

Project and Professionalism

(6CS007)

Project Draft Report

Remote Job Finder

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1. Introduction

1.1 Project Title

Remote Job Finder provides a consistent experience for both employers and employees. Employers can quickly create a profile for their business, log in safely, and post job openings. They have access to a thorough dashboard where they can view a list of their open positions and look over applicant information. Additionally, employers can quickly edit or remove their job postings as needed. On the other hand, users or members can set up accounts, save pertinent job opportunities, and submit applications. For quick access, they can also access their saved job list. Remote Job Finder can assist you with your hiring needs by providing an intuitive user interface and effective functionality.

1.1.1 Background

Remote work has become a significant trend in the job market, particularly since the COVID-19 pandemic. Many professionals are now looking for remote jobs that provide flexibility and work-life balance. Similarly, employers are becoming more willing to hire remote workers in order to access a larger talent pool and reduce operational costs.

This pattern of remote jobs has presented difficulties for companies and job seekers, though. Employers may have trouble locating and attracting qualified remote employees, while job seekers may have trouble wading through the sea of internet job advertising to uncover genuine remote job possibilities.

1.1.2 Problem scenario

According to respected sources and research, remote job seekers frequently run into problems like work frauds, a lack of openness in job descriptions, and challenges locating reputable remote job prospects. Employers may also find it challenging to confirm the credentials of remote candidates and determine whether they are qualified for remote employment based on conventional hiring procedures.

According to a FlexJobs 2020 survey, 20% of job searchers who were looking for remote opportunities ran into a remote job scam, which made them suspicious of remote job advertisements. (FlexJobs, 2020)

Additionally, a study by Owl Labs found that 57% of firms find it difficult to locate and recruit qualified remote employees, which causes hiring processes to take longer and lowers productivity. (Buffer & AngelList, 2020)

1.1.3 Project as a Solution

In order to address the difficulties that companies and job searchers in the distant job market confront, the "Remote Job Finder" project was created. The platform will act as a trustworthy and secure marketplace where employers and job seekers can connect to a wide range of skilled remote candidates and job seekers may find authentic remote work opportunities.

- Create a safe user registration and login process for employers and job seekers.
- Both businesses and job searchers will have an intuitive experience thanks to a user-friendly web interface.
- Job seekers can establish profiles in full, register for accounts, and submit applications for remote employment prospects.
- Implement a feature that allows users to manage and save job postings for later use.
- To increase confidence and trust, employers and job applicants could be asked to provide identification verification.
- Give employers statistics and information regarding the effectiveness of their job postings, including the quantity of views, applications, and hires.
- Create a robust job search engine that enables users to look for remote jobs using filters for keywords, locations, categories, and job types.

1.2 Aims

In order to serve the demands of companies and job seekers in the remote employment market, Remote Job Finder seeks to create a thorough and effective platform. The platform will be created with the following main goals in mind:

- To create an easy-to-use and efficient Remote Job Finder platform that connects job seekers with remote job opportunities in a variety of industries.
- To provide employers with a simple platform for posting remote job openings and managing job applications from potential candidates.
- To assist users in their job search by providing accurate and relevant job listings based on their preferences and qualifications.
- To improve users' overall job application experience by providing a simple application process.
- To create a job application tracking system.
- To create responsive design and enhance remote job accessibility.

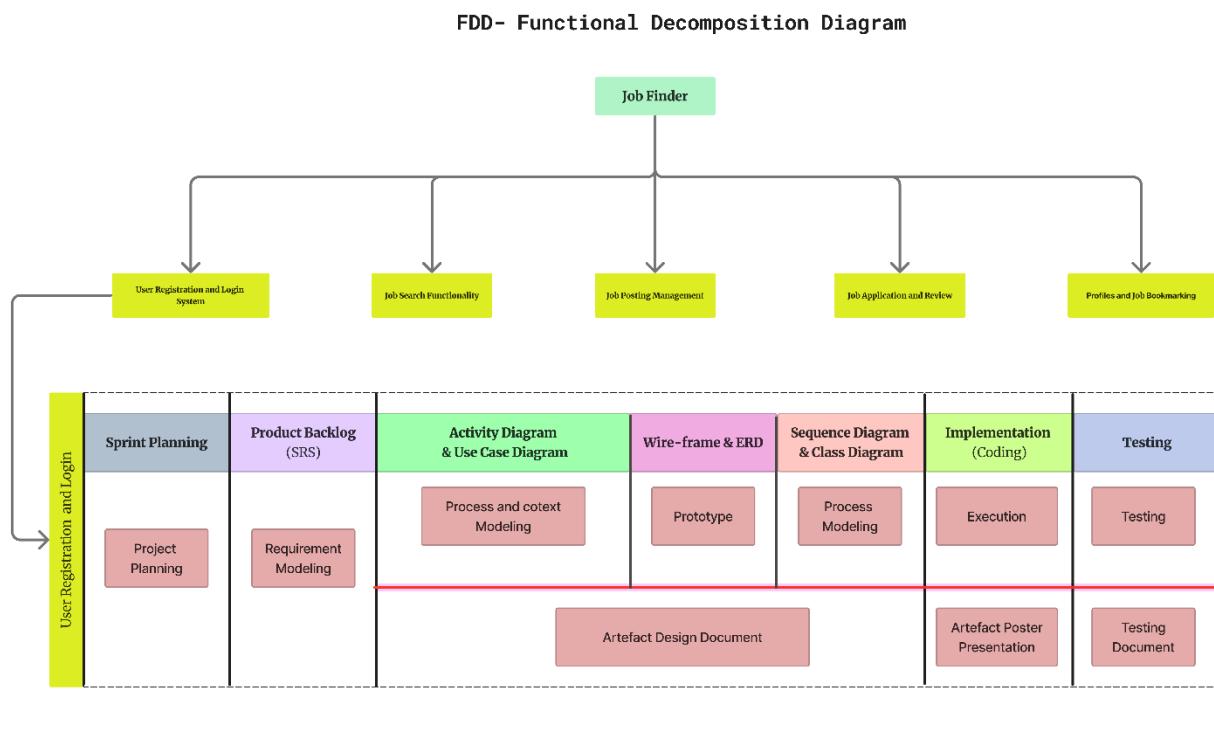
1.3 Objectives

- Create a secure and user-friendly user registration and login system for both job seekers and employers.
- Create a robust job search feature that allows users to search for remote jobs using keywords, location, category, and job type.
- Organize job postings into well-defined categories and sub-categories to improve user experience and navigation.
- Create a feature for job bookmarking that allows users to save and manage job postings for future reference.
- Implement a simple job application process that allows job seekers to send potential employers their resumes and relevant documents.
- Create a registration and login system for employers to post remote job openings and manage their job postings.
- Create an easy-to-use job posting feature that allows employers to customize job descriptions, education and experience requirements, and deadline dates.

- Create a multiple job posting management system to help employers manage and track their job postings more efficiently.
- Create a job application review system that allows employers to view and manage user-submitted applications.
- Create user profiles that allow job seekers to highlight their skills, work experience, education, and other relevant information.
- Create company profiles that allow employers to show potential candidates their company information, logo, and other relevant details.
- Provide analytics and insights about job postings to employers to help them optimize their recruitment strategies and make informed decisions.

1.4 Artefact

1.4.1 FDD (Functional Decomposition Diagram)



1.4.2 Artefact Proposed to be:

User Registration and Login System: Create and implement a secure and user-friendly user registration and login system that allows job seekers and employers to create accounts and securely access the platform.

Job Search Functionality: Create a robust job search functionality that allows users to search for remote jobs using keywords, location, category, and job type, and provides accurate and relevant results with sorting and filtering options.

Job Posting and Management: Create an easy-to-use job posting feature that allows employers to post remote job openings with detailed descriptions, education and experience requirements, and deadline dates. Include tools to help employers manage and track their job postings more effectively.

Job Application and Review: Implement a simple job application process that allows job seekers to send potential employers their resumes and relevant documents. Create a job application review system that allows employers to view and manage user-submitted applications.

Job Bookmarking and Notifications: Create a feature that allows users to save and manage job postings for future reference. Implement a notification system to notify users via mail and employers of critical events such as application status updates.

1.5 Academic Question

- I. What methods will be used, considering both job seekers' and employers' individual needs and preferences, to guarantee a user-friendly and intuitive user interface?
- II. What measures will be utilized to assess Job success and performance in assisting companies with hiring decisions and job seekers with their job search efforts?

1.6 Scope and limitations

2. Literature Review

2.1 Research/Investigation

2.1.1 Job Portal - A Web Application for Geographically Distributed Multiple Clients

The merging of technology and education has sparked a shift in knowledge management, particularly through web portals, in recent years. This study focuses on job portals as knowledge management systems inside a standardized framework, among other types of web portals. The major goal of this initiative is to improve access to employment-related information, hence empowering job seekers. It is critical to explore relevant aspects that highlight the significance of such portals in order to grasp the setting of this study:

- Limited Understanding of Specialized Job Selection: One recurring issue for job seekers is a lack of understanding on how to effectively traverse specialized employment markets customized to their qualifications and interests. This knowledge gap can seriously limit their ability to make informed professional decisions.
- Divergent Job Expectations: Discrepancies between job seekers' and potential employers' expectations are common, resulting in a communication chasm that impedes the efficient matching of skills and opportunities. Effective communication between these two parties is critical for job placement success.
- Post-Graduation work Challenges: After completing their studies, graduates usually face the arduous process of finding acceptable work possibilities. This transition time can be exceptionally difficult, necessitating effective support networks.
- New Graduates' Skill Gap: The high proportion of recent graduates who remain unemployed due to a mismatch between their skill sets and industry demands is a persistent issue in both emerging and industrialized countries. The prevalence of this problem has serious socioeconomic consequences, needing creative solutions.

In order to tackle these important concerns, our research project aims to bridge the communication gap between job searchers and companies by creating a uniform platform

for engagement and information exchange. The proposed web portal aims to be a catalyst for positive change in the work environment, addressing knowledge gaps, expectations mismatches, and employment obstacles faced by persons looking to enter or advance in the job market. The study's conclusion emphasizes the creation of a web portal specifically tailored to address the aforementioned difficulties in the context of job searchers and businesses. This unique portal provides several benefits, including the successful achievement of project objectives, the maintenance of uniform information, services, and appearance, as well as high-level management and operational flexibility.

In conclusion, this study emphasizes the critical role of web portals, particularly job portals, in tackling the significant issues faced by both job searchers and businesses. The creation of a knowledge-based job portal inside a standardized framework has the potential to transform information access, communication, and, ultimately, employment prospects for those navigating the volatile job market. The possibility of further functional and usability advancements validates the portal's potential as an indispensable resource for both job searchers and employers, enabling a more harmonic and productive employment ecosystem.

2.1.2 Feature Extraction based Online Job Portal

The idea of employment matching has grown to be of utmost significance in the modern, dispersed, and diverse global market. The crucial role that technology may play in expediting recruiting and job-seeking processes has come to light in this era of fast technological innovation. One application that stands out and is receiving more attention is "Job Making," a feature that promises rapid and direct effects on people and society as a whole.

It has been found that time is a significant resource for job seekers and is a major foundation of this research. Many people spend a significant amount of time and effort scouring through job advertisements in their search for suitable work possibilities. This difficulty is being addressed through the use of technology in the form of job search portals. These portals use technology to match available openings with the distinctive profiles of job seekers, sending timely alerts to registered users and ensuring that time is not wasted in futile searches.

The advantages of such job sites also extend to enterprises. Companies can use these platforms to efficiently publicize job openings, allowing them to find and hire excellent people from throughout the country. Furthermore, these portals act as third-party mediators, connecting job seekers and recruiters. One of the most important functions of these platforms is the collecting and transmission of information. Job seekers can quickly create accounts on these portals, having access to a plethora of prospects. The key characteristic of these platforms is their capacity to match job applicants' qualifications and skills with posted vacancies that best match their talents. Following that, the information is sent to the profiles of screened resumes, simplifying the recruiting process for organizations and their recruitment departments.

The segmentation of job applications is an important aspect of this research. The suggested approach uses section-based segmentation to extract a set of abilities and certifications that serve as the foundation for the classification process. This improves the precision and effectiveness of job matching.

In summary, job search portals and their accompanying logins are the focus of this study project. The importance of effective and technology-driven job matching cannot be emphasized in a world where livelihoods are tightly linked to work placements. These job-seeking and recruiting portals have evolved over time to become vital instruments in the field of human resource recruitment and job-seeking. According to the literature, there is an increasing need to leverage technology to optimize these platforms and improve their role in linking job searchers with acceptable prospects, therefore contributing to the larger socioeconomic environment.

2.1.3 Satisfaction with job and life and remote work in the COVID-19 pandemic: the role of perceived stress, self-efficacy and self-esteem

Over the past few decades, the nature of work has undergone significant changes, mostly as a result of technology improvements and changing cultural demands. These modifications have brought forth new work practices and ways of carrying out professional obligations, fundamentally altering the character of work itself. This revolution has been significantly influenced by technological improvements in particular, which have changed working circumstances and introduced novel work arrangements. Notably, one notable result of these technological developments has been the growth of remote work. Employees have found themselves forced to accept new realities in order to maintain their employment, motivated by the necessity to adapt to these transformations.

The COVID-19 pandemic, on the other hand, posed the most significant challenge to the modern workforce. The World Health Organization's declaration of a global pandemic on March 11, 2020, was a watershed moment that prompted profound changes in all aspects of life. In response to the pandemic's spread, people were forced to change their usual behavior patterns, adapting to the implementation of stringent restrictions and constraints in daily life.

The rapid adoption of remote work arrangements by many employers has been a significant result of these shifts. According to a Pracuj.pl report from 2020, 42% of respondents have made the switch to full-time or hybrid remote employment, illustrating the scope of this transformation. Finding resources that facilitate the shift to remote work, increase employee satisfaction, and lower associated expenses has become a top priority for both individuals and enterprises in the midst of this upheaval. The vitality of one's personal views about oneself and the world around them is increased under this situation. Bandura (1997) emphasizes the idea of self-efficacy, which denotes a person's confidence in their capacity to carry out activities and successfully negotiate difficult situations. Self-efficacy is understood to be an important psychological tool that enables people to manage the challenges of adjusting to new work environments and uncertainties, as those brought on by the COVID-19 epidemic.

According to the study, self-efficacy is not only an important coping strategy but also a possible trigger for greater job satisfaction. The degree to which people are willing to accept remote work and deal with shifting professional dynamics can have a substantial impact on how well they are able to adapt to and succeed under these new conditions. Additionally, self-efficacy has a favorable impact on a wider range of life domains, making it a crucial tool during times of change and crisis.

In conclusion, the research emphasizes the wide-ranging effects of technological development and the COVID-19 epidemic on the workplace. An important aspect of this shift is the increase of remote work, which places pressure on businesses and workers to adjust quickly. Self-efficacy, in particular, emerges as a crucial factor in determining a person's capacity to thrive, find job happiness, and manage the changing demands of the modern workplace as a result of these changes. In order to successfully manage the shifting work environment caused by technological innovation and unanticipated global difficulties, the literature argues that individuals and organizations should cultivate self-efficacy and embrace flexibility and resilience.

2.1.4 The Impacts of Remote Working on Workers Performance

The rise of ICT (information and communication technology) heralded a new age, affecting not just the way we work, but also the quality of employment and communal life. The rise of remote working a flexible employment arrangement that allows employees to complete their tasks and obligations from permitted worksite locations other than their conventional workplace is a key result of this technological advancement. This paradigm change in work dynamics has spurred substantial research into its principles, benefits, and obstacles.

Remote working, which is frequently lauded for its potential benefits, gives employees more control over their work settings and schedules. Such adaptability can help distant employees feel more in control and lessen emotions of collaboration deficiency and depression. However, implementing remote work successfully is not without problems. One significant problem is ensuring that remote employees have the appropriate expertise and tools to properly exploit remote work. Lack of understanding regarding the

effects of remote working on worker performance, as well as an inability to use remote working technologies appropriately, may stymie its growth, particularly in certain countries.

