CAREER INFORMATION AND RECRUITMENT PORTAL

PROJECT REPORT

submitted by

**JINCY P JANARDHANAN** (IEAREIT017)

**ALEENA SUNNY** (IEAREIT006)

**ALKA BHAGAVALDAS K** (IEAREIT007)

**AMEENA SHIRIN** (IEAREIT009)

to

the University of Calicut

in partial fulfilment of the requirements for the award of the Degree

of

**Bachelor of Technology**

in

Information Technology



Department of Information Technology

Institute of Engineering and Technology, University of Calicut, Thenjipalam

Kerala

November 12, 2020

DECLARATION

We undersigned hereby declare that the project report **Career Information and Recruitment Portal**, submitted for partial fulfilment of the requirements for the award of degree of Bachelor of Technology of the University of Calicut, Kerala is a bonafide work done by us under supervision of **Ms. Sruthimol M P**. This submission represents our ideas in our own words and where ideas or words of others have been included, we have adequately and accurately cited and referenced the original sources. We also declare that we have adhered to ethics of academic honesty and integrity and have not misrepresented or fabricated any data or idea or fact or source in our submission. We understand that any violation of the above will be a cause for disciplinary action by the institute and/or the University and can also evoke penal action from the sources which have thus not been properly cited or from whom proper permission has not been obtained. This report has not been previously formed the basis for the award of any degree, diploma or similar title of any other University.

**Place:** Thenjipalam

**Date:** November 12, 2020

Jincy P Janardhanan

Aleena Sunny

Alka Bhagavaldas K

Ameena Shirin

DEPARTMENT OF INFORMATION TECHNOLOGY  
INSTITUTE OF ENGINEERING AND TECHNOLOGY UNIVERSITY OF CALICUT, THENJIPALAM



CERTIFICATE

This is to certify that the report entitled **"CAREER INFORMATION AND RECRUITMENT PORTAL",** submitted by **Jincy P Janardhanan, Aleena Sunny, Alka Bhagavaldas K, Ameena Shirin** to the **UNIVERSITY OF CALICUT** in partial fulfilment of the requirements for the award of the degree of Bachelor of Technology in Information Technology is a bonafide record of the project presented by them under our guidance and supervision. This report in any form has not been submitted to any other University or Institute for any purpose.

|  |  |
| --- | --- |
| **Ms. Anu Manohar**  Assistant Professor  Department of IT  (Coordinator) | **Ms. Sruthimol M P**  Lecturer  Department of IT  (Coordinator & Guide) |

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Jincy P Janardhanan

Aleena Sunny

Alka Bhagavaldas K

Ameena Shirin

ABSTRACT

This project aims to develop a web application to connect colleges, recruiters, students, and alumni on a single platform. It helps colleges for efficient management of their placement cell. Recruiters can use this application for their HR hiring activities related to campus placement. Students and alumni can further stay informed about various career choices available for them using the information portal. Finding jobs after graduation that best suits their interests and skill set is quite a challenging task for students or alumni. The difficulties in job finding arise from not having proper knowledge of the organization’s objective, their work culture, and current job openings. Discerning the best candidate from a list of applicants is a primary responsibility for the recruiters. The web application provides an easy and convenient search feature for students or alumni to find their desired jobs and for recruiters to find the right candidate. Students and alumni can conveniently use this web application for job-seeking. Colleges verify student and alumni information before registering them on the platform. A server admin verifies college and recruiter registration on the platform. Only alumni can update their details on their own, whereas students cannot. The recommendation system available in the web application is very advantageous for students and alumni. The web application automatically generates a CV for students and alumni using their details and information, which can be attached to their job applications. This web application aims at making our society free of jobless students and graduates.

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Abbreviations

# Introduction

Career Information and Recruitment Portal is a web application developed to connect colleges, students, alumni and recruiters on a single platform. It helps colleges for efficient management of their placement cell. Moreover, recruiters can use this application as a job board for their HR hiring activities related to campus recruitment. With this application, students and alumni can find and apply for job opportunities relevant to them and keep track of recruiter updates. Students and alumni can also stay informed about various career choices available for them using the information portal. Besides, the application allows students and alumni to request and receive recommendations from colleges, recruiters and fellow alumni. It helps them to add more value to their resumes.

## Problem Statement

HR recruitment had always been a hard time for recruiters to choose the right talent that best meets their expectations and perfectly matches their job vacancies. It is a lengthy and tiring process in many companies and usually spans over multiple weeks. The process requires a great deal of human effort, planning, strategy and time. Many companies still have not moved on for online recruitment. Also, companies which have opted for e-Recruitment have concerns regarding credibility and trustworthiness of the details submitted by an applicant. Security and ease of use of the application is another concern for a recruiter.

College students and fresher graduates are very resourceful and a worthwhile consideration for most of the job positions in a company. The student and graduate applicant pool are readily available and probably an economical choice for a company. It benefits both the employer and the student. Students might require an industry expertise certification for completion of their course. Additionally, it is a plus to their work profile. With student hiring, recruiters get an excellent opportunity to leverage their profits on a capable and agile worker pool, and also find employees of great potential for their company. Moreover, many colleges are looking out for recruiters who can offer campus placement opportunities for their students. Even with all the rising demand and added benefits to it, there is not yet an efficient platform to connect these stakeholders.

After completing their graduation or under-graduation, most students are in no man's land of thoughts while deciding to pursue their higher studies or get employed soon. Many talented graduates are jobless and do not know various possible career options for them and also does not have access to active job profiles that might fit their qualifications and skills. It is not an easy task for an individual to keep track of job updates and hiring activities carried out by a company. Moreover, having worthful and prised recommendations on their resume can increase the value of any candidate. However, receiving recommendations may not be very easy. There is a high chance that students might miss many potential opportunities to get hired by a company.

## Motivation and Objective

A web application to connect colleges, students, alumni and recruiters on a single platform is obviously, the right choice to solve problems related to campus recruitment. There would be no more hassle for colleges to find companies who can offer placement opportunities for their students and alumni. Managing job listings, tracking received job applications and communicating to applicants from a single platform can considerably reduce the effort of an HR manager at a company.

A web application to find and apply for jobs is an easy-to-use substitute for a manual and paper-based hiring process. It is more efficient to store job information and job applications on an online database which supports fast queries. Using a web application to interact with an online database saves time for both recruiters as well as students (and alumni). Besides, a paperless economy makes us one step closer to environmental sustainability.

All stakeholders would prefer a secure and reliable web application and would not want any trust issues or data compromises. Thanks to modern technologies that we have all the tools to secure a web application in the best possible way. Spring Security offers a standard for securing Spring-based web applications. The web application can allow colleges to verify student and alumni data before registering them on the platform. Moreover, the web application allows a server admin to verify all college and recruiter registrations on the platform. Thus, we can provide all stakeholders with reliable and trustworthy information.

Requesting and receiving recommendations can be made easy with a web application. Students and alumni can take advantage of a web application with an added feature for the recommendation system. With all the student (or alumni) details available on the platform, it is easy to generate an automatic CV for all the students (and alumni) on the platform. This resume can be easily attached to their job applications. Similar to the job search functionality, recruiters can use a resume search functionality to find relevant candidates for their job vacancies.

An information portal can be attached to this web application which allows students and alumni to discover various career and higher education opportunities available for them. It can help increase awareness and knowledge about career choices for a graduate. Hopefully, it can help us to build a society of less jobless people.

# Literature Review

## Existing Methodologies

After completion of a graduate or undergraduate course, most students apply for a job. Colleges will be looking for recruiters who can provide job opportunities for their students. Besides, recruiters would hire students with the right skills for their job vacancies. Students have to apply for a job and keep track of the recruiter updates. But most of the time, all these works are done manually.

In the existing system, data processing is mostly manual. It has several problems such as efficient storage and retrieval of the information. Keeping track of information becomes a tedious task. By implementing an online database system, we can overcome most of the limitations of the present system. Using a web application, we can considerably reduce manual labour and increase the efficiency and accuracy of the system. Moreover, it reduces the time consumption for various activities to a great extent.

# Proposed System and Feasibility Study

## Proposed Solution

We propose a web application for career information and recruitment to solve the problems related to campus placements. It connects college, students, alumni, and recruiters. It provides an excellent opportunity for students and alumni to find jobs which are suitable for them. A college admin registers all the students of their college on the web platform. Alumni of a college can request registration on the platform to their respective colleges. Both students and alumni can personalize their profile by adding a description, profile photo, projects, skills and achievements. The application uses this information to generate an automatic CV for the student or alumni.

Students and alumni can take advantage of the recommendation system on the platform. Recommendations help students and alumni to add more value to their profile. When students or alumni apply for available jobs from the platform, the recruiters receive their applications sorted according to their profile score. The profile score is calculated based on an applicant's work experiences, educational qualifications, skills and recommendations on their profile. On our platform, it is easy for applicants and recruiters to communicate with each other using the chat feature. The proposed system provides fast operation and low-cost expense than the old system. The application also helps students and alumni to find information about local and international higher studies and job opportunities.

## Technical Feasibility

The technical feasibility assessment focuses on technical resources available to the developers. The assessment helps us to determine whether the technical resources meet the capacity to convert the ideas into a working system. Technical feasibility involves the evaluation of hardware, software, and other technical requirements of the proposed system [1].

The end-user specifications, software and hardware specifications to develop the proposed system are mentioned in sections 4.1 through 4.3. They are easily available or configurable by an end-user and/or developer. Hence the proposed solution is technically feasible.

## Operational Feasibility

Operational feasibility studies how a project satisfies the requirements identified in the requirement analysis phase. It involves undertaking a study to analyze and determine whether-and how-well the requirements are met by completing the project [1].

All the functional and non-functional requirements for the proposed solution are listed out in section 4.4. These functional and non-functional requirements can be easily implemented using the technologies available. Hence the solution is operationally feasible

## Economic Feasibility

Economic feasibility assessment involves a cost/benefits associated with a project, helping us to determine the viability, cost, and benefits associated with a project before financial resources are allocated [1].

The cost-benefit analysis of the system is carried out accordingly. The proposed system can be built and used using basic hardware and software requirements. Moreover, it is easy to maintain the system.

We are using an iterative and incremental model for development of the project which provides more flexibility for development rather than a rigid waterfall model. However, since our learning curve for the various technologies used can affect the development process, the iterative and incremental model is a more economic choice. Hence, our proposed solution is economically feasible with respect to all the technical and development constraints.

## Schedule Feasibility

Schedule feasibility is the most important for project success; after all, a project will fail if not completed on time. In scheduling feasibility, we estimate how much time the project will take to complete [1].

Using an iterative and incremental model helps us for the successful completion of this project. Moreover, the technologies used in developments are time-saving. We are using GitHub for project management. It helps us in schedule maintenance, thus making our project schedule feasible.

# Requirements Gathering and Analysis

A requirement is a necessary attribute in a system, a statement that identifies a capability, characteristic, or quality factor of a system in order for it to have value and utility to a customer or user [2, pp. 1 - 2]. Requirements gathering or requirements elicitation is the process of gaining an understanding of the customers’ and users’ needs for the planned system and their expectations of it [2, p. 4]. Requirements analysis is a structured (organized) method to understand the attributes that will satisfy a customer need [2, p. 222].

