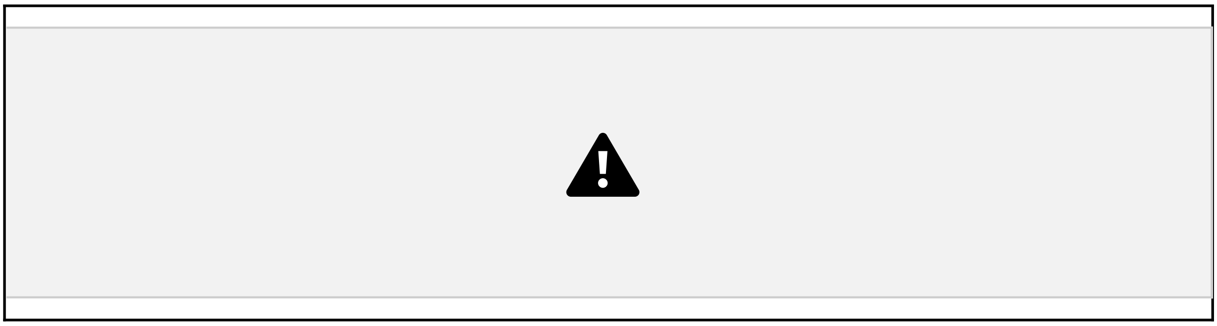


The **Check Application** page enables employers to review detailed information about applicants, including their personal details, submitted documents, and the specific job they applied for. Alongside this, the page clearly displays each applicant’s **current application status**.

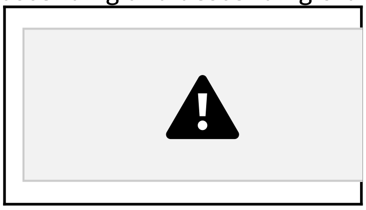
Additional Function: AJAX Searching, Sorting and Paging



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.



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

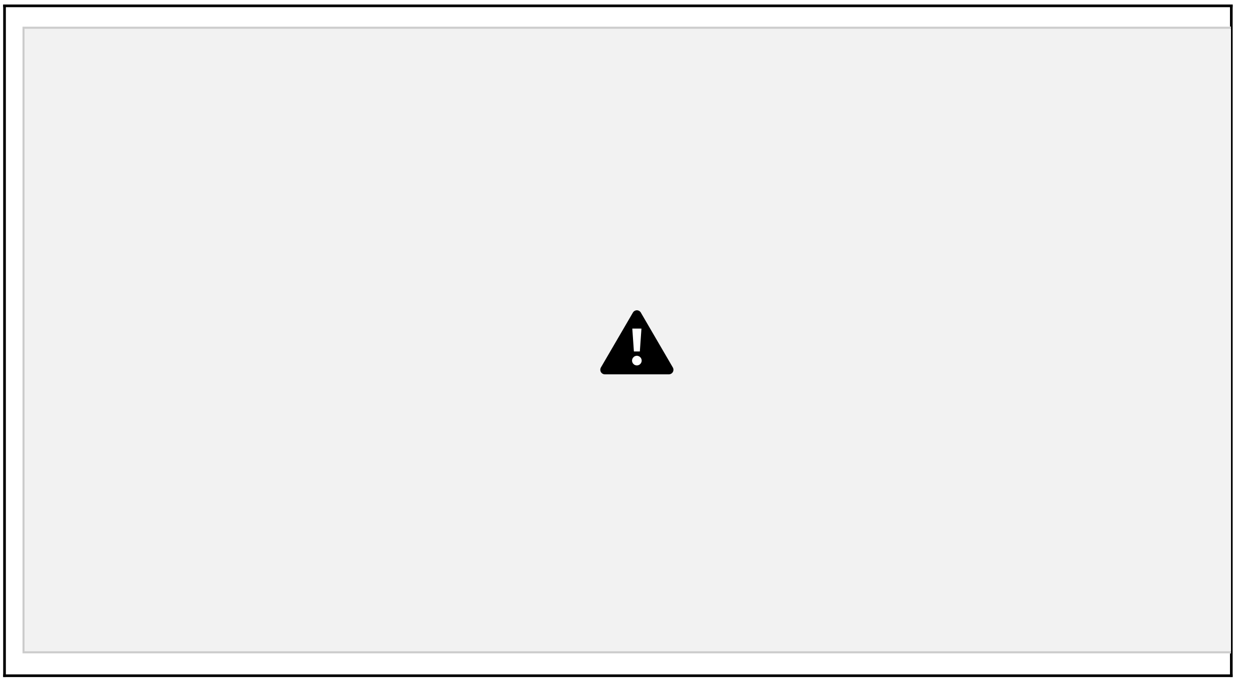
On this page, employers can view comprehensive details about the application. It displays the **applicant's information** (such as personal details and contact information) along with the corresponding **job information** for the position they applied to. Additionally, if the applicant's status is set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

Pending

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



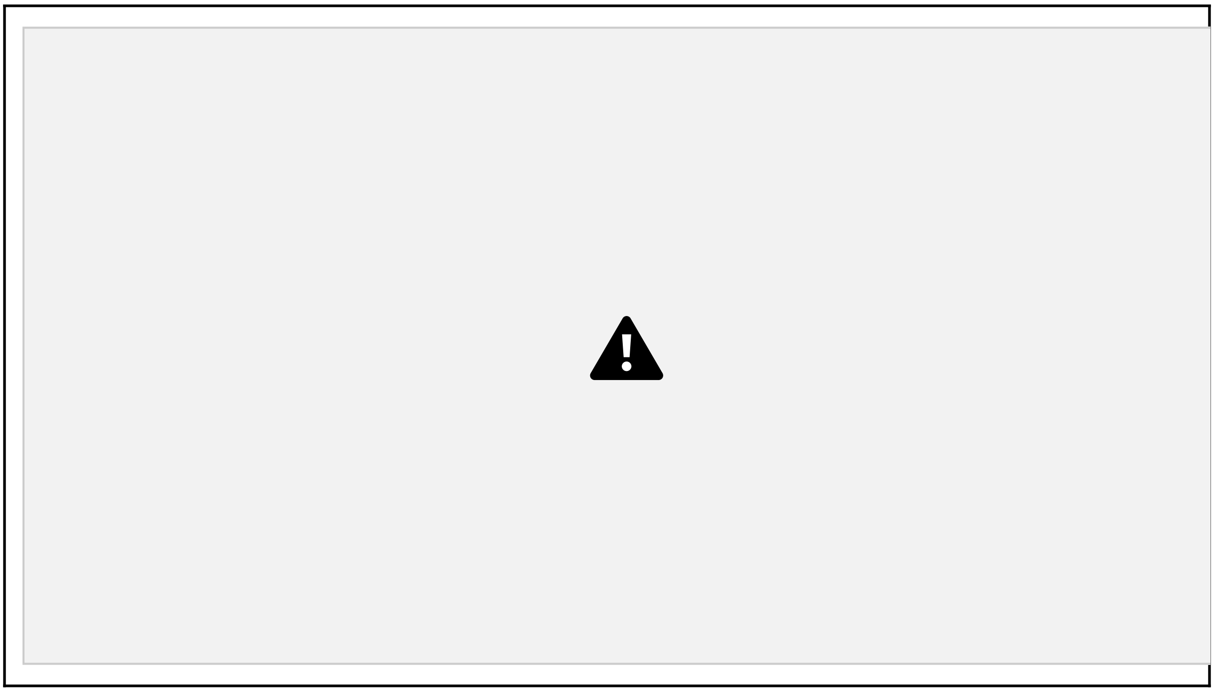
When an application is in **Shortlisted** status, the employer can progress it further in the recruitment process by clicking the **Update Status** button. This action updates the application to **Interview Scheduled**.

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.

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.

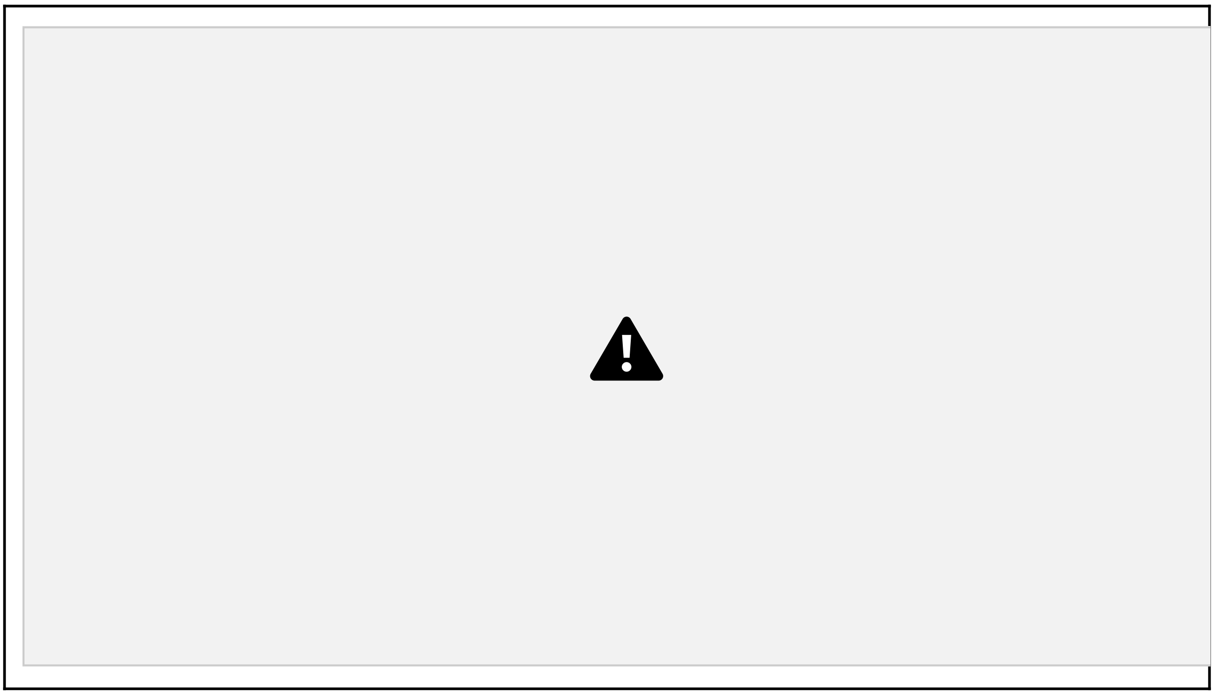
Interview Scheduled

Before interview date:



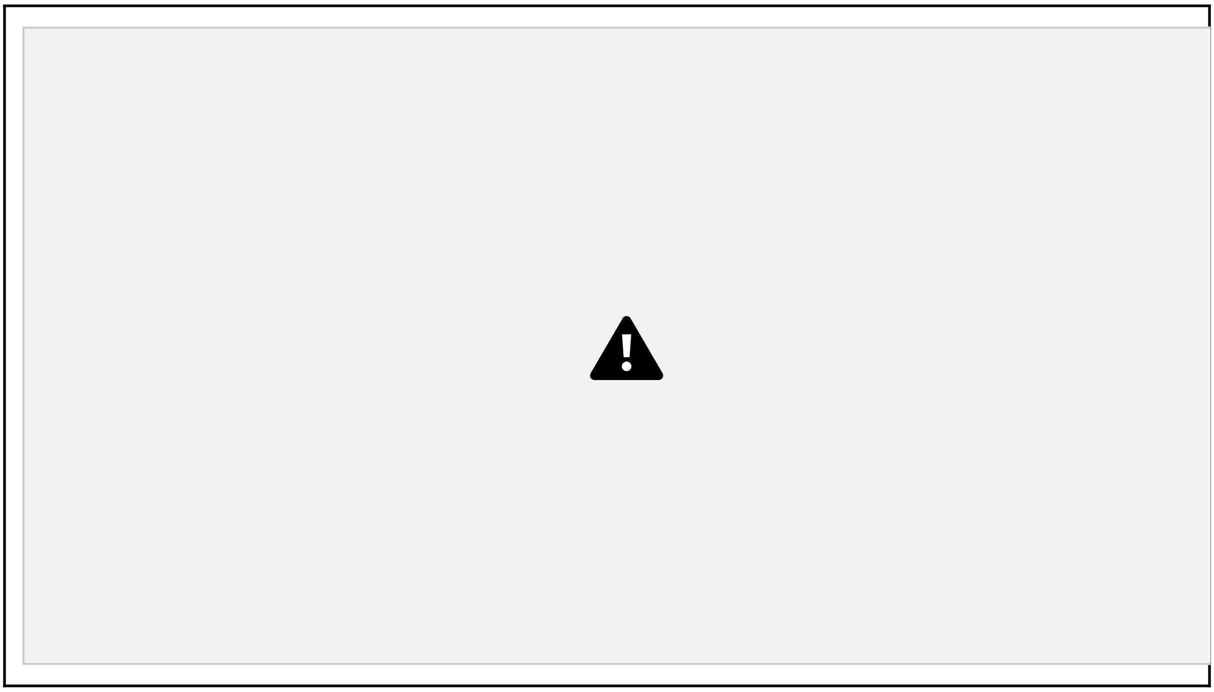
Employers have the flexibility to **reschedule** or **cancel** an interview at any time, provided that the scheduled interview date has not yet passed.

After interview date:



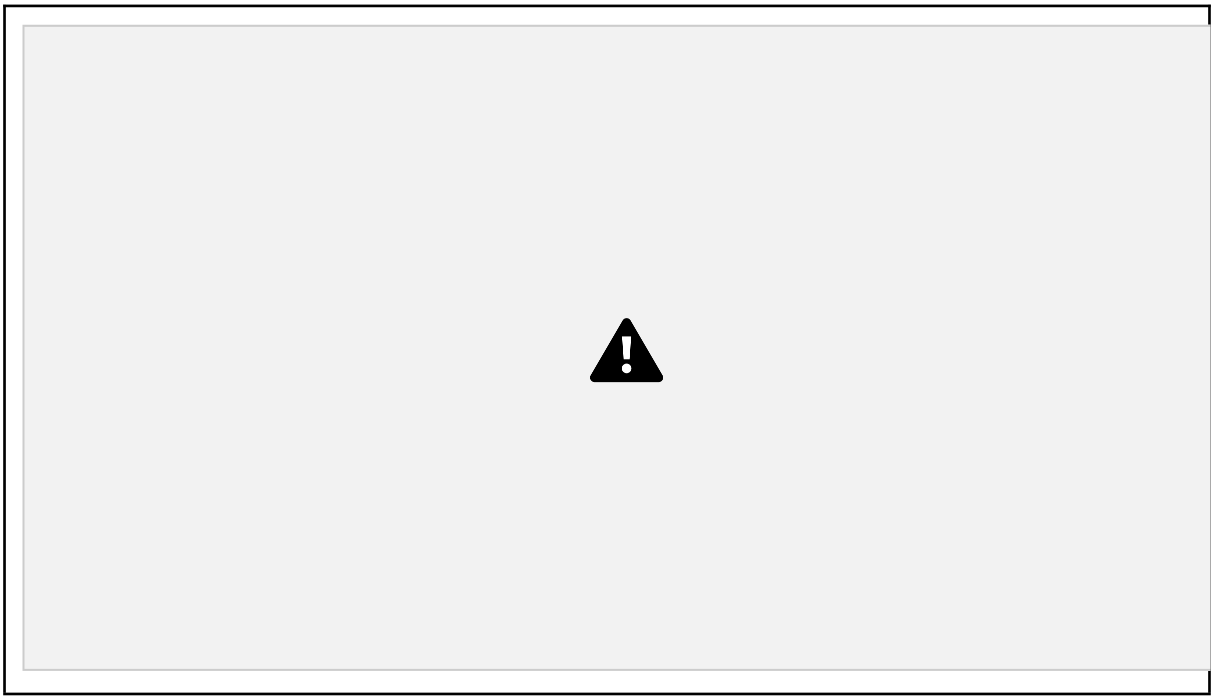
Once the scheduled interview has taken place, employers can take the next step in the recruitment process by choosing to either **send an offer** to the applicant or **reject the application**.

Offer Sent



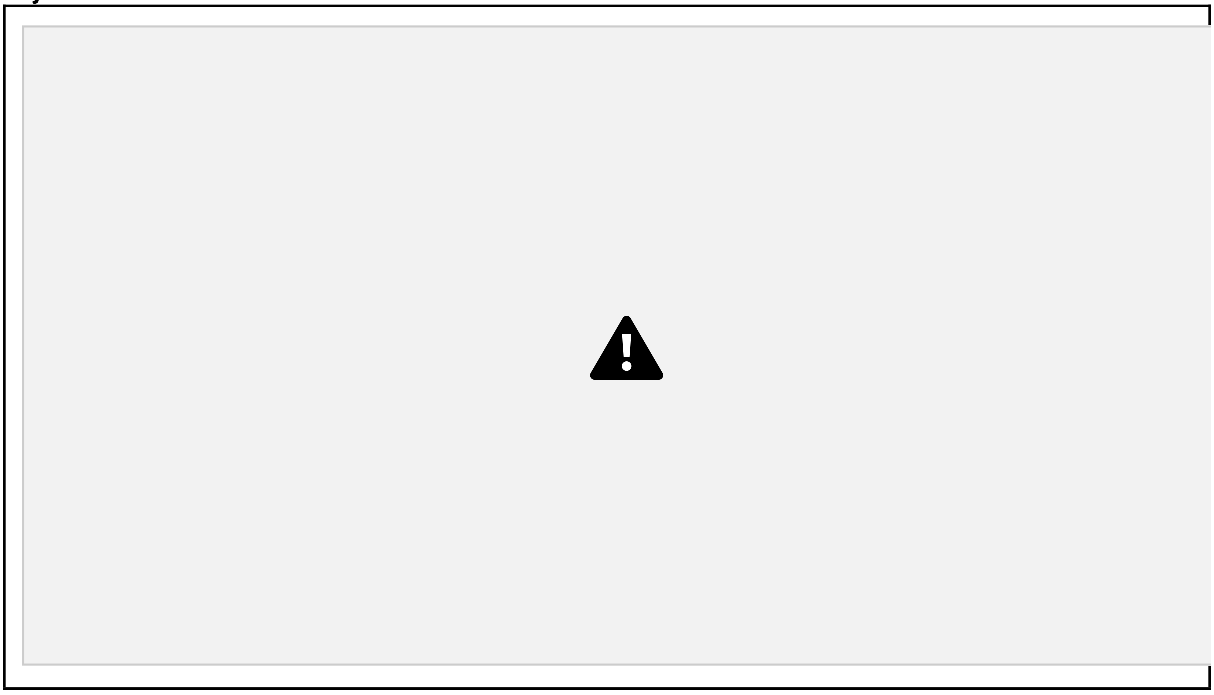
At this stage, the employer has two options to finalize the hiring decision: they can either **mark the applicant as Hired** to confirm successful recruitment, or choose to **withdraw the offer** if the position is no longer available or the applicant does not meet the final requirements.

Hired



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.