It is critical to address these concerns regarding the uptake and impact of remote working. This research investigates the benefits and drawbacks of remote working and investigates the perceived effects of remote working on worker performance. The goal is to offer a thorough awareness of the complexities of remote work and its repercussions. According to research, remote work can have a good influence on worker performance, and numerous elements contribute to this effect. Remote work gives employees more control over their workplaces and schedules, increasing autonomy and flexibility. This increased power can help remote employees overcome emotions of loneliness and depression, improving their overall job happiness and performance.

But it's important to understand that remote employment is not a universally applicable answer. There are many obstacles, such as those related to implementing new technology, the requirement for constant manager communication, and the need to oversee and assess the performance of remote workers. These difficulties highlight how crucial it is to give remote workers the right assistance, tools, and training in order to assure their success.

In conclusion, the literature review emphasizes the dynamic nature of remote work, highlighting both its benefits and difficulties. By giving workers more freedom and flexibility, remote work has a big potential to boost productivity. However, achieving these advantages requires resolving the difficulties of remote work, including the requirement for effective technology use, communication, and assistance. Unlocking the full potential of remote work and utilizing its advantages in modern workplaces requires an understanding of these challenges.

2.1.5 Developing an E-learning and Job Portal for IT Aspirants

Individuals attempting to gain a foothold in the business sector face enormous difficulties in an ever-changing work environment. Effective coaching and access to crucial resources are required to prosper in this competitive environment. However, finding tools that allow people to solve problems, refine their skills, and measure their capacities, particularly in the field of information technology, can be difficult. In this setting, the demand for experts in large organizations goes beyond technical expertise to include communication skills, interpersonal qualities, and extraordinary problem-solving ability.

The changing job landscape in the Information Technology (IT) sector emphasizes the importance of a diverse skill set. Job candidates are expected to have not just technical knowledge but also communication abilities, interpersonal skills, and the capacity to solve difficult problems successfully. However, a significant gap exists between industry expectations and the skill levels of persons entering the labor force. A web-based solution emerges as a possible path for tackling the skills gap in response to this important issue. On a global scale, the emergence of web-based education has achieved amazing popularity. It has transformed educational accessibility by allowing individuals at all levels to utilize online platforms and Educational Web Portals.

Educational online portals have arisen as transformative resources, providing a wide range of content to aid in skill development and knowledge gain. These portals give users access to a plethora of educational resources, such as eBooks, articles, journals, research papers, online courses, and more. The combination of web-based education and efforts to close the skills gap in the corporate and IT sectors has enormous promise. These educational platforms enable individuals to take control of their learning path by providing a wealth of materials to help them improve their skills and competences.

To summarize, the dynamic digital era has reshaped the employment market and educational scene, driving people to adapt and gain multiple talents. In this paradigm change, educational web portals have emerged as important assets, democratizing access to knowledge and empowering individuals to fulfill the changing needs of the business world. Individuals may easily traverse the complexities of the job market since

these portals provide a holistic approach to skill development. They have evolved into critical tools for personal and professional development, bridging the skills gap and transforming obstacles into opportunities. The importance of educational online portals in defining the future of education and employment cannot be stressed in an increasingly digitalized society.

2.1.6 Is remote work in high demand? Evidence from job postings during COVID-19

The COVID-19 epidemic has brought about significant changes in the employment environment, especially with relation to the viability of distant work. This study, which especially looks at the "remotability" of work, offers light on a fascinating paradox in the evolution of employment and job advertising. While remote-work-friendly jobs have remained in demand throughout the epidemic, job advertisements for these positions have decreased disproportionately. These results are strong because they hold true even after adjusting for lagged job separations and sector-specific differences, indicating that the difference in remote job postings is not just a result of earlier layoffs or industrial changes.

The performance discrepancy between job ads for non-remote positions and crucial front-line responsibilities is one theory examined in the investigation. According to the study, non-remote job postings perform better than their remote equivalents, although employment dynamics do not follow this pattern. This suggests that the pandemic's high demand for front-line personnel was not adequately satisfied by available employment possibilities. The study also shows that employment in remote-friendly jobs outperforms in jobs with strong returns to experience, whereas remote job listings underperform most noticeably in jobs with similar qualities. The hiring of people who would need to get such experience remotely was constrained by employers, who appeared to want to keep experienced remote workers.

It's also interesting to observe the geographical aspect of this discrepancy, with larger, wealthier coastal areas suffering the greatest gap in remote job advertisements. Non-remote job posts increased even above pre-epidemic levels in May 2021, demonstrating that this issue has remained after the pandemic. According to the research's findings, the

relative demand for remote labor, as measured by online job ads, did not correspond with the resilience shown in distant employment, challenging the conventional view of remote work dynamics throughout the pandemic. The complexity of the pandemic's effects on the labor market are highlighted by this nuanced exploration, which also highlights the need for more research into the dynamics of distant work in the post-pandemic era.

In conclusion, this analysis demonstrates the complex interaction between remote employment and job ads during the COVID-19 epidemic, exposing discrepancies that cast doubt on long-held beliefs about the nature of the future of work. The counterintuitive patterns found in this study highlight the need of having a thorough grasp of how work is changing in the wake of the epidemic, providing useful information for policymakers, employers, and job seekers alike.

Overview of reviewed research

Authors	Country	Purpose	Type of Source	Summary Points
V. K. Sehgal, A. Jagtiani, M. Shah, A. Sharma, A. Jaiswal and D. Mehta	Kota Kinabalu, Malaysia	To track the critical role of the job portal	Conference Paper	The paper proposes the design of an online job portal web application. The application allows employers to post job advertisements for positions. It also enables job seekers to search for jobs and access industry information. The goal is to connect job seekers with employers through a shared knowledge management platform.
V Pavani, N. Mani Pujitha, P. Veda Vaishnavi, K. Neha, D. Sai Sahithi	Tuticorin, India	To propose a feature extraction based online job portal which can help both job seekers and recruiters find suitable matches efficiently	Conference paper (ICEARS 2022)	The paper discusses the need for an online job portal and proposes a model. It outlines the requirements, proposed framework, experimental evaluations and conclusions. Feature extraction techniques are discussed to improve matching between job profiles and candidates.
Blanka Kondratowicz, Dorota Godlewska-Werner, Piotr Połomski, Meetu Khosla	Poland, India	To assess the relationship between performing remote work during the COVID-19 pandemic and the level of job and life satisfaction, as well as the assumed, intermediary role of the level of perceived stress and such resources as self-efficacy and self-esteem.	Article	Examines the impact of remote work on job/life satisfaction during the pandemic. Looks at the mediating role of perceived stress, self-efficacy and self-esteem. Conducted survey of 283 employees measuring various variables and relationship between them
Dr.Nour Eldin Mohamed Elshaiikh, Mr.Yasir Ali Ahmed Hassan, Mrs.Amma Abdelrouf Alhassan Abdallah	Oman, Sudan	To explore the perceived impacts of remote working on workers' performance by examining potential positive and negative impacts based on literature	Original research paper	Examines potential positive and negative impacts of remote working on performance. Analyzes impacts based on existing literature reviewing studies on remote workers
Prof. Shivani, Ravikaran Srivastava, Navneet Tiwari	Salem, India	To develop an e-learning and job portal for IT aspirants by proposing a web-based solution called Career Rocket	Conference Paper	Proposes a web portal called Career Rocket to cater placement needs of students and help job seekers. Presents design, functionality and implementation of the proposed Career Rocket portal
Jose Morales-Arilla, Carlos Daboín	United States	To examine employment and job postings trends in the US during the COVID-19 pandemic along the dimension of whether occupations can be performed remotely or require physical presence	Original research paper	Analyzes employment and job postings data from January 2018-December 2020 to compare trends for remote vs non-remote occupations during the pandemic. Finds that while employment in remote occupations was relatively resilient initially, job postings declined more for remote occupations than non-remote occupations. Explores potential explanations for this contradiction in employment and postings trends, such as layoff patterns, industrial composition changes, essential occupations, returns to experience.

2.2 Similar System

2.2.1 Initial Research into sources of information

Numerous remote job sites were investigated throughout the project's initial research phase to learn more about the current state of online employment platforms. The aforementioned distant job places were investigated:

FlexJobs (www.flexjobs.com) is a reputable remote employment website that specializes on providing flexible employment possibilities. The website is renowned for its carefully selected job postings, which guarantee that job seekers will only come across genuine remote employment prospects. Additionally, FlexJobs offers a number of job categories and sophisticated search criteria that make it simpler for users to browse and find openings that are relevant to them. Both companies and job seekers are drawn to the platform due to its reputation for dependability and credibility.

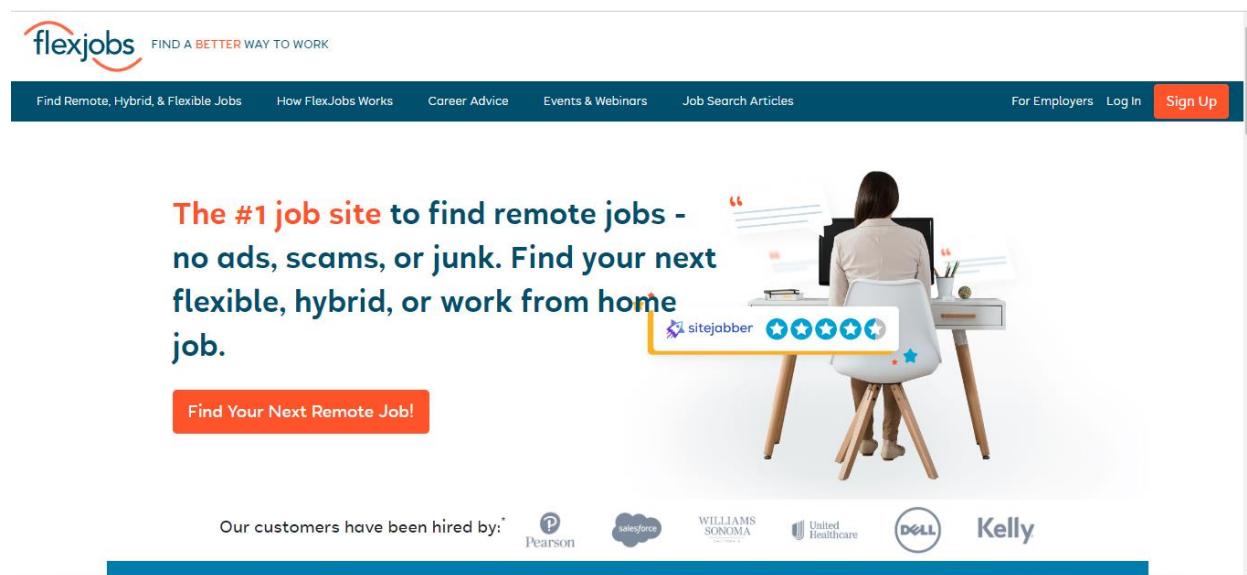


Figure 1: FlexJobs

Upwork (www.upwork.com) is a well-known freelance marketplace that links companies with independent contractors from a range of industries. Although not solely a remote job site, it satisfies the rising need for remote employment options. Remote project-based employers can advertise jobs, and independent contractors can bid on projects or market their abilities through profiles. The platform of Upwork places a strong emphasis on cooperation and communication between employers and freelancers, enabling distant workers to effectively participate in virtual collaborations.

The screenshot shows the Upwork search interface. On the left, there is a sidebar titled "Filter By" with sections for Category, Experience level, Job type, and Price. The "Category" section has a dropdown menu labeled "Select Categories". The "Experience level" section includes filters for Entry Level (82), Intermediate (1137), and Expert (1148). The "Job type" section includes a filter for Hourly (1702). The "Price" section features a slider set between \$10 and \$100+. The main area is a search results page with a search bar containing "DevOps". Below the search bar are "Recent Searches" and a list of search suggestions: DevOps, Cloud, aws devops, Search Suggestions, devops, devops docker, devops linux system administration, devops amazon web services, and devops engineer. At the bottom of the search results, there are tags for Azure DevOps, Microsoft Azure, and Terraform. Below the search results, there is a summary: Proposals: Less than 5, Payment unverified, ★★★★☆ \$0 spent, India, Connects to apply: 4 Connects.

Figure 2: Upwork

MeroJob www.merojob.com is a leading job site MeroJob in Nepal provides in-office employment possibilities. For job searchers looking for flexible work schedules like part time jobs, the portal offers a variety of job categories, including advertisements for different positions. Because of its local focus in Nepal, MeroJob is applicable to the country's labor market and provides job seekers with access to chances there.

The screenshot shows the homepage of MeroJob. At the top, there is a navigation bar with links for 'Browse Jobs', 'Blog', 'FAQs', 'Overview', 'Org. Profile', 'Manage Jobs', and 'Settings'. Below the navigation bar is a grid of job listings. Each listing includes a company logo, the company name, a brief job description, and a small image of the job poster. To the right of the grid is a sidebar with sections for 'How to Register in merojob', 'Career Services', 'TRAINING', and 'Jobs By Industry'. The 'Jobs By Industry' section lists various sectors such as Advertising Agency, Agriculture, Forestry, Fishin..., Airlines / GSA, Architecture / Interior Design..., Associations, and More. A blue speech bubble icon is located at the bottom right of the sidebar.

Merchandise Gate • Full Stack Developer	DNA Executive Search- merojob • Sr. Social Media Content ...	Trisuli Plus Community A... • Program Support Coordinat...
SG Design Nepal • HVAC Calculation Software...	Safal International Educ... • Admission Officer	Audit Partnership • Analyst
Daraz • Hub Manager - Chitwan	Ncell • Province Business Manager...	KPO and Company • Creative Content Writer
Glamour Decor Hub • Architect / Interior Des...	Search Education Nepal • Sr. Education Counselor U...	NCE Nepal Commercial Enterpr... • Sales Representative
EuroKids Bansbari • Academic Coordinator	IEC College of Art and F... • Librarian	Build Up Nepal • Civil Engineer or Sub Eng...
SOS Children's Villages ... • Local Fund Raising Officer • Counselor (Re-advertised)	Astra Solutions • Full Stack Developer	Logopoint Nepal • Software Engineer (Python) • Senior Technical Writer
Future Employment Service • Correspondence Officer	Dahua Technology • Product Engineer	Merojob • Social Media Handler

Figure 3: MeroJobs

Kumari Job is leading job portal based in Nepal and serves local employers and job seekers. The platform focuses on offering on-site employment possibilities with adaptable schedules. Kumari employment, which focuses on the Nepalese employment market, provides a wide variety of job listings across different industries, making it possible for job searchers to locate opportunities that allow them to successfully juggle their work and personal commitments. Kumari Job plays a critical role in fostering work-life balance and job satisfaction among professionals in Nepal by matching job searchers with firms who offer flexible time schedules.

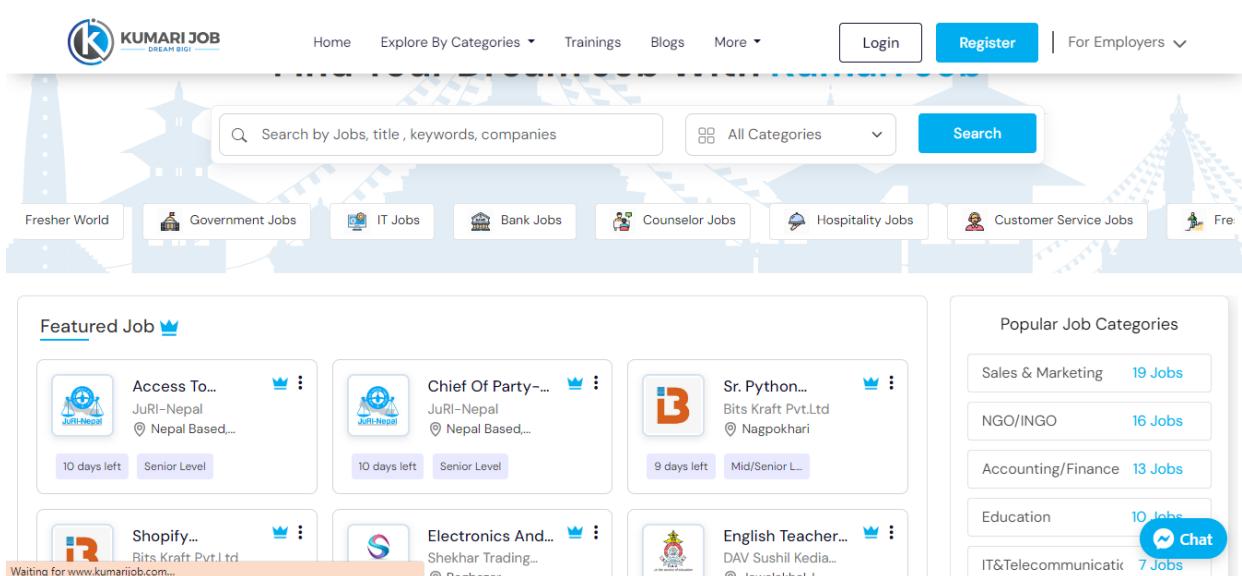


Figure 4: Kumari Job

In.indeed is a well-known job-search website called operates internationally, including in India. It acts as a well-known platform for both employers and job seekers, making the hiring process and job searching in India easier. It is a thorough resource for people looking for work in the nation because the portal compiles job advertisements from multiple sources.