## End User Specification

End-users are people who uses a computer application, as opposed to those who developed or support it [3]. End user specifications are pre-requisite functionalities required by an end-user to use the developed system. End-user specifications for the proposed system are as follows:

* PC with minimum requirements
* Stable network connection

## Software Specification

Software specifications include the pre-requisite software required to develop the proposed system. Software specifications for the proposed system are as follows:

* Operating System:
* Windows 7+
* Mac OS X Yosemite 10.10+
* Linux: 64-bit Ubuntu 14.04+, Debian 8+, openSUSE 13.3+ or Fedora Linux 24+
* Front end: Thymeleaf
* Back end: Spring boot, Spring security and MongoDB
* Web server: Embedded Tomcat
* Supported browsers: Chrome, Firefox, Internet Explorer 9+
* Java JDK 1.8+

## Hardware Specification

Hardware specifications include the pre-requisite hardware required to develop the proposed system. Hardware specifications for the proposed system are as follows:

* 4 GHz minimum, multi-core processor
* RAM: Minimum 2 GB
* Hard disk space: Minimum 10 GB

## SRS Document

The software requirements specification (SRS) specifies the requirements for a computer software configuration item and the methods to be used to ensure each requirement has been met [4]. Benefits of documenting the SRS include [5]:

* It provides a realistic basis for estimating product costs, risks and schedules.
* It provides an informed basis for deploying a product to new users or new operational environments.
* It provides a basis for product enhancement.
* It forces a rigorous assessment of requirements before design can begin and minimizes later redesign.
* It establishes the basis for agreement between the acquirers or suppliers on what the product is to do (in market driven projects, the user input may be provided by marketing).
* Organizations can use the specifications to develop validation and verification plans.

Functional requirements and non-functional requirements for the proposed system according to the SRS document is as follows.

### Functional Requirements

A function is a useful capability provided by one or more components of a system. Functional requirements describe what the system or software must do [2, p. 72].

Functional requirements for the proposed system are as follows.

1. Career Information

**Description:** This section includes webpages for information related to local and international higher studies and job opportunities information for all branches. Users can click on the corresponding menu option to navigate to the respective page.

**Input:** User clicks on a menu option.

**Output:** Corresponding webpage is loaded in the web browser.

1. Student, Alumni and Recruiters - Portal
   1. Colleges Portal
      1. Registration

**Description:** Allow registration of new colleges. By clicking on register as a college link, the user receives the registration form to fill out college details. On submitting the filled application form, a new college registration request is sent to the server.

**Input:** User clicks new college registration, completes and submits the registration form.

**Output:** Server receives registration request on server homepage.

* + 1. Opt Out

**Description:** If the college admin wishes to remove the college from this portal, he/she can submit an opt out request by clicking the link for opt out.

**Input:** User submits opt out request.

**Output:** Server receives the request.

* + 1. Login

**Description:** Users can login using their registered email id and password. Server verifies the login details and grants access to the user session.

**Input:** User submits login credentials.

**Output:** Server verifies and grants or declines user session according to successful validation or failure of authentication.

* + 1. Request for Forgot Password

**Description:** User can request for resetting password, if he/she forgets the password, by clicking on the forgot password link. On clicking on forgot password link, the user will be prompted to submit the registered email id.

**Input:** User submits forgot password request for a registered email id.

**Output:** Server receives the request.

* + 1. Update Details

**Description:** Colleges can update their communication details by clicking on the update details link. It redirects to a form for editing the details. After making the necessary changes, the user can click on save button to save the changes.

**Input:** User makes changes in the college details using the edit form and clicks the save button.

**Output:** The new details are saved to the database.

* + 1. Student and Alumni Management
       1. Add New Student Enrolments of the College to the Portal

**Description:** Colleges can add multiple new students by uploading an excel file containing all the details of new student enrolments (name, contact number, email, communication address, educational qualifications) by clicking add new students and uploading the file.

**Input:** User uploads an excel spreadsheet of student details.

**Output:** All new student entries are added to the student database and students get login credentials via email.

* + - 1. Add Alumni Students

**Description:** Colleges can receive alumni registration requests on homepage. The college admin verifies the alumni details and approves or cancels the registration by clicking verify or cancel registration link. Applicants get notified by email regarding approval or cancellation of registration request.

**Input:** Alumni requests for registration.

**Output:** College admin verifies or cancels the registration by clicking verify or cancel registration button.

* + - 1. Remove Alumni Students

**Description:** Colleges can receive alumni opt out requests on homepage. On clicking on the request, he/she is directed to a list of all related records of the alumni out of which information to be retained can be selected. The admin can click on the delete alumni button to retain all selected records and remove other records.

**Input:** Alumni requests for opt out.

**Output:** College admin approves the request by selecting the records to keep and clicking delete alumni button.

* + - 1. Update Student Details

**Description:** When some student’s details are to be updated or semester marks to be uploaded the admin can either upload a new excel spreadsheet file of the details by clicking the edit student details in the students’ tab, or selecting individual student with email search and clicking on edit details. All records of the students with the login details specified in the spreadsheet will be updated.

**Input:** Student details are submitted via spreadsheet or edit details form.

**Output:** Updated student details are stored in the database.

* + - 1. Recommend Student or Alumni

**Description:** Colleges receive recommendation request from student or alumni on dashboard. The college admin can submit recommendation letter(s) from faculties by clicking on the request and selecting upload files.

**Input:** Student or alumni requests for recommendation.

**Output:** College admin uploads recommendation letter(s) from faculty.

* 1. Student Portal
     1. Login

**Description:** Users can login using their registered email id and password. Server verifies the login details and grants access to the user session.

**Input:** User submits login credentials.

**Output:** Server verifies and grants or declines user session according to successful validation or failure of authentication.

* + 1. Request for Forgot Password

**Description:** User can request for resetting password, if he/she forgets the password, by clicking on the forgot password link. On clicking on forgot password link, the user will be prompted to submit the registered email id.

**Input:** User submits forgot password request for a registered email id.

**Output:** Server receives the request.

* + 1. Personalization

**Description:** Students can add skills, interests, experience, project links, awards and honours, organizations, profile pic and a description to their profile by adding or editing details from the personalization tab. An automatic CV is generated with these details if the student does not upload a CV.

**Input:** Student edits personalization details from the personalization tab.

**Output:** Updated details are stored in the student’s database. Automatic CV is generated with these details if no uploaded CVs of the student are available.

* + 1. Follow

**Description:** Students can follow companies and topics of interests, and set notification preferences for each company or topic from the follow tab and selecting a company or topic and preference from the options indicated against it.

**Input:** Student selects a company or topic to follow and indicates notification preference for the same.

**Output:** The follow details are stored or updated in the student’s database.

* + 1. Job Feed

**Description:** Students receive job feed in their homepage according to the follow details in his/her student record. Students can click on each job listing and view its details.

**Input:** Student follow details from database.

**Output:** Job listings are shown in the student’s homepage according to the follow details.

* + 1. Notifications

**Description:** Students receive notifications in the notifications tab about new job listings from a company or a following topic according to his/her notification preferences for that company or topic.

**Input:** Student follow details from database.

**Output:** Job listing notifications are shown in the student’s notifications tab according to notification preferences in follow details.

* + 1. Apply for Jobs

**Description:** On clicking apply button on a job details page, students will be prompted to enter description for applying. This can be submitted by clicking the submit button. The recruiter gets the applicant’s CV and description for applying in his/her applications tab.

**Input:** Students submit a job application.

**Output:** Recruiter receives the applicant’s CV and description for applying in his/her applications tab.

* + 1. Request Recommendations

**Description:** Students can request for recommendations from his or her college or from an alumnus by searching for the name of the alumnus and submitting a request for recommendation by the request recommendation button. The college / alumnus receives the request on dashboard.

**Input:** Student requests recommendation from college or alumnus.

**Output:** College or alumni receives the request for recommendation dashboard.

* + 1. Reply to Recruiters

**Description:** Students can receive messages from recruiters and reply them in the chat feature.

**Input:** Student receives message from recruiters in the chat feature.

**Output:** Student replies to the message in the chat feature.

* 1. Alumni Portal
     1. Registration

**Description:** Allow registration of new alumni. By clicking on register as an alumnus link, the user receives the registration form to fill out personal details and college details. On submitting the filled application form, a new alumni registration request is sent to the respective college admin.

**Input:** User clicks new alumnus registration, completes and submits the registration form.

**Output:** College admin receives registration request on college homepage.

* + 1. Opt Out

**Description:** If an alumnus wishes to remove his company from this portal, he/she can submit an opt out request by clicking the link for opt out. College admin receives the request from alumni on dashboard.

**Input:** Alumni submits opt out request.

**Output:** College admin receives the request on his dashboard.

* + 1. Login

**Description:** Users can login using their registered email id and password. Server verifies the login details and grants access to the user session.

**Input:** User submits login credentials.

**Output:** Server verifies and grants or declines user session according to successful validation or failure of authentication.

* + 1. Request for Forgot Password

**Description:** User can request for resetting password, if he/she forgets the password, by clicking on the forgot password link. On clicking on forgot password link, the user will be prompted to submit the registered email id.

**Input:** User submits forgot password request for a registered email id.

**Output:** Server receives the request.

* + 1. Personalization

**Description:** Alumni can add or update personal details, higher education details, skills, interests, experience, project links, awards and honours, organizations, profile pic and a description to their profile by adding or editing details from the personalization tab. An automatic CV is generated with these details if the alumnus does not upload a CV.

**Input:** Alumnus edits personalization details from the personalization tab.

**Output:** Updated details are stored in the alumni database. Automatic CV is generated with these details if no uploaded CVs of the alumnus are available.

* + 1. Follow

**Description:** Alumni can follow companies and topics of interests, and set notification preferences for each company or topic from the follow tab and selecting a company or topic and preference from the options indicated against it.

**Input:** Alumnus selects a company or topic to follow and indicates notification preference for the same.

**Output:** The follow details are stored or updated in the alumni database.

* + 1. Job Feed

**Description:** Alumni receive job feed in their homepage according to the follow details in his/her record. He/she can click on each job listing and view its details.

**Input:** Student follow details from database.

**Output:** Job listings are shown in the alumnus’s homepage according to the follow details.

* + 1. Notifications

**Description:** Alumni receive notifications in the notifications tab about new job listings from a company or a following topic according to his/her notification preferences for that company or topic.

**Input:** Alumni follow details from database.

**Output:** Job listing notifications are shown in the alumni’s notifications tab according to notification preferences in follow details.

* + 1. Apply for Jobs

**Description:** On clicking apply button on a job details page, alumni will be prompted to enter description for applying. This can be submitted by clicking the submit button. The recruiter gets the applicant’s CV and description for applying in his/her applications tab.

**Input:** Alumni submit a job application.

**Output:** Recruiter receives the applicant’s CV and description for applying in his/her applications tab.

* + 1. Request Recommendations

**Description:** Alumni can request for recommendations from his or her college or from a fellow alumnus by searching for the name of the alumnus and submitting a request for recommendation by the request recommendation button. The college / alumnus receives the request on dashboard.

**Input:** Alumni requests recommendation from college or alumnus.

**Output:** College or alumni receives the request for recommendation dashboard.

* + 1. Recommend Students or Fellow Alumni

**Description:** Alumni receive recommendation request from students or fellow alumni on dashboard. He/she can submit a recommendation letter by clicking on the request and selecting upload files.

