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# 1. Introduction

HRM, the Human Resource Manager, represents a pinnacle in the evolution of recruitment systems, offering a comprehensive, web-based platform for streamlining the multifaceted process of talent acquisition. Its inception stems from a deep-seated recognition of the challenges that besiege traditional recruitment methods. By harnessing the transformative capabilities of modern technology, HRM stands as a testament to innovation, aiming to transcend the limitations of manual processes and introduce a paradigm shift in how human resource managers engage with candidate evaluation."

This sophisticated application amalgamates the prowess of cutting-edge tools and automation, thereby reshaping the landscape of recruitment strategies. HRM doesn't merely automate tasks; it reimagines them. It introduces an ecosystem that is not only efficient but also meticulously designed to deliver optimal results. By infusing intelligence into the process, HRM empowers human resource professionals to focus on strategic decision-making, fostering an environment where time-consuming administrative tasks are replaced by insightful, data-driven actions.

Beyond its technological sophistication, HRM aspires to redefine the standards of efficiency and efficacy in the HR domain. By orchestrating a seamless synergy between technology and human expertise, it endeavors to expedite the recruitment lifecycle while ensuring precision and accuracy in candidate assessment. HRM envisions a future where the amalgamation of innovation and human insight elevates the recruitment experience, enabling organizations to attract, assess, and onboard top-tier talent with unprecedented agility and astuteness.

# 2. System Architecture

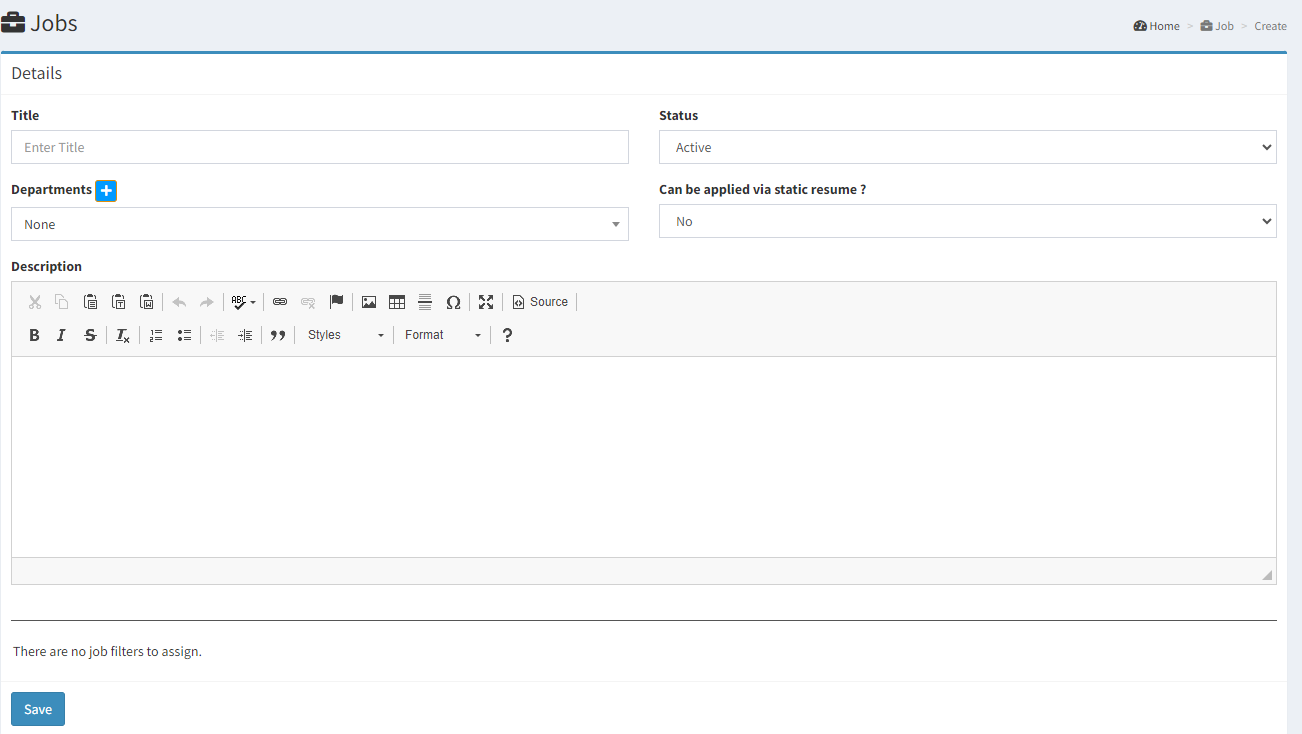
The HRM application is built using a robust tech stack comprising HTML, CSS, JavaScript for the frontend, while the backend is powered by a combination of PHP and CodeIgniter framework. The database structure is organized using MySQL, ensuring efficient data storage and retrieval. The system comprises various components such as the user interface, data processing modules, and administrative panels, all integrated seamlessly to facilitate smooth operations.

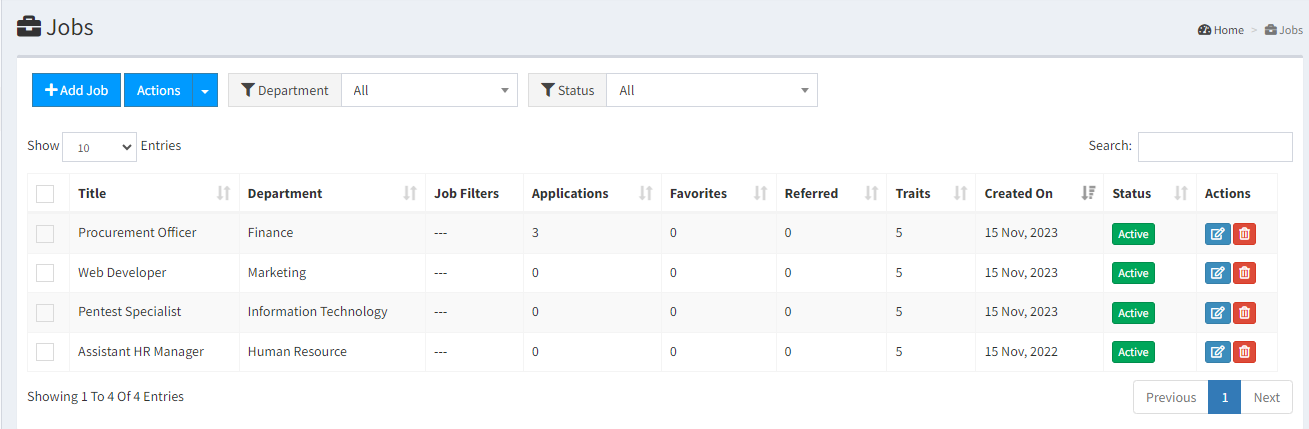
# 3. Functionalities

## Admin Features:

**1. Job Creation Feature**

Admins possess the capability to create, modify, or remove job postings within the organization. They can input detailed job descriptions, requirements, and specifications, ensuring clarity for potential applicants.





            <form role="form" id="admin\_job\_create\_update\_form">

              <div class="box-body">

                <div class="row">

                  <div class="col-md-6 col-sm-12">

                    <div class="form-group">

                      <label><?php echo lang('title'); ?></label>

                      <input type="hidden" name="job\_id" value="<?php echo esc\_output($job['job\_id']); ?>" />

                      <input type="text" class="form-control" placeholder="<?php echo lang('enter\_title'); ?>" name="title"

                      value="<?php echo esc\_output($job['title']); ?>">

                    </div>

                  </div>

                  <div class="col-md-6 col-sm-12">

                    <div class="form-group">

                      <label><?php echo lang('status'); ?></label>

                      <select class="form-control">

                        <option value="1" <?php sel($job['status'], 1); ?>><?php echo lang('active'); ?></option>

                        <option value="0" <?php sel($job['status'], 0); ?>><?php echo lang('inactive'); ?></option>

                      </select>

                    </div>

                  </div>

                  <div class="col-md-6 col-sm-12">

                    <div class="form-group">

                      <label>

                        <?php echo lang('departments'); ?>

                        <button type="button" class="btn btn-xs btn-warning btn-blue create-or-edit-department" data-id=""

                        title="Add New Department">

                          <i class="fa fa-plus"></i>

                        </button>

                      </label>

                      <select class="form-control select2" id="departments" name="department\_id">

                        <option value=""><?php echo lang('none'); ?></option>

                        <?php foreach ($departments as $key => $value) { ?>

                          <option value="<?php echo esc\_output($value['department\_id']); ?>" <?php sel($job['department\_id'], $value['department\_id']); ?>><?php echo esc\_output($value['title'], 'html'); ?></option>

                        <?php } ?>

                      </select>

                    </div>

                  </div>

                  <div class="col-md-6 col-sm-12">

                    <div class="form-group">

                      <label><?php echo lang('is\_static\_allowed'); ?></label>

                      <select class="form-control" name="is\_static\_allowed">

                        <option value="0" <?php sel($job['is\_static\_allowed'], 0); ?>><?php echo lang('no'); ?></option>

                        <option value="1" <?php sel($job['is\_static\_allowed'], 1); ?>><?php echo lang('yes'); ?></option>

                      </select>

                    </div>

                  </div>

                  <div class="col-md-12">

                    <div class="form-group">

                      <label><?php echo lang('description'); ?></label>

                      <textarea id="description" name="description" rows="10" cols="80">

                        <?php echo esc\_output($job['description'], 'textarea'); ?>

                      </textarea>

                    </div>

                  </div>

                  <div class="col-md-12">

                    <hr />

                  </div>

                  <?php if ($job\_filters) { ?>

                  <?php foreach ($job\_filters as $filter) { ?>

                  <div class="col-md-6 col-sm-12">

                    <div class="form-group">

                      <label><?php echo esc\_output($filter['title']); ?></label>

                      <select class="form-control select2" id="<?php echo esc\_output($filter['job\_filter\_id']); ?>"

                          name="filters[<?php echo esc\_output($filter['job\_filter\_id']); ?>][]" multiple="multiple">

                        <?php foreach ($filter['values'] as $v) { ?>

                          <?php $sel = sel2($filter['job\_filter\_id'], $job['job\_filter\_ids'], $v['id'], $job['job\_filter\_value\_ids']); ?>

