Project and Professionalism

(6CS007)

Student Id   : 2039294

Student Name   : Roshan Dahal

Supervisor   : Sagar Lamichhane

Cohort/Batch   : 4

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1. Introduction

There is a strong demand for job portals in today's world as each project needs a professional workforce to complete. Communicating through work portals is simpler for both recruiters and seekers. They will control the excessive demand for jobs across these pages.

For their gain, the recommendation system can change the style of job search. In many common fields, such as film recommendations, book recommendations, music recommendations, and many more, this method is used. The recommendation system finds the parallels in several different occupations, allowing both the recruiter and the seeker to find what they want.

The "Job Portal and Recommendation System" project, whose main objective is to recommend jobs to multiple users on the basis of their interests and needs. This purpose-oriented system contains a filtering system based on content. Based on similarities between different objects in a dataset, content-based filtering systems provide a user with a recommendation. (Doshi, Bakre, Agrawal, & kosmakar, 2016)

This scheme ensures consumers have hassle-free experiences when looking for a job. It also analyzes the user's actions and suggests the position based on their recent quest and the requirements that they meet for a particular job. So, in many ways, this web application assists people. The complexity of this intended framework easily involves working within multiple data. This web application can assist users without any hassle to get to the many jobs. This scheme is also ads-free, too.

2. Social Impact of the project

Social impact: a collection of rules to describe the effect of a program, technology, and an activity is known as social impact. (Onyx, 2014) Each device has two consequences, one is positive and the other is negative on society. By using that system, positive impact gives a person or a group a benefit, while negative impact behaves counter to the positive one.

2.1 Positive Social Impact

The key advantage of these individual work portals is that they offer easy access to a framework and often provide better-recommended jobs without any commercial ads. A candidate can at any time apply for the position concerned and the recruiter can announce the vacancy of a particular job. The user interface is very user-friendly and the framework is easier to use. To save time and effort, the suggestion framework helps.

With immense technological developments, each role of the organization has undergone a dramatic shift and recruiting is no longer the same as before. With the necessary requirements, recruiters can post varieties of positions for different designations and can pick the individuals that meet the required criteria. Seekers will spend time looking for the job they want. System records different keywords used by a user to search for a particular job and later uses the knowledge to suggest the same job that might be of interest to the user. Users are also able to save and apply for work during their spare time.

Online work portals will increase jobs and help to expand the social economy. Instead of freelancing, this method encourages coworking, which increases contact between individuals and helps socialize.

As the gathering of information, filing, administrative work is carried out online, so paper work or paperwork has been reduced.

2.2 Negative Social Impact

Online job portals have influenced local job vendors because a web application may simplify their jobs. It takes time and costs money for local work providers to get jobs, so most job seekers choose to use job portals instead of going to vendors.

Many candidates apply their resumes only to recognize their market value. As the candidates are not individually tested, it is therefore not known if they are serious or not serious. The recruiter

will know at the time of the interview that leaving the current job is not serious for the candidate. But some serious candidates may have been rejected by that time.

Another detrimental influence on culture could be bad news. Seekers who are not approved can speak negatively about the job portal, and this can impact the application's future customers.

The procedure is limited only to computer-savvy applicants. Only the job from the application can be applied for by applicants with strong computer skills. So, candidates who don't have strong computer skills may not be eligible to apply for the job they want.

3. Ethical Issues

Ethics can be described as a person or a group's proper values that typically show whether they are seen as good or bad. Basically, ethical concerns are certain peculiar conditions that mark them as incorrect and the thing they do as unacceptable. (kalloniatis & travieso-gonzalez, 2020)This system may pose many ethical issues. Some of the ethical issues are explained below.

3.1 Privacy Issues

In this objective method, the basic feature of an ethical dilemma is that the user has its own accessories such as hardware, OS, and software in which a network accesses the user. The framework has a larger network in which vast volumes of data or information are transmitted, contributing to the disclosure of their data and information. Without their permission, the privacy of users could be made public. In the user management system, where the data is registered in the system, the user records their data. So, disclosing inappropriate information is a privacy issue. There is a danger associated with user privacy violations, i.e., data leaks that can occur in the absence of users. The administrator also has access to all registered information that is in the system. There are risks, therefore, that the data will be collected and sold to a third-party company. If the third-party company spams the unauthorized advertising in its mail or username, there might be a privacy problem that arose that is not ethical.

3.2 Protection of data

The user fills in forms when registering an account on the website. Personal information such as user name, contact number, address, and so on may be included in the fields on the forms. Via good encryption algorithms, such data must be secured so that hackers cannot easily access or steal data from the database of the website.

3.3 Customer Service

It is really valued to have good customer service. They will not go all the way to the business if a customer has an inquiry about a certain video or some other inquiry. Good online chat systems, email services or even phone call services can be provided to solve this issue.

5. Legal Issues

In contrast to social and ethical issues, legal issues are even more serious because they include the government. The area of web creation consists of many such legal actions and, if disobeyed, one must face the consequences through economic fines and even imprisonment in certain cases. Being a lawyer, it is one's responsibility to be mindful of the basic legal problems that can hamper their company and impact their clients. Throughout the creation and modification of the website, there are some national and some foreign legal acts that should be heavily considered.

5.1 The privacy act

The Privacy Act was first adopted in Nepal on September 18th, 2018. This act safeguards the privacy of people, belongings, identities and even records, information and collections. If the act is violated and the victim files a lawsuit within three months, severe sanctions must be levied on the person or business caught in the violation. The violator of the privacy act is first brought to the district court and if found guilty, the court can fine up to thirty thousand Nepalese rupees individually or can be sent to jail for a maximum of three years.

6. Security Issues

The security element is an integral part of a framework of intent that takes place over the internet. In this intended framework, there is a substantial safety measure. This system stores all users' data. This system allows the user to register in order to protect data privacy before accessing any of the attributes of this specific system. If the system is made public, many possibilities of data breach and disclosure of personal information could arise. The required encryption method should be applied at the time of registration of each given user while storing the data. This storing of raw data may result in some personal user information being misapplied. Even the minor leak of such personal information without the consent of the user could lead to a big result for the system.

6.1 Cross site scripting (XSS) protection

This is an assault where the attacker injects a script on the client side into the user's browser. It's a web application exploitation method that tricks the user's browser to return malicious JavaScript to the user. The attacker can gain full access to the application when malicious code is executed on the victim's browser. This attack can be avoided by using Django templates.(ALECU, 2012)

6.2 SQL Injection

SQL injections are one of the oldest yet dangerous malware used to steal important data from websites. Most of the time SQL injections are the reason behind ATM hacking and password retrieval through illegal means. The major way to prevent the website from this problem is by using a stored procedure over a dynamic SQL. Stored procedure can be used externally multiple times whereas dynamic SQL can't. Input validation is equally important as it makes sure that the user provided data is in an acceptable format. It helps to restrain the commands entered in the input string. The other prevention method is the usage of web application firewall. (NEUPANE LAW ASSOCIATES, 2019)

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