**Input:** Student or alumni requests for recommendation.

**Output:** The alumni uploads a recommendation letter.

* + 1. Reply to Recruiters

**Description:** Alumni can receive messages from recruiters and reply them in the chat feature.

**Input:** Alumni receives message from recruiters in the chat feature.

**Output:** Alumni replies to the message in the chat feature.

* 1. Recruiter Portal
     1. Registration

**Description:** Allow registration of new recruiters. By clicking on register as a recruiter link, the user receives the registration form to fill out company details. On submitting the filled application form, a new company registration request is sent to the server.

**Input:** User clicks new recruiter registration, completes and submits the registration form.

**Output:** Server receives registration request on server homepage.

* + 1. Login

**Description:** Users can login using their registered email id and password. Server verifies the login details and grants access to the user session.

**Input:** User submits login credentials.

**Output:** Server verifies and grants or declines user session according to successful validation or failure of authentication.

* + 1. Request for Forgot Password

**Description:** User can request for resetting password, if he/she forgets the password, by clicking on the forgot password link. On clicking on forgot password link, the user will be prompted to submit the registered email id.

**Input:** User submits forgot password request for a registered email id.

**Output:** Server receives the request.

* + 1. Opt Out

**Description:** If a recruiter wishes to remove his company from this portal, he/she can submit an opt out request by clicking the link for opt out.

**Input:** User submits opt out request.

**Output:** Server receives the request.

* + 1. Update Details

**Description:** Colleges can update their communication details by clicking on the update details link. It redirects to a form for editing the details. After making the necessary changes, the user can click on save button to save the changes.

**Input:** User makes changes in the college details using the edit form and clicks the save button.

**Output:** The new details are saved to the database.

* + 1. Create Job Listings

**Description:** Recruiters can create job listings by clicking listings tab and create new button. He/she will be prompted to enter a job title and description, salary offered and add all related tags (topics) for the job. On clicking submit button, a new job listing will be created.

**Input:** Recruiter submits job details for new job listing.

**Output:** A new job listing is created.

* + 1. Edit / Delete Job Listing

**Description:** Recruiters can delete job listings by clicking listings tab and selecting an already created job listing. He/she will be directed to an edit details form. By clicking update button or delete button, the job listing will be updated or deleted accordingly.

**Input:** Recruiter clicks update or delete button on a job listing.

**Output:** The job listing is updated or deleted according to the button clicked.

* + 1. Review CV

**Description:** Recruiters can view CV of all students and alumni on the portal following tags associated with job listings of the company from the Potential tab. The student profiles (name, profile picture, and description) will be listed in a sorted order according to a score calculated based on work experience, educational qualifications, skills and recommendations. On clicking a student’s or alumnus’s name, the recruiter will be directed the student’s or alumni’s CV. From this page, the recruiter can click on contact button to message the student or alumnus regarding recruitment. The webpage directs to the chat tab with the student or alumni and recruiter can type his message and click on send button.

**Input:** Recruiter selects a CV and sends a message to the student or alumni.

**Output:** The student or alumni receives the messages in the chat tab.

* + 1. Review Applications

**Description:** Recruiters can view all received application for a job listing from the applications page of the listing. The description for application along with student profile (name, profile picture) will be listed in a sorted order according to a score calculated based on work experience, educational qualifications, skills and recommendations. On clicking a student’s or alumnus’s name, the recruiter will be directed the student’s or alumni’s job application. He/she can click on view CV button to view the CV of the candidate. The recruiter can click on contact button to message the student or alumnus regarding recruitment. The webpage directs to the chat tab with the student or alumni and recruiter can type his message and click on send button.

**Input:** Recruiter selects a job application and sends a message to the student or alumni.

**Output:** The student or alumni receives the messages in the chat tab.

* + 1. Recommend Student or Alumni Employees

**Description:** Recruiters can recommend current or past employees of the company registered as student or alumni in the portal by searching for the name of the employee and selecting recommend button. The recruiter can upload a recommendation letter by clicking on upload files on the redirected page.

**Input:** Recruiter selects a current or previous employee of the company and uploads a recommendation letter.

**Output:** The student or alumni receives the recommendation in his profile.

* 1. Server Admin
     1. Verify / Cancel College and Recruiter Registration

**Description:** The server admin personally verifies details of registration of college users and recruiter users before allowing them login access. All new college and recruiter registrations pending verification will be displayed on the server homepage. The server admin can click on each registration to view the details submitted. If the admin finds the registration details are correct (credible), he/she can click verify registration button to verify the college or recruiter registration; otherwise, the admin can click cancel button to cancel the registration. On approval or cancellation of registration, email messages are automatically sent to the respective users. This is used for ensuring credibility of registered colleges and recruiters.

**Input:** Colleges and recruiters submit registration.

**Output:** Server admin clicks on new registrations of colleges and recruiters, verifies the details and clicks verify or cancel registration button. Autogenerated emails are sent to the respective users regarding confirmation or cancellation of registration.

* + 1. Handle Opt Out Requests of Colleges and Recruiters

**Description:** When colleges or recruiters request for opting out from the application, the server admin gets the request on the server homepage. On clicking on the request, he/she is directed to a list of all related records of the user out of which information to be retained can be selected. The admin can click on the delete user button to retain all selected records and remove other records.

**Input:** Colleges and recruiters request for opt out.

**Output:** Opt out request is displayed on server homepage. Admin clicks on the request to view all related records. He/she selects records to be retained and deletes all other records by clicking on delete user button.

* + 1. Close Active Login Sessions with No Activity for a Long Duration

**Description:** When user session is inactive for over 15 minutes, the session is automatically closed by the server.

**Input:** User session remains inactive for 15 minutes.

**Output:** Server closes the request.

* + 1. Handle Forgot Password Requests

**Description:** When a user submits forgot password request, the server automatically sends a password reset link to the registered email of the user.

**Input:** User submits forgot password request.

**Output:** Server automatically sends a password reset link to the registered email of the user.

### Non-Functional Requirements

Users have implicit expectations about how well the software will work. These characteristics include how easy the software is to use, how quickly it executes, how reliable it is, and how well it behaves when unexpected conditions arise. The non-functional requirements define these aspects about the system [6].

The non-functional requirements for the proposed system are as follows.

1. Portability:

Since this is a web application it can be used from all supported browsers irrespective of the underlying operating system.

1. Security:

The web application is developed using Spring boot framework for Java, Spring security core, and MongoDB RESTful authentication is used in the back end. The APIs are guarded by spring security REST and JWT. This is a great combination of a secure modern web application. The database used is highly secured and protected from unauthorized access.

1. Usability:

The web application will be available all the time since it is hosted on a real time server. It has a simple and user-friendly interface. Both skilled and unskilled users can use the application efficiently to meet their requirements. The user interface is designed to make the user to interaction simple and easy as possible.

1. Reliability:

Performance and reliability are two key components of the system. The application offers high performance and reliability of data and information as well as transactions of the database.

1. Maintainability:

The database used provides high performance. It can be used to store files of any size easily without any complications. In the case of a failure, it is easy to be administered. The system can be easily maintained by the admin users.

1. General Constraints on Design and Development:

The software and technologies used for development are Java, Spring boot framework for Java, Angular 7 and MongoDB database.

# System Design

Systems design is the process of defining the architecture, modules, interfaces, and data for a system to satisfy specified requirements [7]. In this chapter we try to briefly describe our system design.

## System Architecture

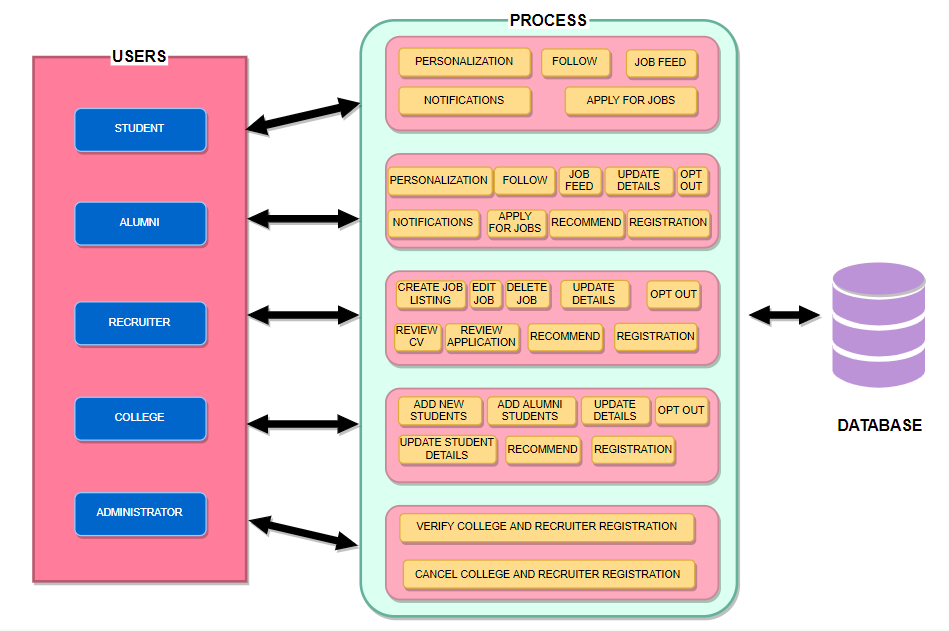
A system architecture is the conceptual model that defines the structure, behaviour, and more views of a system [8]. The architecture diagram for the proposed system is as follows.

Figure 5.1. System Architecture

## Interface Design

User interface design (UI) or user interface engineering is the design of user interfaces for machines and software, such as computers, home appliances, mobile devices, and other electronic devices, with the focus on maximizing usability and the user experience. The goal of user interface design is to make the user's interaction as simple and efficient as possible, in terms of accomplishing user goals (user-centered design) [9].

Various user interfaces used in our proposed system are as follows.

Table 5-1 - Interface Design

|  |  |
| --- | --- |
| INTERFACE NAME | DESCRIPTIONS |
| Home | Default home page for the web application |
| Register | UI to redirect users to their respective registration pages |
| Terms and Conditions | UI to display terms and conditions for user registration |
| Register as College | UI for registration of colleges |
| Register as Recruiter | UI for registration of recruiters |
| Register as Alumnus | UI for registration of alumni |
| User Login | UI for all users to login |
| Forgot Password | UI for users to request for resetting forgot password. |
| Update Password | UI for users to update password. |
| Admin - Admin Panel | UI for admin users to approve/reject college/recruiter registrations |
| Profile - College | UI for colleges to view and update their profile |
| College - Admin Panel | UI for colleges to approve/reject new alumni, add and update students |
| Profile - Recruiter | UI for recruiters to view and update their profile |
| Manage Jobs | UI for recruiters to view a brief of job listings, delete jobs, redirect to update job, redirect to view all job applications/job applications for a specific job |
| Create or Update Job | UI for Recruiters to create or update a new job listing. |
| Recruiter - View Job | UI for Students to view created job listing on college dashboard. |
| Job Applications | UI for Recruiters to review received job applications, hire/reject the applicant, redirect to chat with the applicant |
| Profile - Student | UI for students/alumni to view and update their profile |
| Update Personalization | UI for students/alumni to personalize their profile by adding skills, experiences, etc. |
| Job Suggestions | UI for students/alumni to get job suggestions based on their skills. |
| Chat | UI to allow recruiters and job applicants to communicate with each other |
| Search Results | UI to show search results |
| Public Profile - College | UI to display the public profile info of a college |
| Public Profile - Recruiter | UI to display the public profile info of a recruiter |
| Public Profile - Student | UI to display the public profile info of a student/alumnus |
| Public Profile - Job | UI to display the public profile info of a job |

## Data Flow Diagrams

A Data Flow Diagram (DFD) is a traditional visual representation of the information flows within a system. A neat and clear DFD can depict the right amount of the system requirement graphically. It can be manual, automated, or a combination of both [10].