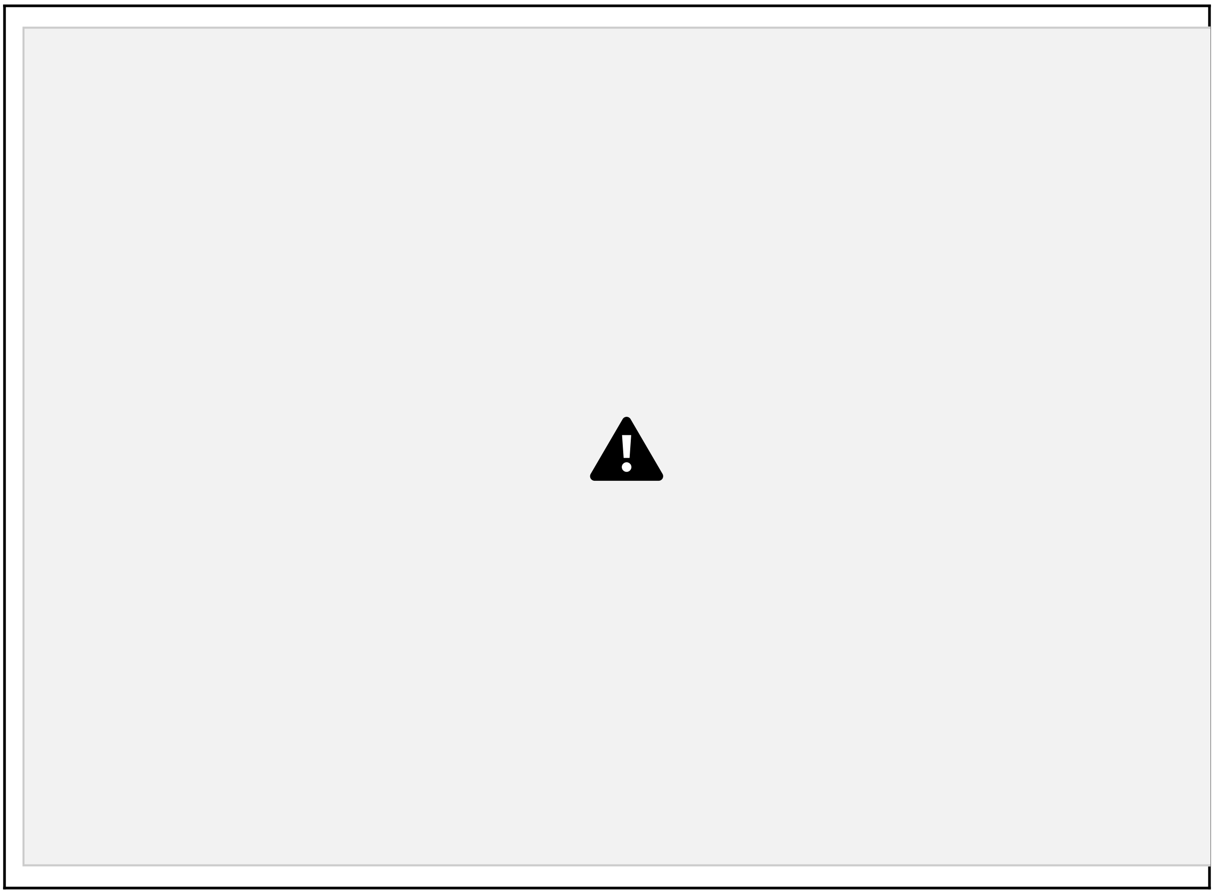
Rejected



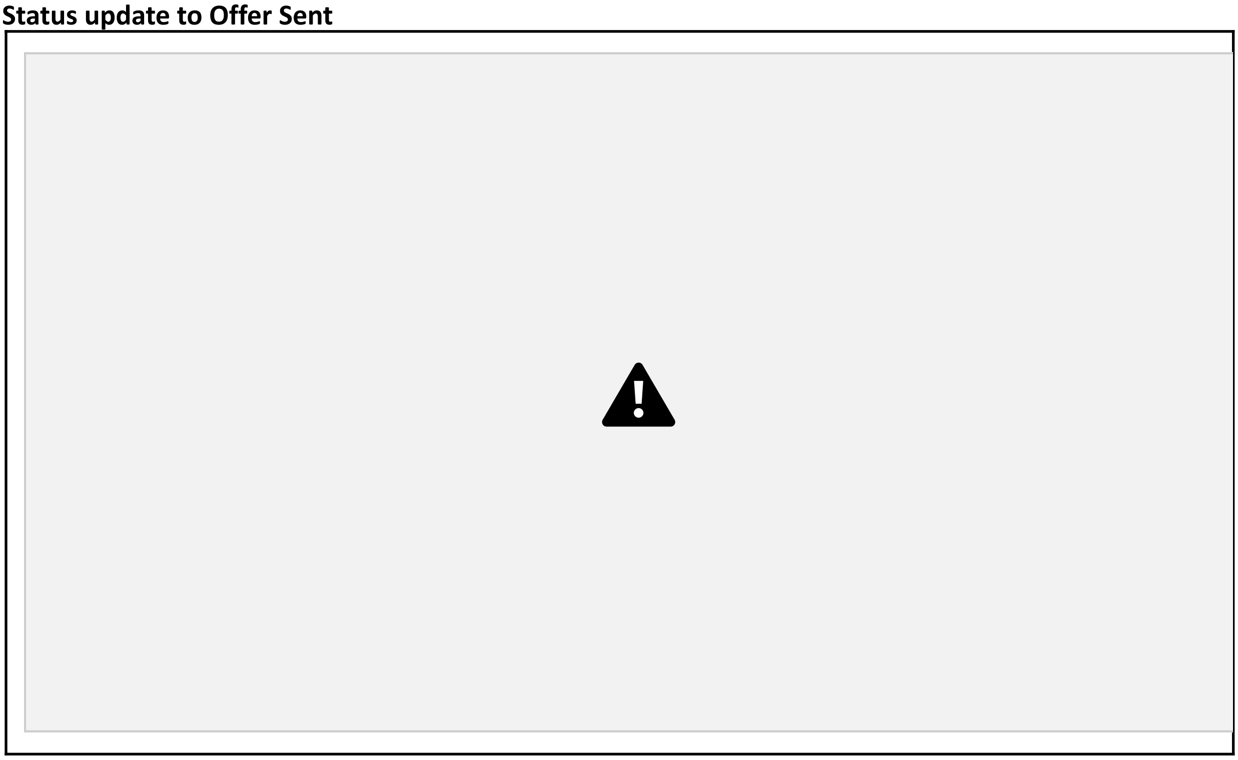
Once an application is **marked as Rejected**, the application will be permanently **closed**, and its status can no longer be modified.

Additional Function: Email Notification (Status Updated)

Status change to Interview Scheduled



Status update to Offer Sent



Status update to Hired

2. Calendar Maintenance (Employer)

Interview Calendar [Month View]

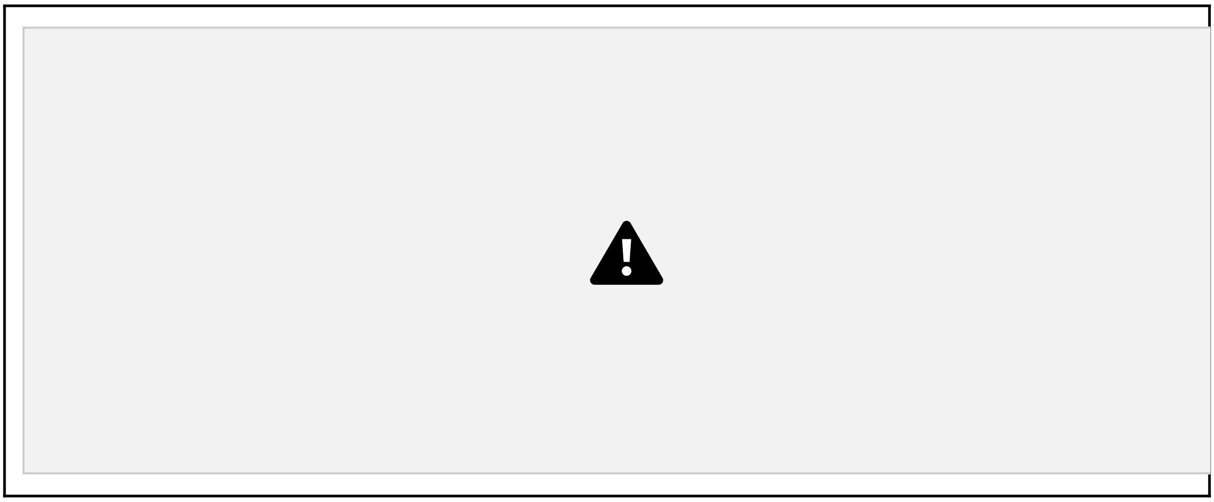
Interview Calendar [Week View]

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.

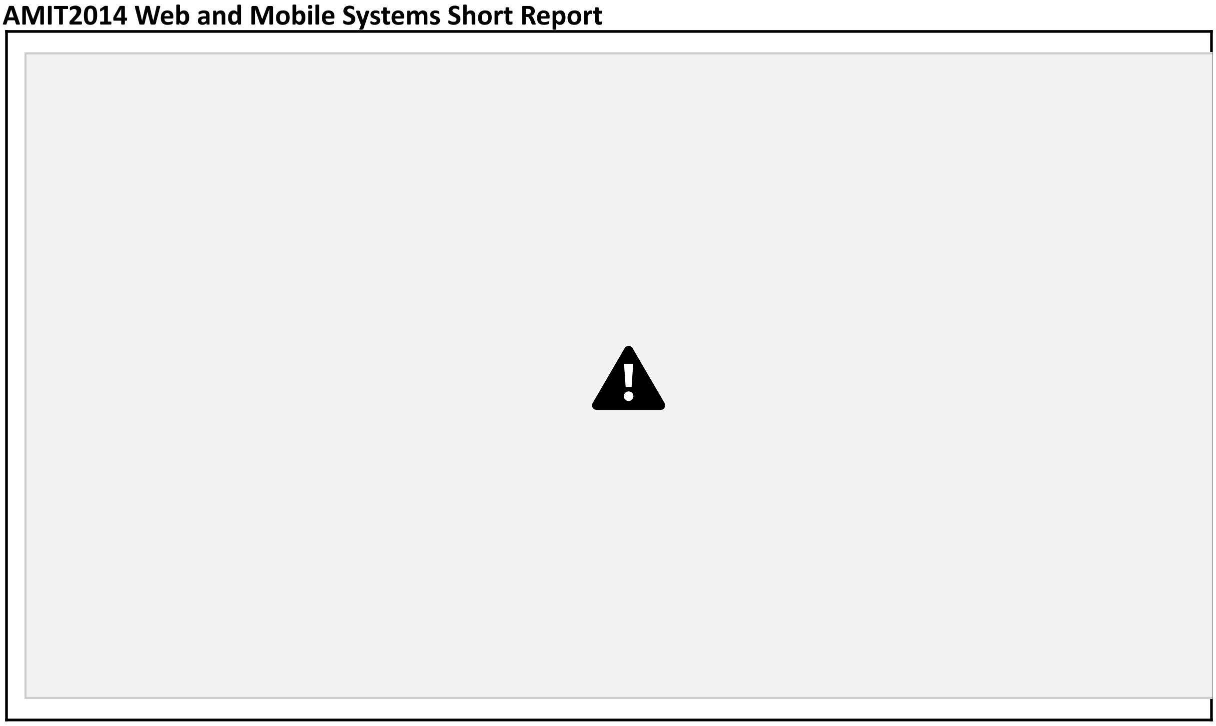
Additional Function: AJAX Searching, Filtering

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.

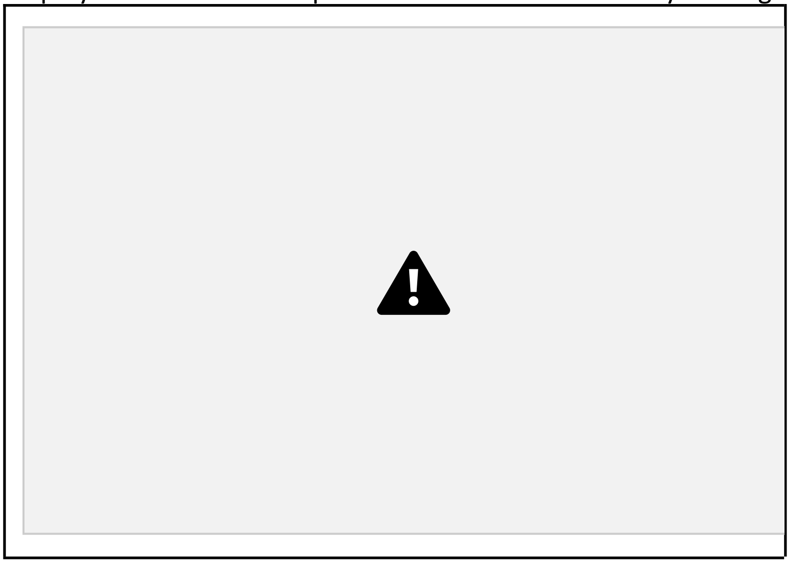


By clicking on a scheduled event in the calendar, an interactive form will expand, displaying all the interview details related to the selected applicant. This includes key information such as the applicant's name, job title, interview date, time, and location.

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.



