**ENHANCEMENT IN CAREER FINDER**

**ABSTRACT:**

The traditional methods of finding jobs through the newspapers or the reference have become obsolete. Hence, to solve the problem, numerous job portals are available on the internet. These job portals provide a platform for both job seekers and recruiters, but the risk of fraud has increased in the present amalgamated world. The recruiters or the job seekers believe that their problem has been solved, but they fall prey to the frauds and are unaware of the facts about their data misuse. Hence, people need to find a genuine job portal to ensure that their data is safe and free from fraud. The other problem that we have identified is that if a freelancer/contractor or any person who wants to build a team and who is previously a job-seeker in the same platform wants to advertise an opening, no current existing portals are giving privilege to a person to do both job-seeking and hiring. Some web portals do not have mobile applications for easy notification access. The people are facing issues while using web portals in their mobiles. While rejecting an application by the recruiter, the job seeker usually does not get feedback for the rejection. Our system also aims to solve this problem.

The purpose of this project is to enhance a job portal website by adding additional features that will improve the user experience and increase the likelihood of successful job matches. The added features include a personality assessment test for job seekers, a skill-based search function for employers, and an interview scheduling tool for both job seekers and employers. The personality assessment test will help job seekers identify their strengths and match them with job openings that fit their personality type. The skill-based search function will allow employers to search for candidates based on specific skills needed for the job, increasing the likelihood of finding the right match. The interview scheduling tool will simplify the process of setting up interviews, reducing scheduling conflicts and improving the overall efficiency of the hiring process. Interview preparation tools, such as mock interviews and interview feedback. Company reviews and ratings from current and former employees. Resources for job seekers, such as resume building and cover letter templates, career advice articles, and mentorship opportunities. Integration with job application tracking systems to help job seekers keep track of their applications and progress. These features are expected to attract more users to the website and increase its value as a resource for job seekers and employers alike.

**Keywords:** Job portal, Recruiters, Job- Seekers, Fraud, Internet, Internet users

**CHAPTER-1**

**INTRODUCTION:**

Users of the internet in India are increasing consistently year by year. By 2020, India has nearly 700 million users of the internet in which most people are in access to the internet with their mobile itself. Unemployment can be seen as one of the severe socio-economic problem that is being faced by both developing and the developed countries. For example, in India, the rate of unemployment has been increasing rapidly since the 2000s. Dorn and Naz mentioned that one reason for this problem is the unfair distribution or absence of information on job openings, so people cannot know the latest job vacancies. It means that there are jobs available, but job-seekers do not have access to that data. An effective search of the internet might help job seekers in their job hunt. Some web portals provide an efficient way to search the web for online information on job vacancies for job-seekers . Moreover, if one tries to find any job by traditional means, it might take much time. The traditional means of finding a job is dependent on a time constraint.

In the covid outbreak, the problems have been increased even more and have become critical for job-seekers to search for jobs in traditional ways. The complications and even increased more, and it became challenging for an employer to search for a correct candidate suitable for the job that he/she will be providing. Today, the internet tool has cropped out as a virtual place where the job seekers can not only find jobs, but the employers can also find employees as per their demand. The research outcomes through this paper will be a portal that is entirely based on a survey that we have conducted among various job- seekers, students, current employees, various kinds of freelancers, employers, and some contractors. Furthermore, the portal aims to connect to the industries and support people to find jobs. Presently, there are many such job portals available over the internet. Apart from students and graduates, this research focuses on solving the farmers' unemployment problems and the labor class of society. Henceforth, this will also bridge the gap between the working-class group and modern technologies. As mentioned, a survey was conducted to identify the pros and cons of the existing portal and gather the requirements and views of people incorporated into the portal to be developed.

**OVERVIEW:**

In this work, we have developed an electronic job portal that is an outcome of the survey insights that we have conducted. The system is simple, and a modern interface comes with an android application that is fully functional and efficient enough to handle both job-seekers and recruiters. The system is simple enough that even basic technical knowledge is enough to use the portal. There are privileges to a job-seeker to recruit if one wants to build a team for various purposes. To fight against fraud, we have integrated an employer verification system in which the employer can verify himself/that he/she is genuine. In some cases, if the recruiter is not proceeding further with the candidature of the person who applied for the job, the recruiter can give a reason for the rejection.

**OBJECTIVES OF THE STUDY:**

1. To study the various recruitment processes.

2. To differentiate the traditional recruitment processes and e-recruitment process.

3. To study the usage of internet in India.

4. To study the job-finer and employer’s point of view in finding and providing jobs.

5. To study and analyze variouse-recruitment processes and systems that are currently available in the market and understand various drawbacks in them.

**CHAPTER-2**

**LITERATURE REVIEW:**

**Fred and Kinange (2016)** explored the e-recruitment activities adopted by the organization, e-recruitment process has an impact on organization, performance and efficiency of recruitment process in the organization. The HR department manages the workforce diversity in culture, time zones, expertise, benefits and compensations. Secondary data was collected for this study. This study found that businesses appear to be concerned quality oriented, competent candidate for vacancies that mainly focus on the cost. Third parties play an active role in the online recruitment process such as recruitment agencies and head hunters. e- recruitment add to efficiency, effectiveness of the recruitment process, specific internet recruitment methods attribute to the organizational developments and increases performance for organizational recruiting.