                          <option value="<?php echo esc\_output($v['id']); ?>" <?php echo esc\_output($sel); ?>><?php echo esc\_output($v['title']); ?>

                          </option>

                        <?php } ?>

                      </select>

                    </div>

                  </div>

                  <?php } ?>

                  <?php } else { ?>

                  <div class="row resume-item-edit-box-section">

                    <div class="col-md-12 col-lg-12">

                      <p>&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;<?php echo lang('no\_job\_filters'); ?></p>

                    </div>

                  </div>

                  <?php } ?>

                </div>

              </div>

              <!-- /.box-body -->

              <div class="box-footer">

                <button type="submit" class="btn btn-primary" id="admin\_job\_create\_update\_form\_button">

                  <?php echo lang('save'); ?>

                </button>

              </div>

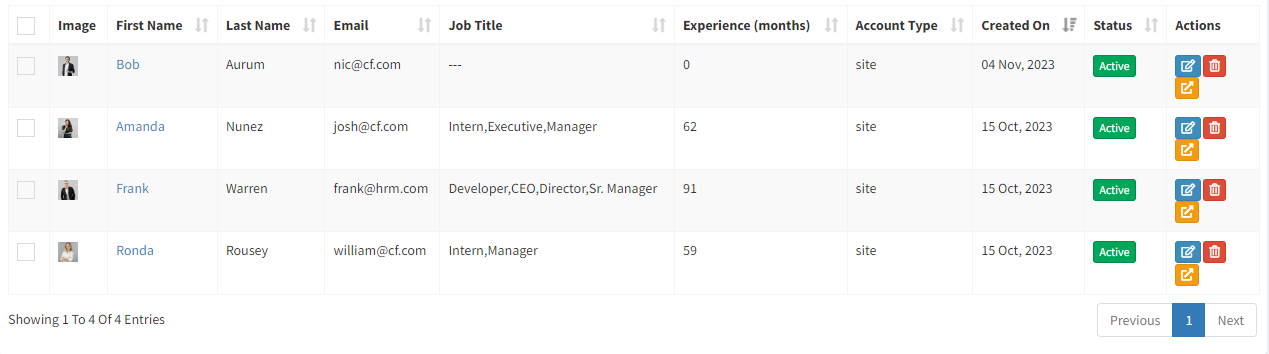
            </form>

Within the main content section (**<section class="content job-create-edit">**), there's a form (**<form role="form" id="admin\_job\_create\_update\_form">**) for creating or editing a job.

The form consists of various input fields and select dropdowns for job details like title, status, departments, static allowance, and a description textarea.

**2. Candidate View Feature**

This functionality empowers HR managers to oversee the entire application process. They can manage applicant profiles, review submitted documents, perform CRUD operations, and track the progress of each application.



<!-- Main content -->

  <section class="content">

    <div class="row">

      <div class="col-xs-12">

        <div class="box">

          <div class="box-header">

            <div class="row">

              <div class="col-md-12">

                <div class="datatable-top-controls datatable-top-controls-filter">

                  <?php if (allowedTo('add\_candidate')) { ?>

                  <button type="button" class="btn btn-primary btn-blue btn-flat create-or-edit-candidate">

                    <i class="fa fa-plus"></i> <?php echo lang('add\_candidate'); ?>

                  </button>

                  <?php } ?>

                  <div class="btn-group">

                    <button type="button" class="btn btn-primary btn-blue btn-flat"><?php echo lang('actions'); ?></button>

                    <button type="button" class="btn btn-primary btn-blue btn-flat dropdown-toggle"

                      data-toggle="dropdown" aria-expanded="false">

                      <span class="caret"></span>

                      <span class="sr-only">Toggle Dropdown</span>

                    </button>

                    <ul class="dropdown-menu" role="menu">

                      <li><a href="#" class="bulk-action" data-action="download-resume"><?php echo lang('download\_resume\_pdf'); ?></a></li>

                      <li><a href="#" class="bulk-action" data-action="download-excel"><?php echo lang('download\_candidates\_excel'); ?></a></li>

                      <li><a href="#" class="bulk-action" data-action="email"><?php echo lang('email'); ?></a></li>

                      <li><a href="#" class="bulk-action" data-action="activate"><?php echo lang('activate'); ?></a></li>

                      <li><a href="#" class="bulk-action" data-action="deactivate"><?php echo lang('deactivate'); ?></a></li>

                    </ul>

                  </div>

                </div>

                <div class="datatable-top-controls datatable-top-controls-dd">

                  <div class="input-group">

                    <span class="input-group-btn">

                      <button type="button" class="btn btn-default btn-flat"><i class="fa fa-filter"></i> <?php echo lang('filter\_by\_status'); ?></button>

                    </span>

                    <select class="form-control select2" id="status">

                      <option value=""><?php echo lang('all'); ?></option>

                      <option value="1"><?php echo lang('active'); ?></option>

                      <option value="0"><?php echo lang('inactive'); ?></option>

                    </select>

                  </div>

                </div>

                <div class="datatable-top-controls datatable-top-controls-dd">

                  <div class="input-group">

                    <span class="input-group-btn">

                      <button type="button" class="btn btn-default btn-flat"><i class="fa fa-filter"></i> <?php echo lang('filter\_by\_account\_type'); ?></button>

                    </span>

                    <select class="form-control select2" id="account\_type">

                      <option value=""><?php echo lang('all'); ?></option>

                      <option value="site"><?php echo lang('site'); ?></option>

                      <option value="google"><?php echo lang('google'); ?></option>

                      <option value="linkedin"><?php echo lang('linkedin'); ?></option>

                    </select>

                  </div>

                </div>

              </div>

            </div>

            <div class="row">

              <div class="col-md-12">

                <div class="datatable-top-controls datatable-top-controls-dd-2">

                  <div class="input-group">

                    <span class="input-group-btn">

                      <button type="button" class="btn btn-default btn-flat"><i class="fa fa-filter"></i>

                        <?php echo lang('job\_title'); ?></button>

                    </span>

                    <input type="text" class="form-control" id="job\_title">

                  </div>

                </div>

                <div class="datatable-top-controls datatable-top-controls-dd-2">

                  <div class="input-group">

                    <span class="input-group-btn">

                      <button type="button" class="btn btn-default btn-flat"><i class="fa fa-filter"></i>

                        <?php echo lang('experience'); ?></button>

                    </span>

                    <input type="number" class="form-control" id="experience">

                  </div>

                </div>

              </div>

            </div>

          </div>

          <!-- /.box-header -->

          <div class="box-body">

            <?php if (allowedTo('view\_candidate\_listing')) { ?>

            <table class="table table-bordered table-striped" id="candidates\_datatable">

              <thead>

              <tr>

                <th><input type="checkbox" class="minimal all-check"></th>

                <th><?php echo lang('image'); ?></th>

                <th><?php echo lang('first\_name'); ?></th>

                <th><?php echo lang('last\_name'); ?></th>

                <th><?php echo lang('email'); ?></th>

                <th><?php echo lang('job\_title'); ?></th>

                <th><?php echo lang('experience\_months'); ?></th>

                <th><?php echo lang('account\_type'); ?></th>

                <th><?php echo lang('created\_on'); ?></th>

                <th><?php echo lang('status'); ?></th>

                <th><?php echo lang('actions'); ?></th>

              </tr>

              </thead>

              <tbody>

              </tbody>

            </table>

            <?php } ?>

          </div>

          <!-- /.box-body -->

        </div>

        <!-- /.box -->

      </div>

      <!-- /.col -->

    </div>

    <!-- /.row -->

  </section>

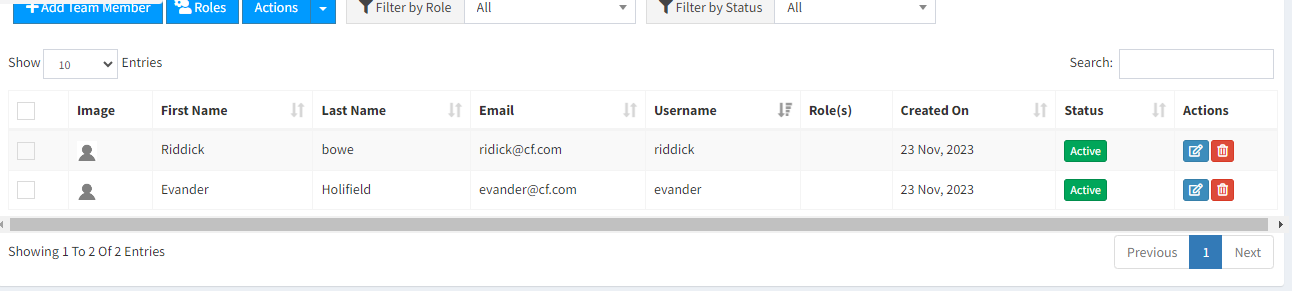
  <!-- /.content -->

The main content section (**<section class="content">**) contains filters, buttons, and a table for managing candidates. It has filter controls for status, account type, job title, and experience. The filter controls include dropdowns and input fields for refining candidate listings.

If the user has permission (**<?php if (allowedTo('view\_candidate\_listing')) { ?>**), a table (**<table class="table table-bordered table-striped" id="candidates\_datatable">**) displays candidate details like image, name, email, job title, experience, account type, creation date, status, and actions.

**3. Team Feature**

Admins have the authority to manage team members and assign specific roles and permissions. This includes updating job listings, monitoring applicants, and managing system settings.



