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

July 18, 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:** July 18, 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.

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| --- | --- |
| **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

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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

# Proposed System and Feasibility Study

## Proposed Solution

## Technical Feasibility

## Operational Feasibility

## Economic Feasibility

## Schedule Feasibility

# 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 (Young, 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 (Young, p. 4). Requirements analysis is a structured (organized) method to understand the attributes that will satisfy a customer need (Young, p. 222).

## End User Specification

## Software Specification

## Hardware Specification

## SRS Document

# System Design

## System Architecture

## Interface Design

## Data Flow Diagrams

## Data Dictionary

# Implementation

## Module Description

References

Young, R. R. (2003). *The Requirements Engineering Handbook.* Norwood, MA, USA: Artech House.