**Nasreem et al. (2016)** the study found that most of the organizations in Pakistan were using both e-recruitment and traditional recruitment sources. It also revealed that the IT based organizations are not completely relying on e-recruitment. The study also indicated that majority of respondent organizations use e-recruitment for filling the top positions.

**Ahlawat and Sangeeta (2016)** explored the different sources of e-recruitment in the organization like ease of use for the organization, increasing the speed to hire, keeping ahead of competitors, cost savings, to ease of use for candidate, to provide large candidate pool. This study was a set of comprehensive overviews of e-recruitment, also to see the challenges and benefits of using online technologies. The organization used online recruitment system to track and manage candidate’s application, that gives significant benefits in the term of cost and capability, efficiency to monitor on recruitment activities .

**Malhotra & Sharma (2016)** compared with traditional recruitment process with e-recruitment advantages and disadvantages, changed in recruitment practices and strategies causes of e-recruitment tools and analyzed the challenges and opportunities for both organizations and employees using e-recruitment. The study found that traditional method not be replaced by e-recruitment. It should complement. It is a fast process. In the modern time job portals are the most popular source of e-recruitment because commercial websites provide a platform for employers to meet the prospective employees.

**Anand & Chitra (2016)** discussed the previous results of perceived ease of use of e-recruitment benefits from theoretical background and HR manager point of view. Investigated the impact of superficial usefulness on adoption of e-recruitment and challenges faced by HR professional. The study found that e-recruitment helped in HR activities of the organization to reduce the administrative burden. E- recruitment provided different kinds of benefits in terms of efficiency and cost for the employee and organization.

**Rani (2016)** identified accessible job sites need to deliver extra useful function on the sites to help users for job search. It also provided an awareness for job seekers to found employment by using the internet for job searchers. Convenient sampling technique was used for collecting the data with 100 sample size. The study found that jobseekers getting benefited with the help of internet. In this way, job seekers found advertisement easily on websites, job boards & portals. Because it is a time and cost effective. In the end of conclusion internet has been accepted as a most convenient & better source of finding jobs.

**Sherkar (2015)** identified the various e-resources available to assist the e-recruitment process in hotels and its advantages to check the efficacy of e-resources in e-recruitment. Simple random sampling was used. The study covered the hospitality industry for the 5 star, 4 star, 3 star and budget hotels. The study found that HR manager identified suitable e-resources for recruitment in the top management, and e-resources should be used mainly for attracting talent and for simplifying the e-recruitment process. The use of e-resources in e-recruitment can be increased to achieve desired results.

**Kaur (2015)** focused on the criteria for effective e-recruitment, methods, trends, benefits & drawbacks of the e-recruitment. The research methodology was exploratory and qualitative. Secondary sources of data were taken from various journals, articles, and research papers. The author suggested traditional method should not be replaced by the online recruitment fully, it should supplement and cover the traditional method and recruitment process will be faster and time saving. In the recruitment process adopted by companies the credit goes to the value, efficacy and ease of using career site.

**Ozuru and Chikwe (2015)** the present study associated with implementing e- recruiting strategy by corporations in Nigeria. This study adopts the documentary and survey methods, which were analyzed using SPSS. The study found that there was a relationship between website design and advantage; significant relationship between corporate adoption web design and complexity in Nigeria that indicated the influence on the relationship between e-recruitment strategy and corporate adoption in Nigeria. This study found that e-recruitment strategy to identified the fundamental determinants of the level of acceptance of the technology by the corporations in Nigeria.

**Rakholiya and Gupta (2013)** studied the applicant's perception toward the usefulness of erecruitment websites, processing time and cost of e-recruitment, specific factors while selecting a job through e-recruitment. Research methodology was descriptive and analytical: research design was qualitative and quantitative, sample size for this research was taken 100, convenience sampling method was used. This study focused on the e-recruitment on the individual’s perception and satisfaction. On the basis of individual understanding engineering practices provided online job seekers need to deliver valuable information, easy & enjoyable web-based recruitment to job seekers.

**Shahila and Vijaylakshmi (2013)** compared the traditional recruitment process with online recruitment (e-recruitment) and also discussed the disadvantages and advantages of e-recruitment. They also focused on the trends and practices of online recruitment process in the company and potential of e-recruitment. The outcome of the study reflected that adoption of e-recruitment was not a right technology, it was about the employment system being capable to attract the right candidate for the right job on the basis of the selection criteria. It was about rising the capability of HR to simplify end-to-end process, similar to the supply chain.

**Khan et al. (2013)** explored the significance of e-recruitment practices and investigated the relationship between the job seekers perception, recruitment sources and intention to pursue the job. 257 respondents were chosen for the study. The present study established that internet is the most popular recruitment source to search the jobs and to study the job seekers perceptions. Malik and Razaullah (2013) examined the application of e-recruitment practices as a tool for workshop. The purpose of the research was to find that how e-recruitment practices are useful in workforce attraction. Telecommunication sector was selected and the study found that there is a positive relationship between attraction of the employees and e-recruitment practices. This investigation proved the positive impact of e-recruitment on the development and hiring process of employees in telecom sector.