<input type="hidden" id="selected\_role\_id" />

<?php if (allowedTo('add\_role')) { ?>

<div class="row roles-create-btn-row">

  <div class="col-sm-12">

    <label>

      <?php echo lang('create\_new\_role'); ?>

    </label>

    <form id="admin\_role\_create\_form">

    <div class="input-group">

      <input type="text" name="title" class="form-control" placeholder="Enter Role Title" />

      <span class="input-group-btn">

        <button type="submit" class="btn btn-info btn-blue btn-flat" id="admin\_role\_create\_form\_button">

          <i class="fa fa-plus"></i> <?php echo lang('add\_new'); ?>

        </button>

      </span>

    </div>

    </form>

  </div>

</div>

<?php } ?>

<?php if (allowedTo('edit\_role')) { ?>

<div class="row roles-create-btn-row">

  <div class="col-sm-12">

  </div>

</div>

<div class="row">

  <div class="col-sm-12">

    <label>

      <?php echo lang('all\_roles'); ?>

    </label>

    <ul class="roles-list">

      <?php $cnt = 1; ?>

      <?php foreach ($roles as $role) { ?>

      <li class="<?php echo $cnt == 1 ? 'selected' : ''; ?>" data-role\_id="<?php echo esc\_output($role['role\_id']); ?>">

        <small class="label label-primary label-blue"><?php echo $role['permissions\_count']; ?></small>

        <span class="text role-title" title="Select to add/remove role permissions below"><?php echo esc\_output($role['title'], 'html'); ?></span>

        <div class="tools">

          <?php if (allowedTo('delete\_role')) { ?>

          <i class="far fa-trash-alt delete-role" data-id="<?php echo esc\_output($role['role\_id']); ?>"></i>

          <?php } ?>

        </div>

      </li>

      <?php $cnt++; ?>

      <?php } ?>

    </ul>

  </div>

</div>

<div class="row roles-create-btn-row">

  <div class="col-sm-12">

  </div>

</div>

<div class="row">

  <div class="col-sm-12">

    <div class="form-group">

      <label>

        <?php echo lang('add\_remove\_permission\_for'); ?> <br />"<span class="for-edit-role"></span>"

      </label>

      <div class="edit-permissions-container">

      <select id='optgroup' multiple='multiple'>

        <?php foreach ($permissions as $key => $values) { ?>

          <optgroup label='<?php echo esc\_output($key); ?>'>

            <?php foreach ($values as $k => $v) { ?>

              <option value='<?php echo esc\_output($v['id']); ?>' <?php echo $v['title'] == 1 ? 'selected="selected"' : ''; ?>>

                <?php echo esc\_output($v['title'], 'html'); ?>

              </option>

            <?php } ?>

          </optgroup>

        <?php } ?>

      </select>

      </div>

    </div>

  </div>

</div>

<?php } ?>

If the user has permission to add a role (**<?php if (allowedTo('add\_role')) { ?>**), it displays a form for creating a new role. The form contains an input field for the role title and a button to submit the form and add a new role.

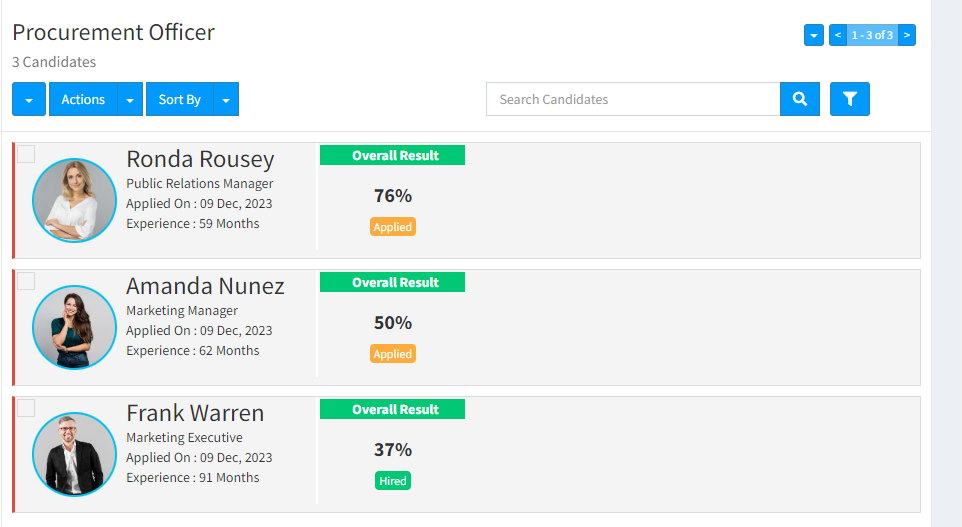
If the user has permission to edit roles (<?php if (allowedTo('edit\_role')) { ?>), it displays a section for managing existing roles.

This section includes a list of existing roles (<ul class="roles-list">) where each role is listed with its title and some tools (e.g., a delete icon) for managing permissions.

Below the roles list, there's a dropdown or select element (<select id='optgroup' multiple='multiple'>) containing available permissions grouped by category.

**4. Job Board Feature**

The Job Board provides a comprehensive overview of candidate progress. Admins can view aggregated statistics, download detailed reports summarizing candidate performance, and retrieve uploaded CVs for manual review if necessary.



  <!-- Job Board Inner/Main Container Starts -->

              <div class="container job-board-inner-container">

                <div class="row">

                  <?php if (adminSession('admin\_language\_dir') == 'ltr') { ?>

                  <?php include(VIEW\_ROOT.'/admin/job-board/sidebar.php'); ?>

                  <?php } ?>

                  <!-- Job Board Right Container Starts -->

                  <div class="col-md-9 job-board-right-container">

                    <div class="job-board-right-controls">

                      <div class="container job-board-right-controls-inner">

                        <div class="row">

                          <div class="col-md-6">

                            <h3><span class="job\_title"></span> <Br />

                              <span class="small candidates\_all"> <?php echo lang('candidates\_applied'); ?></span>

                            </h3>

                          </div>

                          <div class="col-md-6">

                            <div class="job-board-candidate-pagination">

                            <div class="btn-group pull-right">

                              <button type="button" class="btn btn-xs btn-primary btn-blue candidates-previos-button"><</button>

                              <button type="button" class="btn btn-xs btn-primary btn-blue disabled"

                                id="candidates\_pagination\_container">

                                1-1 of 1

                              </button>

                              <button type="button" class="btn btn-xs btn-primary btn-blue candidates-next-button">></button>

                            </div>

                            <div class="btn-group pull-right job-board-candidate-perpage-btn">

                              <button type="button" class="btn btn-xs btn-primary btn-blue dropdown-toggle"

                                      data-toggle="dropdown" aria-expanded="false">

                                <span class="caret"></span>

                              </button>

                              <ul class="dropdown-menu">

                                <li><a href="#" class="candidates-per-page" data-value="10">10 <?php echo lang('per\_page'); ?></a></li>

                                <li><a href="#" class="candidates-per-page" data-value="25">25 <?php echo lang('per\_page'); ?></a></li>

                                <li><a href="#" class="candidates-per-page" data-value="50">50 <?php echo lang('per\_page'); ?></a></li>

                                <li><a href="#" class="candidates-per-page" data-value="200">200 <?php echo lang('per\_page'); ?></a></li>

                              </ul>

                            </div>

                            </div>

                          </div>

                        </div>

                        <div class="row">

                          <div class="col-md-6">

                            <?php if (allowedTo('actions\_job\_board')) { ?>

                            <div class="btn-group">

                              <button type="button" class="btn btn-primary btn-blue dropdown-toggle" data-toggle="dropdown" aria-expanded="false">

                                <span class="caret"></span>

                              </button>

                              <ul class="dropdown-menu">

                                <li><a href="#" class="select-all"><?php echo lang('select\_all'); ?></a></li>

                                <li><a href="#" class="unselect-all"><?php echo lang('unselect\_all'); ?></a></li>

                              </ul>

                            </div>

                            <div class="btn-group">

                              <button type="button" class="btn btn-primary btn-blue btn-flat"><?php echo lang('actions'); ?></button>

                              <button type="button" class="btn btn-primary btn-blue btn-flat dropdown-toggle" data-toggle="dropdown" aria-expanded="false">

                                <span class="caret"></span>

                                <span class="sr-only">Toggle Dropdown</span>

                              </button>

                              <ul class="dropdown-menu" role="menu">

                                <li><a href="#" class="bulk-action" data-action="assign-quiz"><?php echo lang('assign\_quiz'); ?></a></li>

                                <li><a href="#" class="bulk-action" data-action="assign-interview"><?php echo lang('assign\_interview'); ?></a></li>

                                <li class="divider"></li>

                                <li><a href="#" class="bulk-action" data-action="shortlisted"><?php echo lang('mark\_shortlisted'); ?></a></li>

                                <li><a href="#" class="bulk-action" data-action="interviewed"><?php echo lang('mark\_interviewed'); ?></a></li>

                                <li><a href="#" class="bulk-action" data-action="hired"><?php echo lang('mark\_hired'); ?></a></li>

                                <li><a href="#" class="bulk-action" data-action="rejected"><?php echo lang('mark\_rejected'); ?></a></li>

                                <li class="divider"></li>

                                <li><a href="#" class="bulk-action" data-action="e-overall"><?php echo lang('export\_overall\_result\_excel'); ?></a></li>

                                <li><a href="#" class="bulk-action" data-action="e-interview"><?php echo lang('export\_interview\_result\_pdf'); ?></a></li>

                                <li><a href="#" class="bulk-action" data-action="e-quiz"><?php echo lang('export\_quiz\_result\_pdf'); ?></a></li>

                                <li><a href="#" class="bulk-action" data-action="e-self"><?php echo lang('export\_self\_assesment\_result\_pdf'); ?></a></li>

                                <li><a href="#" class="bulk-action" data-action="e-resume"><?php echo lang('export\_resume\_pdf'); ?></a></li>

                                <li class="divider"></li>

                                <li><a href="#" class="bulk-action" data-action="delete-app"><?php echo lang('delete'); ?></a></li>

                              </ul>

                            </div>

                            <div class="btn-group">

                              <button type="button" class="btn btn-primary btn-blue btn-flat"><?php echo lang('sort\_by'); ?></button>

                              <button type="button" class="btn btn-primary btn-blue btn-flat dropdown-toggle" data-toggle="dropdown" aria-expanded="false">

                                <span class="caret"></span>

                                <span class="sr-only">Toggle Dropdown</span>

                              </button>

                              <ul class="dropdown-menu" role="menu">

                                <li><a href="#" class="sort" data-action="overall"><?php echo lang('highest\_result'); ?></a></li>

                                <li><a href="#" class="sort" data-action="interview"><?php echo lang('highest\_interview\_result'); ?></a></li>

                                <li><a href="#" class="sort" data-action="quiz"><?php echo lang('highest\_quiz\_result'); ?></a></li>

                                <li><a href="#" class="sort" data-action="self"><?php echo lang('highest\_self\_assesment\_result'); ?></a></li>

