

JobConnect - Recruitment Portal

Project Summary:

Using a dataset from Kaggle, comprising 19,000 job postings from the Armenian human resource portal CareerCenter during the years 2004-2015, our database application will aim to offer invaluable insights to recruiters for seamlessly posting jobs on the job portal, leveraging comprehensive insights derived from years of online job postings. By analyzing diverse fields including job titles, company information, employment terms, eligibility criteria, and application procedures, our application will provide recruiters with a robust platform to understand the intricacies of the local labor market dynamics.

Through our database application, recruiters will gain a competitive edge by deciphering the demand for specific professions, job titles, and industries. Additionally, it will assist recruiters in tailoring job postings to meet the evolving needs of the job market effectively. By identifying prevalent skills sought by employers and tracking their evolution, recruiters would be able to make informed decisions, ensuring they attract the right talent for their organizations.

In essence, our database application will serve as an invaluable tool for recruiters, facilitating seamless job postings on the portal. It will offer a deep understanding of the job landscape, allowing recruiters to make data-driven decisions, thereby enhancing their recruitment strategies and ultimately improving the job search experience for both employers and job seekers.

Project Description:

Team Members:

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Objectives:

The goal of this project is to create a user-friendly application for posting jobs using the Kaggle job posting dataset, with the intention of streamlining the laborious process of posting jobs for businesses and enhancing the job-searching experience for candidates. The application will ease the process of data entry, categorize job posts, and offer

advanced search and recommendation features for job seekers. In addition to improving business efficiency, ensuring a more accurate job-matching process, and offering priceless data-driven insights, the project solves the inefficiencies in the current job posting platforms. By bridging the gap between employers and job seekers, this solution ultimately helps to lower unemployment rates and promote economic growth.

Usefulness :

By streamlining the job posting process and improving the job search experience, the proposed job posting database and its interactive interface provide tremendous benefit. Our application stands out from existing databases thanks to its simple layout and practical functionality. For companies, it saves time and effort by its efficient data input process, categorizing job ads, and offering additional search options. A precise match between candidates and opportunities is ensured by the application's sophisticated search filters. A wide range of users, including employers from different industries, hiring managers, and external contractors, are catered to by this user-centric approach. The interactive interface not only simplifies the job posting process but makes every post stand out and easily searchable, making it a powerful tool for employers, thereby addressing a critical need in the market.

Dataset :

The dataset, known as the "Job Posts dataset," comprises approximately 19,000 job postings that were originally published on the Armenian human resource portal, CareerCenter. These job postings were gathered from the Yahoo! mailing group, which served as the primary online platform for human resource-related activities during the early 2000s. The dataset reflects the years 2004 to 2015 and has undergone a cleaning process to eliminate posts that were unrelated to job listings or lacked a discernible structure. While job postings typically adhere to a structured format, some fields within the postings may not have been completed by the original poster. This dataset serves as a valuable resource for analyzing and understanding the evolution of job listings in the Armenian job market during the specified time period.

Link: <https://www.kaggle.com/datasets/madhab/jobposts>

jobpost – The original job post (contain some metadata)

date – Date it was posted

Title – Job title

Company - employer

AnnouncementCode – Announcement code (some internal code, is usually missing)

Term – Full-Time, Part-time, etc (it also contain contract roles with duration like 20 weeks, 30 week, night shift, etc)

Eligibility -- Eligibility of the candidates (qualification criteria mentioned in this column)

Audience --- Who can apply? (this contains information like grad student, experience, citizen and other.)

StartDate – Start date of work

Duration - Duration of the employment

Location – Employment location

JobDescription – Job Description

JobRequirement - Job requirements

RequiredQual -Required Qualification (experience requirement with skill still condition)

Salary - Salary

ApplicationP – Application Procedure

OpeningDate – Opening date of the job announcement (job application start date)

Deadline – Deadline for the job announcement

Notes - Additional Notes

AboutC - About the company

Attach - Attachments

Year - Year of the announcement (derived from the field date)

Month - Month of the announcement (derived from the field date)

IT – TRUE if the job is an IT job. This variable is created by a simple search of IT job titles within column “Title”

Sample screenshot:

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	
1	Jobpost	date	Title	Company	Announce	Term	Eligibility	Audience	StartDate	Duration	Location	JobDescrip	JobRequir	RequiredC	Salary	Applicatio	OpeningDi	Deadline	Notes	AboutC	Attach	Year	Month	IT	
2	AMERIA	5-Jan-04	Chief Fin	AMERIA Ir	NA	NA	NA	NA	NA	NA	Yerevan, #	AMERIA	NA	To	NA	To apply	NA	#####	NA	NA	NA	2004	1	FALSE	
3	Internati	7-Jan-04	Full-time C	Internatio	NA	NA	NA	NA	NA	3 months	IREX	NA	NA	-	NA	Please	NA	#####	NA	The	NA	2004	1	FALSE	
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9	Internati	#####	Non-paid	Internatio	NA	NA	NA	NA	NA	6 months	IREX	NA	NA	NA	NA	To apply	NA	#####	NA	The	NA	2004	1	FALSE	
10	Yerevan	#####	Assistant	Yerevan B	NA	NA	NA	NA	NA	NA	Yerevan, #	NA	-	-	NA	Successfu	NA	27	January	NA	NA	2004	1	FALSE	
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17	NetCall	#####	Network	NetCall C	NA	NA	NA	NA	NA	NA	Yerevan, #	NA	-	-	NA	Successfu	NA	28	Februa	NA	NA	2004	1	TRUE	
18	SOC.Stoc	#####	Utopian V	SOC.Stock	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	Visit	NA	Deadline	NA	NA	NA	2004	1	FALSE	
19	United	#####	Country E	United Na	NA	NA	NA	NA	NA	3 months	NA	The	The	-	NA	Applicati	NA	24	January	NA	NA	2004	1	FALSE	
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23	Yerevan	#####	Lawyer	Yerevan B	NA	NA	NA	NA	NA	NA	Yerevan, #	NA	-	Drawing	-	NA	Successfu	NA	06	Februa	NA	NA	2004	1	FALSE
24	ACDI/VO	#####	Marketing	ACDI/VOC	NA	NA	NA	NA	NA	30 month	Tbilisi, Gex	The	-	Lead	-	10+	NA	Submit	NA	N/A	NA	ACDI/VO	2004	1	FALSE
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Communication and Sharing :

Our mode of communication would be Microsoft Teams and we have set up a git repository to share code development for the project.

Below is the git repository for our team:

https://github.iu.edu/ssuvarn/ADT-Fall2023-JobConnect_RecruitmentPortal