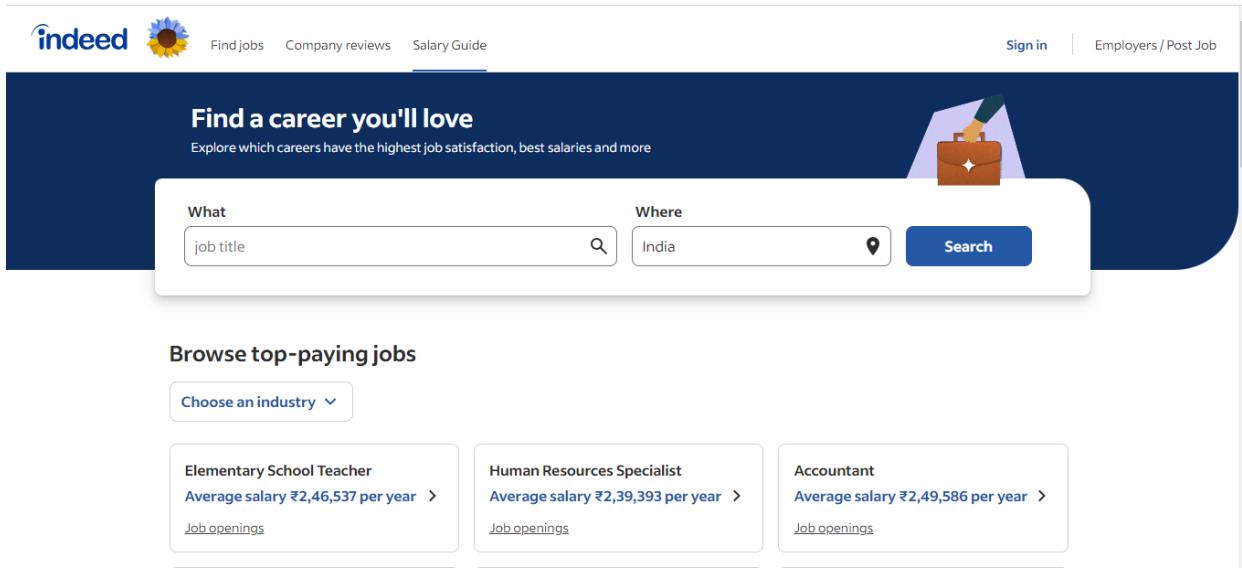


Figure 5: Indeed

2.2.2 Similarity Check

Features	Mero Job	Kumari Job	Indeed	Remote Job Finder
User & Companies Profile	Yes	Yes	Yes	Yes
Jobs Category	Yes	Yes	Yes	Yes
Job Search	Yes	Yes	Yes	Yes
Remote Job	No	No	No	Yes
Attractive UI	Yes	No	Yes	Yes
User Friendly	Yes	No	Yes	Yes
Authentication	Yes	Yes	No	Yes
Easy Navigation	Yes	No	No	Yes

Figure 6: Similarity Check

3. Project Methodology

The decision to use Agile methodology to create the Remote Job Finder with Django stems from the necessity for adaptability and reactivity. In the fast-paced world of job searching, requirements can change quickly, and user feedback is priceless. The iterative and incremental methodology of Agile allows for frequent reassessment, allowing the project to quickly adapt to changing customer needs and market conditions. Agile's emphasis on collaboration and communication is especially advantageous for a remote job seeker, guaranteeing ongoing involvement among team members and stakeholders.

Scrum is chosen as the development approach because of its adaptability to changing needs, openness, and flexibility. It will make it possible for the development team to regularly release platform functional increments, assuring ongoing development.

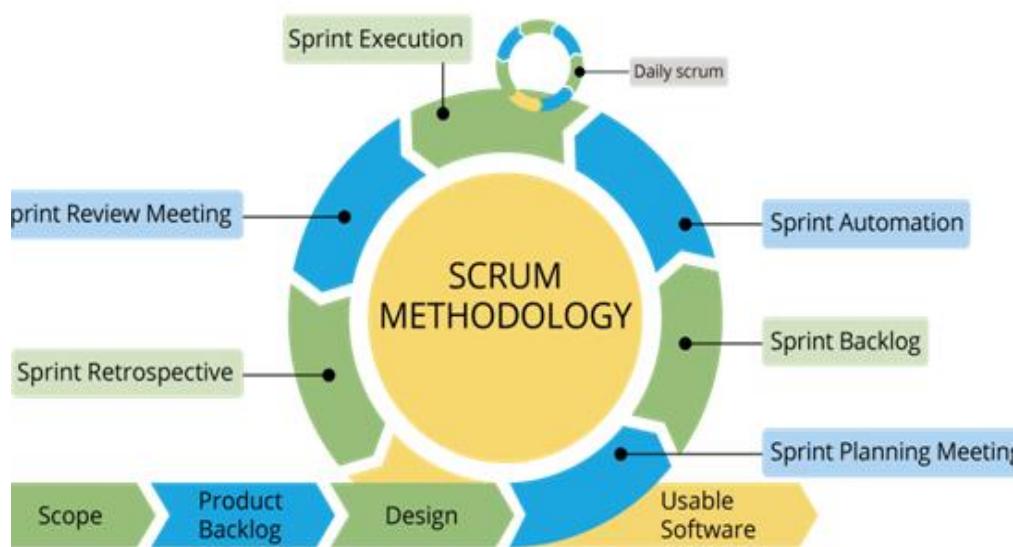


Figure 7: Scrum Methodology

(Agile Arena, 2020)

4. Tools and Techniques

Django will be used as the backend foundation for the "Remote Job Finder" platform's development, while a combination of HTML, CSS, JavaScript, and SCSS will be used for the frontend. The integrated development environment (IDE) will be Visual Studio Code (VS Code), and Figma will serve as a tool for wireframing and design collaboration. Git will be used to maintain version control, ensuring effective work and code management.

Visual Studio Code (IDE): VS Code is a lightweight yet capable IDE that was chosen for its great Django development support, integrated terminal, and huge plugin ecosystem. It improves the project's coding and debugging efficiency.

GitHub (Version Control): Because of its ubiquity, collaborative features, and smooth integration with VS Code, GitHub was chosen as the version control platform. In a distributed development environment, it ensures versioning, collaboration, and code integrity.

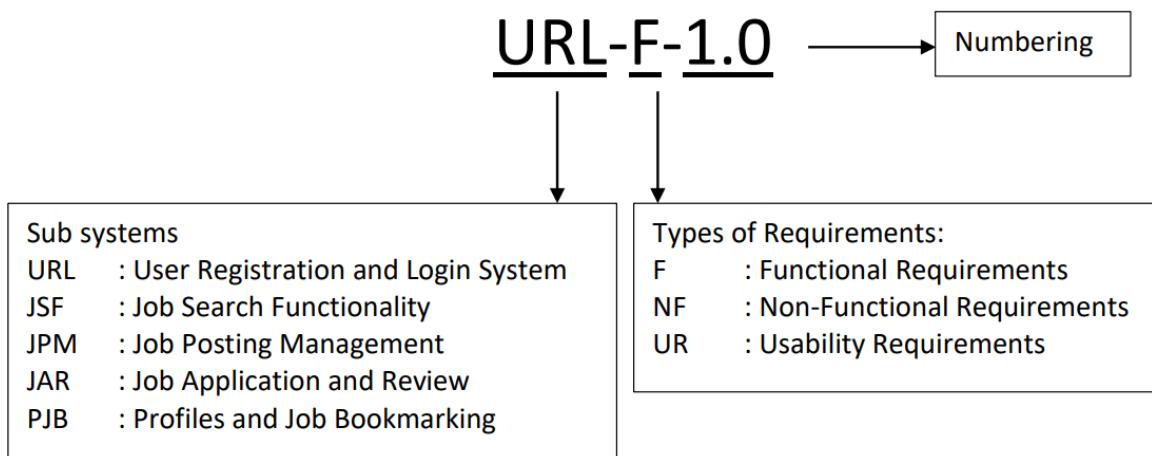
Frontend Technologies: HTML, CSS, JS, Bootstrap: This frontend stack was chosen for its adaptability and widespread use. HTML organizes content, CSS styles it, JS adds interaction, and Bootstrap ensures a responsive and visually appealing design, all of which contribute to the project's goal of producing an intuitive user experience.

Django (Backend Framework): Django was chosen for its speed of development and ability to maintain clean, scalable code. The built-in capabilities, such as the ORM and authentication system, correspond to the project's requirement for efficient backend development.

5. Artefact Designs

5.1 SRS Document

Legend:



5.1.1 User Registration and Login System

Req. Code	Req. Desc	Sprint	Priority
URL-F-1.0	The system shall allow customers to register themselves. [register user]	1	High
URL-NF-1.0	The system shall encrypt registration data before sending it to the server. (security)	1	High
URL-UR-1.0	On smaller devices, the header shall appear as a menu for better viewing and usability.	1	Medium
URL-F-1.1	The system shall allow registered users to log in.	1	High
URL-NF-1.1	User passwords shall be a combination of alphabets, numbers, and special characters for enhanced security.	1	High
URL-UR-1.1	The user and company registration forms shall be fully responsive and provide an optimal user experience on mobile devices.	1	High
URL-F-1.2	The system shall provide a registration form for companies to create accounts.	1	High
URL-F-1.3	The system shall allow registered companies to log in.	1	High
URL-F-1.4:	The system shall allow the addition of new users and companies by administrators.	1	High
URL-F-1.5	The system shall provide a functionality for users and companies to reset their passwords.	1	High
URL-F-2.0	The system shall allow the admin to add and remove users.	1	High
URL-NF-2.0	The admin shall have access to a secure panel for user management.	1	High
URL-NF-2.1	The system shall be capable of handling a minimum of 100,000 registered users and 10,000 companies without performance degradation.	1	High

5.1.2 Job Search Functionality

Req. Code	Req. Desc	Sprint	Priority
JSF-F-1.0	The system shall provide filters for job search.	2	Medium
JSF-F-1.1	Users shall be able to filter jobs by location.	2	High
JSF-F-1.2	Users shall be able to filter jobs by job category.	2	High
JSF-F-1.3	Users shall be able to filter jobs by Job Type.	2	High
JSF-F-2.0	The system shall implement an advanced search algorithm to improve search accuracy and relevance.	2	High
JSF-NF-2.0	The search algorithm shall return results within 3 seconds under normal server load conditions.	2	High
JSF-F-3.0	The system shall display search results in a user-friendly format.	2	High
JSF-NF-3.0	The job listings shall include detailed information such as job title, company name, location, and application deadline.	2	High
JSF-UR-3.0	Users shall have the search results shown in listing manner, or other criteria.	2	Medium

5.1.3 Job Posting Management

Req. Code	Req. Desc	Sprint	Priority
JPM -F-1.0	The system shall provide a form for posting jobs.	3	High
JPM -F-1.1	Employers shall be able to enter job details such as job title, description, requirements, and application deadline.	3	High
JPM -NF-1.0	The job post form shall enforce character limits and validate input data to prevent errors	3	High
JPM-F-2.0	The system shall display posted jobs in a user-friendly format	3	High
JPM-F-2.1	Job listings shall include job title, company name, location, and application deadline.	3	High
JPM-UR-2.0	Job listings shall be visually appealing and easy to navigate.	3	Medium
JPM-F-3.0	The system shall provide tools for managing job applications.	3	High
JPM-F-3.1	Job applicants shall receive a confirmation upon successful submission of their application	3	High
JPM-F-3.2	Employers shall have the ability to review and delete applications.	3	High
JPM-UR-3.0	Employers shall have the option to edit applications based on various criteria such as skills, experience, and qualifications.	3	Medium

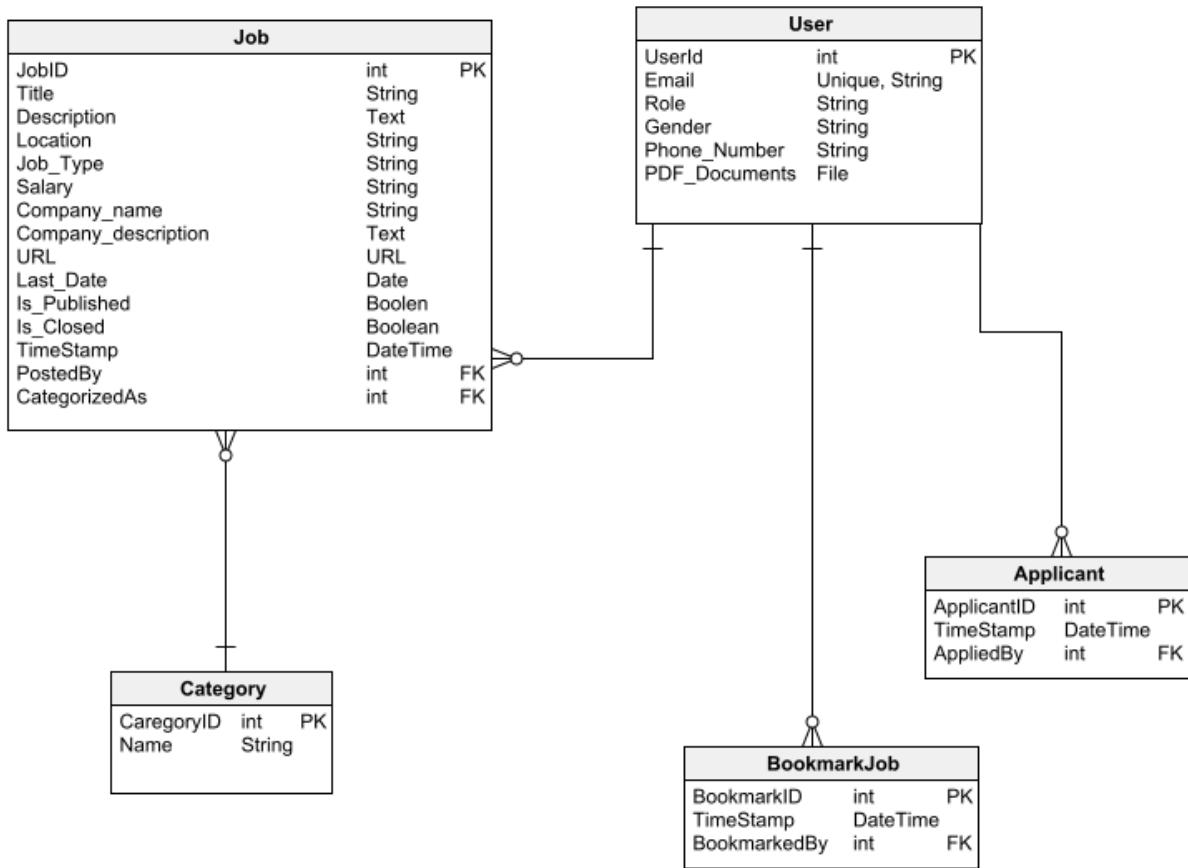
5.1.4 Job Application and Review

Req. Code	Req. Desc	Sprint	Priority
JAR-F-1.0	Users shall be able to apply to job postings.	4	High
JAR-F-1.1	Applicants shall provide their resume (CV) while applying to a job.	4	High
JAR-F-1.2	Users shall receive confirmation upon successful submission of their job application.	4	High
JAR-F-2.0	Employers shall be able to review job applications.	4	High
JAR-F-2.1	Employers shall have access to applicant resumes and contact details.	4	High
JAR-F-2.2	Employers shall be able to schedule interviews with applicants.	4	High
JAR-F-3.0	The system shall verify the authenticity of job applications by checking the company proof of registration documents.	4	High
JAR-NF-3.0	The system shall prevent duplicate applications from the same user for the same job posting.	4	High
JAR-F-4.0	Employers shall be able to view applicant profiles and contact details.	4	High
JAR-UR-4.0	Employers shall have the option to contact applicants through an internal messaging system.	4	High