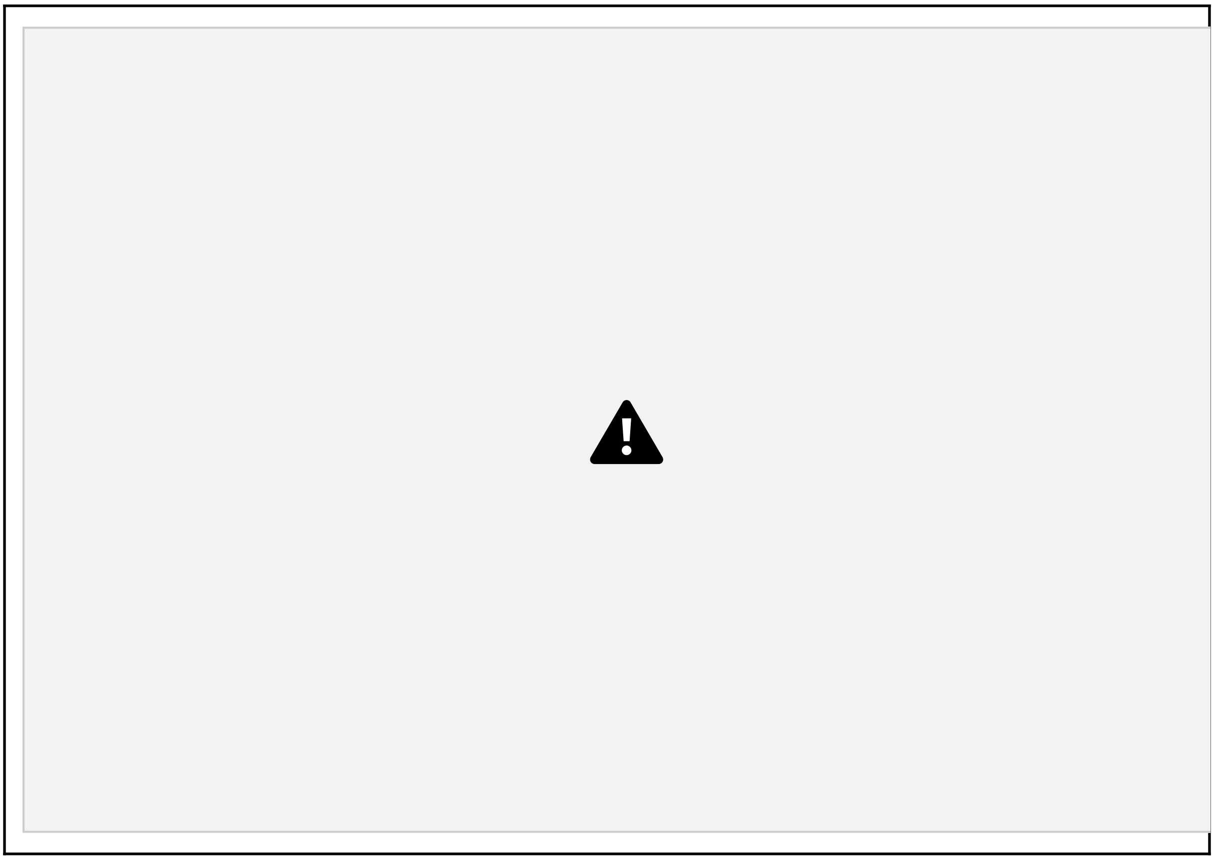
Employers also have the option to cancel an interview by clicking the **Cancel Interview** button.



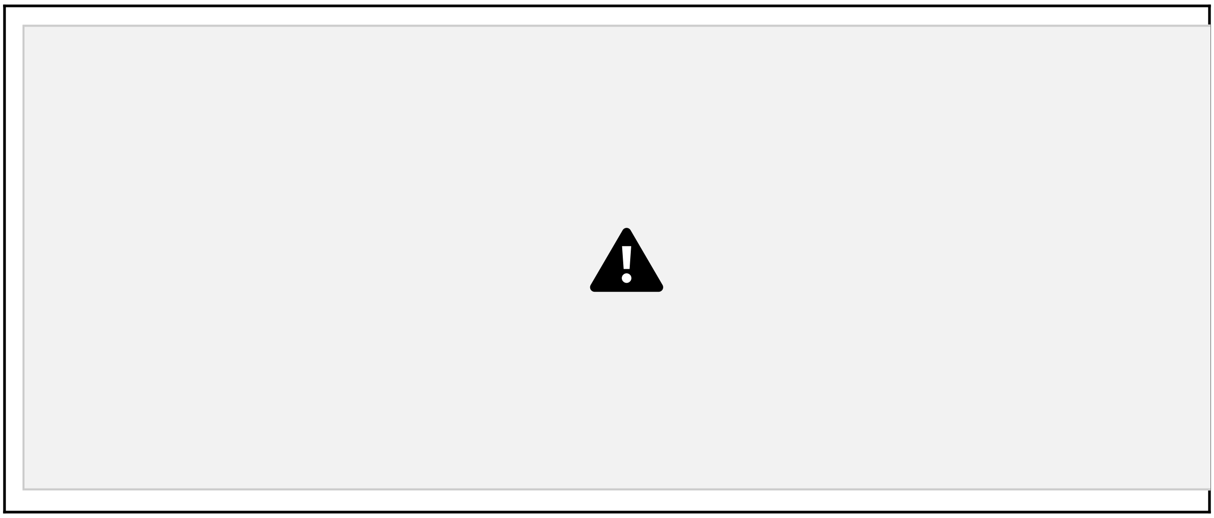
Once clicked, a confirmation dialog box will appear, prompting the employer to confirm their decision. If the employer selects **Yes**, the system will immediately cancel the interview and update the calendar accordingly. If the employer selects **No**, the action will be aborted, and the interview will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

<u>Additional Function: Email Notification (Scheduled have been edited/ cancelled)</u> 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.

