

# OpenReview — Employer Review Portal

Name for the website: OpenReview

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## 1. Project Description

This project is about developing a website for collecting employee reviews about their work experience at various companies. While the expectations about the functionality of this website are pretty basic, there are forms which are meant to retrieve and send data to a database. There is also a Search Engine Optimisation (SEO) component added to this project.

We have fully implemented the basic required functionality along with SEO, a JavaScript chart to visualise the data, and a login/register page (partially implemented).

The idea for the employer review portal has been thoroughly implemented in a website called Glassdoor.com (<https://www.glassdoor.com/about-us/>) which contains 114 million of employer reviews from 2,2 million employers. The data used in this project, OpenReview, is a small fragment of data available from Glassdoor.com.

## 2. Language and frameworks used for implementation:

The core task was to develop a website for collecting reviews and displaying review information. This task required some Front-End work for building pages and forms by using HTML, CSS, Javascript, jQuery and Bootstrap, and also Back-End functionality written in PHP.

Github was used throughout the entire project as a versioning-control system.

## 3. Screenshots for main functionalities: 3.1. Start / Home / Index page:

# OpenReview

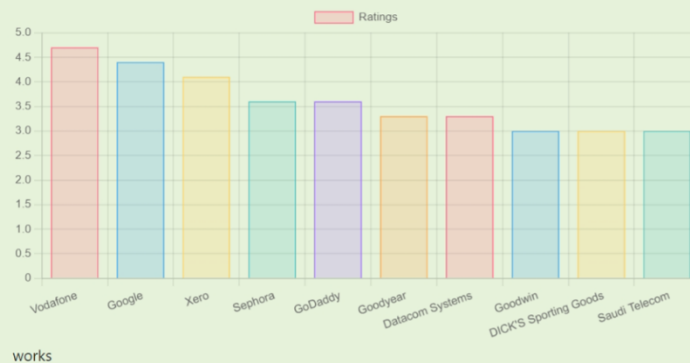
One of the best-rated Job Review Tool

You deserve a job that loves you back...

Million of people are searching for jobs, salary information, company reviews, and interview questions.

See what others are saying for on OpenReview today.

## TOP 10 RANKING - BEST COMPANIES



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The homepage consist of a navigation bar which is shared component, some text and metatag content with a brief description about the website that includes some keywords for SEO, a ranking chart, and a footer.

For the navigation bar, we added a “home”, “employer ranking”, “review employer”, and a “login” buttons. Each button will take you to the page that you want to access. Screenshots of other page after click are shown below. It is the same bar shared with almost every page of the website.

Footer detail is for illustration purpose only, it will not respond or show anything when you click on it. As we only focus on the main features required for the assignment. It is also a shared component.

The ranking chart (as an advanced feature), built mainly with Chart.js, will show you up to the top 10 best-ranked companies (it will show all the companies if less than 10 companies have been reviewed). It will not consider the number of reviews, only the overall rating for each company. That is, if you add a review for a non-reviewed company, with each of its individual rating with a score of 5/5, the chart should show this

company first in the chart. Please note that this might not be the best way of implementing it, but it was created for illustration proposes. Not focusing on the statistical part of it.

### 3.2. Overview page:

This page shows all the companies which have been reviewed, sorted by overall rating, descendent. Each Bootstrap card will be one company. There is also a search bar included in which you could search a company by name. (Pagination for this page was not implemented as we believed it was not part of the scope of the assignment, but we acknowledge that is needed for a larger database).

As a feature we added an avatar for each company and also two buttons in each card that will take you to their website or the reviews page, where you can see ten reviews for each company per page.

## Employer Ranking

The best ranked employers

Search Company

Search



Vodafone

Newbury, England, United Kingdom  
Rating: 4.7 out of 5

5 reviews

Show reviews

See their website



Google

Mountain View, CA, United States  
Rating: 4.4 out of 5

18796 reviews

Show reviews

See their website



Xero

Wellington, Wellington  
Rating: 4.1 out of 5

685 reviews

Show reviews

See their website



Sephora

San Francisco, CA, United States  
Rating: 3.6 out of 5

5108 reviews

Show reviews

See their website



GoDaddy

Tempe, AZ, United States  
Rating: 3.6 out of 5

2021 reviews

Show reviews

See their website



Goodyear

Akron, OH, United States  
Rating: 3.3 out of 5

7 reviews

Show reviews

See their website



Datacom Systems

Christchurch, Canterbury  
Rating: 3.3 out of 5

471 reviews

Show reviews

See their website



Goodwin

Boston, MA, United States  
Rating: 3.0 out of 5

1 reviews

Show reviews

See their website



DICK'S Sporting Goods

Coraopolis, PA, United States  
Rating: 3.0 out of 5

1 reviews

Show reviews

See their website



Saudi Telecom

Riyadh, Saudi Arabia  
Rating: 3.0 out of 5

1 reviews

Show reviews

See their website



University of Canterbury

Christchurch, Canterbury  
Rating: 3.0 out of 5

3 reviews

Show reviews

See their website



Boxer Property Management

Houston, TX, United States  
Rating: 3.0 out of 5

1 reviews


Show reviews

See their website

To see the reviews page, click on the blue button. (See screenshot below) To visit the company's website, click on grey button.