DFDs for the proposed system are represented in the following pages.

**LEVEL 0 - CONTEXT DIAGRAM**

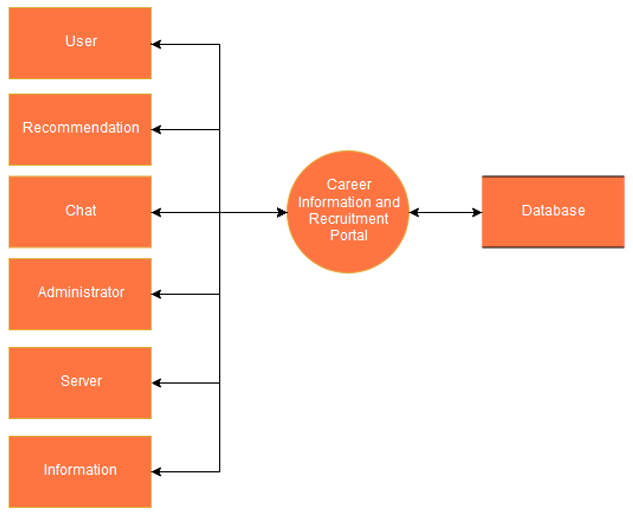


Figure 5.2 - Level 0 - Context diagram for Career Information and Recruitment Portal