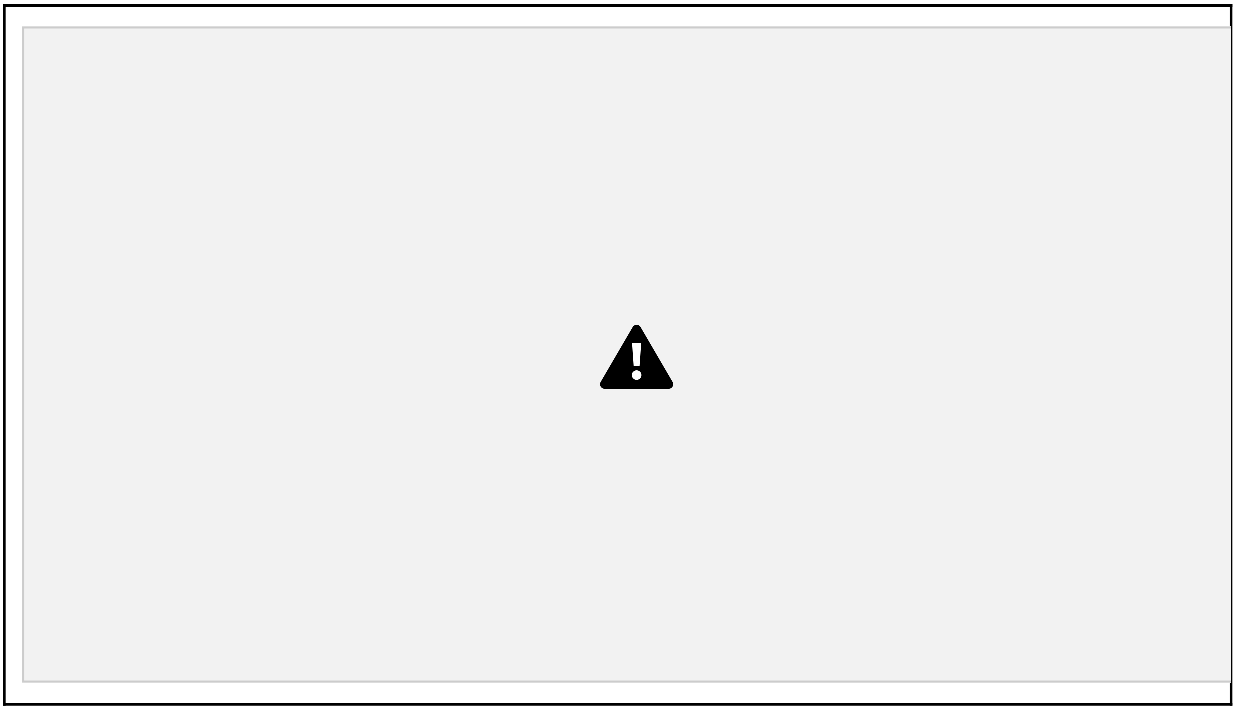
Interview Updated

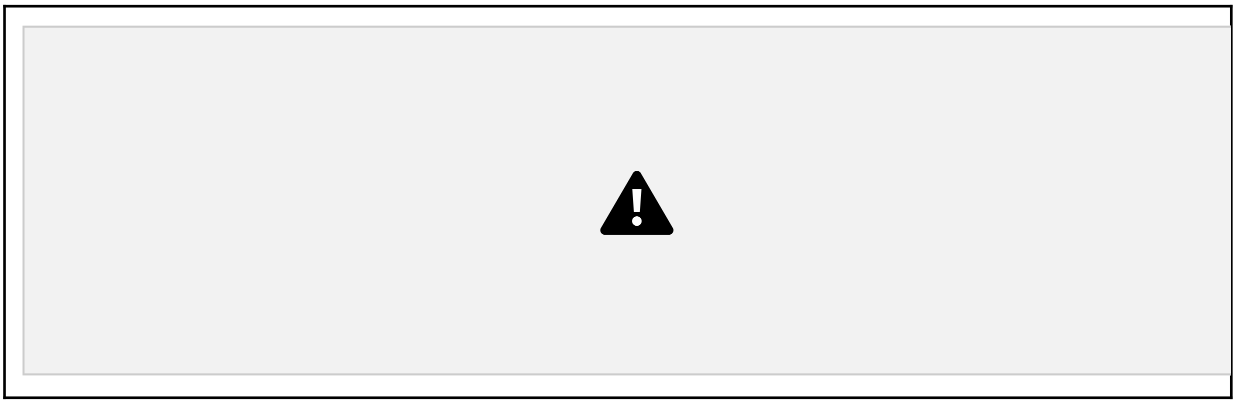


Interview Cancelled



3. Employer Dashboard

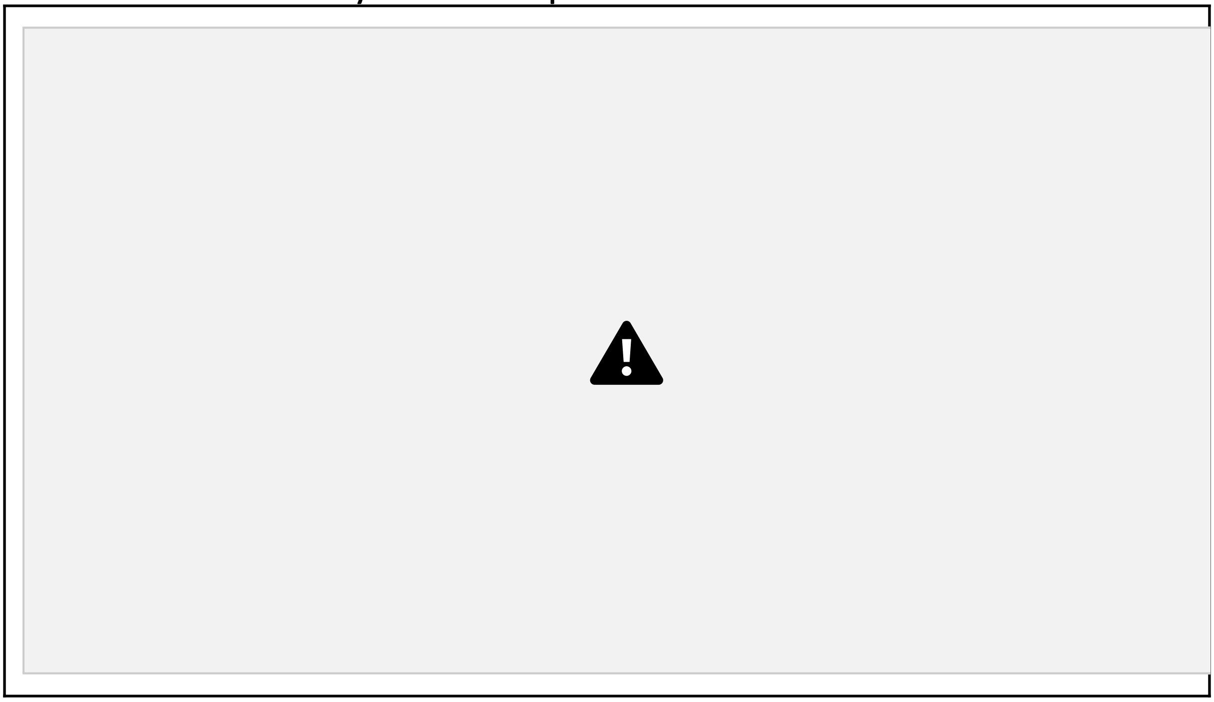


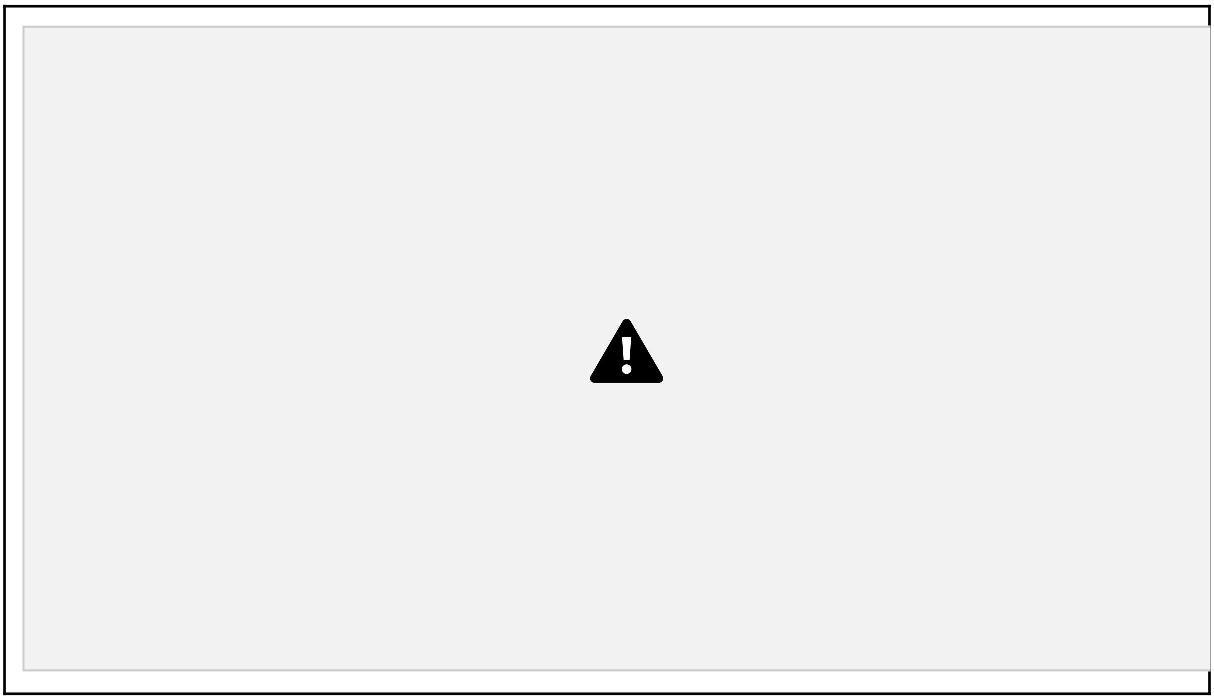


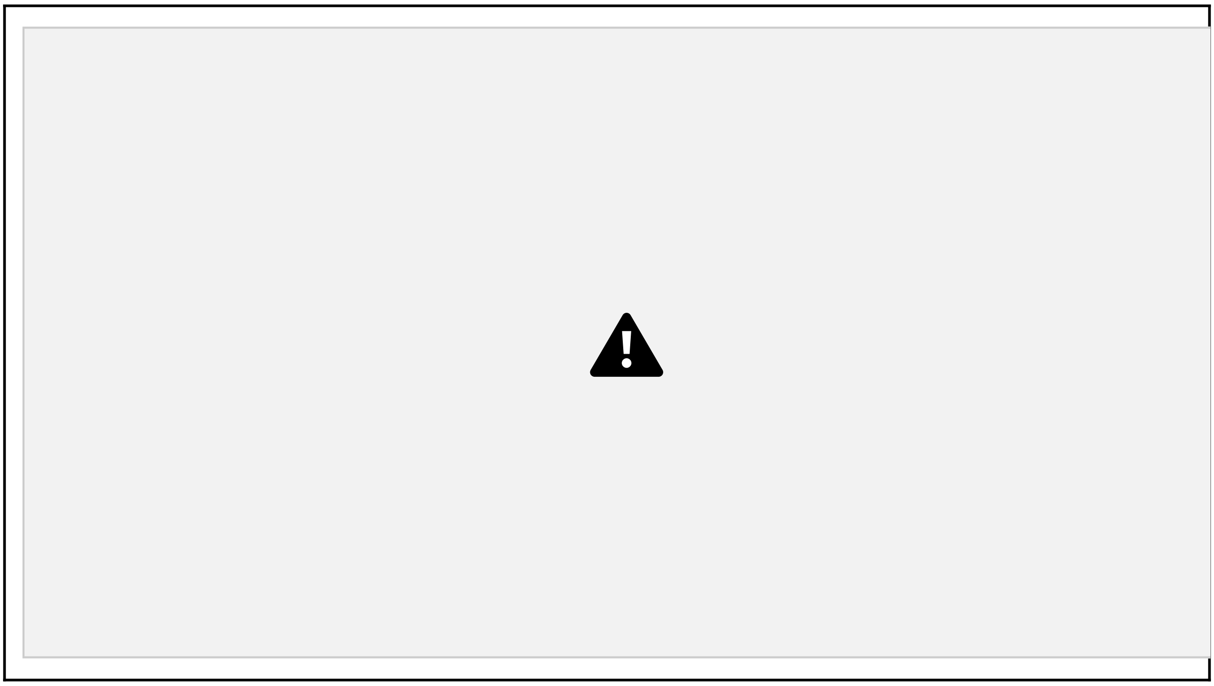
The **Employer Dashboard** provides a quick overview of key metrics, including the total number of jobs posted, applications received, interviews scheduled, and reports submitted. Below these statistics, the dashboard also displays a list of recent applications, currently active jobs, and upcoming interviews,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

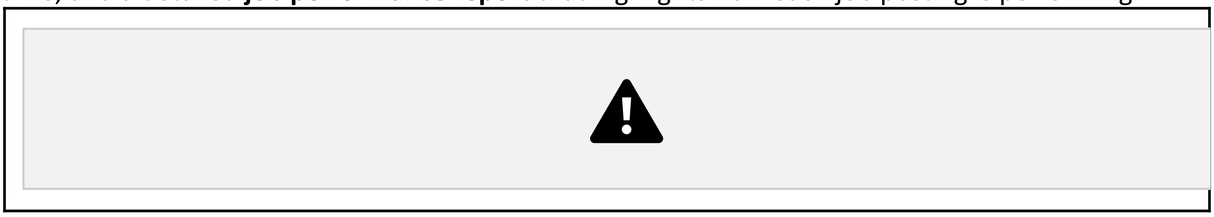






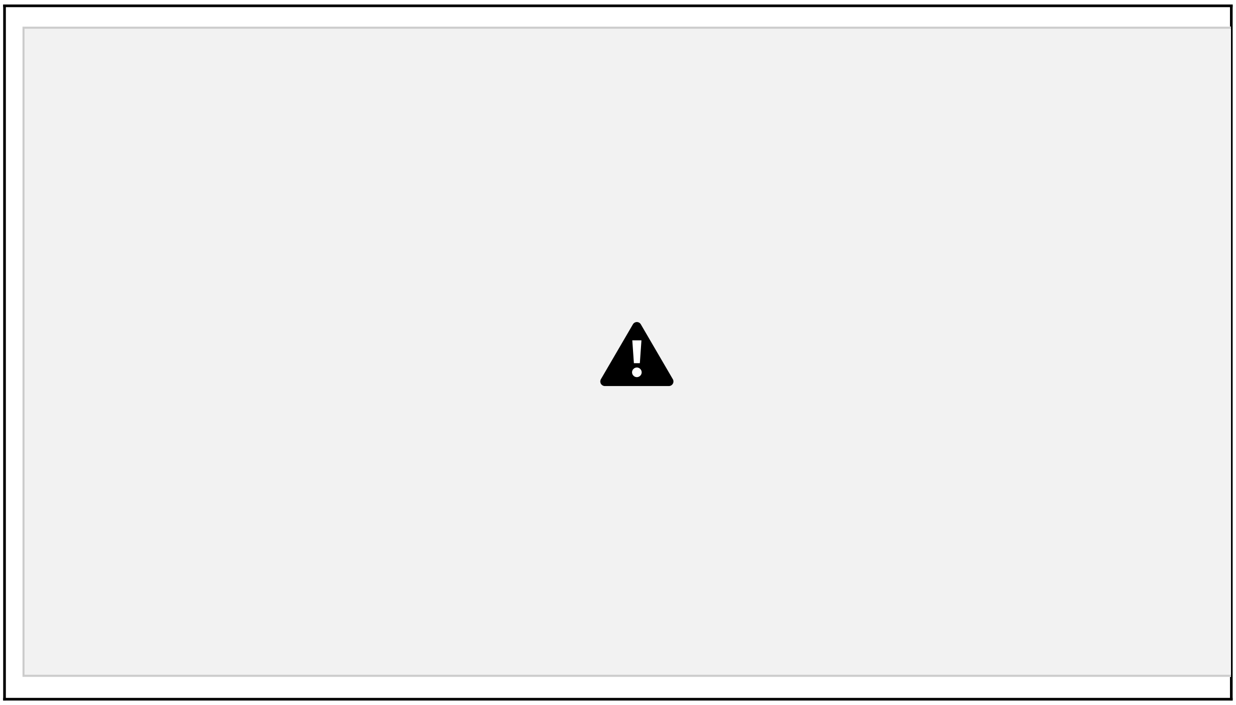
The **Employer Reports** section offers comprehensive insights into recruitment performance. Key metrics include the total number of job posts, the total applications received, the overall hire rate, and the interview rate. To make the data more visual and easier to interpret, the section also features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



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.