                                <li><a href="#" class="sort" data-action="applied"><?php echo lang('date\_applied'); ?></a></li>

                                <li><a href="#" class="sort" data-action="experience"><?php echo lang('most\_experienced'); ?></a></li>

                              </ul>

                            </div>

                            <?php } ?>

                          </div>

                          <div class="col-md-6">

                            <div class="input-group job-board-candidate-search">

                              <input type="hidden" id="candidates\_page" value="<?php echo esc\_output($candidates\_page); ?>">

                              <input type="hidden" id="candidates\_per\_page" value="<?php echo esc\_output($candidates\_per\_page); ?>">

                              <input type="hidden" id="candidates\_total\_pages" value="<?php //echo esc\_output($candidates\_total\_pages); ?>">

                              <input type="hidden" id="candidates\_sort" value="<?php echo esc\_output($candidates\_sort); ?>">

                              <input type="hidden" id="job\_id" value="<?php echo esc\_output($first\_job\_id); ?>">

                              <input type="text" class="form-control" placeholder="<?php echo lang('search').' '.lang('candidates'); ?>" id="candidates\_search">

                              <span class="input-group-btn">

                                <button type="button" class="btn btn-primary btn-blue btn-flat candidates-search-button">

                                  <i class="fa fa-search"></i>

                                </button>

                              </span>

                            </div>

                            <div class="btn-group btn-sm job-board-candidate-filter" title="More Filters">

                              <button type="button" class="btn btn-primary btn-blue dropdown-toggle" data-toggle="dropdown" aria-expanded="false">

                                <i class="fa fa-filter"></i>

                              </button>

                              <ul class="dropdown-menu">

                                <li>

                                  <h4 class="job-board-filters-heading">

                                    <?php echo lang('filters\_min\_and\_or\_max'); ?>

                                  </h4>

                                  <form role="form">

                                    <div class="box-body">

                                      <div class="form-group">

                                        <label><?php echo lang('experience\_months'); ?></label>

                                        <div class="row">

                                          <div class="col-sm-6">

                                            <input type="number" class="form-control" id="candidates\_min\_experience" placeholder="6" value="<?php echo esc\_output($candidates\_min\_experience); ?>">

                                          </div>

                                          <div class="col-sm-6">

                                            <input type="number" class="form-control" id="candidates\_max\_experience" placeholder="24" value="<?php echo esc\_output($candidates\_max\_experience); ?>">

                                          </div>

                                        </div>

                                      </div>

                                      <div class="form-group">

                                        <label><?php echo lang('overall\_result'); ?> (%)</label>

                                        <div class="row">

                                          <div class="col-sm-6">

                                            <input type="number" class="form-control" id="candidates\_min\_overall" placeholder="50" value="<?php echo esc\_output($candidates\_min\_overall); ?>">

                                          </div>

                                          <div class="col-sm-6">

                                            <input type="number" class="form-control" id="candidates\_max\_overall" placeholder="100" value="<?php echo esc\_output($candidates\_max\_overall); ?>">

                                          </div>

                                        </div>

                                      </div>

                                      <div class="form-group">

                                        <label><?php echo lang('status'); ?></label>

                                        <div class="row">

                                          <div class="col-sm-12">

                                            <select class="form-control" id="candidates\_status">

                                              <option value=""><?php echo lang('all'); ?></option>

                                              <option value="applied"><?php echo lang('applied'); ?></option>

                                              <option value="shortlisted"><?php echo lang('shortlisted'); ?></option>

                                              <option value="interviewed"><?php echo lang('interviewed'); ?></option>

                                              <option value="hired"><?php echo lang('hired'); ?></option>

                                              <option value="rejected"><?php echo lang('rejected'); ?></option>

                                            </select>

                                          </div>

                                        </div>

                                      </div>

                                    </div>

                                    <div class="box-footer">

                                      <button type="submit" class="btn btn-primary btn-blue btn-xs job-board-candidate-filter-apply-btn"><?php echo lang('apply'); ?>

                                      </button>

                                    </div>

                                  </form>

                                </li>

                              </ul>

                            </div>

                          </div>

                        </div>

                      </div>

                    </div>

                    <div class="job-board-right" id="candidates\_list">

                    </div>

                  </div>

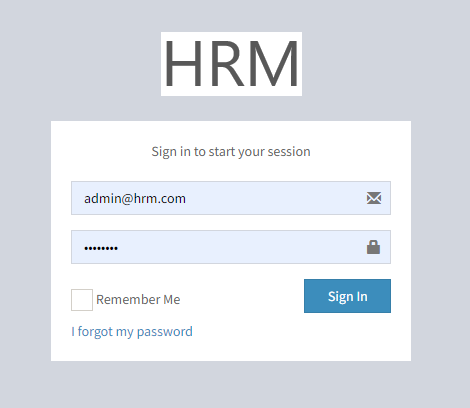
                  <!-- Job Board Right Container Ends -->

The right container (**<div class="col-md-9 job-board-right-container">**) holds the actual job board content, presumably the list of candidates. It features controls for pagination, allowing users to navigate through candidate pages.

Other controls include search functionalities, filter options (for experience, overall result, and candidate status), and a job board candidate list (**<div class="job-board-right" id="candidates\_list">**) which displays the candidates.

**5. Admin Login Feature**

A secure authentication interface restricts access to the admin panel, ensuring only authorized personnel can manage the system's functionalities.



<div class="login-box-body">

    <p class="login-box-msg"><?php echo lang('sign\_in\_to\_start'); ?></p>

    <?php include('partials/messages.php'); ?>

    <?php echo form\_open(base\_url()."admin/login-post", array('method' => 'post')); ?>

      <div class="form-group has-feedback">

        <input type="email" name="email" class="form-control" placeholder="Email">

        <span class="glyphicon glyphicon-envelope form-control-feedback"></span>

      </div>

      <div class="form-group has-feedback">

        <input type="password" name="password" class="form-control" placeholder="Password">

        <span class="glyphicon glyphicon-lock form-control-feedback"></span>

      </div>

      <div class="row">

        <div class="col-xs-8">

          <div class="checkbox icheck">

            <label>

              <input name="rememberme" type="checkbox" class="minimal" /> <?php echo lang('remember\_me'); ?>

            </label>

          </div>

        </div>

        <!-- /.col -->

        <div class="col-xs-4">

          <button type="submit" class="btn btn-primary btn-block btn-flat"><?php echo lang('sign\_in'); ?></button>

        </div>

        <!-- /.col -->

      </div>

    </form>

    <a href="<?php echo base\_url(); ?>admin/forgot-password"><?php echo lang('i\_forgot\_password'); ?></a><br>

  </div>

  <!-- /.login-box-body -->

A message is displayed prompting users to sign in (**<?php echo lang('sign\_in\_to\_start'); ?>**).

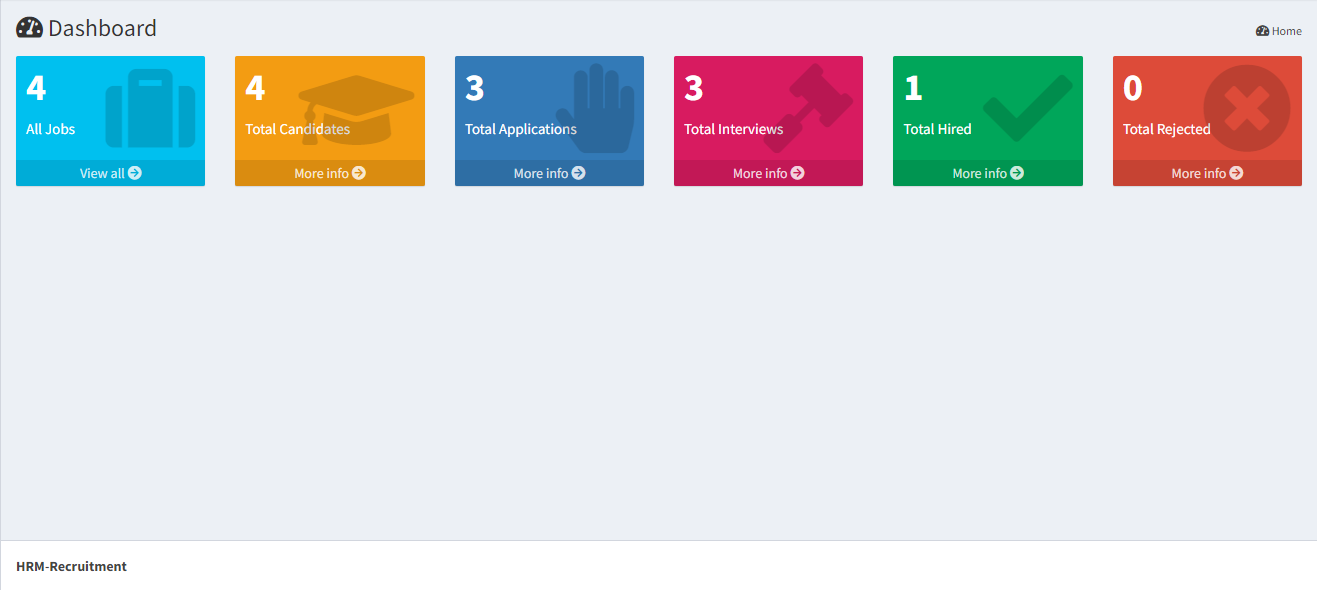
A section for error/success messages is included using **<?php include('partials/messages.php'); ?>**.

A form (**<form>**) is used for user authentication with input fields for email, password, and a "Remember Me" checkbox.

The form is submitted to the **admin/login-post** endpoint via POST method.

**6. Dashboard**

The Dashboard offers a holistic view, presenting summarized details of each feature within the system. It showcases key metrics, application statuses, and overall system health.