**LEVEL 1 DIAGRAMS:**

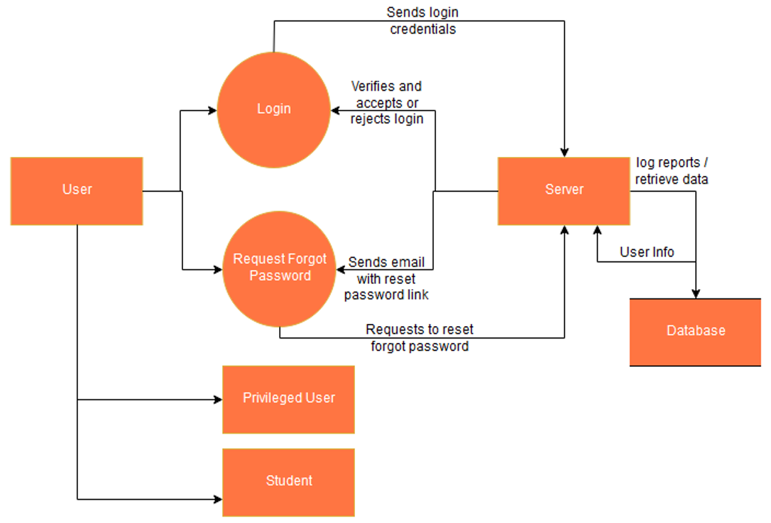


Figure 5.3 - Level 1.1 - User Module

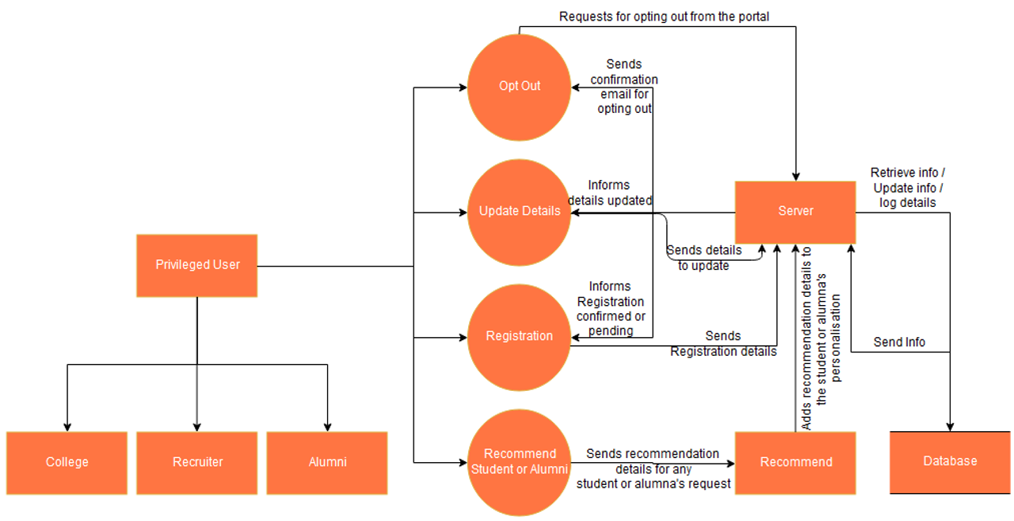


Figure 5.4 - Level 1.1.1 - Privileged User Module

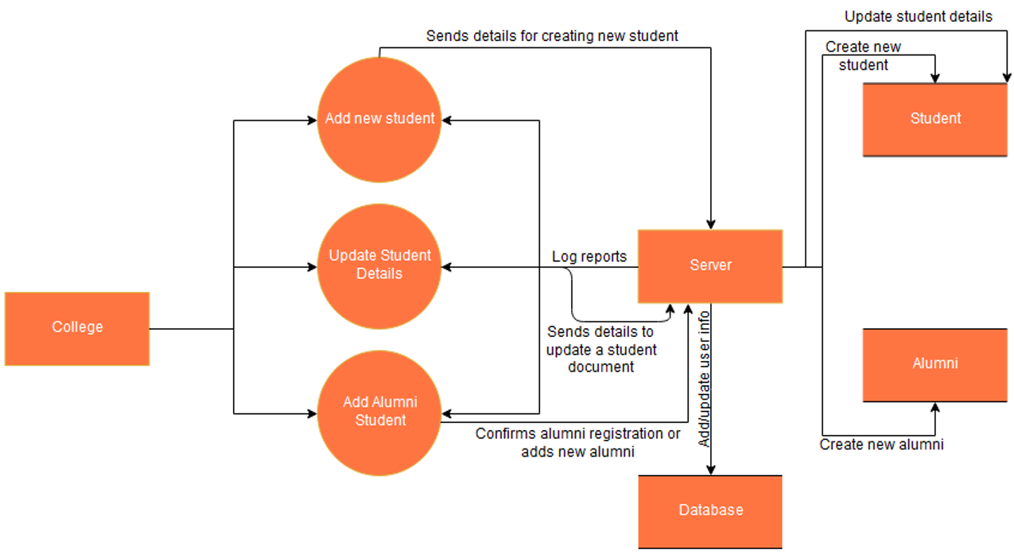


Figure 5.5 - Level 1.1.1.1 - College Module

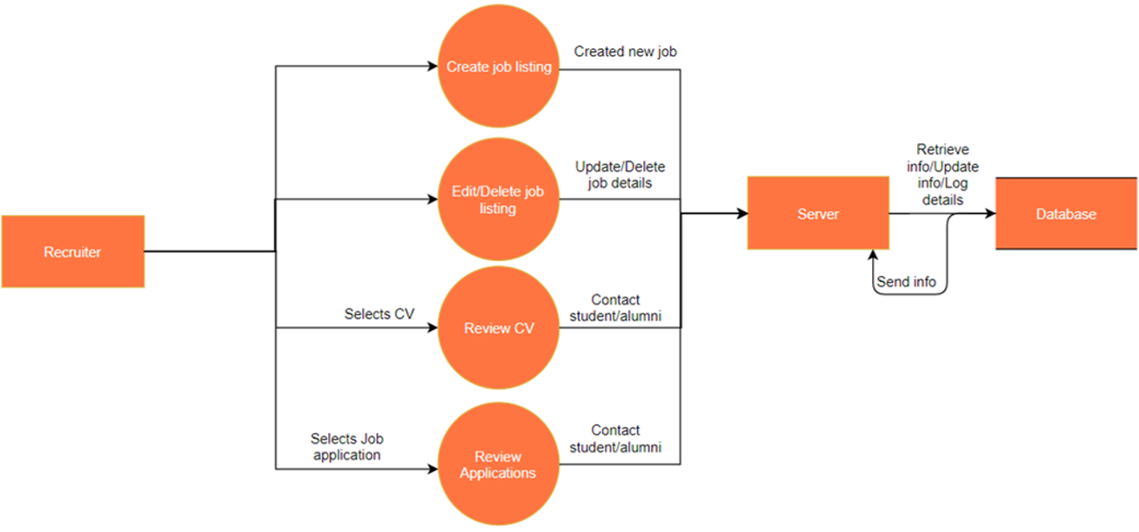


Figure 5.6 - Level 1.1.1.2 - Recruiter Module

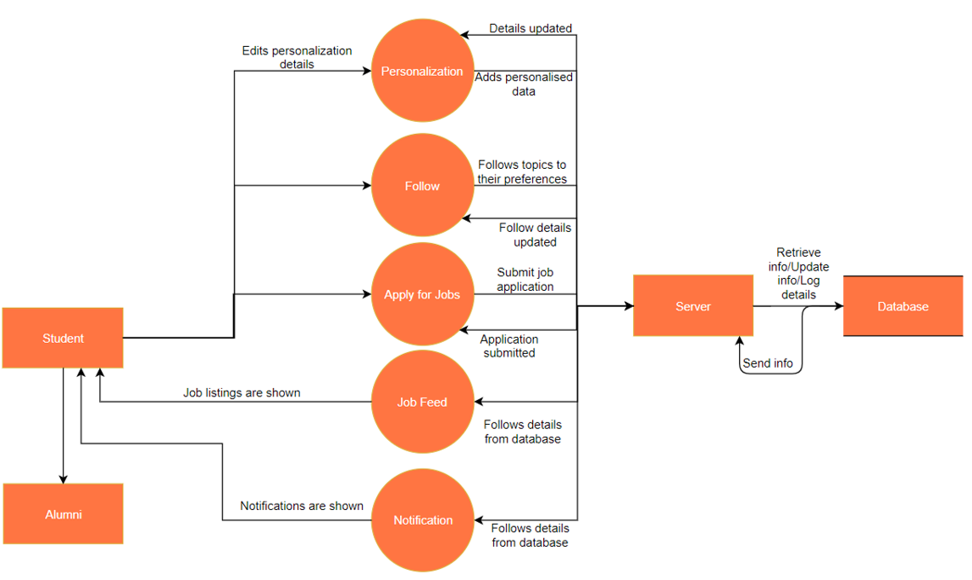


Figure 5.7 - Level 1.1.2 - Student Module

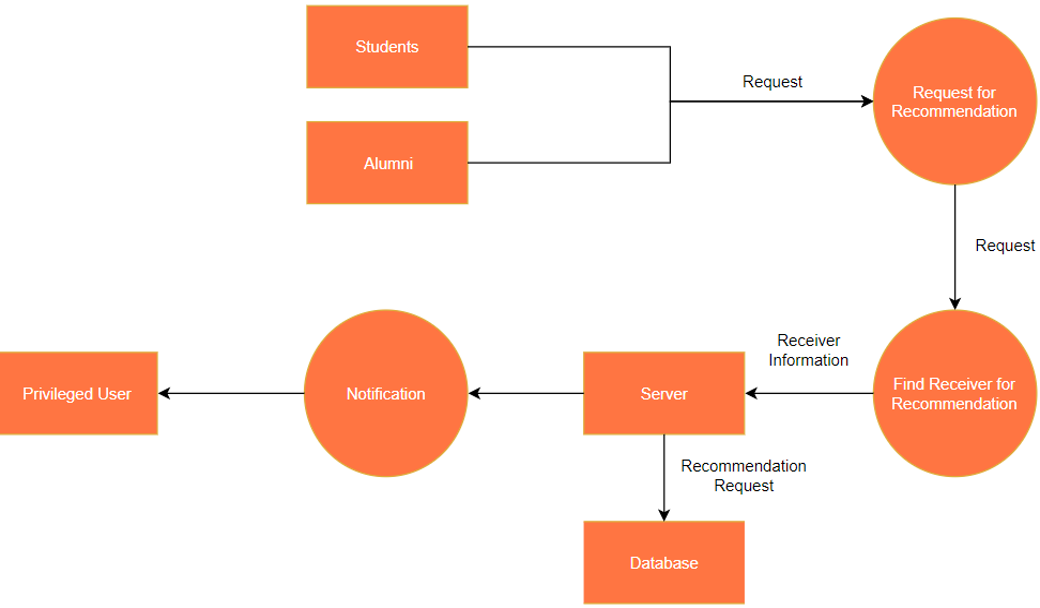


Figure 5.8 - Level 1.2.1 - Request Recommendation Module

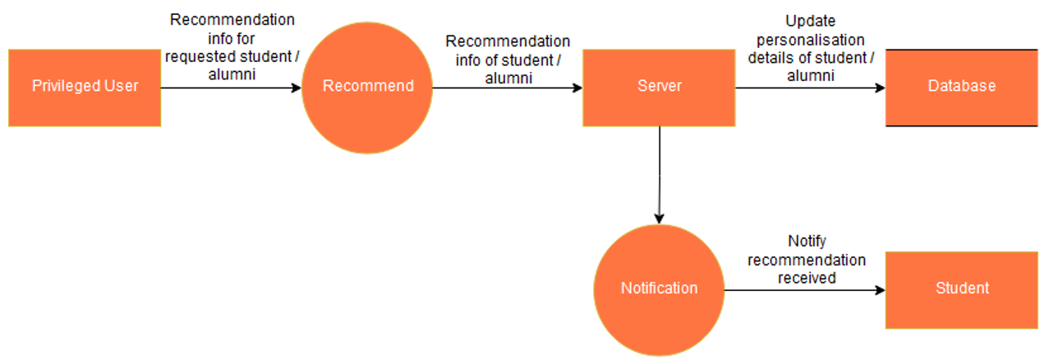


Figure 5.9 - Level 1.2.2 - Recommend Module

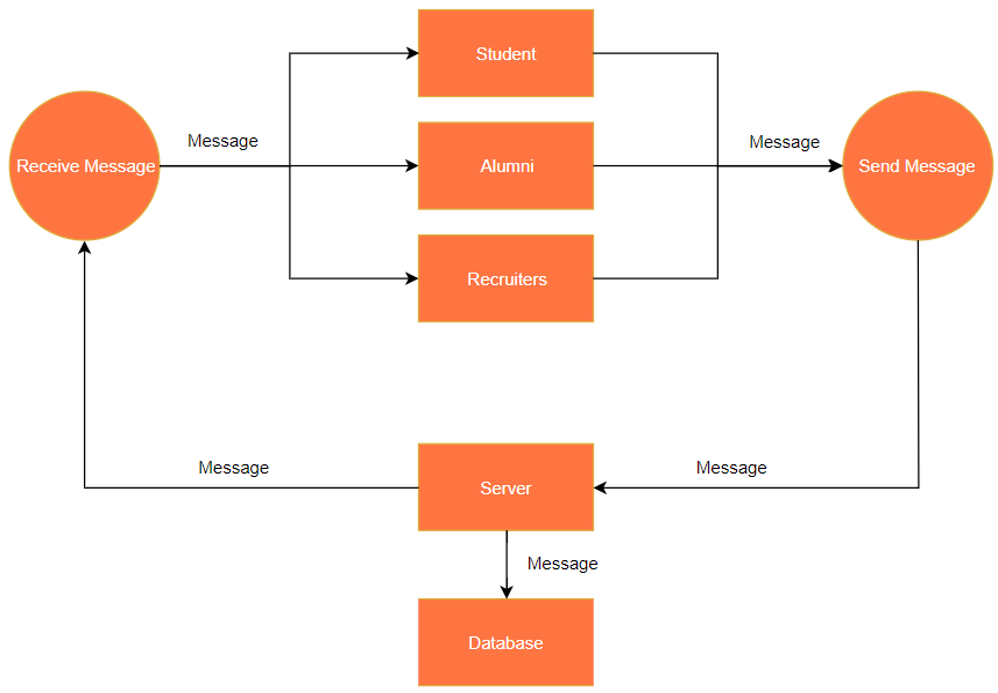


Figure 5.10 - Level 1.3 - Chat Module

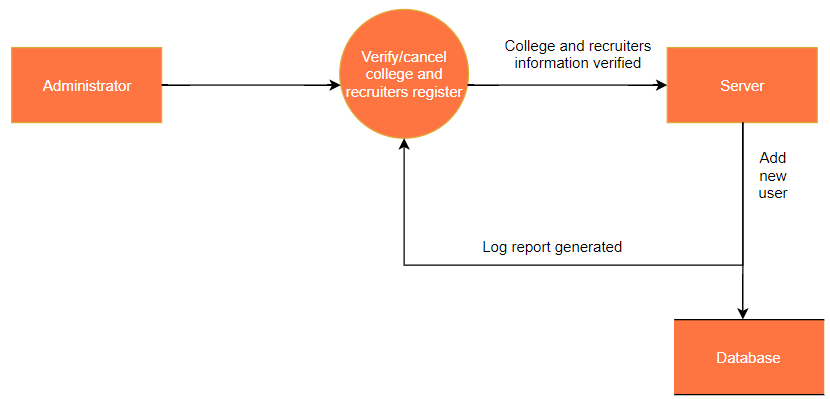


Figure 5.11 - Level 1.4 - Administrator Module

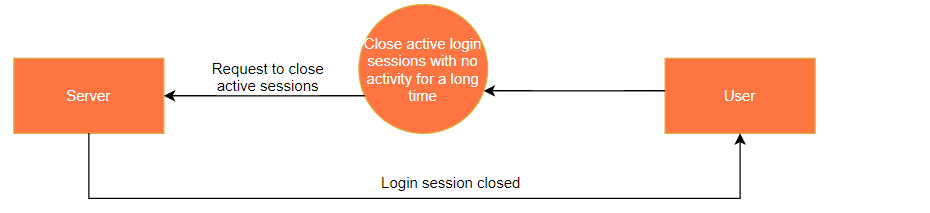


Figure 5.12 - Level 1.5 - Server Module

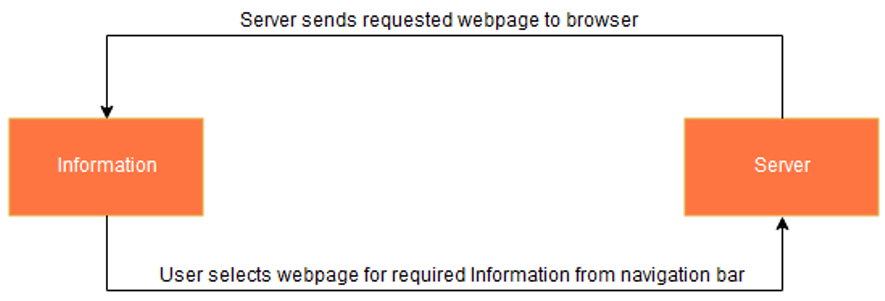


Figure 5.13 - Level 1.6 - Information Module

**LEVEL 2 DIAGRAMS:**

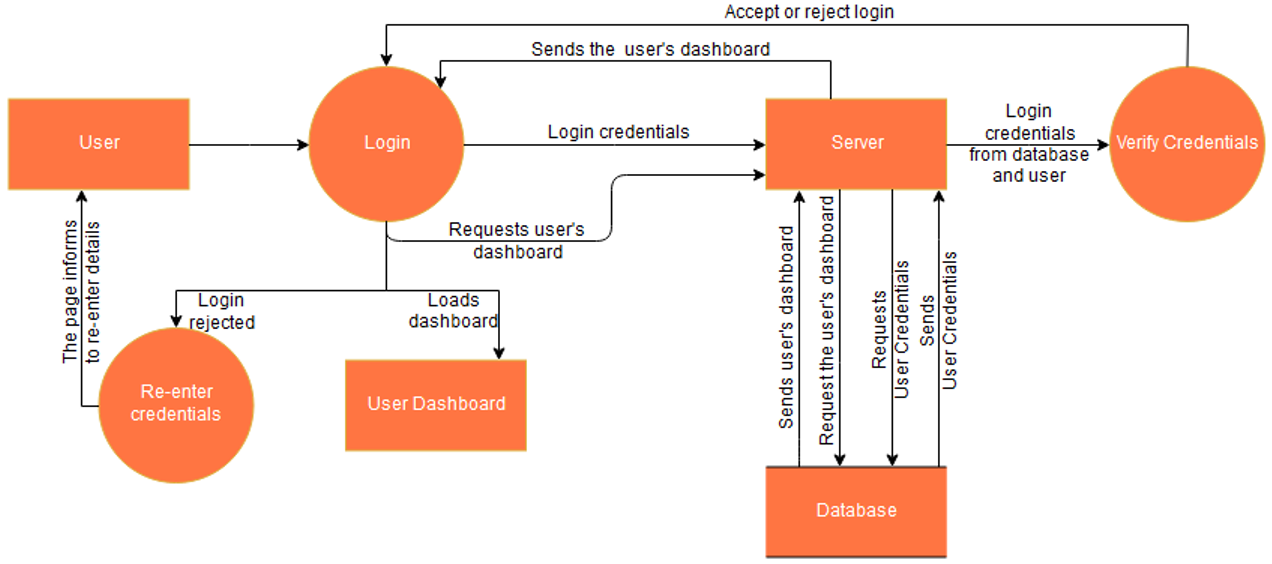


Figure 5.14 - Level 2.1 - User Login

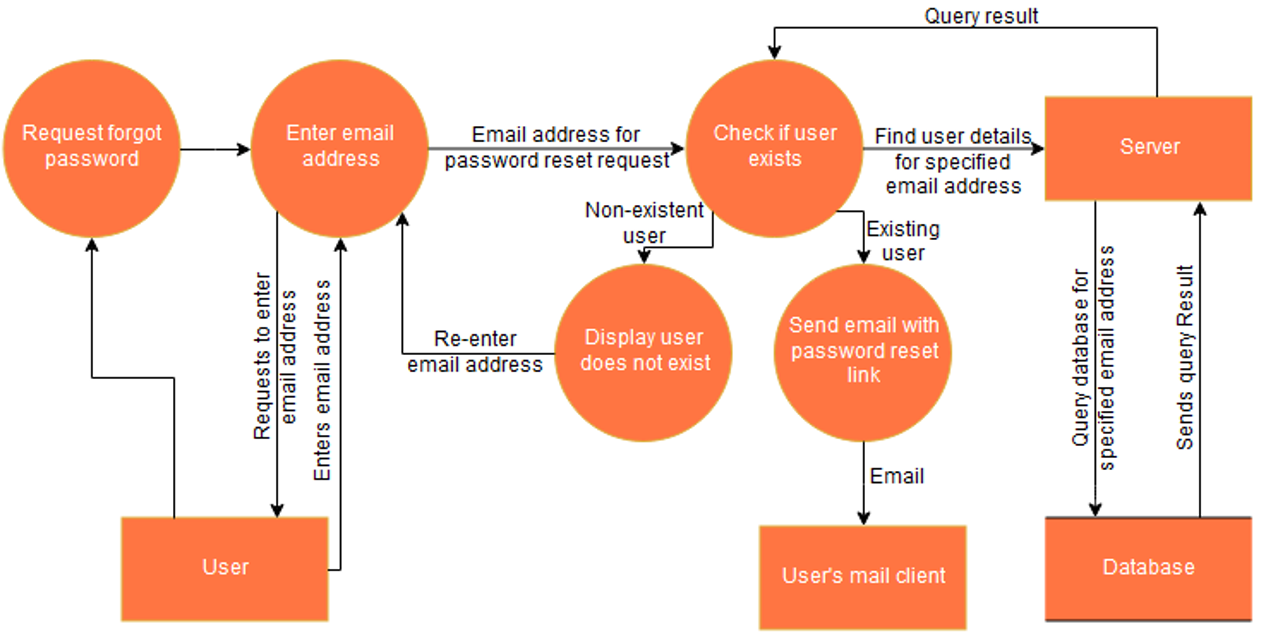


Figure 5.15 - Level 2.2 - Request for Forgot Password

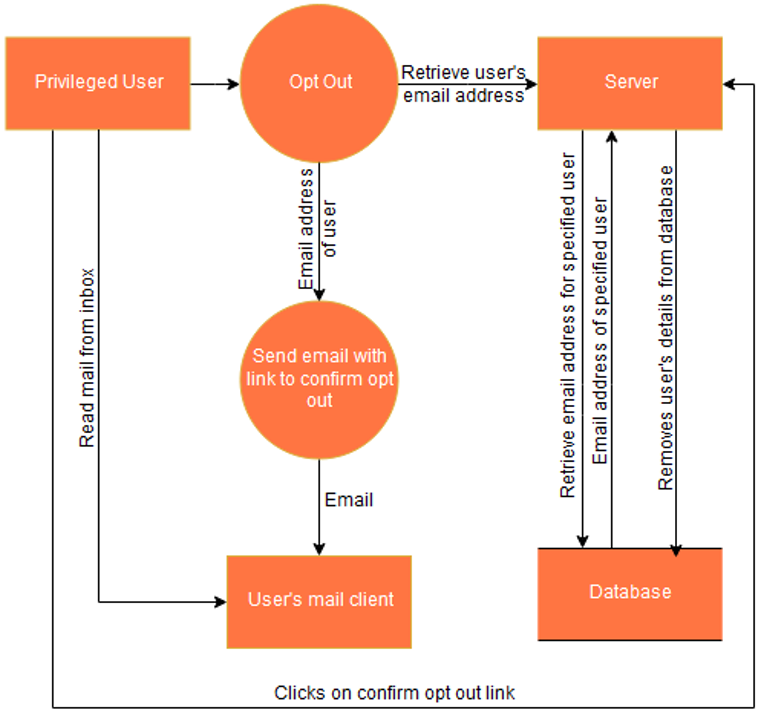


Figure 5.16 - Level 2.3 - Opt out Request by Privileged User

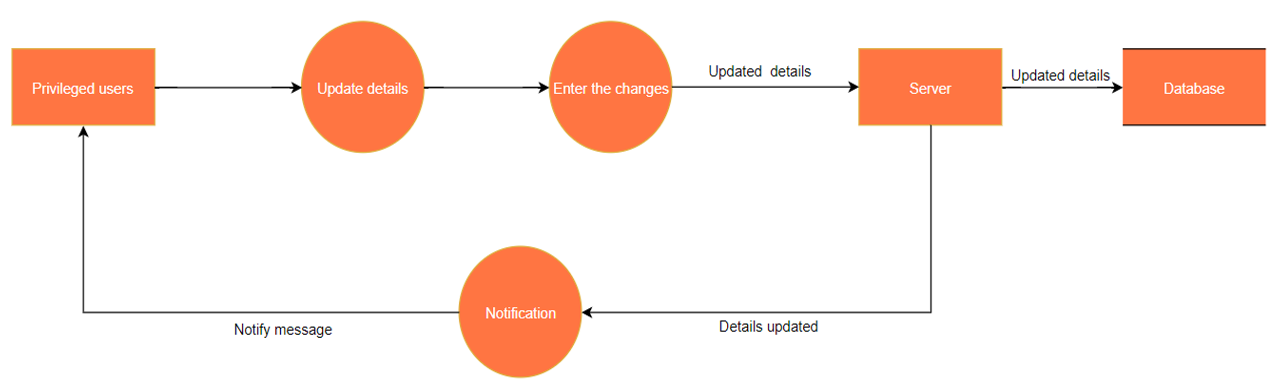


Figure 5.17 - Level 2.4 - Update Details Of Privileged User

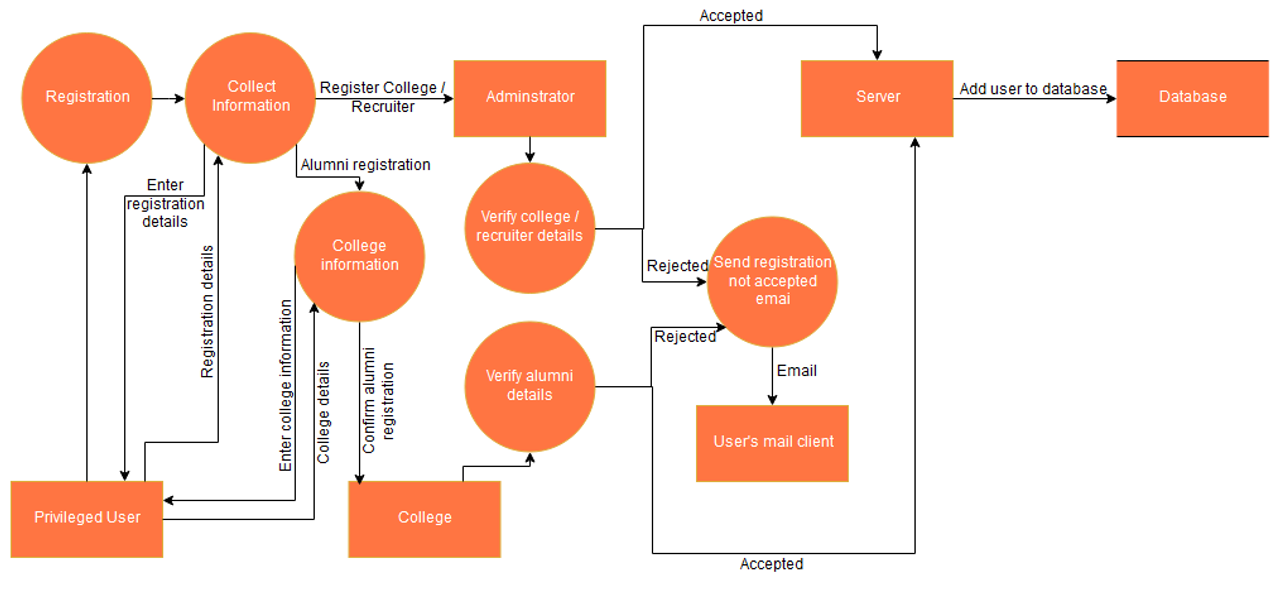


Figure 5.18 - Level 2.5 - Registration of Privileged User

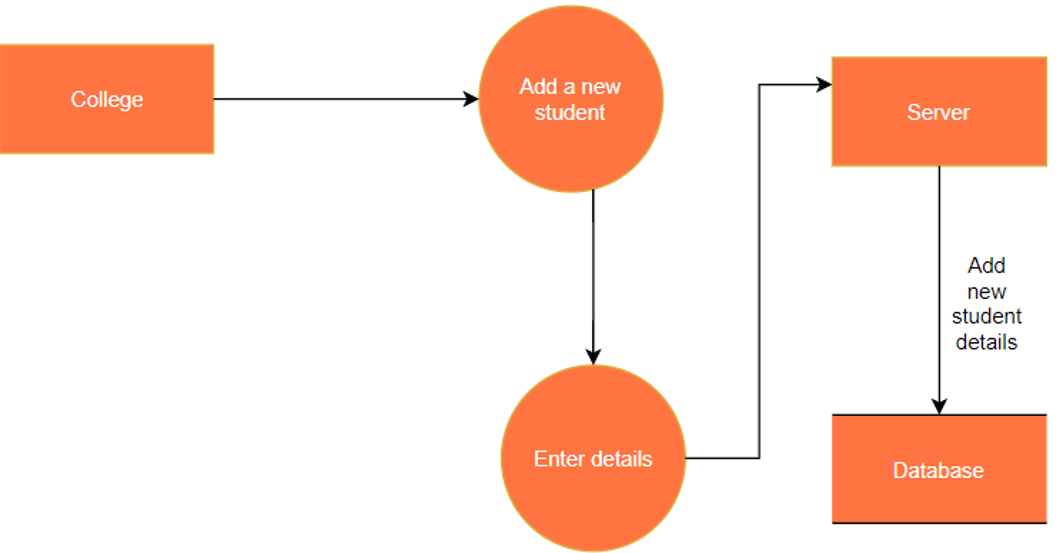


Figure 5.19 - Level 2.6 - Add New Student by College

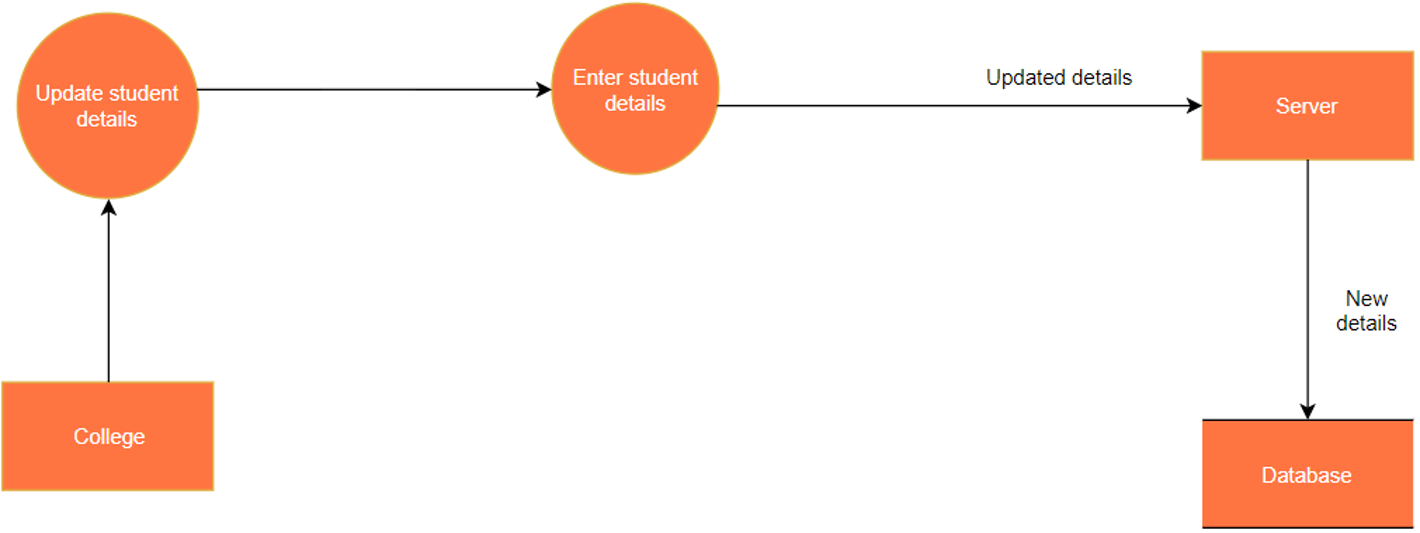


Figure 5.20 - Level 2.7 - Update Student Details

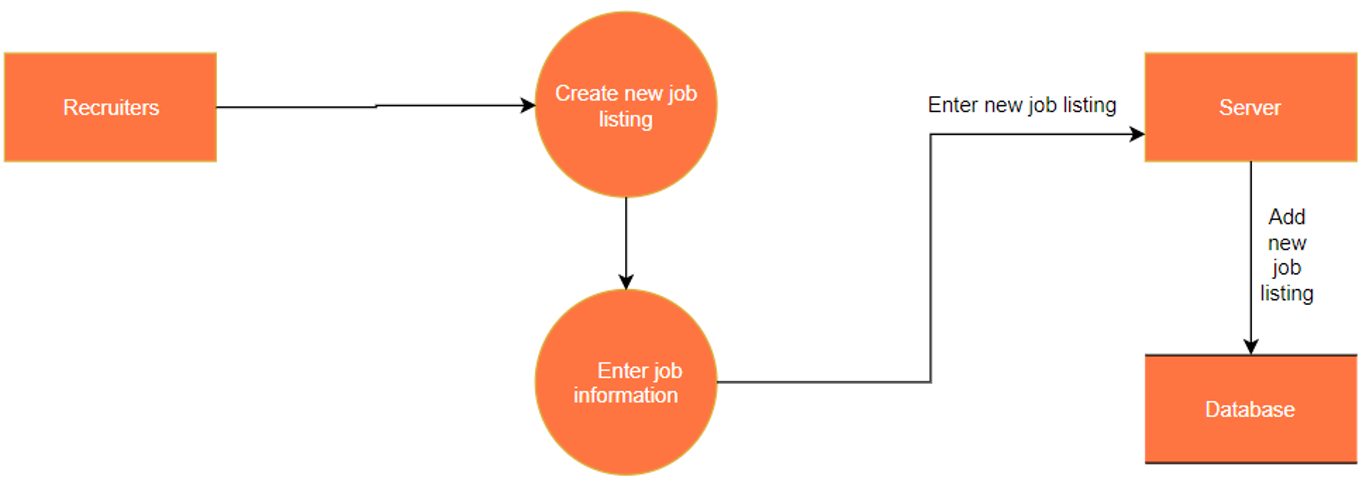


Figure 5.21 - Level 2.8 - Create New Job Listing by Recruiters

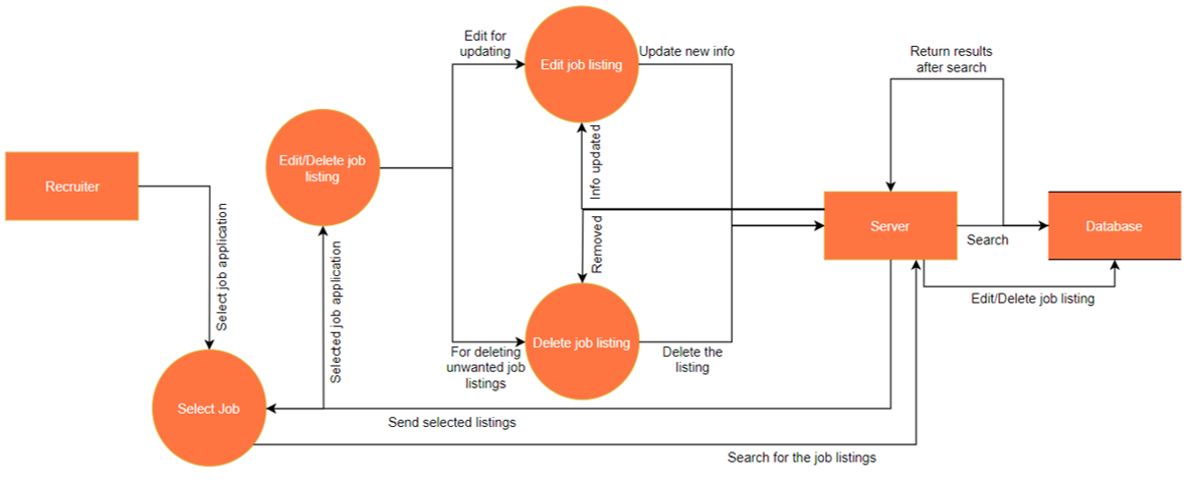


Figure 5.22 - Level 2.9 - Edit or Delete Job listing by Recruiters

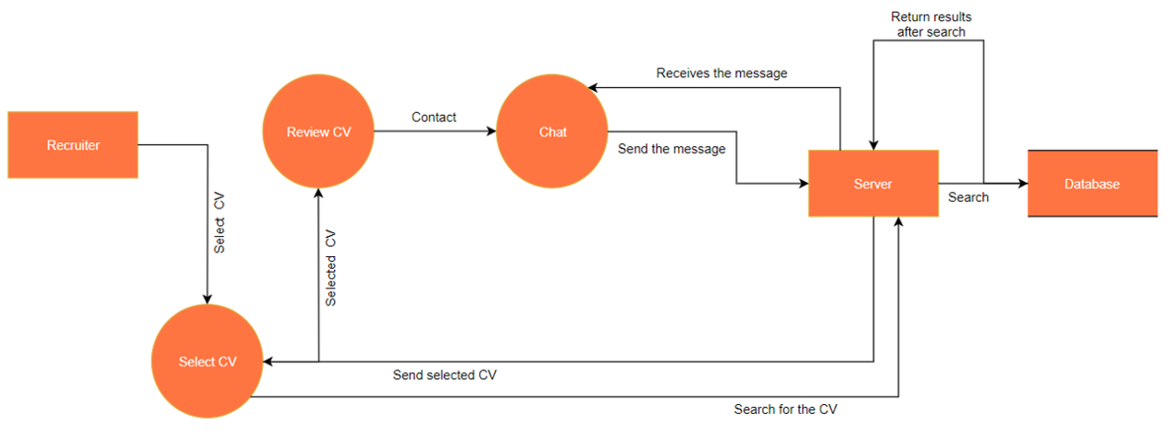


Figure 5.23 - Level 2.10 - Review CV by Recruiter

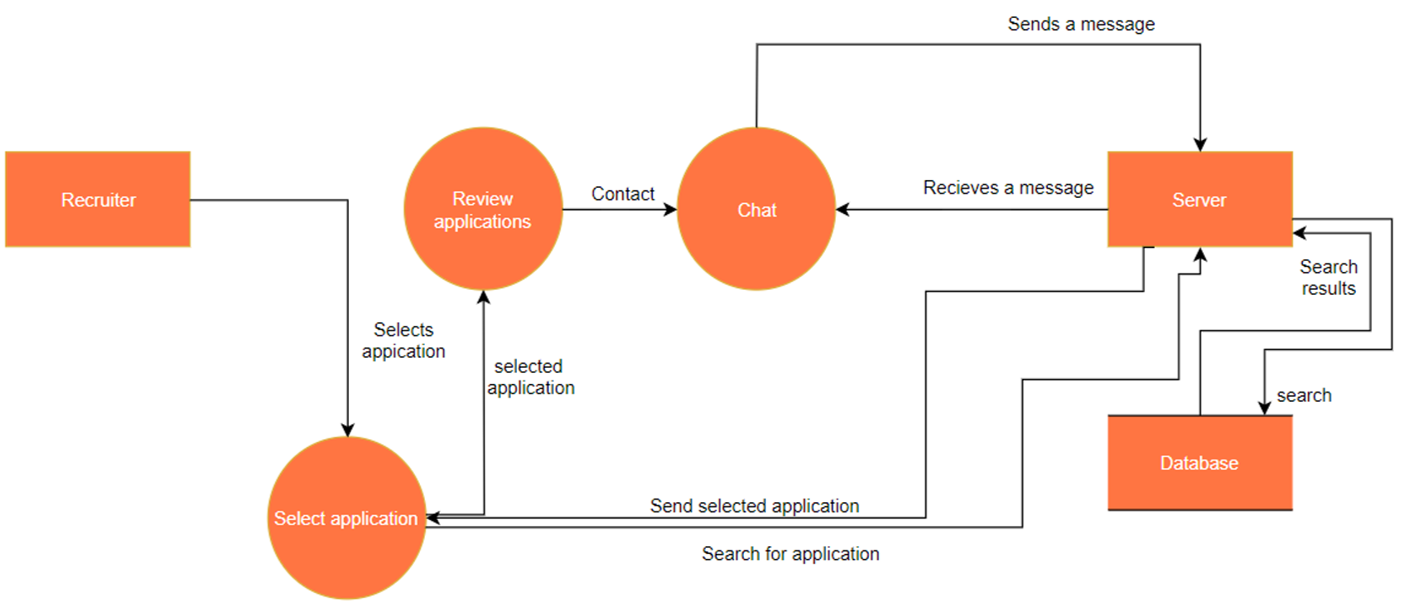


Figure 5.24 - Level 2.11 - Review Application by Recruiter

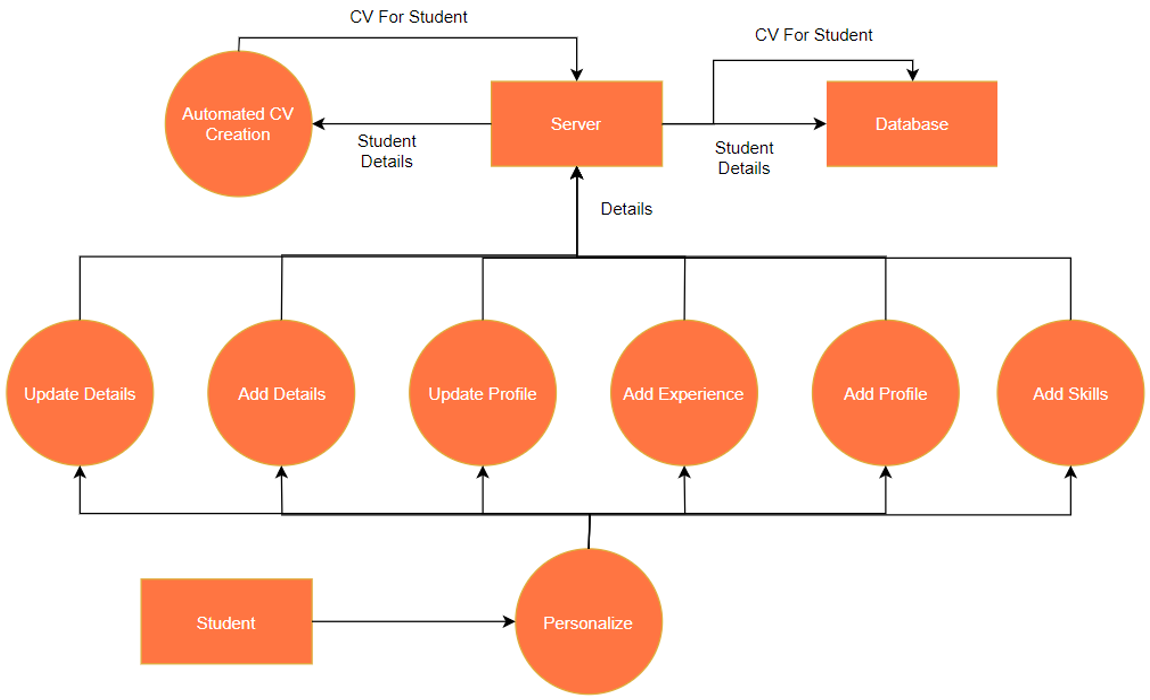


Figure 5.25 - Level 2.12 - Entering Personalisation Details by Student

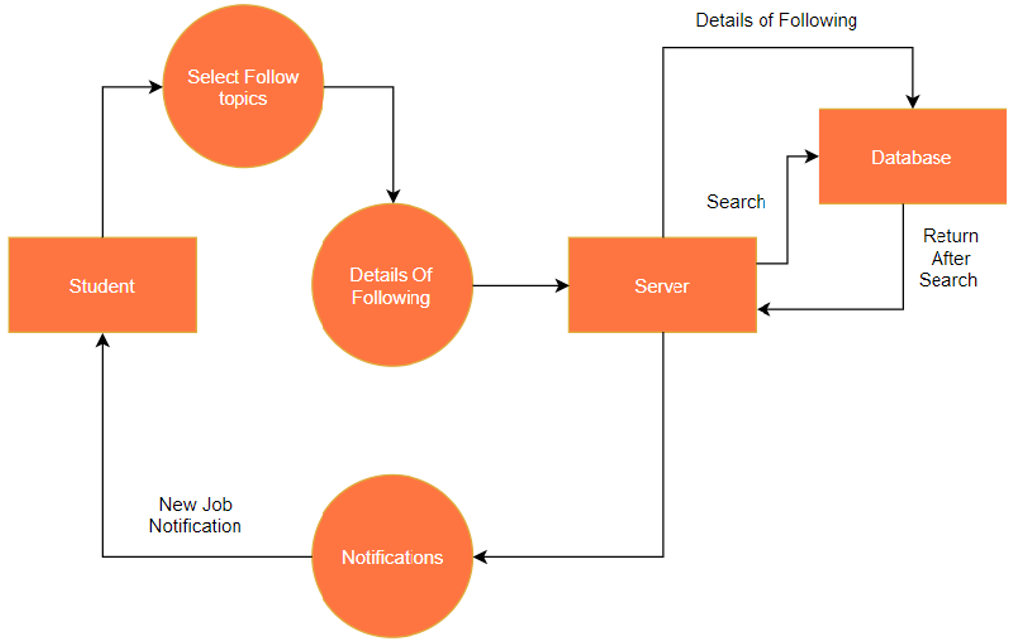


Figure 5.26 - Level 2.13 - Following Topics or Recruiters by Student

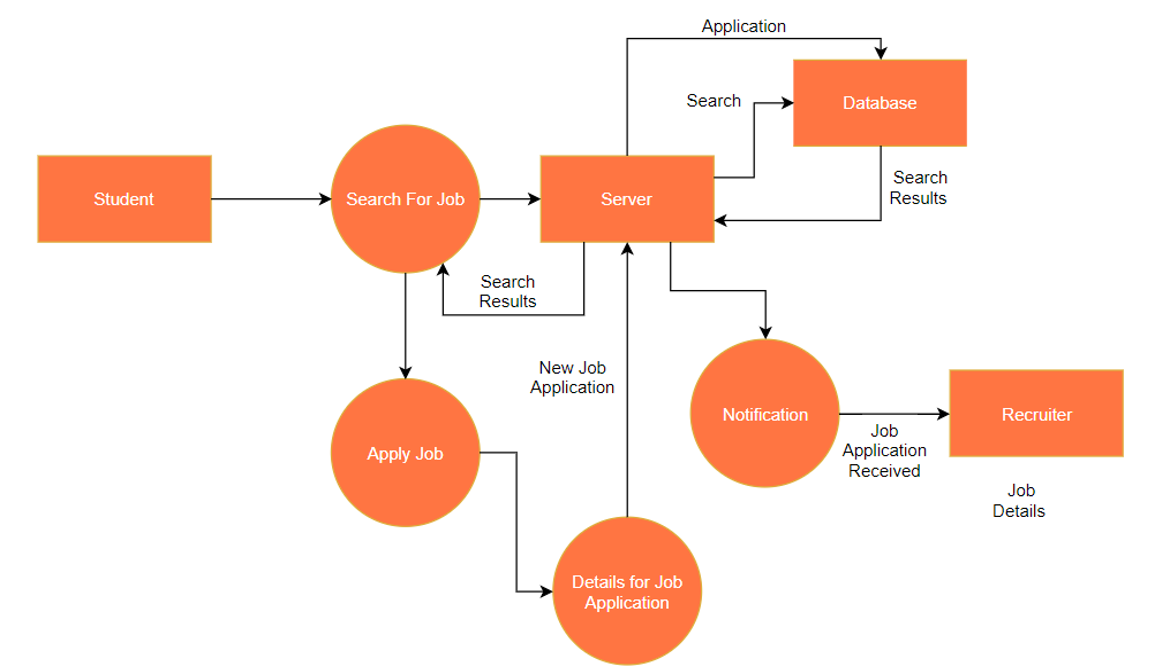