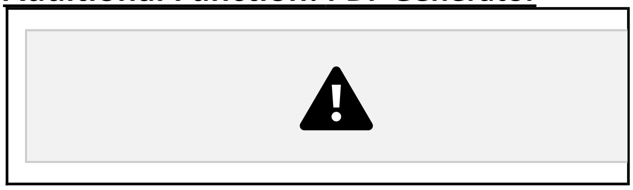
Additional Function: On Screen Charts



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

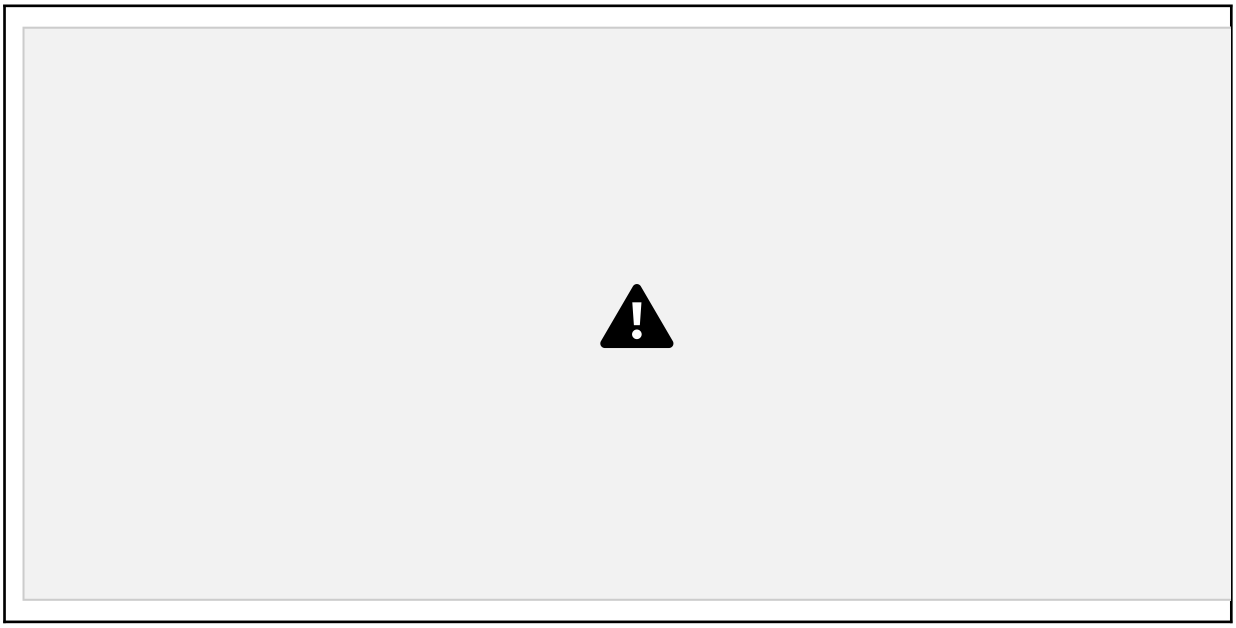


At the top-right corner of the Employer Reports page, two action buttons are available: **Export PDF** and **Export Excel**. By clicking either button, the system will automatically generate the selected report format and download it to the employer's device. This feature allows employers to store analytics 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



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

Users can refine results instantly without reloading the page by:

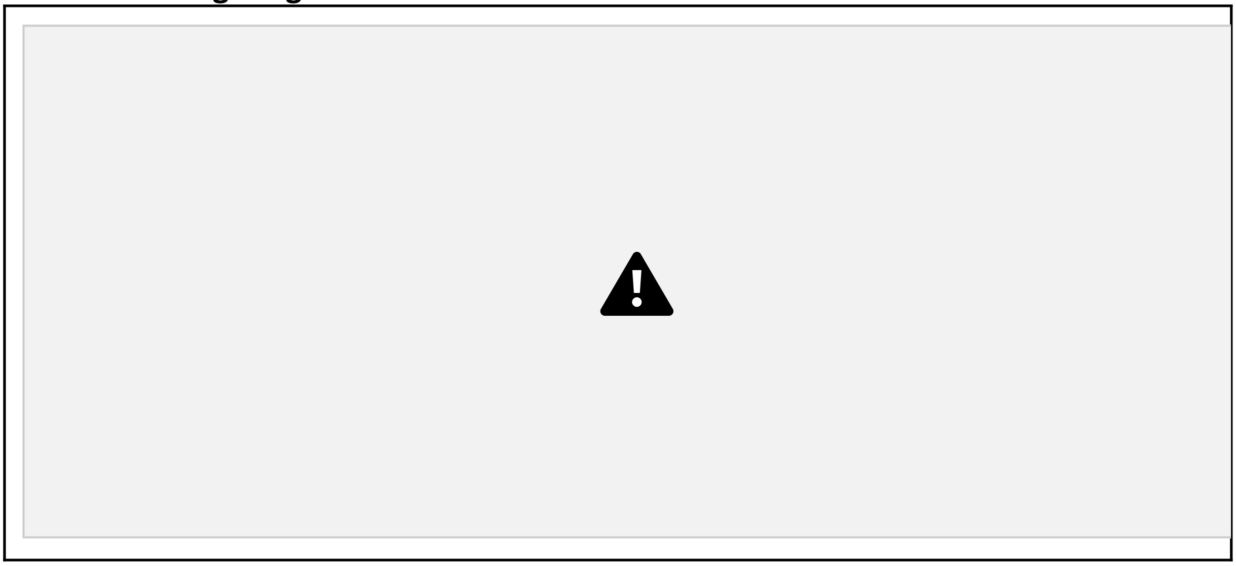
● Entering a **location** to see jobs in a specific area.
● Selecting a **category** and **job type** from dropdown menus.
Specifying a **minimum and maximum salary range** to match their preferences. ● Sorting job results by **date range**, **alphabetically A -Z** allowing them to view the most recent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

By category

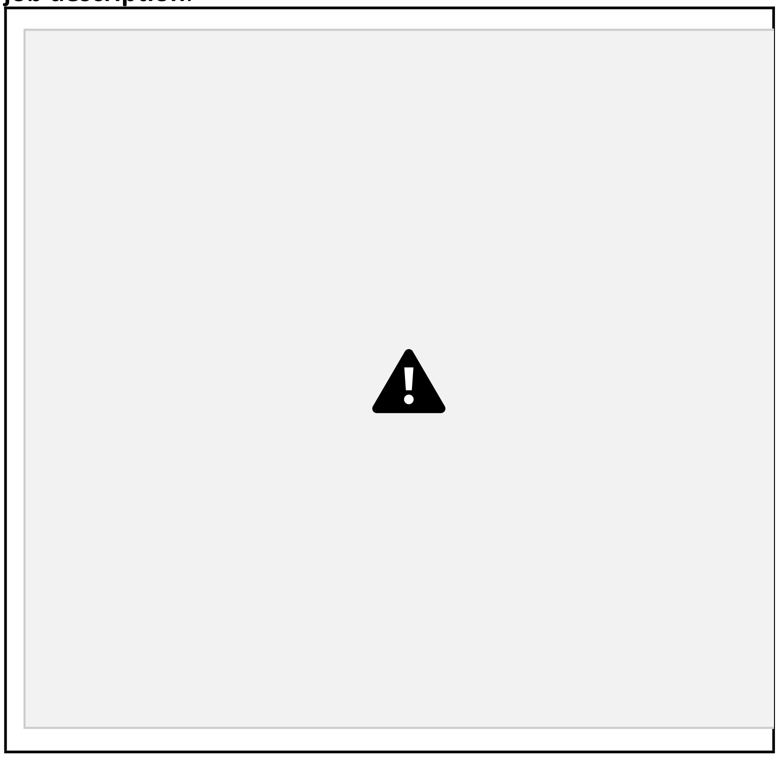
By job type

Sort by

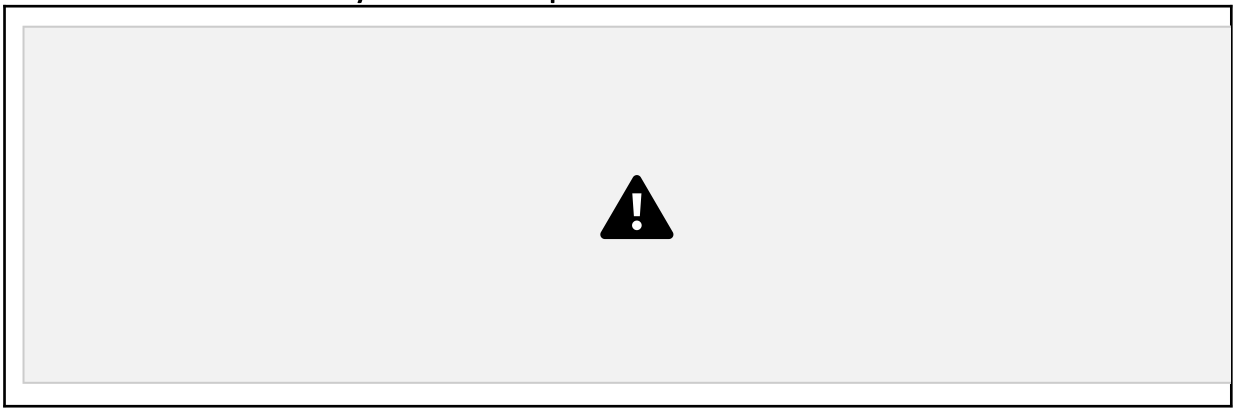
View Job Listings Page



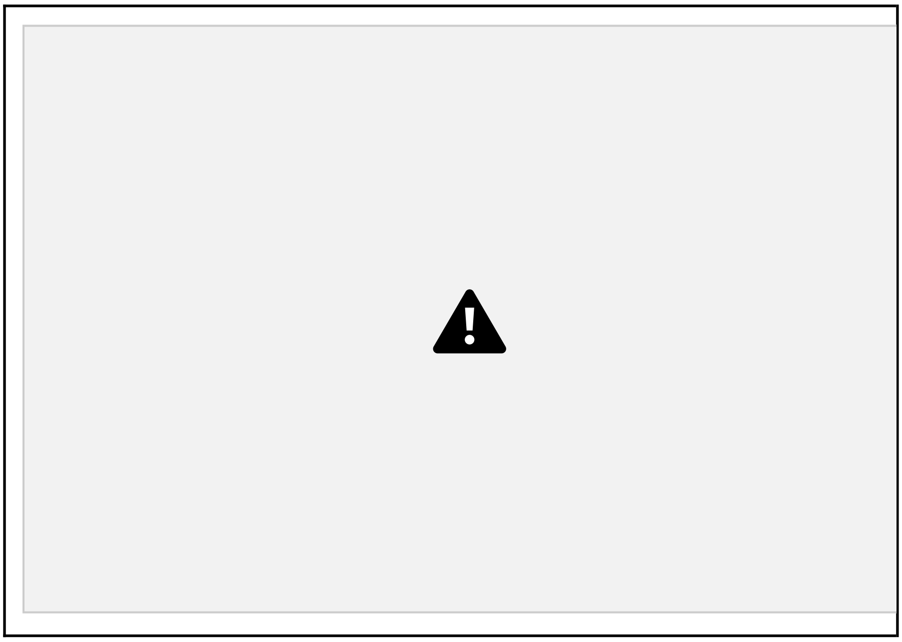
This page displays the **full details of a job posting**, including essential information such as the **company name**, **job location**, **salary range**, and the **date the job was posted**. It also provides a comprehensive **job description**.



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.