5.1.5 Profiles and Job Bookmarking

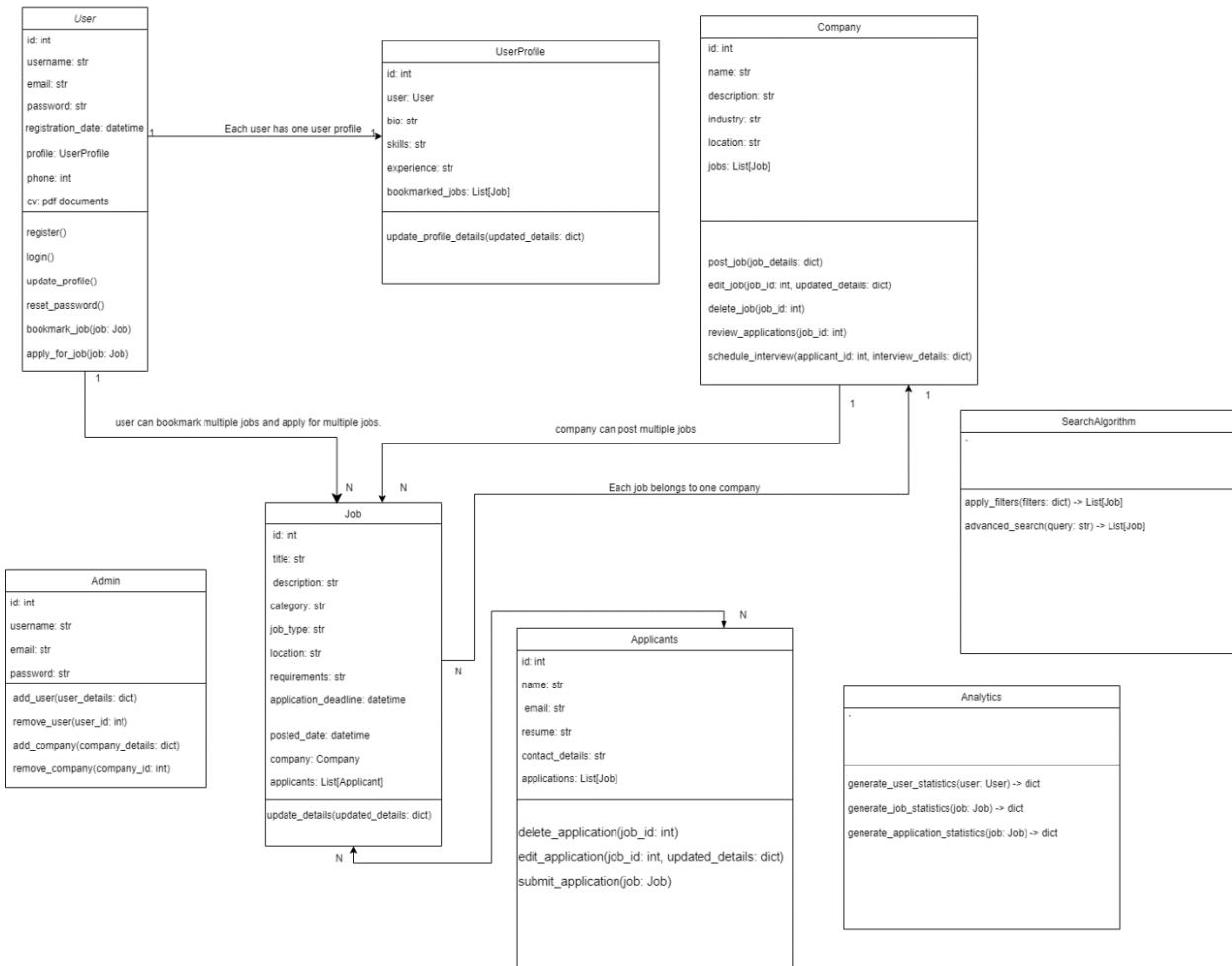
Req. Code	Req. Desc	Sprint	Priority
PJB-F-1.0	Users shall be able to bookmark job postings.	5	High
PJB-F-1.1	Users shall have a dedicated section to view and manage their bookmarked jobs.	5	High
PJB-UR-1.0	Users shall receive notifications about updates on bookmarked jobs.	5	Medium
PJB-F-2.0	Users shall have profiles with personal and professional information.	5	High
PJB-F-2.1	Users shall be able to edit and update their profiles.	5	High
PJB-F-2.2	Users shall be able to upload their resumes and contact details.	5	High
PJB-F-3.0	The system shall provide statistical data and analytics to users and employers.	5	High
PJB-F-3.1	Users shall be able to view the number of applications submitted, bookmarked jobs, and profile views.	5	High
PJB-NF-3.0	The system shall generate data of user engagement, jobs, and application trends.	5	High
PJB-UR-3.0	Users shall receive statistical data based on job posted, applied, and filed.	5	Medium

5.2 ER-Diagram



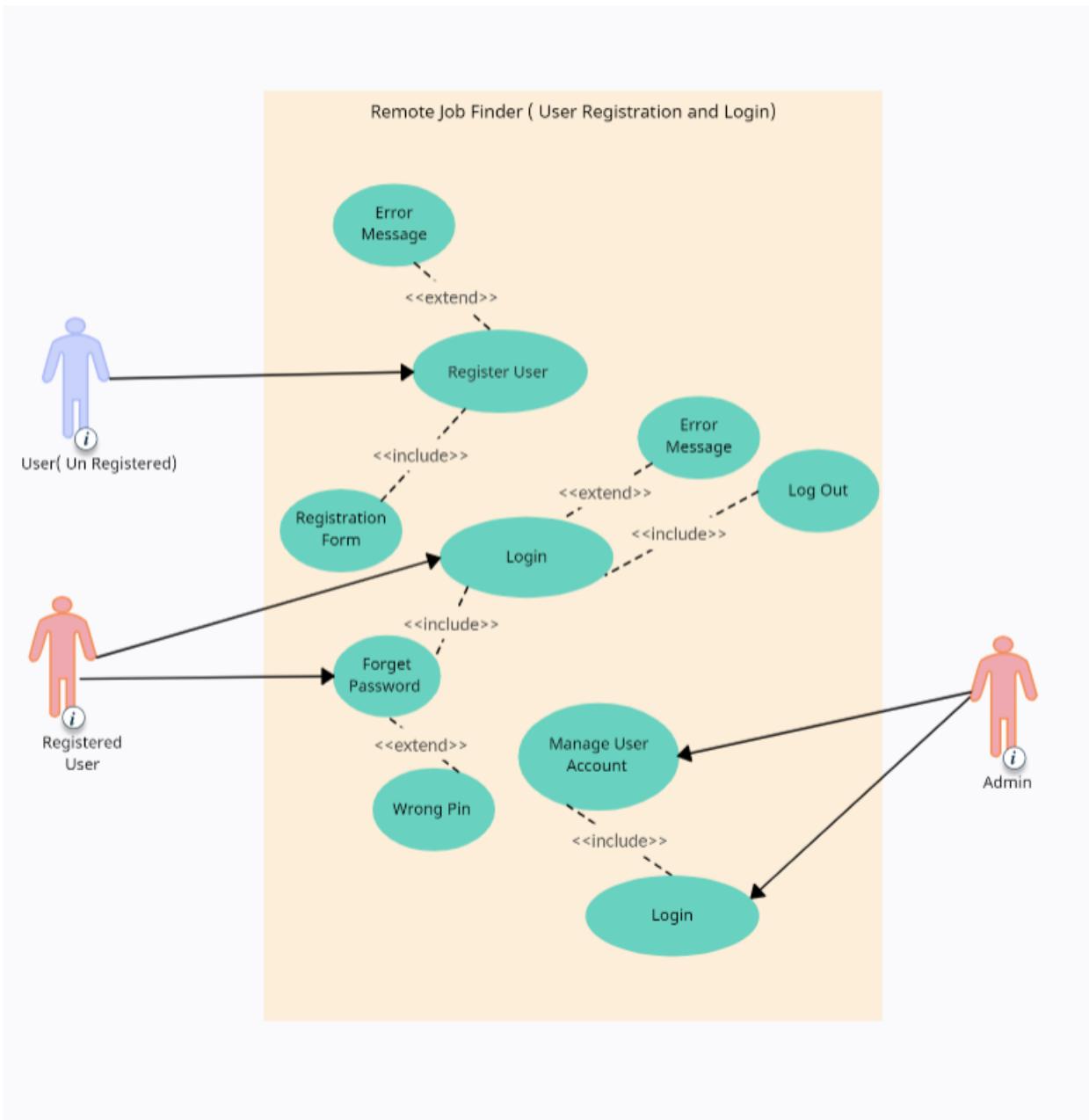
5.3 Class Diagram

Remote Job Finder Class Diagram:

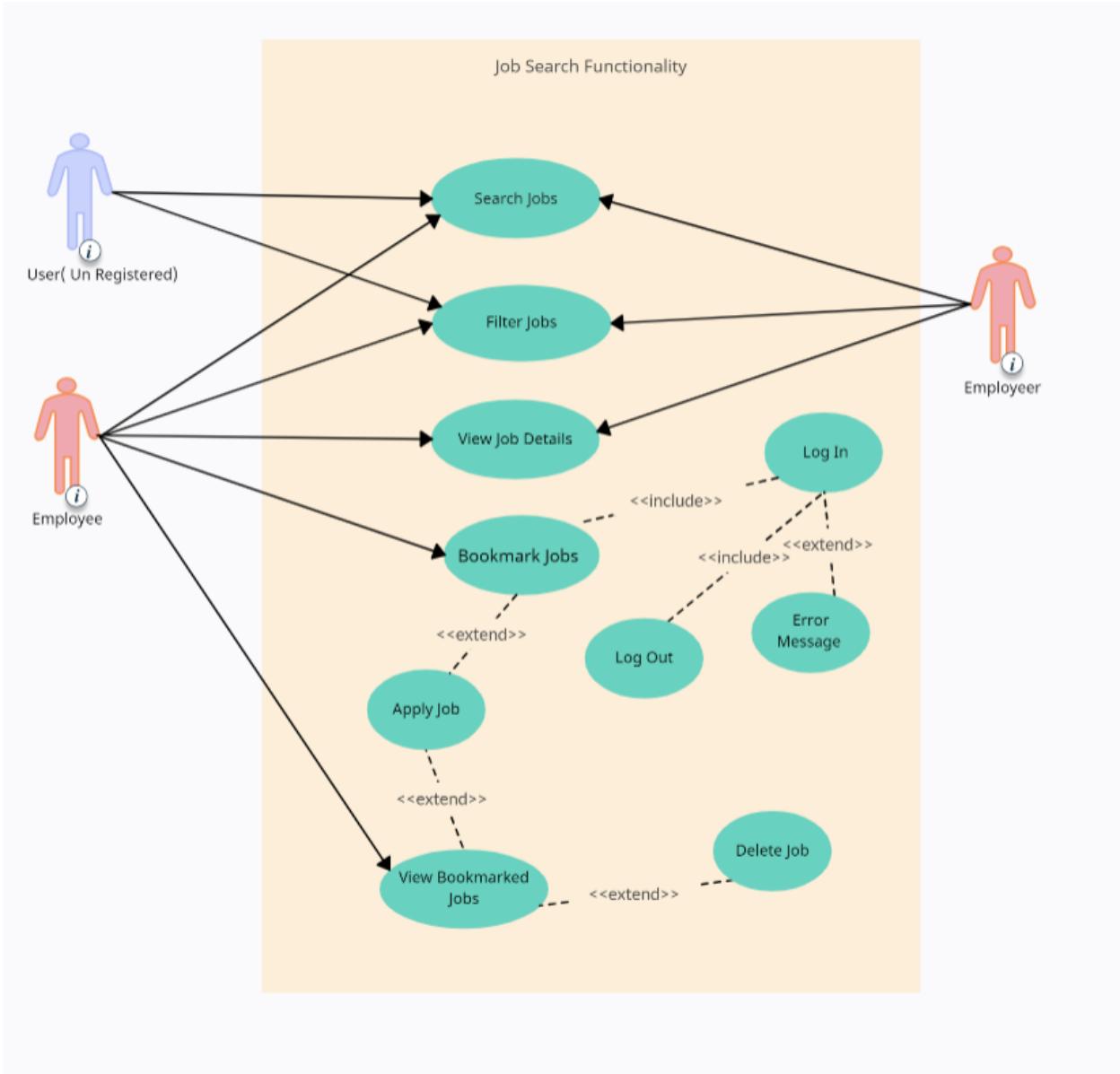


5.4 Use Case Diagram

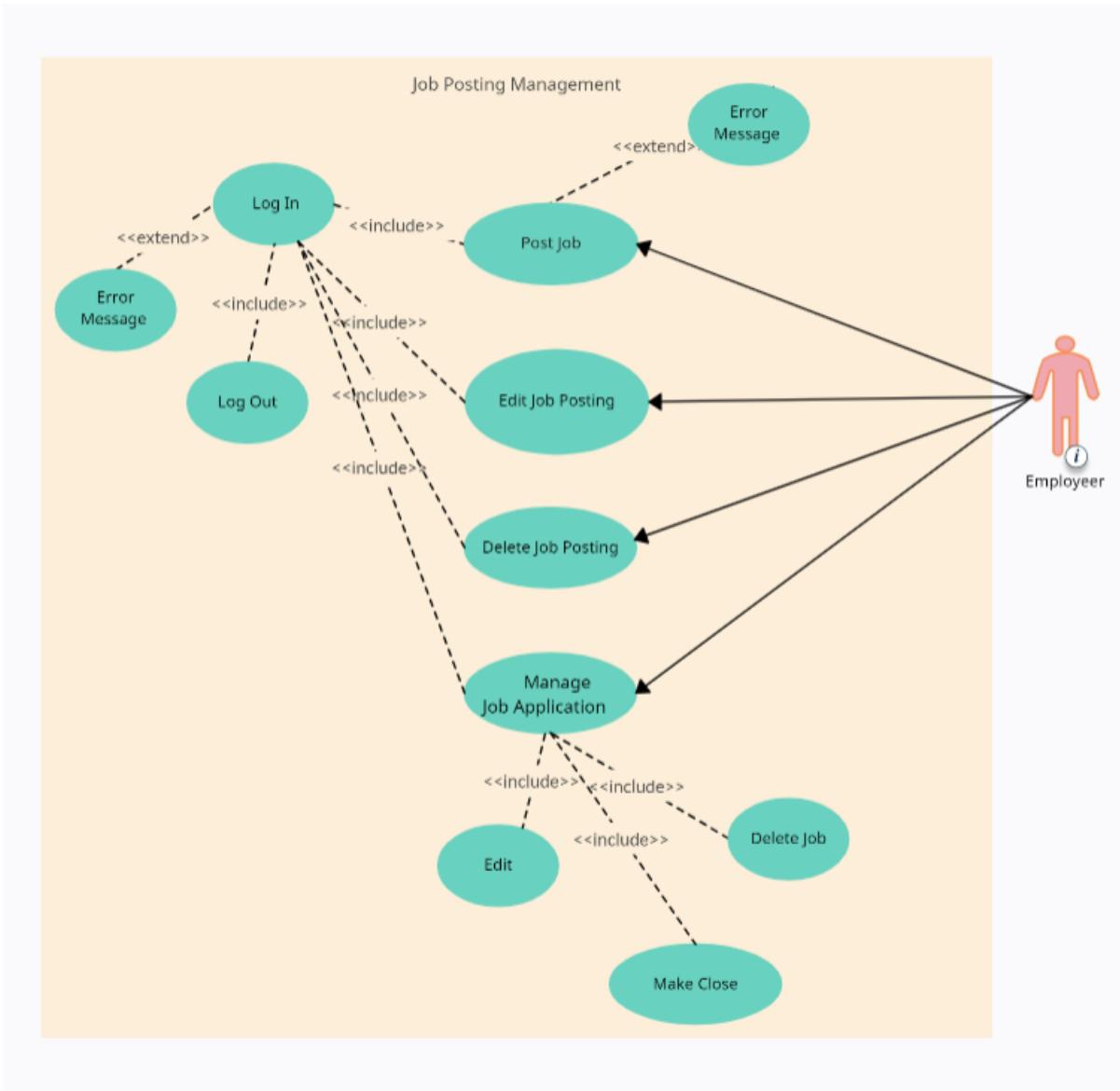
5.4.1 User Registration and Login



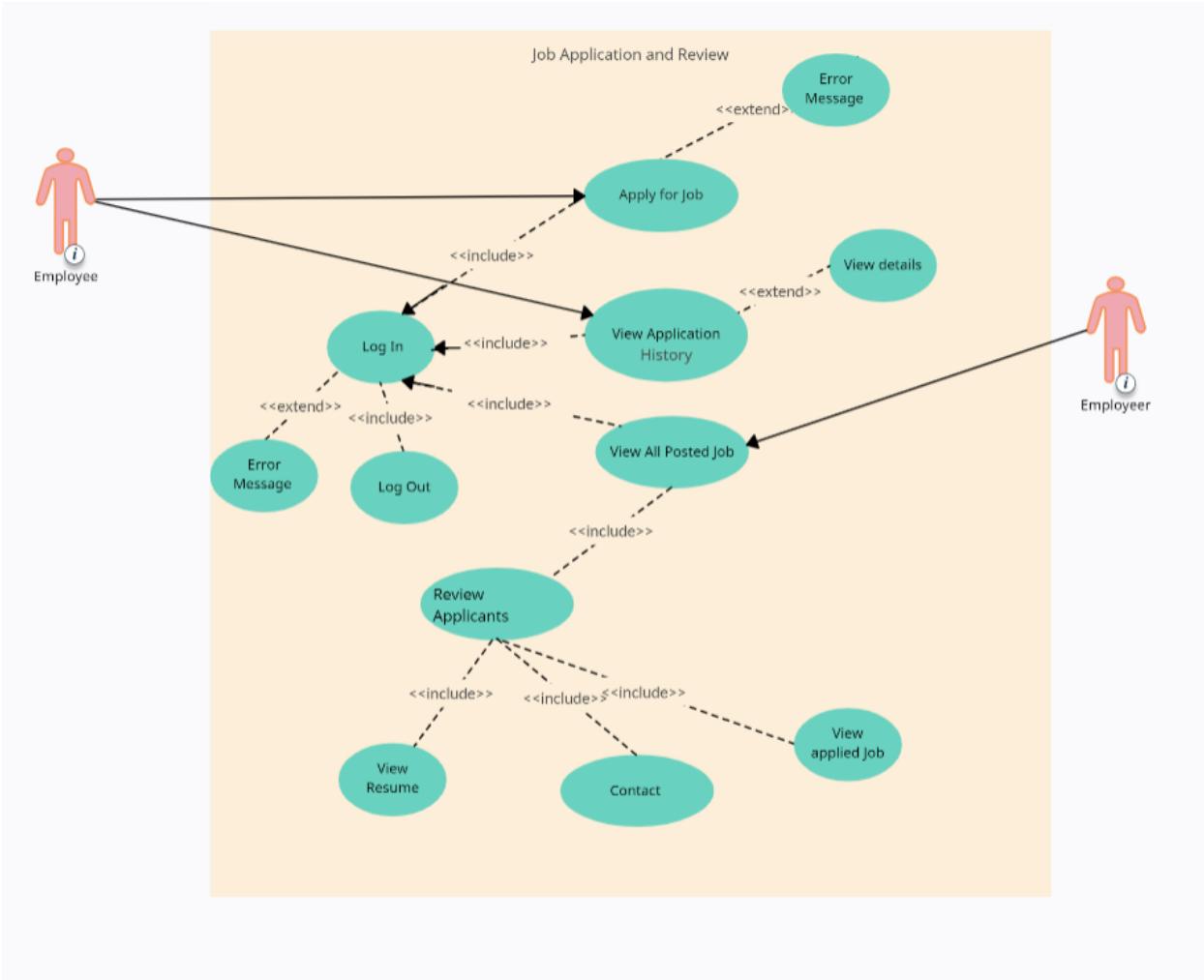
5.4.2 Job Search Functionality



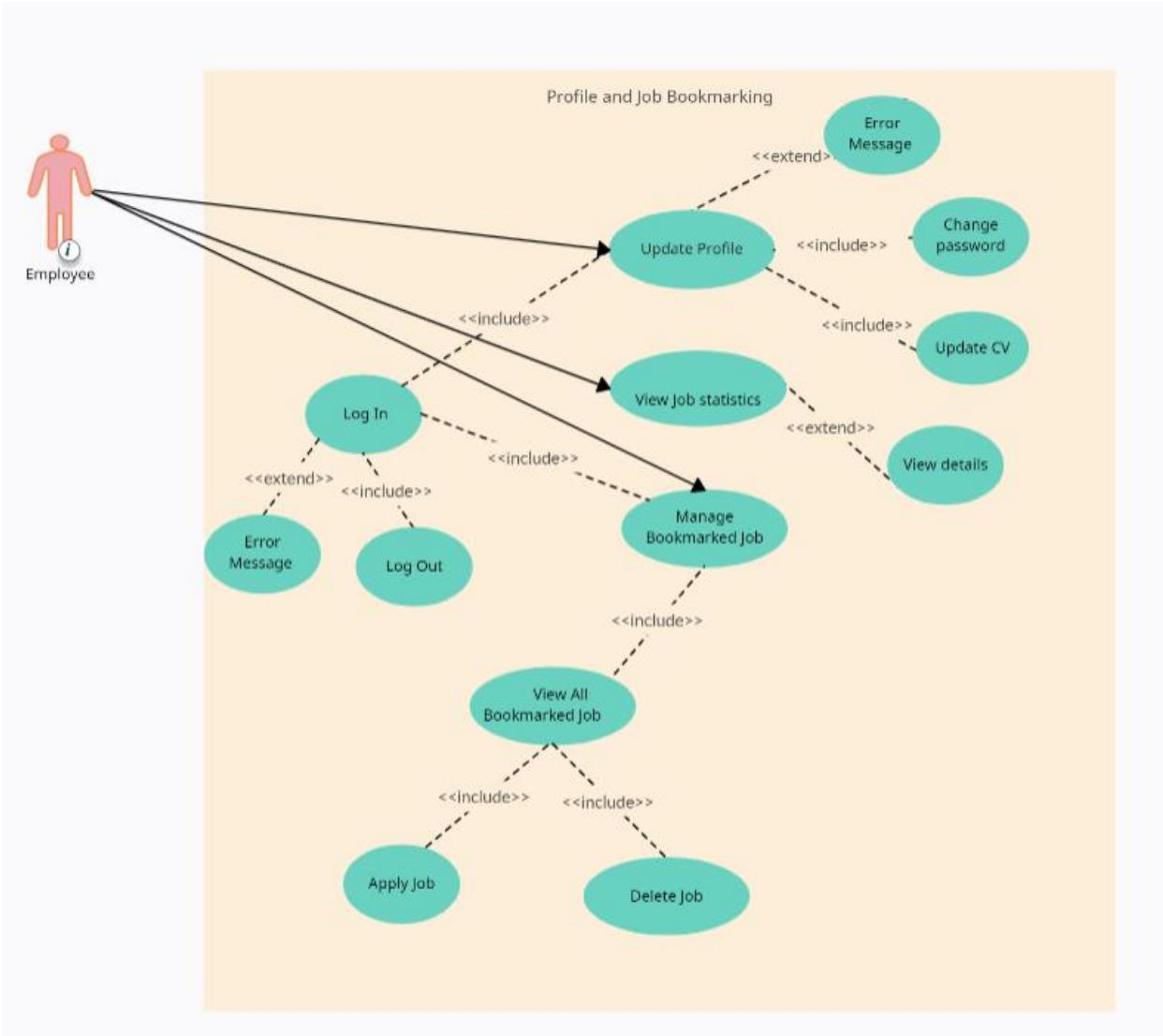
5.4.3 Job Posting Management



5.4.4 Job Application and Review

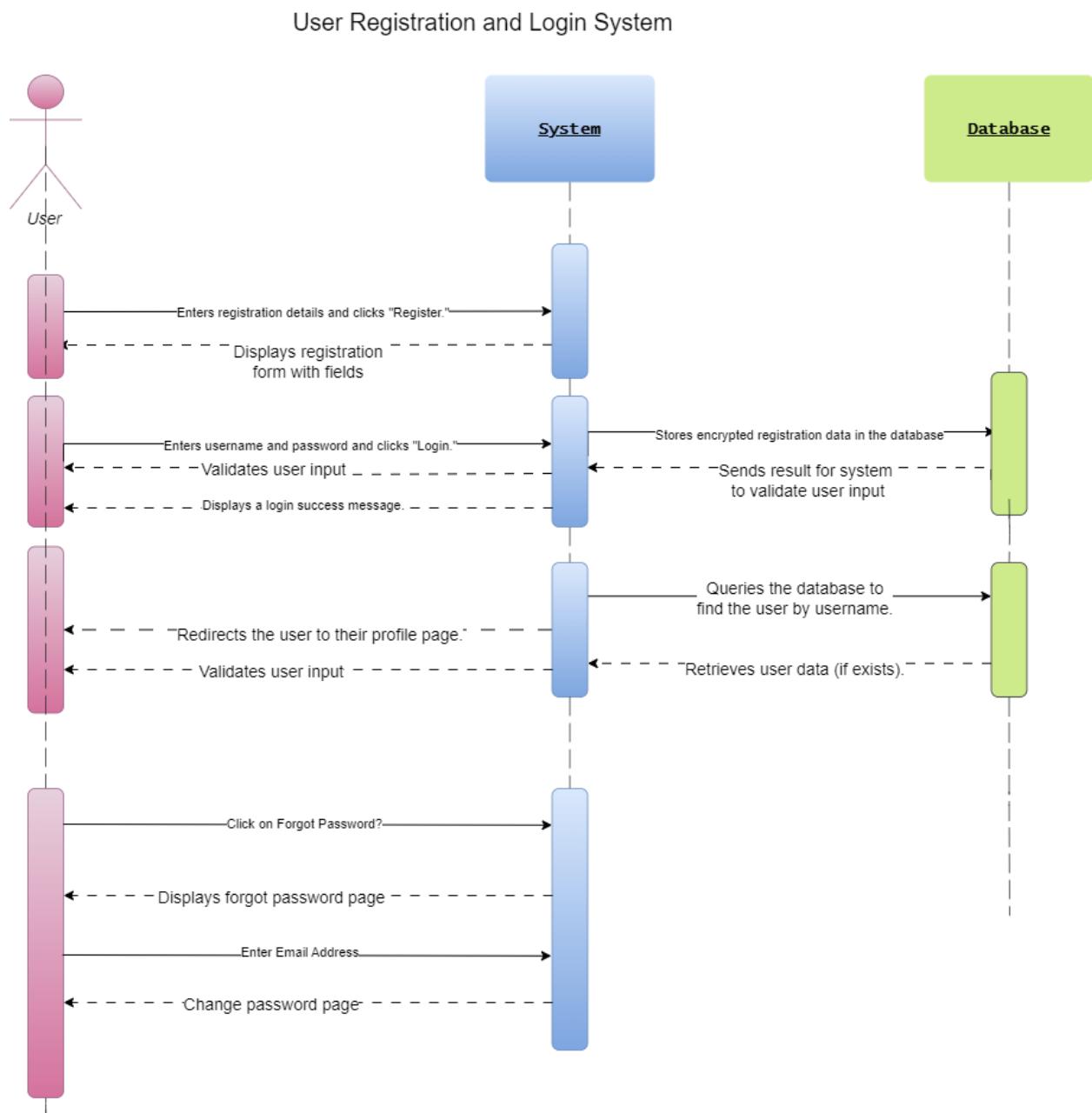


5.4.5 Profile and Bookmarking

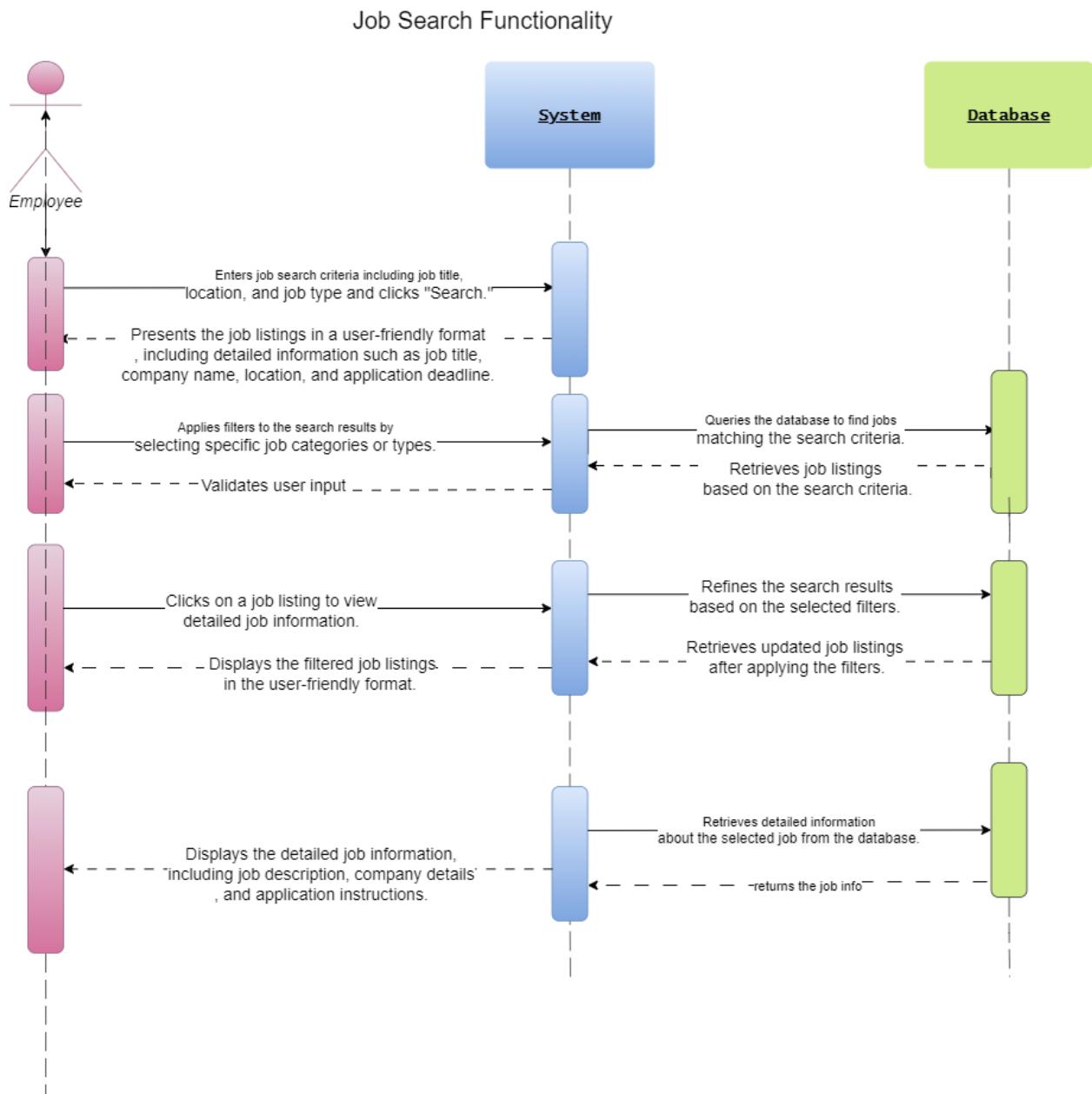


5.5 Sequence Diagram

5.5.1 User Registration and Login System

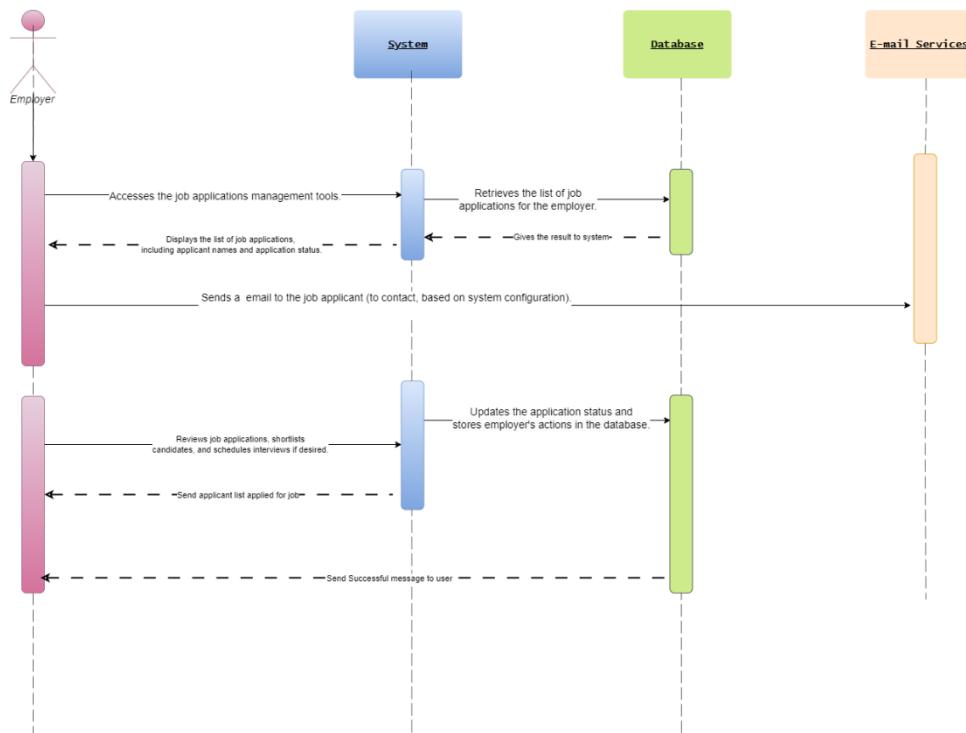
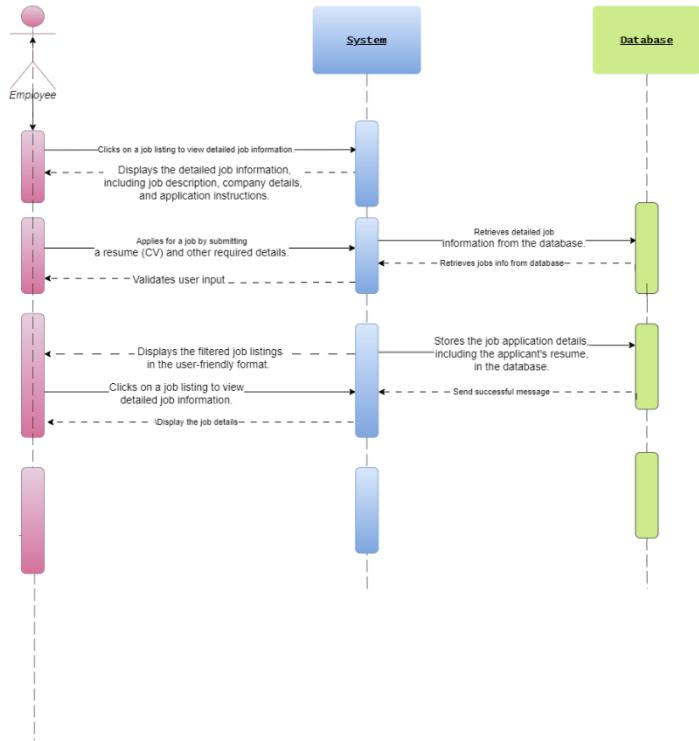