[OpenReview](#) [Home](#) [Employer Ranking](#) [Review Employer](#) [Login](#)

## Google Reviews



Former Employee - Overall Rating: 4 / 5

### Associate

**Pros:**  
salary is nice to have

**Cons:**  
bad environment and people for

**Advice:**

**Rating:**  
Career Opportunities: 0 / 5  
Compensation and Benefits: 0 / 5  
Culture and Values: 0 / 5  
Diversity and Inclusion: 0 / 5  
Senior Leadership: 0 / 5  
Work-Life Balance: 0 / 5  
Recommend to a friend: NO

**Summary:**  
good

Reviewed on: 9-11-2021

Ex-employee - Overall Rating: 5 / 5

### Software Engineer

**Pros:**  
Pay, work life balance, crazy smart people, hard problems, mentorship and support.

**Cons:**  
Google is a big company and can move slowly at times.

**Advice:**

**Rating:**  
Career Opportunities: 5 / 5  
Compensation and Benefits: 5 / 5  
Culture and Values: 5 / 5  
Diversity and Inclusion: 4 / 5  
Senior Leadership: 4 / 5  
Work-Life Balance: 4 / 5  
Recommend to a friend: NO

**Summary:**  
Great place to start your career.

Reviewed on: 9-11-2021

Former Employee - Overall Rating: 5 / 5

### Software Engineer

**Pros:**  
Very nice environment with friendly colleagues

**Cons:**  
I have no negative opinions

**Advice:**

**Rating:**  
Career Opportunities: 5 / 5  
Compensation and Benefits: 5 / 5  
Culture and Values: 5 / 5  
Diversity and Inclusion: 5 / 5  
Senior Leadership: 5 / 5  
Work-Life Balance: 5 / 5  
Recommend to a friend: NO

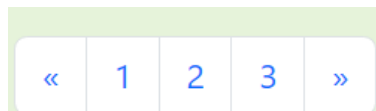
**Summary:**  
Perfect

Reviewed on: 9-11-2021

In the review page, reviews are sorted per timestamp, that is, the most recent will be on top.

Each Bootstrap card is a review. The header of the card will say if the person who created the review was still working, or not, in the company at the moment of the review, and the overall rating of the review (which is an average of all the sub-ratings of the review). Then the title will be the role in the company, then pros, cons, etc. At the bottom of the card you will find the date of the review.

Then, when you scroll to the end of the page, you will find the pagination at the bottom left. Pagination was implemented using Bootstrap, HTML, and, of course, PHP.



### 3.3. Submitting a review:

## Rate an employer

Your opinion is important for the community.

Instructions: Temporal solution for searching a company to review.

Write in the search bar at least 3 letters of the name of the company, then press the button search and the results will be options to select in the field below.

Company Name

### Details

Company to Review:

Job Title:

Employed From:



Employed Until:



Status:

Still employed?:

### Ratings

CEO:

Compensation & Benefits

Career Opportunities

Business Outlook

Culture And Values

Diversity & Inclusion

Senior Leadership

Work-Life Balance

### Comments:

Recommend to a friend?

Advice:

Pros:

Cons:

Summary:

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The confirmation message:

REVIEW SUCCESSFULLY SUBMITTED. [Go Back to Home](#)

This page is almost self-explanatory. It uses an HTML form enhanced mainly with the Bootstrap library. To begin, (for simplicity and lack of time) you first have to pre-search the company by typing at least 3 letters of the name in the search bar, then press Enter or the search button. The results of the search will then be built into the next field where you can select it as an option. After entering all details required, screen will prompt message “REVIEW SUCCESSFULLY SUBMITTED”

And a button “Go Back to Home” and now you should be able to see your review in the employer-ranking page (or even in the chart if the review was good enough).

### 3.5. SEO features

```
<!-- META CHARSET -->
<meta charset="UTF-8">
<!-- META VIEWPORT -->
<meta name="viewport" content="width=device-width, initial-scale=1">
<!-- META EDGE -->
<meta http-equiv="X-UA-Compatible" content="ie=edge">
<!-- META DESCRIPTION -->
<meta name="description" content="OpenReview is the best known website for employees to leave reviews of employers.
We have a huge number of people who rate their CEOs, and OpenReview+ reviews provide open-ended pros and cons of working a
<!-- META KEYWORDS -->
<meta name="keywords" content="Employer Rankings, Review Employer, Job Review, Top Companies">
<!-- META AUTHOR -->
<meta name="author" content="Sebastian Sosa Salas, Ann Ngo">
<link href="img/favicon.ico" rel="shortcut icon" type="image/x-icon" />
```

Meta tag includes: meta charset, meta viewport, meta http-equiv, meta description, meta keywords, meta author

Meta charset: Specifies the character encoding for the HTML document

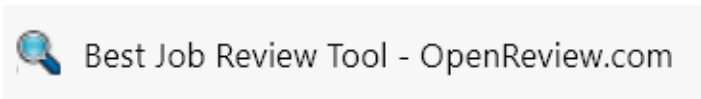
Meta view port: Setting the viewport to make website look good on all devices

Meta http-equiv: Provides an HTTP header for the information/value of the content attribute

Meta description: Define a description of web page  
Meta keywords: Define keywords for search engines  
Meta author: Define the author of a page

Favicon added for user experience.

Note: Some minor changes have been added since the screenshots were taken. Some of the components might be slightly different.



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