<!-- Main content -->

  <section class="content dashboard-content-wrap">

    <?php if (allowedTo('view\_dashboard\_stats')) { ?>

    <!-- Small boxes (Stat box) -->

    <div class="row">

      <div class="col-md-2 col-sm-12">

        <!-- small box -->

        <div class="small-box bg-aqua">

          <div class="inner">

            <h3><?php echo esc\_output($jobsCount, 'html'); ?></h3>

            <p><?php echo lang('all\_jobs'); ?></p>

          </div>

          <div class="icon">

            <i class="fa fa-suitcase"></i>

          </div>

          <a href="<?php echo base\_url(); ?>admin/jobs" class="small-box-footer">

            <?php echo lang('view\_all'); ?> <i class="fa fa-arrow-circle-right"></i>

          </a>

        </div>

      </div>

      <!-- ./col -->

      <div class="col-md-2 col-sm-12">

        <!-- small box -->

        <div class="small-box bg-yellow">

          <div class="inner">

            <h3><?php echo esc\_output($candidates, 'html'); ?></h3>

            <p><?php echo lang('total\_candidates'); ?></p>

          </div>

          <div class="icon">

            <i class="fa fa-graduation-cap"></i>

          </div>

          <a href="<?php echo base\_url(); ?>admin/candidates" class="small-box-footer">

            <?php echo lang('more\_info'); ?> <i class="fa fa-arrow-circle-right"></i>

          </a>

        </div>

      </div>

      <!-- ./col -->

      <div class="col-md-2 col-sm-12">

        <!-- small box -->

        <div class="small-box bg-primary">

          <div class="inner">

            <h3><?php echo esc\_output($applications, 'html'); ?></h3>

            <p><?php echo lang('total\_applications'); ?></p>

          </div>

          <div class="icon">

            <i class="fas fa-hand-paper"></i>

          </div>

          <a href="<?php echo base\_url(); ?>admin/job-board" class="small-box-footer">

            <?php echo lang('more\_info'); ?> <i class="fa fa-arrow-circle-right"></i>

          </a>

        </div>

      </div>

      <!-- ./col -->

      <div class="col-md-2 col-sm-12">

        <!-- small box -->

        <div class="small-box bg-maroon">

          <div class="inner">

            <h3><?php echo esc\_output($interviews, 'html'); ?></h3>

            <p><?php echo lang('total\_interviews'); ?></p>

          </div>

          <div class="icon">

            <i class="fas fa-gavel"></i>

          </div>

          <a href="<?php echo base\_url(); ?>admin/candidate-interviews" class="small-box-footer">

            <?php echo lang('more\_info'); ?> <i class="fa fa-arrow-circle-right"></i>

          </a>

        </div>

      </div>

      <!-- ./col -->

      <div class="col-md-2 col-sm-12">

        <!-- small box -->

        <div class="small-box bg-green">

          <div class="inner">

            <h3><?php echo esc\_output($hired, 'html'); ?></h3>

            <p><?php echo lang('total\_hired'); ?></p>

          </div>

          <div class="icon">

            <i class="fa fa-check"></i>

          </div>

          <a href="<?php echo base\_url(); ?>admin/job-board" class="small-box-footer">

            <?php echo lang('more\_info'); ?> <i class="fa fa-arrow-circle-right"></i>

          </a>

        </div>

      </div>

      <!-- ./col -->

      <div class="col-md-2 col-sm-12">

        <!-- small box -->

        <div class="small-box bg-red">

          <div class="inner">

            <h3><?php echo esc\_output($rejected, 'html'); ?></h3>

            <p><?php echo lang('total\_rejected'); ?></p>

          </div>

          <div class="icon">

            <i class="fas fa-times-circle"></i>

          </div>

          <a href="<?php echo base\_url(); ?>admin/job-board" class="small-box-footer">

            <?php echo lang('more\_info'); ?> <i class="fa fa-arrow-circle-right"></i>

          </a>

        </div>

      </div>

    </div>

    <?php } ?>

    <!-- /.row -->

  </section>

  <!-- /.content -->

The statistics shown include:

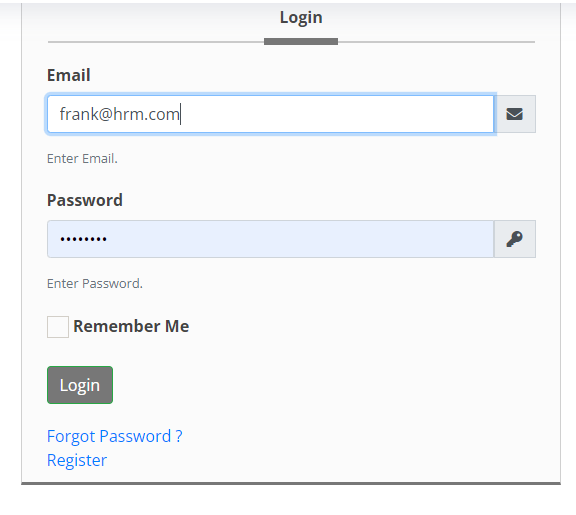
* + Total number of jobs (**$jobsCount**)
  + Total number of candidates (**$candidates**)
  + Total number of applications (**$applications**)
  + Total number of interviews (**$interviews**)
  + Total number of hired candidates (**$hired**)
  + Total number of rejected candidates (**$rejected**)

Each small box displays a count and a description fetched dynamically from language variables (e.g., **<?php echo lang('total\_candidates'); ?>**).

## Applicant Features:

**1. User Login/Create Account**

Applicants can register or log in to their accounts securely, enabling access to the application process.



<?php echo form\_open(base\_url().'post-login', array('method' => 'post')); ?>

                  <div class="container">

                    <?php include('partials/messages.php'); ?>

                    <div class="row">

                      <div class="col-md-12 col-lg-12">

                        <div class="form-group form-group-account">

                          <label for=""><?php echo lang('email'); ?></label>

                          <div class="input-group mb-3">

                            <input type="text" name="email" class="form-control" placeholder="<?php echo lang('email'); ?>"

                            aria-label="<?php echo lang('email'); ?>" aria-describedby="basic-addon1">

                            <div class="input-group-prepend">

                              <span class="input-group-text" id="basic-addon1"><i class="fa fa-envelope"></i></span>

                            </div>

                          </div>

                          <small id="" class="form-text text-muted"><?php echo lang('enter\_email'); ?>.</small>

                        </div>

                      </div>

                      <div class="col-md-12 col-lg-12">

                        <div class="form-group form-group-account">

                          <label for=""><?php echo lang('password'); ?></label>

                          <div class="input-group mb-3">

                            <input type="password" name="password" class="form-control" placeholder="<?php echo lang('password'); ?>"

                            aria-label="Email" aria-describedby="basic-addon1">

                            <div class="input-group-prepend">

                              <span class="input-group-text" id="basic-addon1"><i class="fa fa-key"></i></span>

                            </div>

                          </div>

                          <small id="" class="form-text text-muted"><?php echo lang('enter\_password'); ?>.</small>

                        </div>

                      </div>

                      <div class="col-md-12 col-lg-12">

                        <div class="form-group form-group-account">

                          <label for="">

                            <input type="checkbox" name="remember" class="" placeholder="<?php echo lang('remember\_me'); ?>" />

                            <?php echo lang('remember\_me'); ?>

                          </label>

                        </div>

                      </div>

                    </div>

                    <div class="row">

                      <div class="col-md-12 col-lg-12">

                        <div class="form-group form-group-account">

                          <button type="submit" class="btn btn-success"><?php echo lang('login'); ?></button>

                        </div>

                      </div>

                    </div>

                  </div>

                  </form>

                  <div class="container">

                    <div class="row">

                      <div class="col-md-12 col-lg-12">

                        <div class="form-group form-group-account">

                          <?php if (setting('enable-forgot-password') == 'yes') { ?>

                          <a href="<?php echo base\_url(); ?>forgot-password"><?php echo lang('forgot\_password'); ?> ?</a><br />

                          <?php } ?>

                          <?php if (setting('enable-register') == 'yes') { ?>

                          <a href="<?php echo base\_url(); ?>register"><?php echo lang('register'); ?></a>

                          <?php } ?>

                        </div>

                      </div>

                    </div>

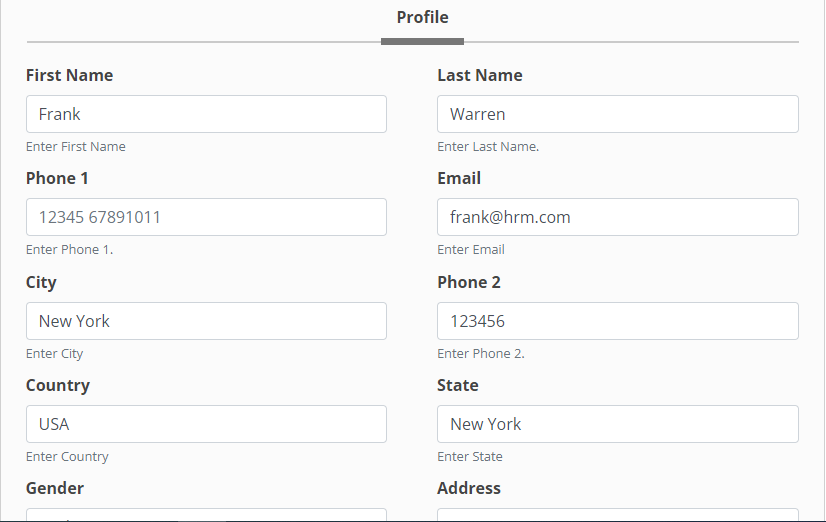
                  </div>

The form is for user login using PHP's **form\_open()** function to specify the login post URL. The form has fields for email and password input along with a checkbox for "Remember Me".

Links for "Forgot Password" and "Register" are based on the configuration (**setting('enable-forgot-password')** and **setting('enable-register')**) settings.

**2. Profile**

Users can input their personal details like age, gender, educational background, and work experience, creating a comprehensive profile.