5.5.2 Job Search Functionality



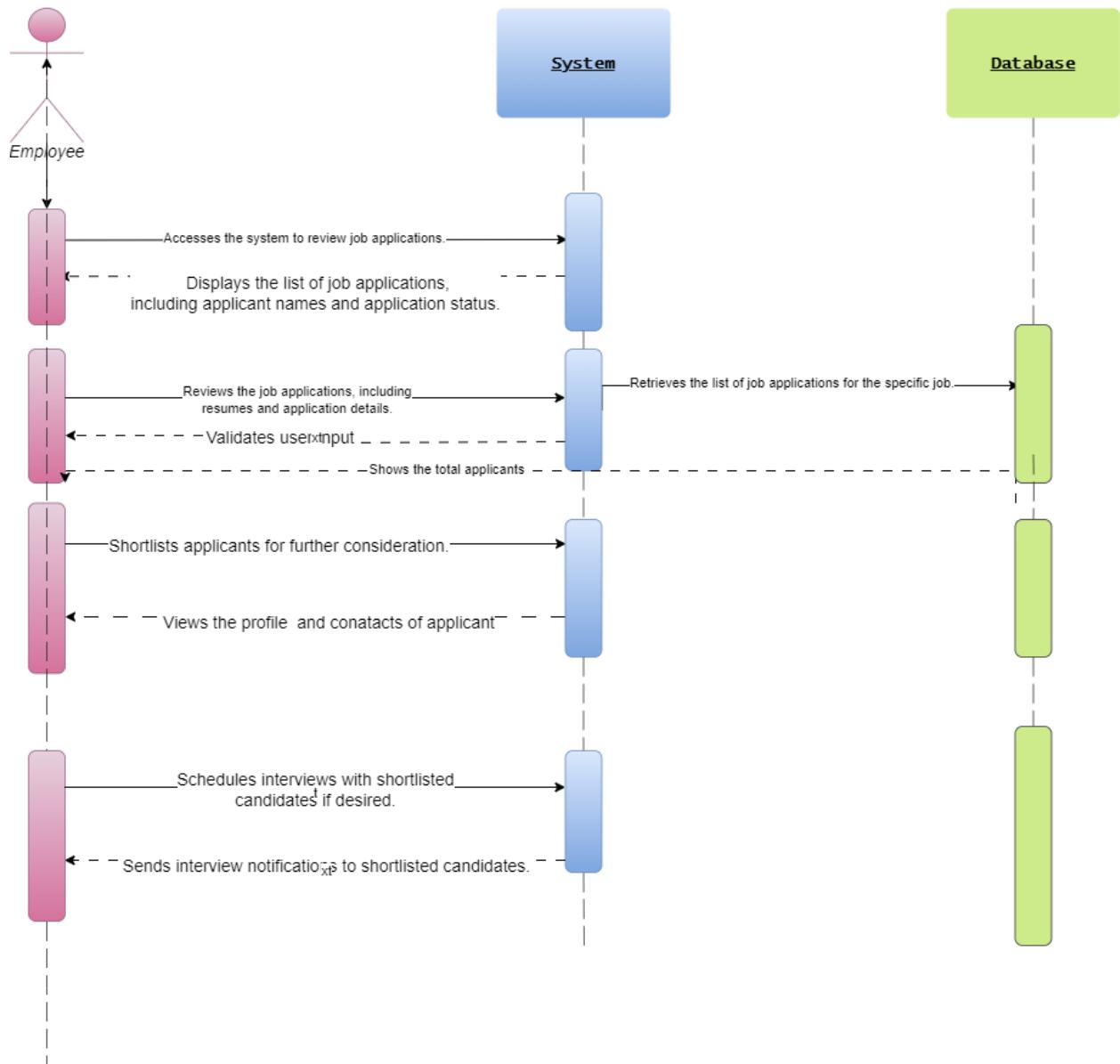
5.5.3 Job Posting Management

Job Application and Review

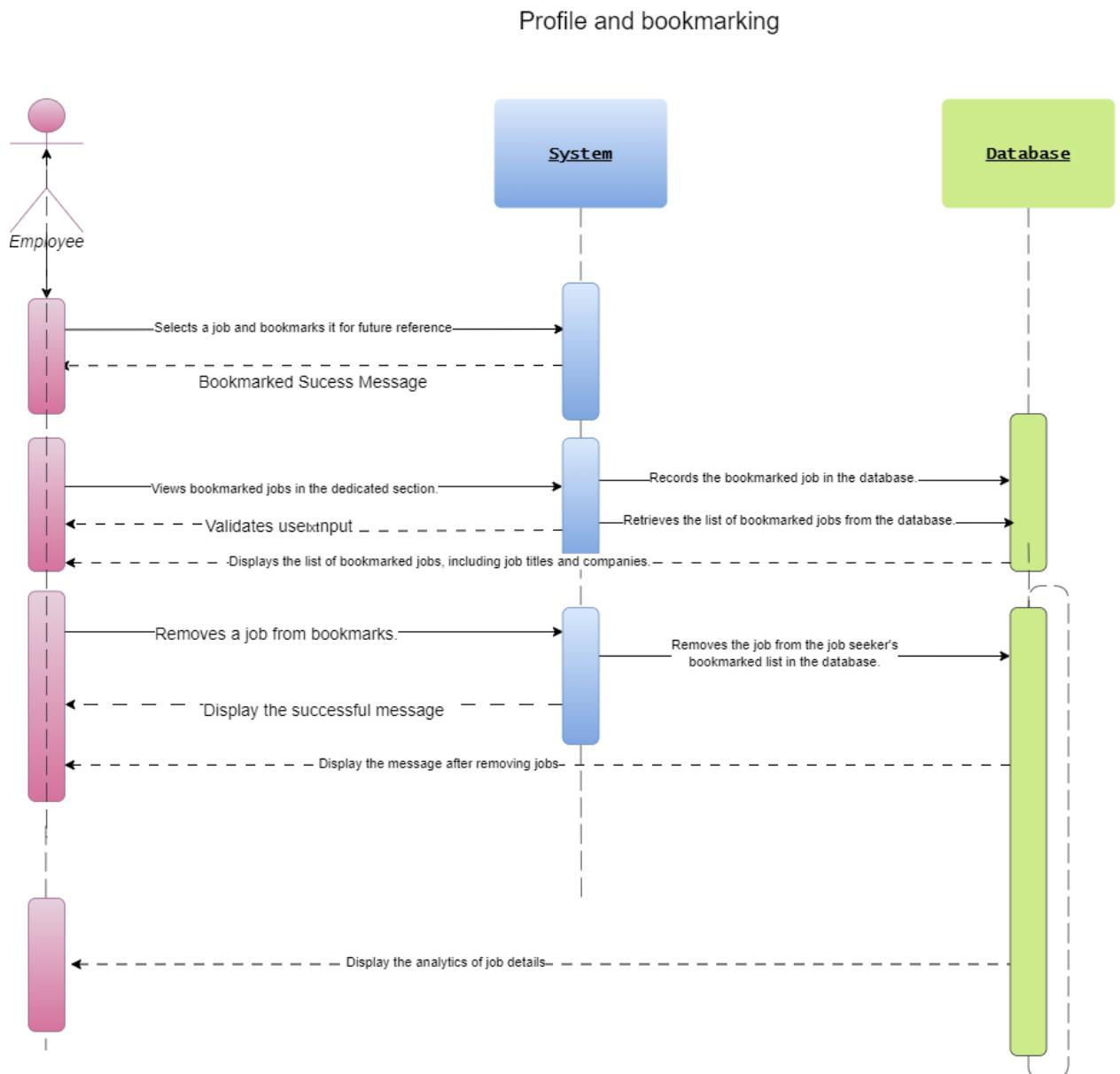


5.5.4 Job Application and Review

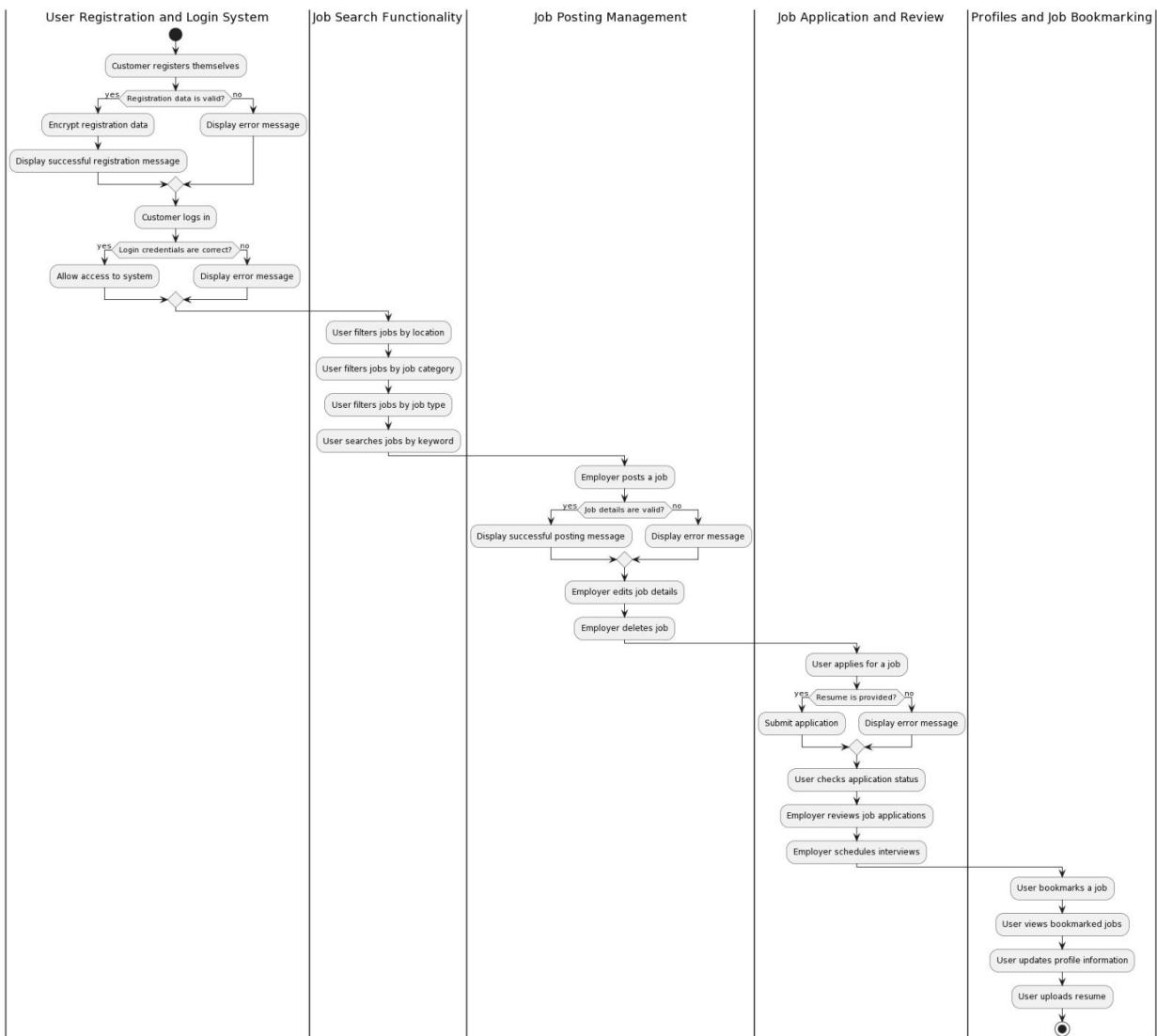
Job Application and Review