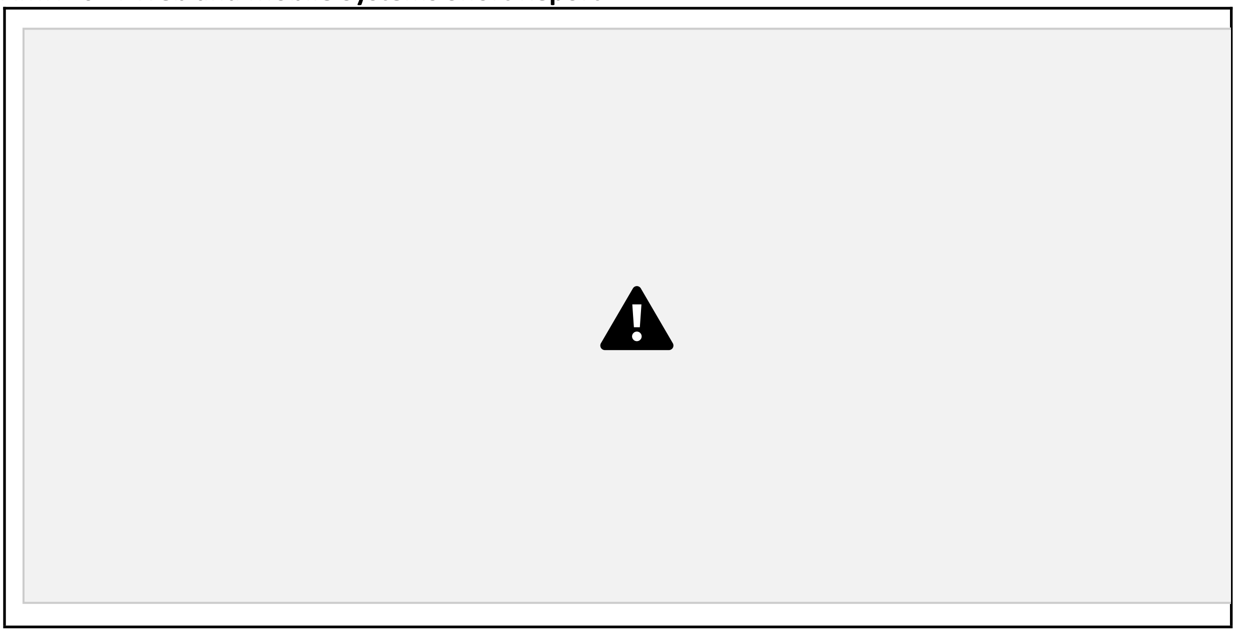
If the user attempts to apply for a job that they have already submitted an application for, the system will display a **pop-up notification**. This pop-up informs the user that they have already applied for the position, preventing duplicate applications and ensuring that the application process remains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



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.

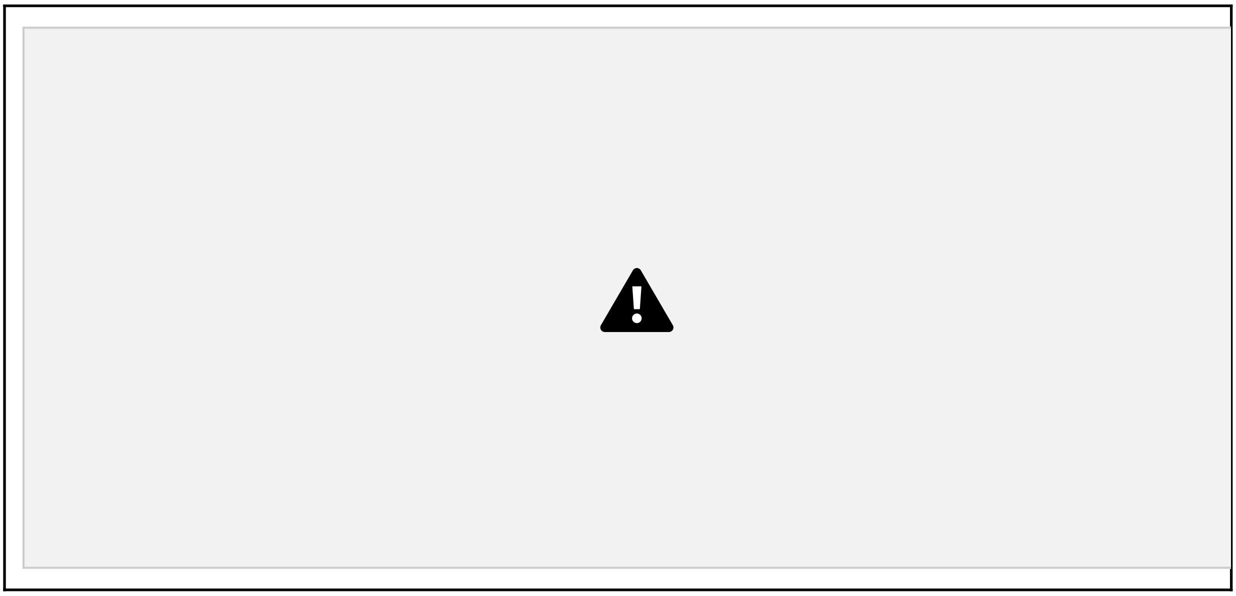
The button changes state to indicate the **job is saved**, preventing duplicate saves.

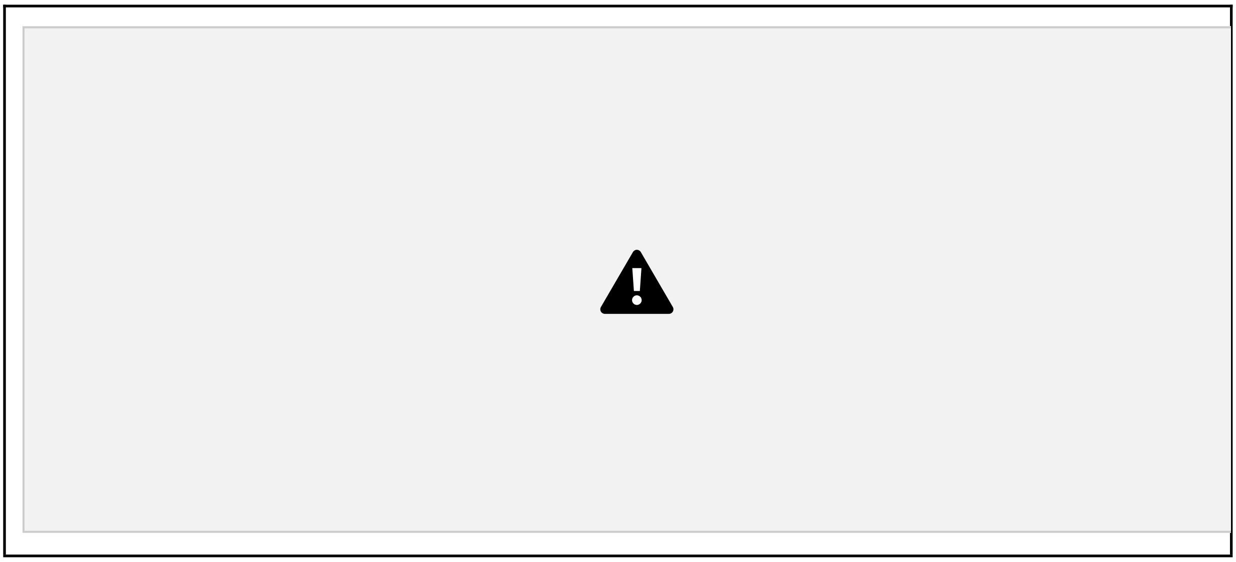
A popup confirms when a **job is saved**, and another popup notifies when it is removed from saved.



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

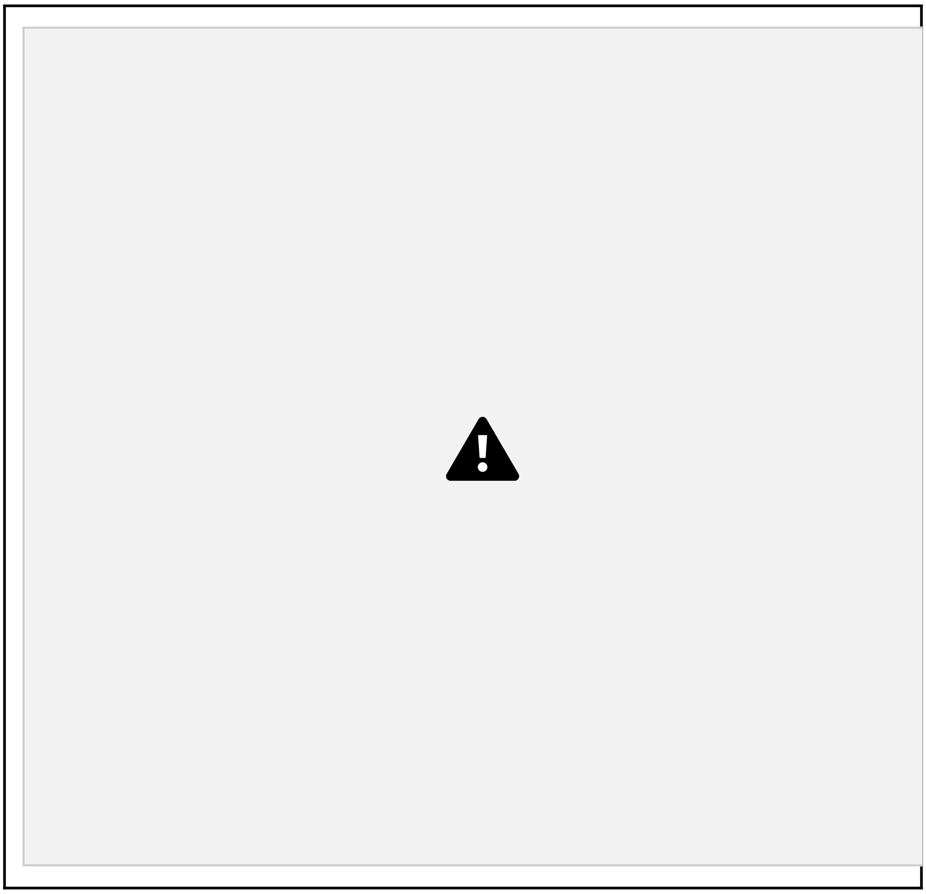
Job Seeker Profile



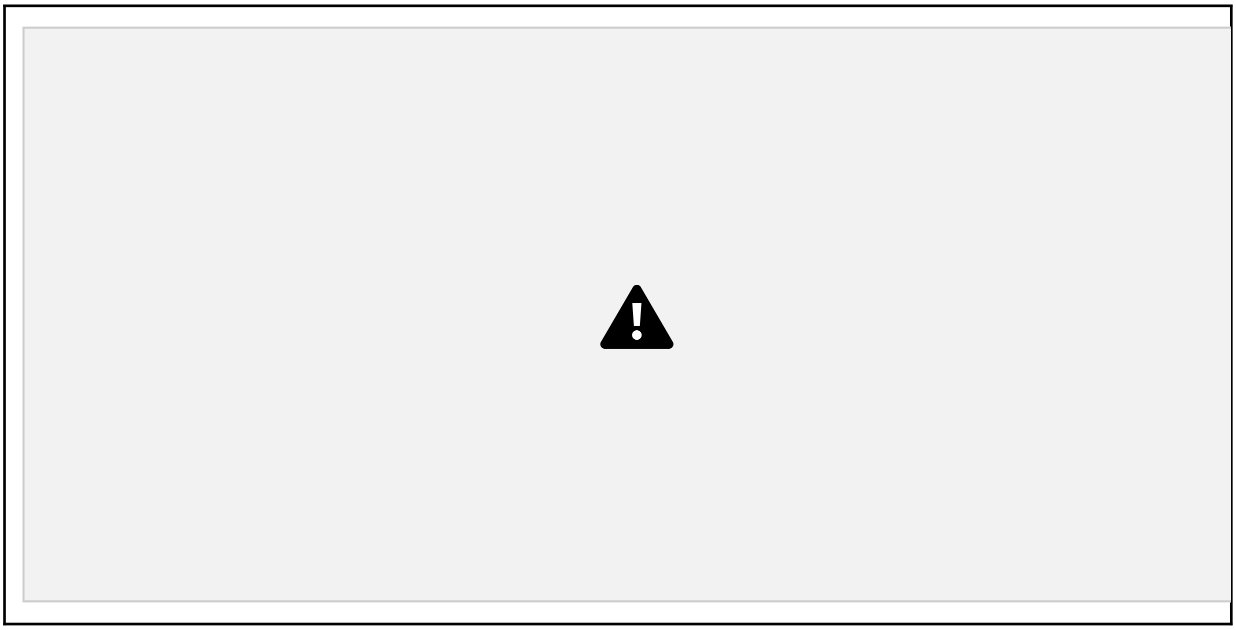


This **Profile Page** allows users to fully manage their personal and professional information. Users can **edit or delete** existing details, as well as upload and update their **resume**. In addition, they can add a **personal summary**, maintain a detailed record of their **career history**, **education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