<form class="form" id="profile\_update\_form">

                    <div class="row">

                      <div class="col-md-6 col-lg-6">

                        <div class="form-group form-group-account">

                          <label for=""><?php echo lang('first\_name'); ?></label>

                          <input type="text" class="form-control" placeholder="Adam" name="first\_name"

                          value="<?php echo esc\_output($candidate['first\_name']); ?>">

                          <small class="form-text text-muted"><?php echo lang('enter\_first\_name'); ?></small>

                        </div>

                        <div class="form-group form-group-account">

                          <label for=""><?php echo lang('phone'); ?> 1</label>

                          <input type="text" class="form-control" placeholder="12345 67891011" name="phone1" v

                          alue="<?php echo esc\_output($candidate['phone1']); ?>">

                          <small class="form-text text-muted"><?php echo lang('enter\_phone'); ?> 1.</small>

                        </div>

                        <div class="form-group form-group-account">

                          <label for=""><?php echo lang('city'); ?></label>

                          <input type="text" class="form-control" placeholder="New York" name="city"

                          value="<?php echo esc\_output($candidate['city']); ?>">

                          <small class="form-text text-muted"><?php echo lang('enter\_city'); ?></small>

                        </div>

                        <div class="form-group form-group-account">

                          <label for=""><?php echo lang('country'); ?></label>

                          <input type="text" class="form-control" placeholder="Australia" name="country"

                          value="<?php echo esc\_output($candidate['country']); ?>">

                          <small class="form-text text-muted"><?php echo lang('enter\_country'); ?></small>

                        </div>

                        <div class="form-group form-group-account">

                          <label for=""><?php echo lang('gender'); ?></label>

                          <select name="gender" class="form-control">

                            <option value="male" <?php echo esc\_output($candidate['gender']) == 'male' ? 'selected' : ''; ?>>

                              <?php echo lang('male'); ?>

                            </option>

                            <option value="female" <?php echo esc\_output($candidate['gender']) == 'female' ? 'selected' : ''; ?>>

                              <?php echo lang('female'); ?>

                            </option>

                            <option value="other" <?php echo esc\_output($candidate['gender']) == 'other' ? 'selected' : ''; ?>>

                              <?php echo lang('other'); ?>

                            </option>

                          </select>

                          <small class="form-text text-muted"><?php echo lang('select\_gender'); ?></small>

                        </div>

                        <div class="form-group form-group-account">

                          <label for=""><?php echo lang('date\_of\_birth'); ?></label>

                          <input type="text" class="form-control datepicker" placeholder="1990-10-10" name="dob"

                          value="<?php echo esc\_output($candidate['dob']); ?>">

                          <small class="form-text text-muted"><?php echo lang('select\_date\_of\_birth'); ?></small>

                        </div>

                      </div>

                      <div class="col-md-6 col-lg-6">

                        <div class="form-group form-group-account">

                          <label for=""><?php echo lang('last\_name'); ?></label>

                          <input type="text" class="form-control" placeholder="Smith" name="last\_name"

                          value="<?php echo esc\_output($candidate['last\_name']); ?>">

                          <small class="form-text text-muted"><?php echo lang('enter\_last\_name'); ?>.</small>

                        </div>

                        <div class="form-group form-group-account">

                          <label for=""><?php echo lang('email'); ?></label>

                          <input type="text" class="form-control" placeholder="email" name="email"

                          value="<?php echo esc\_output($candidate['email']); ?>">

                          <small class="form-text text-muted"><?php echo lang('enter\_email'); ?></small>

                        </div>

                        <div class="form-group form-group-account">

                          <label for=""><?php echo lang('phone'); ?> 2</label>

                          <input type="text" class="form-control" placeholder="67891011" name="phone2"

                          value="<?php echo esc\_output($candidate['phone2']); ?>">

                          <small class="form-text text-muted"><?php echo lang('enter\_phone'); ?> 2.</small>

                        </div>

                        <div class="form-group form-group-account">

                          <label for=""><?php echo lang('state'); ?></label>

                          <input type="text" class="form-control" placeholder="New York" name="state"

                          value="<?php echo esc\_output($candidate['state']); ?>">

                          <small class="form-text text-muted"><?php echo lang('enter\_state'); ?></small>

                        </div>

                        <div class="form-group form-group-account">

                          <label for=""><?php echo lang('address'); ?></label>

                          <input type="text" class="form-control" placeholder="House # 30, Street 32" name="address"

                          value="<?php echo esc\_output($candidate['address']); ?>">

                          <small class="form-text text-muted"><?php echo lang('enter\_address'); ?></small>

                        </div>

                      </div>

                      <div class="col-md-12 col-lg-12">

                        <div class="form-group form-group-account">

                          <label for=""><?php echo lang('short\_biography'); ?></label>

                          <textarea class="form-control" placeholder="Short Bio" name="bio"><?php echo esc\_output($candidate['bio'], 'textarea'); ?></textarea>

                          <small class="form-text text-muted"><?php echo lang('enter\_short\_biography'); ?></small>

                        </div>

                      </div>

                      <div class="col-md-12 col-lg-12">

                        <div class="form-group form-group-account">

                          <label for="input-file-now-custom-1"><?php echo lang('image\_file'); ?></label>

                          <input type="file" id="input-file-now-custom-1" class="dropify"

                          data-default-file="<?php echo candidateThumb($candidate['image']); ?>" name="image" />

                          <small class="form-text text-muted"><?php echo lang('only\_jpg\_or\_png\_allowed'); ?></small>

                        </div>

                      </div>

                    </div>

                    <div class="row">

                      <div class="col-md-12 col-lg-12">

                        <div class="form-group form-group-account">

                          <button type="submit" class="btn btn-success" title="Save" id="profile\_update\_form\_button">

                            <i class="fa fa-floppy-o"></i> <?php echo lang('save'); ?>

                          </button>

                        </div>

                      </div>

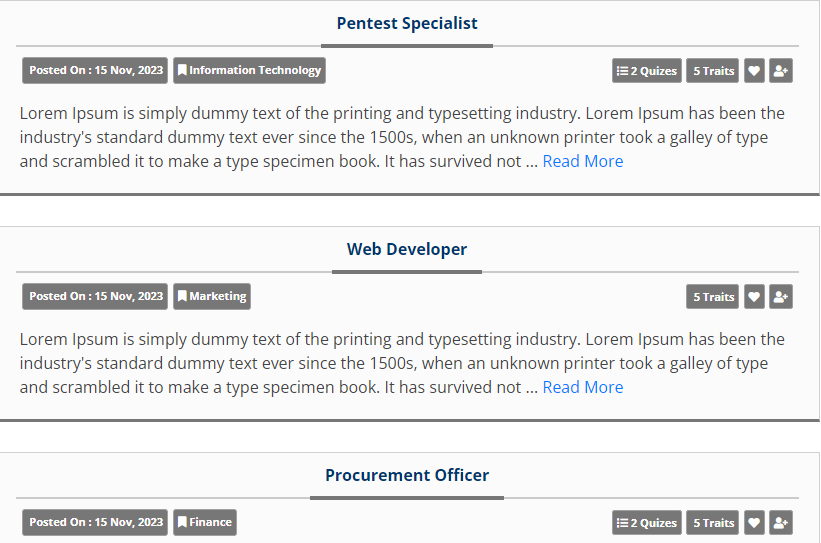
                    </div>

                  </form>

The form (**<form class="form" id="profile\_update\_form">**) includes fields for various user profile details like first name, last name, email, phone numbers, address, biography, etc. It also incorporates elements like a dropdown for gender selection, a file input for image upload (**dropify**), and a button for profile updates. The form submission appears is handled via JavaScript.

**3. Jobs**

The interface lists available job positions posted by admins, allowing applicants to view and apply for roles matching their skills and preferences.



<div class="col-md-9 col-lg-9 col-sm-12">

            <?php if ($jobs) { ?>

            <?php foreach ($jobs as $job) { ?>

            <div class="row">

              <div class="col-md-12 col-lg-12 col-sm-12">

                <div class="job-listing">

                  <p class="job-listing-heading">

                    <span class="job-listing-heading-text">

                      <a href="<?php echo base\_url(); ?>job/<?php echo encode($job['job\_id']); ?>">

                        <?php echo esc\_output($job['title'], 'html'); ?>

                      </a>

                    </span>

                    <span class="job-listing-heading-line"></span>

                  </p>

                  <p class="job-listing-job-info">

                    <span class="job-listing-job-info-date"><i class="fa fa-clock-o"></i>

                      <?php echo lang('posted\_on'); ?> : <?php echo date('d M, Y', strtotime($job['created\_at'])); ?>

                    </span>

                    <?php if ($job['department']) { ?>

                    <span class="job-listing-job-info-date">

                      <i class="fa fa-bookmark"></i> <?php echo esc\_output($job['department']); ?>

                    </span>

                    <?php } ?>

                    <?php if ($job['quizes\_count'] > 0) { ?>

                    <span class="job-listing-job-info-item"

                      title="Requires <?php echo $job['quizes\_count']; ?> <?php echo lang('quizes\_to\_be\_attempted'); ?>">

                      <i class="fa fa-list"></i> <?php echo $job['quizes\_count']; ?> <?php echo lang('quizes'); ?></span>

                    <?php } ?>

                    <?php if ($job['traits\_count'] > 0) { ?>

                    <span class="job-listing-job-info-item" title="Requires <?php echo $job['traits\_count']; ?> <?php echo lang('traits'); ?>">

                      <i class="fa fa-star-half-o"></i> <?php echo $job['traits\_count']; ?> <?php echo lang('traits'); ?></span>

                    <?php } ?>

                    <?php $favorite = in\_array($job['job\_id'], $jobFavorites) ? 'favorited' : ''; ?>

                    <span class="job-listing-job-info-item mark-favorite <?php echo $favorite; ?>"

                      title="<?php echo $favorite ? lang('unmark\_favorite') : lang('mark\_favorite'); ?>"

                      data-id="<?php echo encode($job['job\_id']); ?>">

                      <i class="fa fa-heart"></i></span>

                    <span class="job-listing-job-info-item refer-job" title="<?php echo lang('refer\_this\_job'); ?>"

                      data-id="<?php echo encode($job['job\_id']); ?>">

                      <i class="fa fa-user-plus"></i></span>

                  </p>

                  <div class="job-listing-job-description">

                    <?php echo trimString($job['description'], 280); ?>

                    <?php if (isset($job['job\_filters'])) { ?>

                    <?php foreach ($job['job\_filters'] as $jf) { ?>

                      <div classs="job-filter-title-value-wrap">

                      <span class="job-filter-title"><?php echo esc\_output($jf['title']); ?></span>

                      <span class="job-filter-separator"> : </span>

                      <span class="job-filter-value"><?php echo esc\_output(implode(', ',$jf['values'])); ?></span>