Figure 5.27 - Level 2.14 - Apply for Job by Student

## Data Dictionary

A Data Dictionary is a collection of names, definitions, and attributes about data elements that are being used or captured in a database, information system, or part of a research project. It describes the meanings and purposes of data elements within the context of a project, and provides guidance on interpretation, accepted meanings and representation [11].

Data dictionary for the proposed system are represented below as tables.

Table 5-2 - List of Collections

|  |  |
| --- | --- |
| COLLECTION NAME | DESCRIPTION |
| Address | To store address details of user |
| Mail | To store mail id of user |
| College | To store details about colleges |
| Recruiter | To store details about recruiters |
| Admin | To manage user requests |
| User | To store details of user |
| Student | To store student details and manage it |

Table 5-3 - Address Collection

|  |  |  |
| --- | --- | --- |
| Variable Name | Data Type | Description |
| address\_line1 | String | User address |
| address\_line2 | String | User address |
| city\_or\_ town | String | Place of the user |
| district | String | District of the user |
| state | String | State of the user |
| country | String | Country of the user |
| pincode | Long | Pin code of user’s locality |

Table 5-4 - Mail Collection

|  |  |  |  |
| --- | --- | --- | --- |
| Variable Name | Data Type | Description | |
| mail\_id | String | | Email ID |

Table 5-5 - College Collection

|  |  |  |
| --- | --- | --- |
| Variable Name | Data Type | Description |
| affiliated\_univ | String | College information |
| college\_landph | Long | College contact number |
| college\_public\_email | Email | College contact email |
| students | ArrayList<Student> | Student details |
| alumni | ArrayList<Alumni> | Alumni details |

Table 5-6 - Recruiter Collection

|  |  |  |
| --- | --- | --- |
| Variable Name | Data Type | Description |
| recruiter\_licence\_no | String | Approved licence number of a recruiter |
| recruiter\_landph | Long | Recruiter contact number |
| recruiter\_public\_email | Email | Recruiter contact email |

Table 5-7 - Admin Collection

|  |  |  |
| --- | --- | --- |
| Variable Name | Data Type | Description |
| college\_request\_pending | ArrayList<College> | Pending college registration requests |