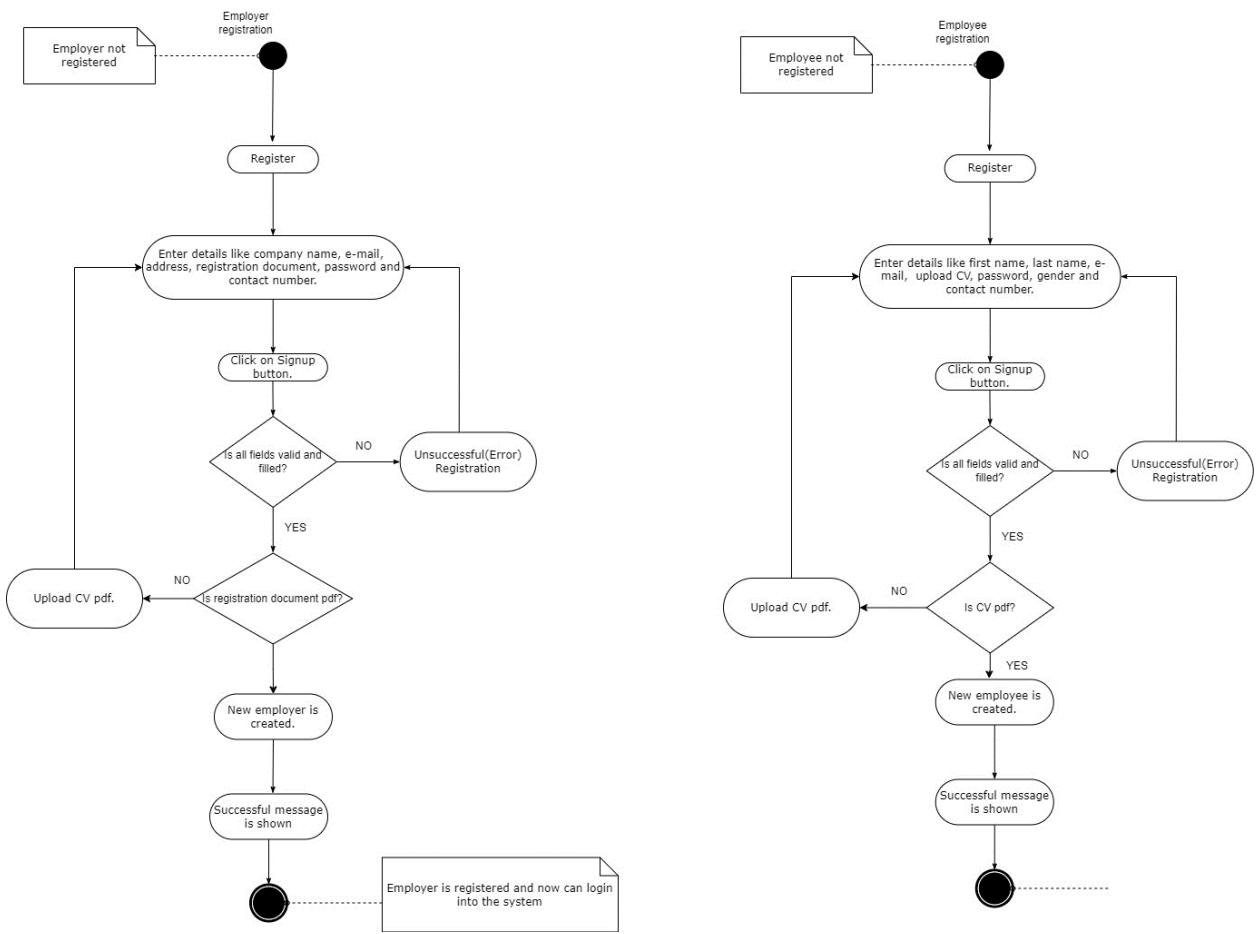


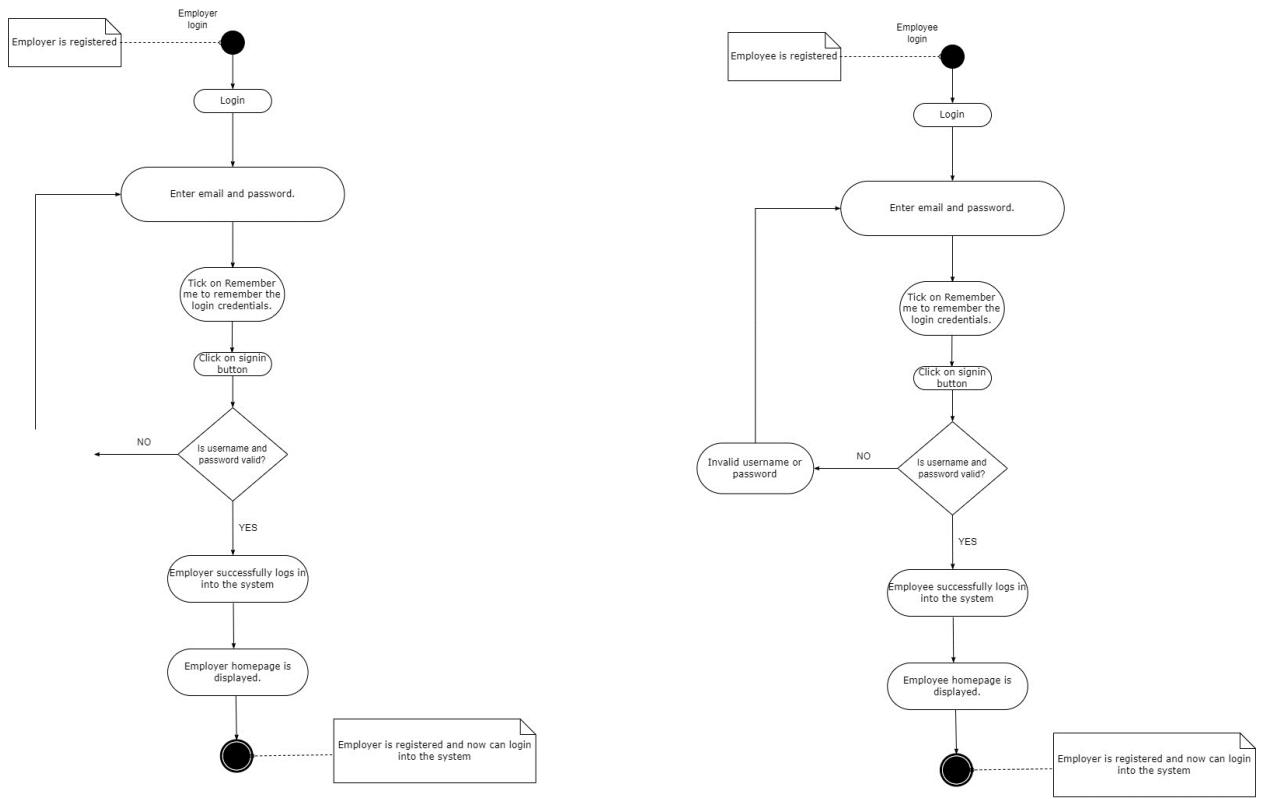
5.5.5 Profiles and Job Bookmarking

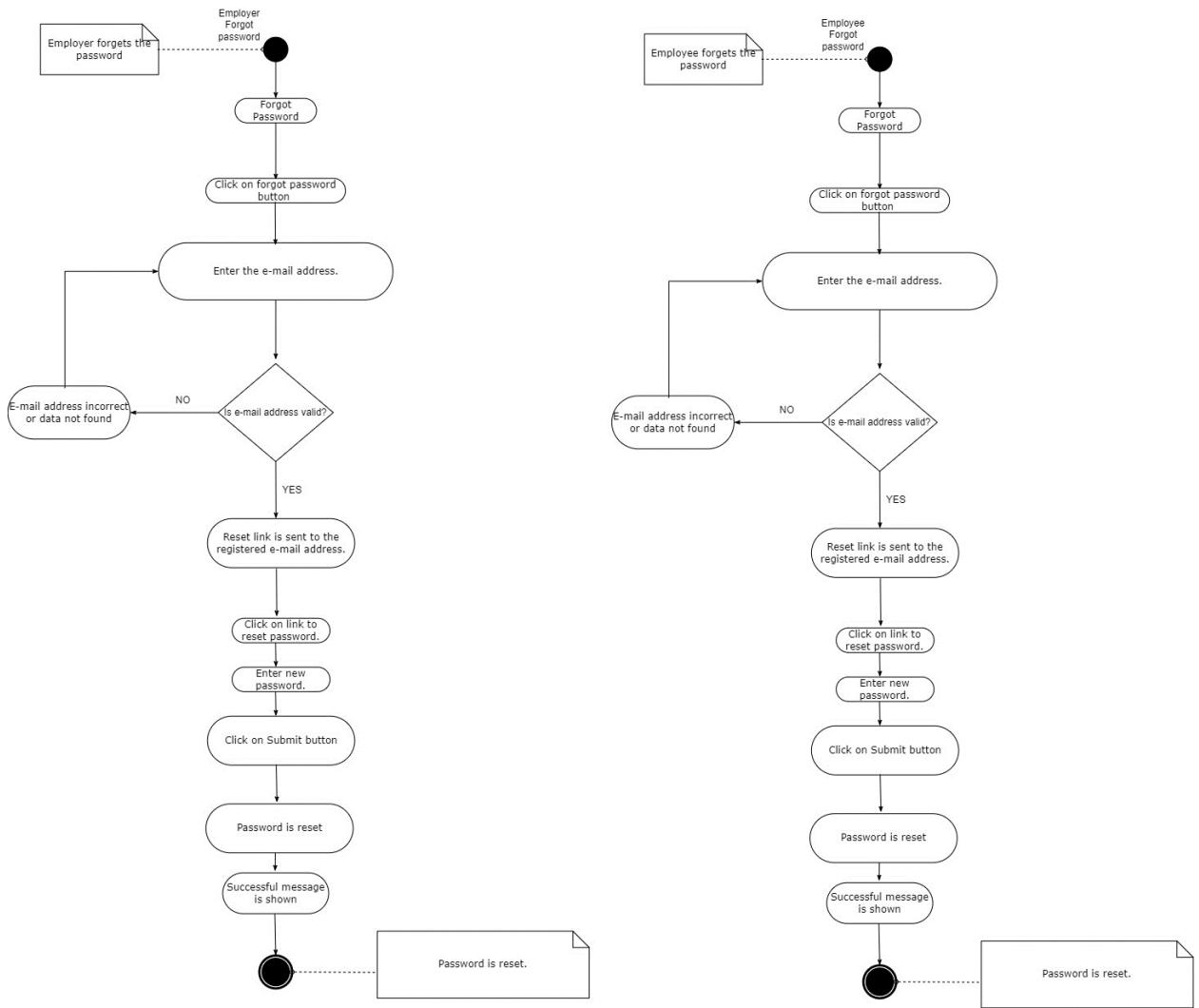


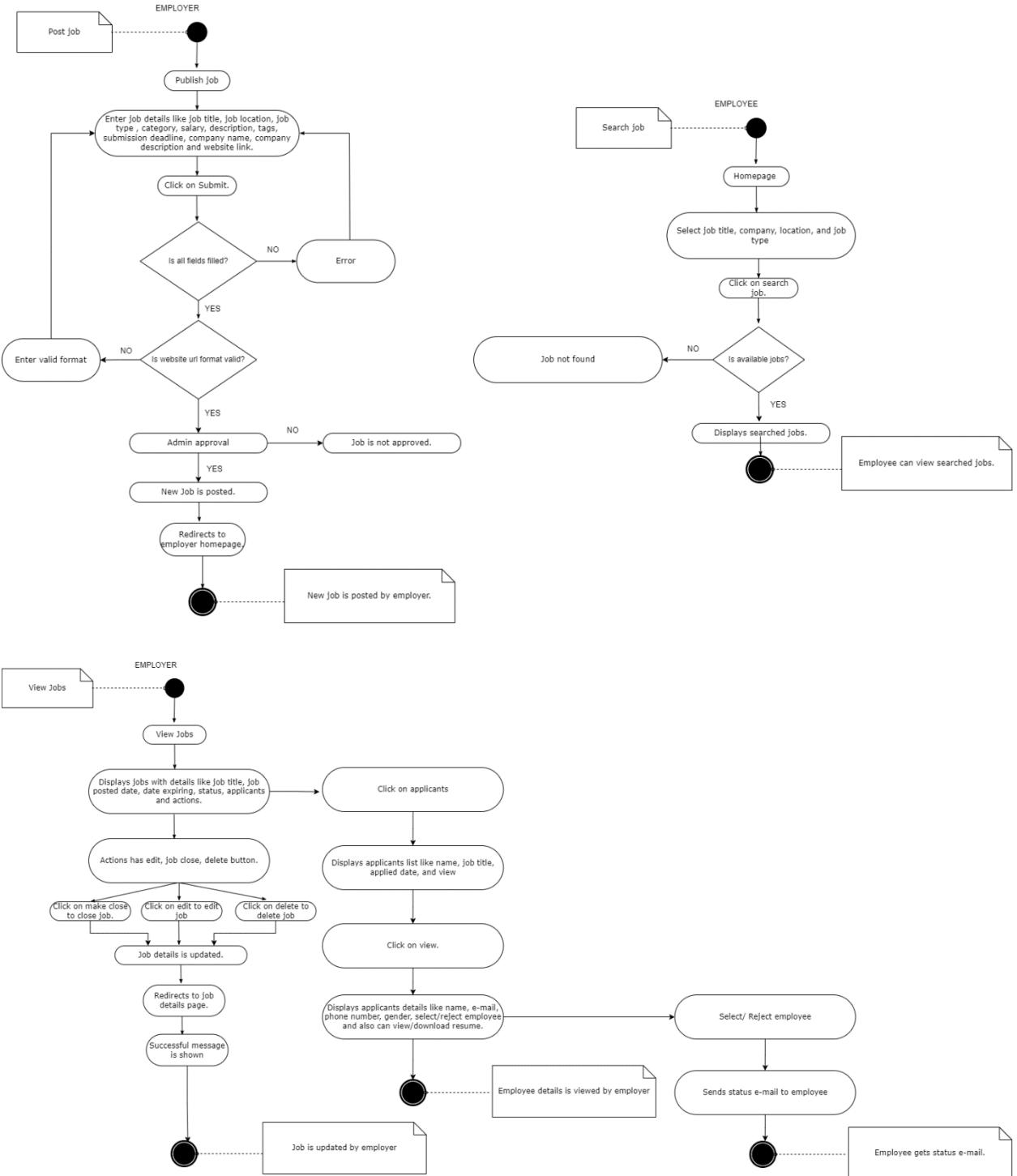
5.6 Activity Diagram

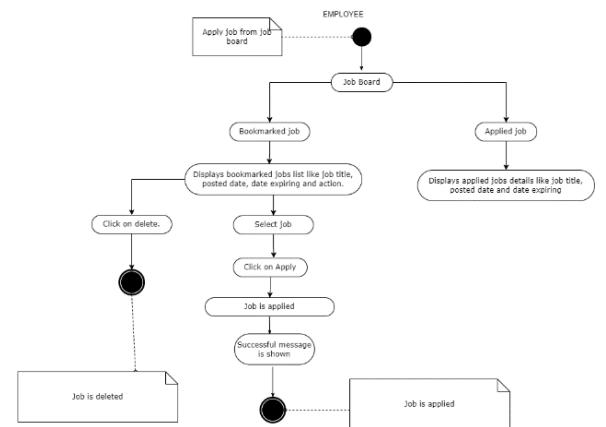
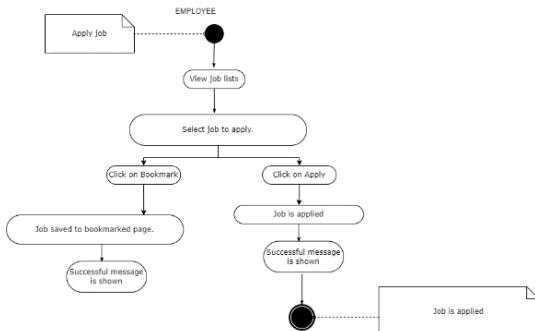