                      </div>

                    <?php } ?>

                    <?php } ?>

                    <a href="<?php echo base\_url(); ?>job/<?php echo encode($job['job\_id']); ?>"><?php echo lang('read\_more'); ?></a>

                  </div>

                  <div class="container">

                    <div class="row job-listing-items-container">

                      <?php if ($job['fields']) { ?>

                        <?php foreach ($job['fields'] as $key => $value) { ?>

                          <?php if ($value['label']) { ?>

                          <div class="col-md-4 col-sm-6 job-listing-items">

                            <span class="job-listing-items-title" title="<?php echo esc\_output($value['label']); ?>">

                              <?php echo trimString(esc\_output($value['label'])); ?>

                            </span>

                            <span class="job-listing-items-value" title="<?php echo esc\_output($value['value']); ?>">

                              <?php echo trimString(esc\_output($value['value'])); ?>

                            </span>

                          </div>

                          <?php } ?>

                        <?php } ?>

                      <?php } ?>

                    </div>

                  </div>

                </div>

              </div>

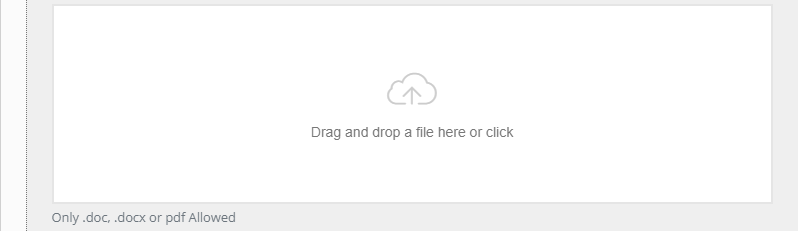
            </div>

For each job in the **$jobs** array, it displays:

* Job details like title, posted date, department, quizzes count, traits count, etc.
* Description, job filters (if available), and a "Read More" link.
* Additional job-specific fields in a formatted grid.

**4. CV Upload**

Applicants can upload their resumes, which are then analyzed by the system to rank them based on predefined traits and qualifications.



<div class="form-group form-group-account">

                  <label for="input-file-now-custom-1">

                    <?php echo lang('file'); ?>

                    <?php if ($resume['file']) { ?>

                    <a target="\_blank" href="<?php echo candidateThumb($resume['file']); ?>" title="Download">

                      <?php echo lang('download'); ?>

                    </a>

                    <?php } ?>

                  </label>

                  <input type="file" id="input-file-now-custom-1" class="dropify"

                  data-default-file="" name="file" />

                  <small class="form-text text-muted"><?php echo lang('only\_doc\_docx\_pdf\_allowed'); ?></small>

                </div>

Contains a label for an input field (file upload) with the text fetched dynamically using **<?php echo lang('file'); ?>**.

Inside the label, it checks if **$resume['file']** exists:

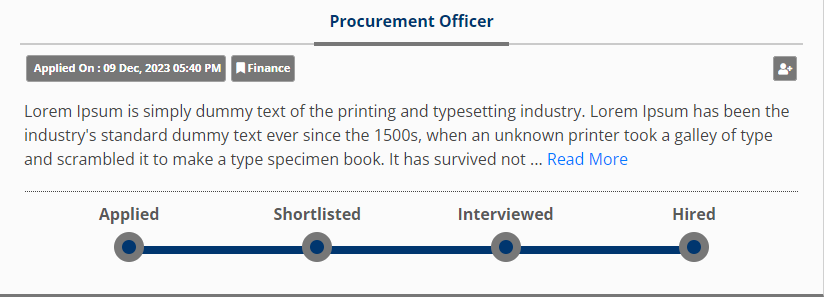
* If a file exists, it displays a download link wrapped in an **<a>** tag that points to the file location (likely for downloading the resume).

The input field is of type **file**, indicating a file upload field. It has a specific class **dropify** for enhancing file input functionality. The input field doesn't have a default file (**data-default-file=""**).

it includes a small text element (likely a form helper text) displaying information about allowed file formats fetched dynamically using **<?php echo lang('only\_doc\_docx\_pdf\_allowed'); ?>**.

**5. Progress Monitoring**

Users can track the status of their applications, starting from submission to shortlisting and final hiring decisions.



  <div class="col-md-9 col-lg-9 col-sm-12">

            <?php if ($jobs) { ?>

            <?php foreach ($jobs as $job) { ?>

            <div class="row">

              <div class="col-md-12 col-lg-12 col-sm-12">

                <div class="job-listing">

                  <p class="job-listing-heading">

                    <span class="job-listing-heading-text">

                      <a href="<?php echo base\_url(); ?>job/<?php echo encode($job['job\_id']); ?>"><?php echo esc\_output($job['title'], 'html'); ?></a>

                    </span>

                    <span class="job-listing-heading-line"></span>

                  </p>

                  <p class="job-listing-job-info">

                    <span class="job-listing-job-info-date"><i class="fa fa-clock-o"></i> <?php echo lang('applied\_on'); ?> : <?php echo timeFormat($job['applied\_on']); ?></span>

                    <span class="job-listing-job-info-date"><i class="fa fa-bookmark"></i> <?php echo esc\_output($job['department'], 'html'); ?></span>

                    <span class="job-listing-job-info-item refer-job" title="Refer this job"

                      data-id="<?php echo encode($job['job\_id']); ?>">

                      <i class="fa fa-user-plus"></i></span>

                  </p>

                  <div class="job-listing-job-description">

                    <?php echo trimString($job['description'], 280); ?>

                    <a href="<?php echo base\_url(); ?>job/<?php echo encode($job['job\_id']); ?>"><?php echo lang('read\_more'); ?></a>

                  </div>

                  <div class="container">

                    <div class="row job-listing-items-container">

                      <?php if ($job['fields']) { ?>

                        <?php foreach ($job['fields'] as $key => $value) { ?>

                          <?php if ($value['label']) { ?>

                          <div class="col-md-4 col-sm-6 job-listing-items">

                            <span class="job-listing-items-title" title="<?php echo esc\_output($value['label'], 'html'); ?>">

                              <?php echo trimString(esc\_output($value['label'], 'html')); ?>

                            </span>

                            <span class="job-listing-items-value" title="<?php echo esc\_output($value['value'], 'html'); ?>">

                              <?php echo trimString(esc\_output($value['value'], 'html')); ?>

                            </span>

                          </div>

                          <?php } ?>

                        <?php } ?>

                      <?php } ?>

                    </div>

                  </div>

                  <div class="container">

                    <?php if ($job['job\_status'] == 'rejected') { ?>

                    <div class="row job-application-progress">

                        <div class="col-6 job-application-progress-step complete">

                          <div class="text-center job-application-progress-stepnum"><?php echo lang('applied'); ?></div>

                          <div class="progress"><div class="progress-bar"></div></div>

                          <a href="#" class="job-application-progress-dot"></a>

                        </div>

                        <div class="col-6 job-application-progress-step complete">

                          <div class="text-center job-application-progress-stepnum"><?php echo lang('rejected'); ?></div>

                          <div class="progress"><div class="progress-bar"></div></div>

                          <a href="#" class="job-application-progress-dot"></a>

                        </div>

                    </div>

                    <?php } else { ?>

                    <div class="row job-application-progress">

                        <div class="col-xs-3 job-application-progress-step <?php jobStatus($job['job\_status'], 1); ?>">

                          <div class="text-center job-application-progress-stepnum"><?php echo lang('applied'); ?></div>

                          <div class="progress"><div class="progress-bar"></div></div>

                          <a href="#" class="job-application-progress-dot"></a>

                        </div>

                        <div class="col-xs-3 job-application-progress-step <?php jobStatus($job['job\_status'], 2); ?>">

                          <div class="text-center job-application-progress-stepnum"><?php echo lang('shortlisted'); ?></div>

                          <div class="progress"><div class="progress-bar"></div></div>

                          <a href="#" class="job-application-progress-dot"></a>

                          <div class="job-application-progress-info text-center"></div>

                        </div>

                        <div class="col-xs-3 job-application-progress-step <?php jobStatus($job['job\_status'], 3); ?>">

                          <div class="text-center job-application-progress-stepnum"><?php echo lang('interviewed'); ?></div>

                          <div class="progress"><div class="progress-bar"></div></div>

                          <a href="#" class="job-application-progress-dot"></a>

                          <div class="job-application-progress-info text-center"></div>

                        </div>

                        <div class="col-xs-3 job-application-progress-step <?php jobStatus($job['job\_status'], 4); ?>">

                          <div class="text-center job-application-progress-stepnum"><?php echo lang('hired'); ?></div>

                          <div class="progress"><div class="progress-bar"></div></div>

                          <a href="#" class="job-application-progress-dot"></a>

                          <div class="job-application-progress-info text-center"></div>

                        </div>

                    </div>

                  <?php } ?>

                  </div>

                </div>

              </div>

            </div>

            <?php } ?>

            <?php } else { ?>

            <div class="row">

              <div class="col-md-12 col-lg-12 col-sm-12">

                <div class="job-detail account-no-content-box">

                  <?php echo lang('no\_jobs\_found'); ?>

                </div>

              </div>

            </div>

The code displays job listings fetched from the **$jobs** variable:

* Iterates through each job in the **$jobs** array using a **foreach** loop.
* For each job, it presents details like the job title, application date, department, and job description, with a read more link.
* Displays job-related information in a structured manner using rows and columns.
* Creates a progress bar to indicate the application status (applied, shortlisted, interviewed, hired).

If no jobs are available, it shows a message saying "no\_jobs\_found".

**6. Landing Page**

The Landing Page serves as the entry point, directing users seamlessly to subsequent actions within the system.



# 4. Special Feature: CV Analysis and Ranking

HRM's unique functionality involves a specialized algorithm capable of parsing uploaded CVs, extracting pertinent information, and comparing it against predefined traits set within the system. This algorithm then generates a ranking for each candidate, aiding HR managers in shortlisting the most suitable candidates efficiently.