| college\_approved | ArrayList<College> | Approved college registrations |
| college\_denied | ArrayList<College> | Denied college registrations |
| recruiter\_request\_pending | ArrayList<Recruiter> | Pending recruiter registration requests |
| recruiter\_approved | ArrayList<Recruiter> | Approved recruiter registrations |
| recruiter\_denied | ArrayList<Recruiter> | Denied recruiter registration requests |

Table 5-8 - User Collection

|  |  |  |
| --- | --- | --- |
| Variable Name | Data Type | Description |
| \_id | String | Unique id to identify user |
| username | String | Username of the user |
| password | String | Password of the user |
| name | String | Name of user |
| address | Address | Address of the user |
| mobile | String | Mobile number of the user |
| email | Email | User’s email id |

Table 5-9 - Student Collection

|  |  |  |
| --- | --- | --- |
| Variable Name | Data Type | Description |
| register\_no | String | Unique student identification number |
| course | String | The course student attending |
| branch | String | Branch student been attending |
| semester | String | Semester student been attending |
| starting\_yea | Year | Course started year |
| ending\_year | Year | Course ending year |
| sgpa | Float | Total scores for exams |

# Implementation

In this chapter we provide a brief explanation of the package structure used to develop the web application.

## Module Description

The entire application can be packed into a single Java module and no additional configurations are made so as to specify the module hierarchy. This approach is suitable since there would be no standalone parts to this web application. However, appropriate package hierarchy is chosen within this application as module component, to distinguish various logical and functional elements of the application. The package hierarchy chosen is as follows:

* JAVA PACKAGES
  + com.cirp.app
    - config
      * security
    - controllers
    - model
    - repository
    - service
      * security
* RESOURCE PACKAGES
  + static
    - css
      * assets
    - js
  + templates
    - admin
    - college
    - common
    - recruiter
    - student
    - view

### Java Packages

com.cirp.app is the base package for this web application. A brief description of all its sub-packages are given below.

1. config