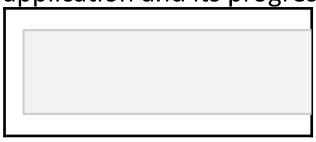
2. Application Maintenance (Job Seeker)



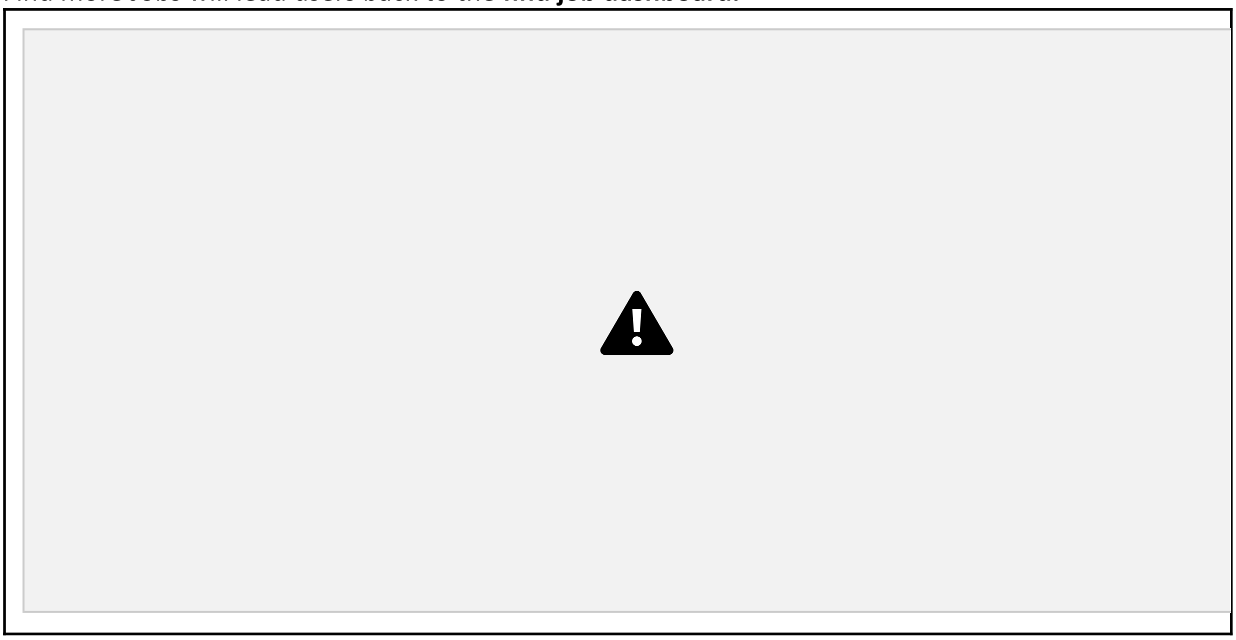
This is the **job application popup form**. It shows the job title, company, and location at the top, with a warning that answers will be locked after submission. Applicants must upload a resume (PDF, max 5 MB), optionally write a cover letter, and answer required application questions before clicking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



The **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.

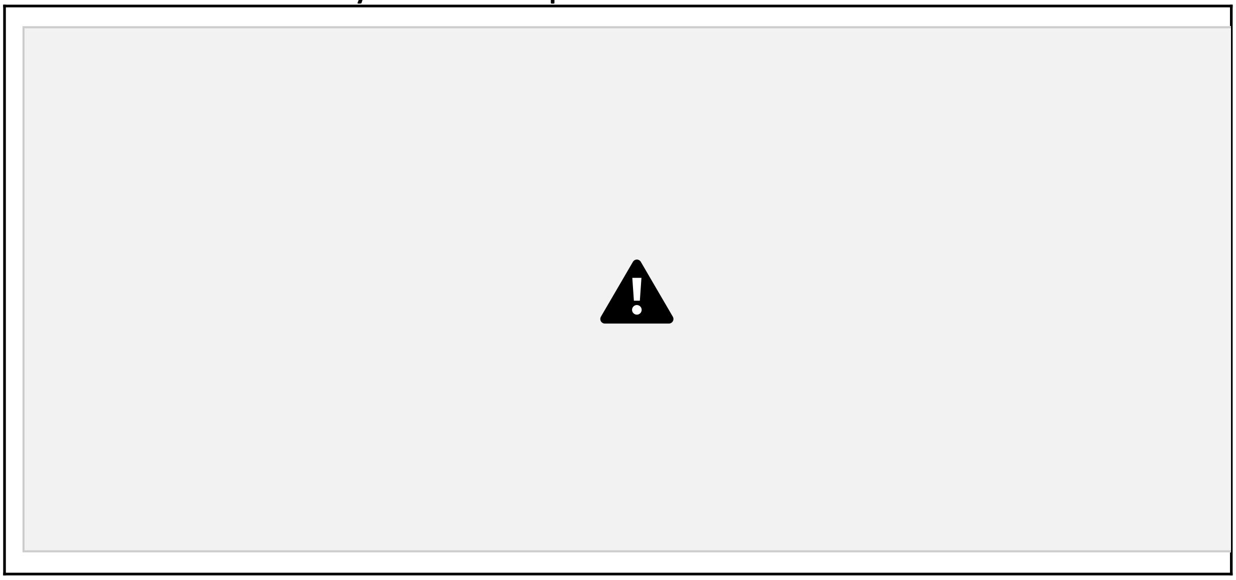


Find more Jobs will lead users back to the **find job dashboard.**

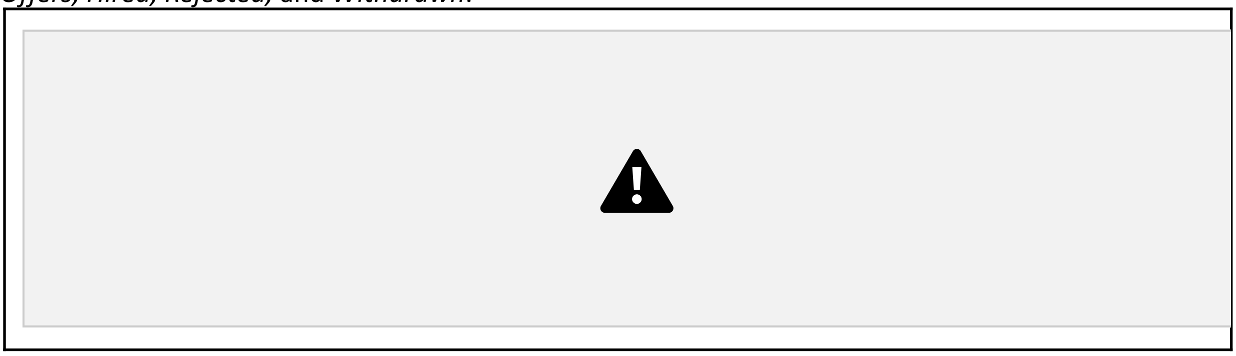


The **Application Details page** shows the full information for a user’s job application, including job title, company, status,cover letter, resume, and submitted answers.

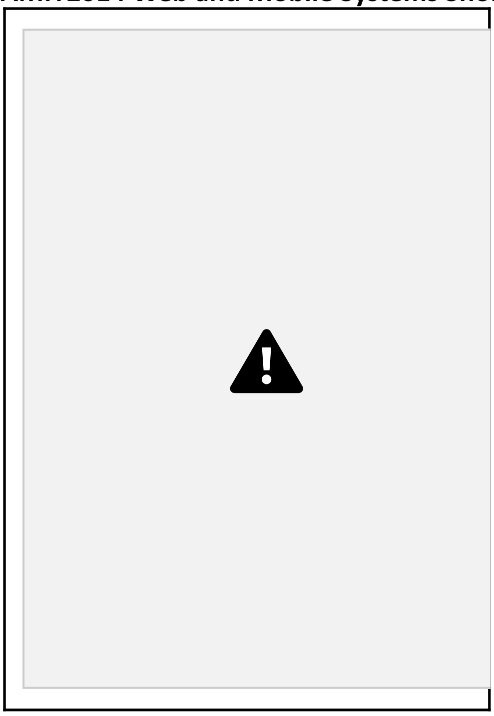
3. Job Seeker Dashboard

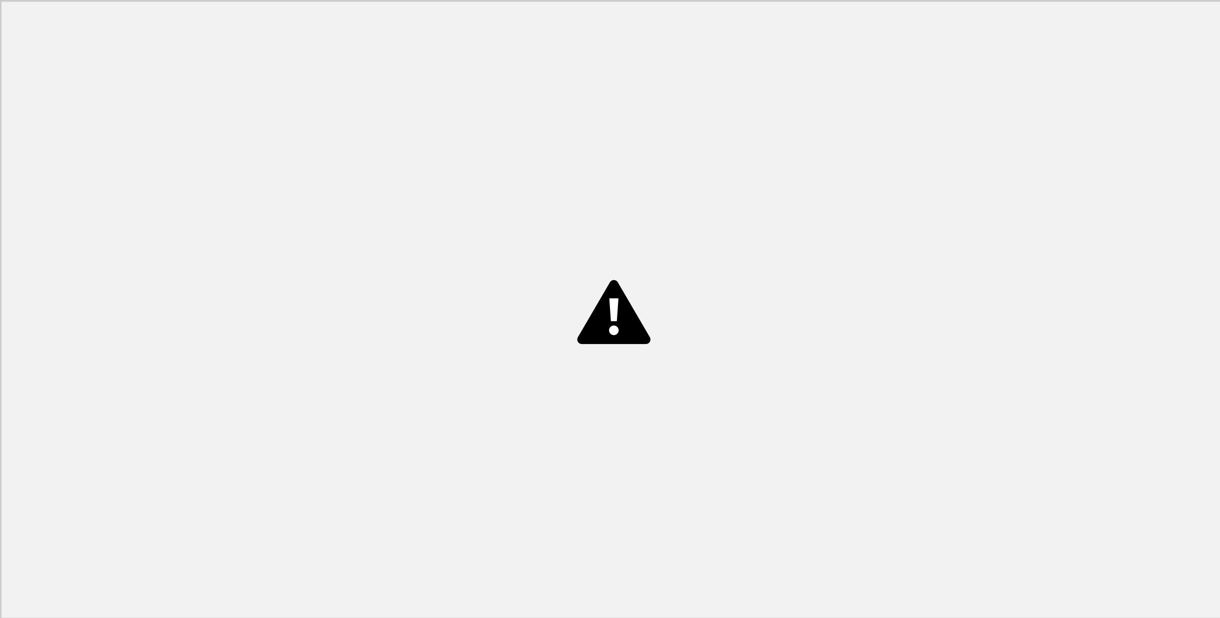


This dashboard provides users with a quick overview of their job-seeking activities. At the top, it displays the **profile completeness** as a percentage, helping users understand how much of their profile information has been filled out. Below that, users can track their **current applications**, which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



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**, 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.