<?php

class AdminTraitModel extends CI\_Model

{

    protected $table = 'traits';

    protected $key = 'trait\_id';

    public function getTrait($column, $value)

    {

        $this->db->where($column, $value);

        $result = $this->db->get('traits');

        return ($result->num\_rows() == 1) ? $result->row(0) : $this->emptyObject('traits');

    }

    public function storeTrait($edit = null)

    {

        $data = $this->xssCleanInput();

        if ($edit) {

            $this->db->where('trait\_id', $edit);

            $data['updated\_at'] = date('Y-m-d G:i:s');

            $this->db->update('traits', $data);

        } else {

            $data['created\_at'] = date('Y-m-d G:i:s');

            $this->db->insert('traits', $data);

            $id = $this->db->insert\_id();

            return $id;

        }

    }

    public function changeStatus($trait\_id, $status)

    {

        $this->db->where('trait\_id', $trait\_id);

        $this->db->update('traits', array('status' => ($status == 1 ? 0 : 1)));

    }

    public function remove($trait\_id)

    {

        $this->db->delete('traits', array('trait\_id' => $trait\_id));

    }

    public function bulkAction()

    {

        $data = objToArr(json\_decode($this->xssCleanInput('data')));

        $action = $data['action'];

        $ids = $data['ids'];

        switch ($action) {

            case "activate":

                $this->db->where\_in('trait\_id', $ids);

                $this->db->update('traits', array('status' => 1));

            break;

            case "deactivate":

                $this->db->where\_in('trait\_id', $ids);

                $this->db->update('traits', array('status' => '0'));

            break;

        }

    }

    public function valueExist($field, $value, $edit = false)

    {

        $this->db->where($field, $value);

        if ($edit) {

            $this->db->where('trait\_id !=', $edit);

        }

        $query = $this->db->get('traits');

        return $query->num\_rows() > 0 ? true : false;

    }

    public function getAll($active = true)

    {

        if ($active) {

            $this->db->where('status', 1);

        }

        $this->db->from($this->table);

        $query = $this->db->get();

        return $query->result();

    }

    public function traitsList()

    {

        $request = $this->input->post();

        $columns = array(

            "",

            "traits.title",

            "traits.created\_at",

            "traits.status",

        );

        $orderColumn = $columns[($request['order'][0]['column'] == 0 ? 5 : $request['order'][0]['column'])];

        $orderDirection = $request['order'][0]['dir'];

        $srh = $request['search']['value'];

        $limit = $request['length'];

        $offset = $request['start'];

        $this->db->from('traits');

        $this->db->select('

            traits.\*

        ');

        if ($srh) {

            $this->db->group\_start()->like('title', $srh)->group\_end();

        }

        if (isset($request['status']) && $request['status'] != '') {

            $this->db->where('traits.status', $request['status']);

        }

        $this->db->group\_by('traits.trait\_id');

        $this->db->order\_by($orderColumn, $orderDirection);

        $this->db->limit($limit, $offset);

        $query = $this->db->get();

        $result = array(

            'data' => $this->prepareDataForTable($query->result()),

            'recordsTotal' => $this->getTotal(),

            'recordsFiltered' => $this->getTotal($srh, $request),

        );

        return $result;

    }

    public function getTotal($srh = false, $request = '')

    {

        $this->db->from('traits');

        if ($srh) {

            $this->db->group\_start()->like('title', $srh)->group\_end();

        }

        if (isset($request['status']) && $request['status'] != '') {

            $this->db->where('traits.status', $request['status']);

        }

        $this->db->group\_by('traits.trait\_id');

        $query = $this->db->get();

        return $query->num\_rows();

    }

    private function prepareDataForTable($traits)

    {

        $sorted = array();

        foreach ($traits as $c) {

            $actions = '';

            $c = objToArr($c);

            if ($c['status'] == 1) {

                $button\_text = lang('active');

                $button\_class = 'success';

                $button\_title = lang('click\_to\_deactivate');

            } else {

                $button\_text = lang('inactive');

                $button\_class = 'danger';

                $button\_title = lang('click\_to\_activate');

            }

            if (allowedTo('edit\_traits')) {

            $actions .= '

                <button type="button" class="btn btn-primary btn-xs create-or-edit-trait" data-id="'.$c['trait\_id'].'"><i class="far fa-edit"></i></button>

            ';

            }

            if (allowedTo('delete\_traits')) {

            $actions .= '

                <button type="button" class="btn btn-danger btn-xs delete-trait" data-id="'.$c['trait\_id'].'"><i class="far fa-trash-alt"></i></button>

            ';

            }

            $sorted[] = array(

                "<input type='checkbox' class='minimal single-check' data-id='".$c['trait\_id']."' />",

                esc\_output($c['title'], 'html'),

                date('d M, Y', strtotime($c['created\_at'])),

                '<button type="button" title="'.$button\_title.'" class="btn btn-'.$button\_class.' btn-xs change-trait-status" data-status="'.$c['status'].'" data-id="'.$c['trait\_id'].'">'.$button\_text.'</button>',

                $actions

            );

        }

        return $sorted;

    }

    public function getJobTraits($job\_id)

    {

        $this->db->where('job\_traits.job\_id', $job\_id);

        $this->db->from('job\_traits');

        $query = $this->db->get();

        return objToArr($query->result());

    }

}

property **$table** represents the database table name, and **$key** holds the primary key of the table (**trait\_id**).

**getTrait**: Fetches a single row from the table based on a provided column and value.

**storeTrait**: Inserts or updates a trait in the table based on the presence of an **$edit** parameter.

**changeStatus**: Changes the status of a trait (either activates or deactivates it).

**remove**: Deletes a trait from the table.

**bulkAction**: Performs bulk actions (activation or deactivation) on traits based on IDs provided.

**valueExist**: Checks if a field value exists in the table, useful for unique value validations.

**getAll**: Fetches all traits, filtering by active status if specified.

**getJobTraits**: Retrieves traits associated with a specific job based on the provided **$job\_id**.

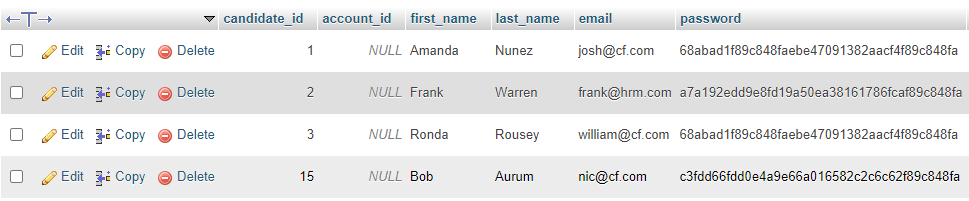
**prepareDataForTable**: Formats traits data for a CV review.

# 5. User Experience and Interface

The interface is intuitively designed, ensuring a user-friendly experience for both administrators and applicants. The layout is simple, navigable, and visually appealing, enhancing user engagement.

# 6. Security Measures

HRM implements stringent security measures to safeguard sensitive data. This includes encryption protocols for data transmission, role-based access controls, and regular security audits to identify and mitigate potential vulnerabilities.



hashing in PHP has been used for security purposes when dealing with sensitive data like passwords. By hashing data, you convert it into a fixed-size string of characters, which is generally a one-way process.

**Password Storage:** When a user creates an account or updates their password, a hashing function **password\_hash()** is used to convert the password into a hash before storing it in the database. This ensures that the actual password isn't stored in plain text, adding an extra layer of security.

$password = $\_POST['password'];

$hashedPassword = password\_hash($password, PASSWORD\_DEFAULT);

// Store $hashedPassword in the database

When a user tries to log in, the hashed password stored in the database is compared with the hash of the entered password using **password\_verify()**:

$enteredPassword = $\_POST['password'];

// Retrieve hashed password from the database

// Compare the entered password with the stored hash

if (password\_verify($enteredPassword, $storedHashedPassword)) {

// Passwords match, grant access

} else {

// Passwords don't match, deny access

}

Hashing adds security by making it computationally infeasible to reverse the process and retrieve the original password from the stored hash. Additionally, it prevents attackers who gain unauthorized access to the database from easily obtaining user passwords.

# 7. Future Development and Enhancements

Casting an eye toward the future, HRM anticipates a trajectory of evolution and growth through upcoming enhancements poised to elevate its capabilities. Among the envisioned advancements, the integration of AI-driven candidate matching stands as a beacon of innovation. By leveraging the power of artificial intelligence, HRM aims to revolutionize the candidate selection process, enabling a more intuitive and precise matching of candidate skills and organizational requirements. This augmentation promises not just efficiency but a refined synergy between technology and human judgment, ultimately facilitating smarter, more informed hiring decisions.

Another focal point for future development lies in the continuous refinement of the CV analysis algorithm. HRM recognizes the pivotal role played by resume analysis in the screening process and aspires to enhance this algorithm to ensure a deeper, more nuanced understanding of candidate qualifications. By fine-tuning this mechanism, HRM aims to extract richer insights from candidate profiles, empowering recruiters with comprehensive data to make informed assessments and further streamline the selection process.

Furthermore, HRM envisions expanding its arsenal of assessment tools to bolster its candidate evaluation process. Embracing the ethos of continuous improvement, HRM plans to integrate additional tools that offer diverse perspectives on candidate suitability. This strategic expansion aims to provide a holistic view of candidate capabilities, going beyond traditional metrics to assess qualities that align more intricately with organizational culture and requirements. Such foresighted enhancements stand poised to solidify HRM's position as a cutting-edge solution, driving the recruitment landscape toward greater precision, efficiency, and strategic hiring decisions.

# 8. Conclusion

In culmination, HRM emerges as a transformative force reshaping the recruitment paradigm, transcending the confines of traditional methodologies. Its role as a pivotal tool extends far beyond mere automation; it symbolizes a fundamental shift in how human resource managers navigate the intricate landscape of talent acquisition. By intelligently amalgamating technology with human expertise, HRM not only streamlines administrative burdens but also catalyzes a more precise and insightful candidate assessment. It stands as a testament to innovation, facilitating the identification and selection of the most qualified individuals poised to contribute meaningfully to an organization's success.

Moreover, HRM's impact extends beyond immediate efficiency gains; it embodies a commitment to continual advancement. With a roadmap envisioning the integration of AI-driven capabilities, enhancement of analysis algorithms, and diversification of assessment tools, HRM pledges to remain at the forefront of evolution within the HR domain. As it marches forward, HRM vows to empower organizations with the tools necessary to navigate the dynamic landscape of talent acquisition with unparalleled agility, insight, and efficacy, solidifying its position as an indispensable asset in the realm of human resource management.