The config package is used to define various configuration classes for this application. It includes classes for web MVC configuration, web socket configuration and a sub-package called security which defines classes for implementing web security and custom authentication success handling.

1. controllers

The controllers package defines classes for the various REST API controllers used by the web application.

1. model

The model package defines classes for the various data models used by the application.

1. repository

The repository package defines classes and interfaces to implement data repositories which perform operations for various data manipulation on the defined data models.

1. service

The service package defines classes to implement various business/logical operations necessary for the controllers or/and repositories.

### Resource Package

Resource package includes the HTML pages, CSS files, assets and Javascript files used to render an interactive user interface to the user. It also includes the application.properties file in its root directory which holds the environment variables and properties for the application. Inside the root folder, there are two sub folders as follows:

1. static

The static folder holds the static components like CSS and Javascript files placed under the css and js subdirectories respectively. For convenience of access, static assets (images) are placed under the css directory in a separate subdirectory called assets.

1. templates

Templates folder under resources is the default directory used by Thymeleaf to lookup HTML pages. While views with public access are placed in the root directory, access-restricted views are placed accordingly under sub-directories. The templates folder has the following sub-directories:

1. admin

Contains views (HTML pages) for users with role as ADMIN.

1. college

Contains views for users with role as COLLEGE.

1. recruiter

Contains views for users with role as RECRUITER.

1. student

Contains views for users with role as STUDENT or ALUMNUS.

1. common

Contains few views which are common to one or more types of users.

1. view

Contains public profile views of all users and jobs, accessible to all users.

# Testing

## Testing Explained

# Maintenance

## Types of Maintenance

# Conclusion

# Future Perspectives

# Chapter 11 References

|  |  |
| --- | --- |
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