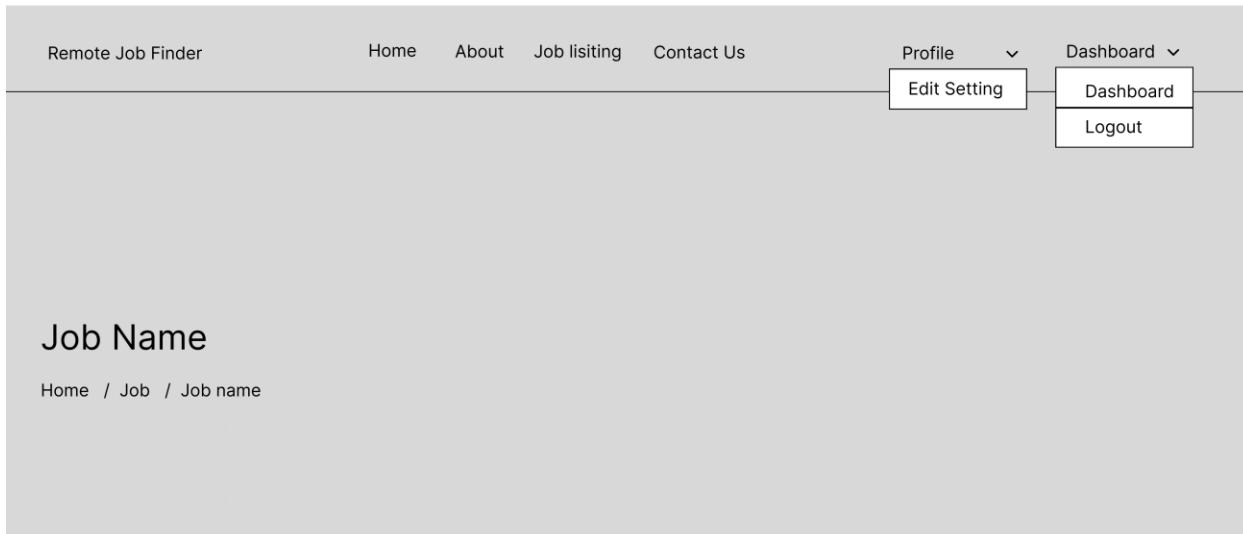


5.7 Wireframes

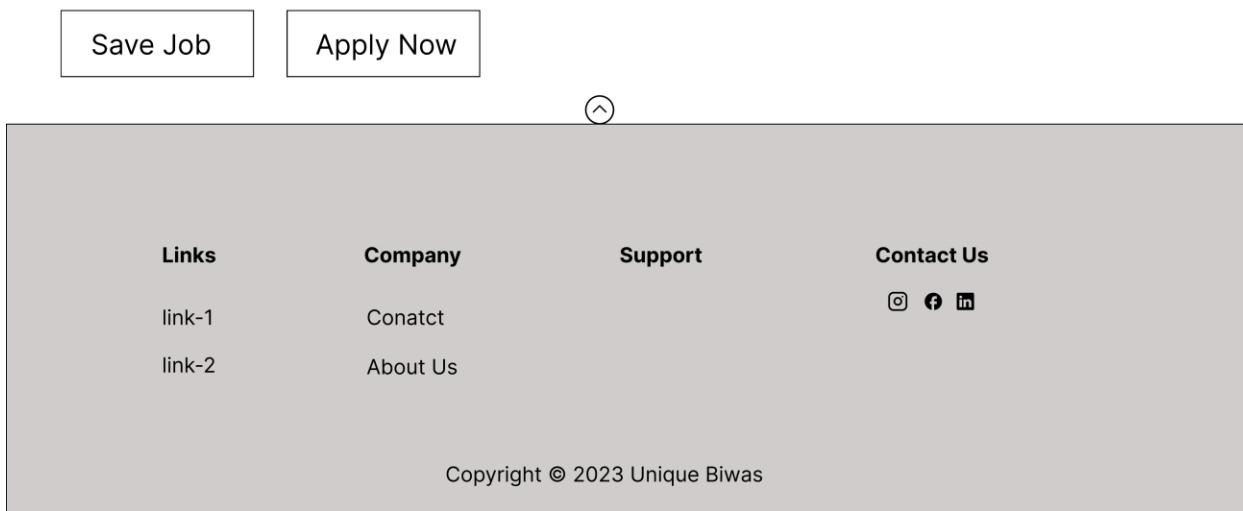
The wireframe illustrates the layout of a Remote Job Finder website. At the top, there is a header bar with the title "Remote Job Finder" and navigation links for "Home", "About", "Job lisiting", and "Contact Us". On the right side of the header, there is a "Register" dropdown menu with options "Employeer" and "Employee", and a "Login" button. Below the header, the main content area features a heading "Find Remote Job With Us." followed by search filters for "Job Title, Company", "Location", "Select job type", and a "Search Job" button. A large central box displays "Job Finder Stats" with the following data:

1	4	2	1
Candidates	Job Posted	Job Filled	Companies

Below the stats box is a section titled "Listed Jobs". Further down, a "Career exploration?" section includes a "Sign Up" button. The footer contains links for "Links", "Company", "Support", and "Contact Us", along with social media icons for Instagram, Facebook, and LinkedIn. The footer also includes a copyright notice: "Copyright © 2023 Unique Biwas".



A card for a job listing. On the left is a placeholder image labeled "IMG". In the center is the title "Job Description". On the right are two buttons: "Save Job" and "Apply Now". Below the card is a summary box with the title "Job Summary" and a bulleted list of details: Published on: 01 Aug 2023, Employment Status: Part Time, Job Location: kathmandu, Salary: 100000, Application Deadline: 28 Dec 2023.



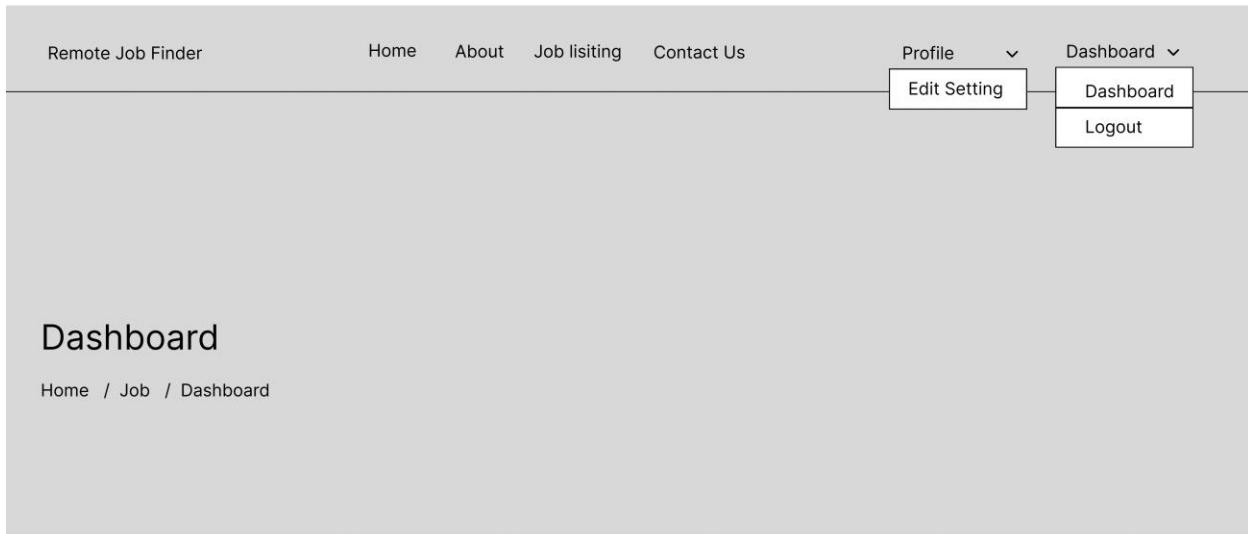


Bookmarked Job / **Applied Jobs**

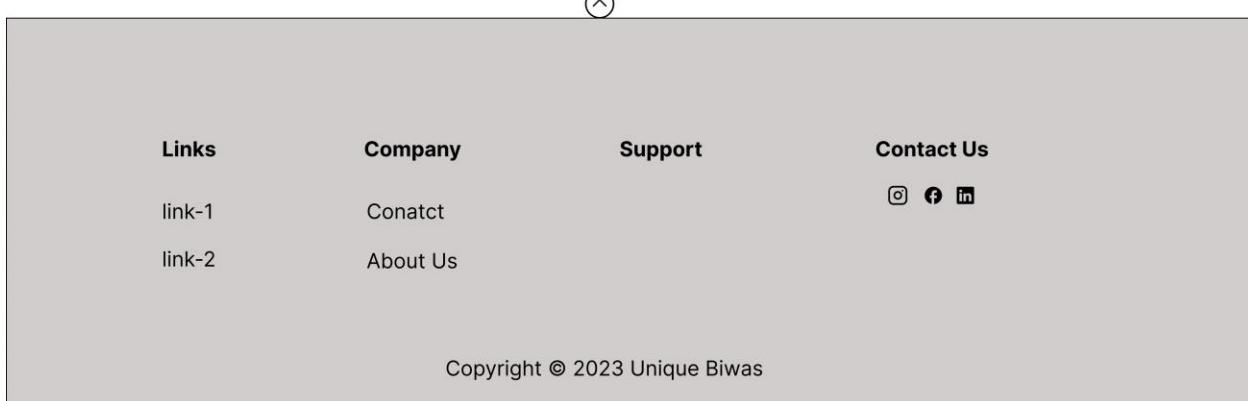
Bookmarked Posts

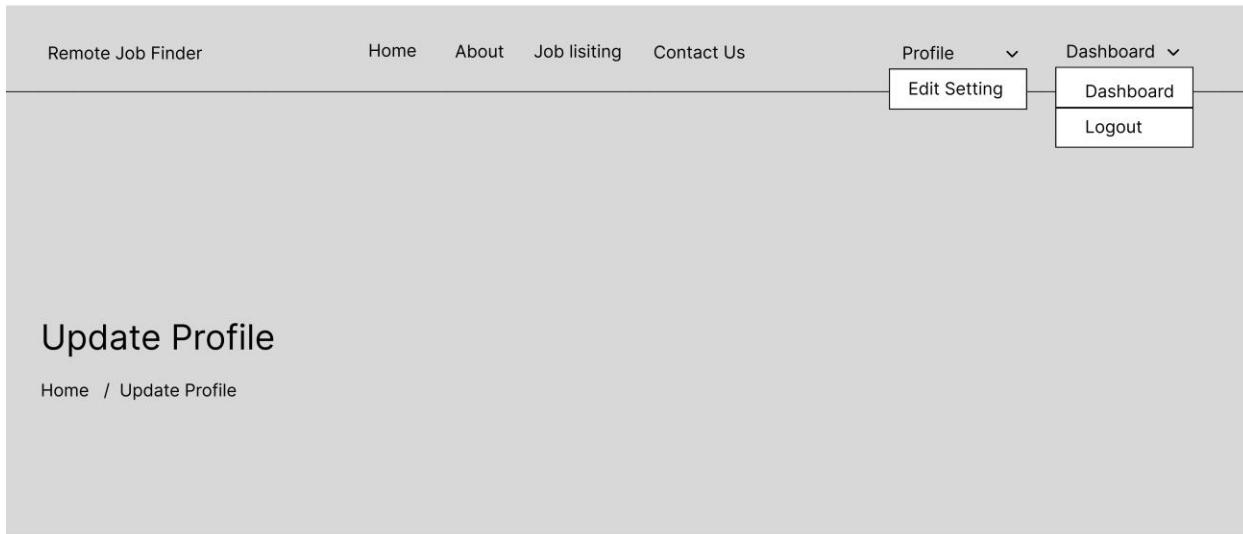
Job title	Posted Date	Date expiring





Job title	Posted Date	Date expiring	Actions





Update Profile

First Name:

Last Name:

Phone Number:

Gender:

- Male Female



Remote Job Finder

Home About Job lisiting Contact Us

Profile Dashboard

Edit Setting Dashboard Logout

Find Remote Job With Us.

Job Title, Company Location Select job type Search Job

()

Job Finder Stats

1 Candidates 4 Job Posted 2 Job Filled 1 Companies

Listed Jobs

Career exploration?

()

Links	Company	Support	Contact Us
link-1	Conatct		
link-2	About Us		

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Applicant Name

Home / Applicant

Applicant Details

Contact



Links

link-1

link-2

Company

Conatct

About Us

Support

Contact Us



All Applicants

Home / Dashboard / All Applicants

All Applicants

Name	Job title	Applied Date	View
------	-----------	--------------	------

Links[link-1](#)[link-2](#)**Company**[Conatct](#)[About Us](#)**Support****Contact Us**

Dashboard

Home / job / Dashboard

My all Job

Job Title	Posted Date	Date expiring	Status	Applicants	Action
-----------	-------------	---------------	--------	------------	--------



Links

link-1

link-2

Company

Conatct

About Us

Support

Contact Us



Post A Job

Home / job / Post a job

Post A Job

Job Details

Company Details

Submit



Links

link-1

link-2

Company

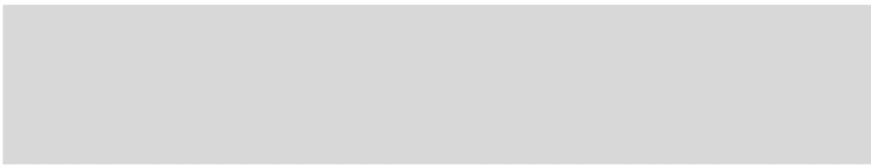
Conatct

About Us

Support

Contact Us





Submit

**Links**

link-1

link-2

Company

Conatct

About Us

Support**Contact Us**

Find Remote Job With Us.

Job Title, Company

Location

Select job type ▾

Search Job



Job Finder Stats

1

Candidates

4

Job Posted

2

Job Filled

1

Companies

Listed Jobs

Want to Hire?

Post Your Job**Links**

link-1

link-2

Company

Conatct

About Us

Support**Contact Us**

Employeer

Employee

Sign Up

Home / Sign Up

Comapny Name

Company Address

Email

Password

Confirm Password

Sign Up



Links

link-1

link-2

Company

Conatct

About Us

Support

Contact Us



[Employeer](#)[Employee](#)

Log In

Home / Log In

Email

Password



Links

[link-1](#)

[link-2](#)

Company

[Conatct](#)

[About Us](#)

Support

Contact Us



Contact

Home / Contact Us

Contact Us form



Links

link-1

link-2

Company

Conatct

About Us

Support

Contact Us



Employeer

Employee

Jobs

Home / Jobs

Posted jobs

Posted jobs



Links

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Company

Conatct

About Us

Support

Contact Us



Employeer

Employee

About Us

Home / About Us

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**Links**

link-1

link-2

Company

Conatct

About Us

Support**Contact Us**

5.8 Test Case

5.8.1 User Registration and Login System

Remote Job Finder

Test Case Id	Requirement Id	Entry Criteria	Test Case Title	Steps	Test Data	Exit Criteria	Actual Result after Execution	Status	Comments
TC_01	URL-F-1.0	User attempts to register in the system.	Verify user registration functionality.	1. Navigate to the registration page.	User registration details	User should be successfully registered in the system.	User is registered successfully.	Passed	Fulfilled
TC_02	URL-NF-1.0	User submits registration data.	Verify data encryption during registration.	1. Enter registration details.	Encrypted registration data	Registration data should be encrypted before sending it to the server.	Data is encrypted successfully.	Passed	Fulfilled
TC_03	URL-UR-1.0	User accesses the system on a smaller device.	Verify header appearance on smaller devices.	1. Access the system using a smaller device.	Device with smaller screen resolution	Header should appear as a menu for better viewing and usability.	Header appears as a menu.	Passed	Fulfilled
TC_04	URL-F-1.1	Registered user attempts to log in.	Verify user login functionality.	1. Navigate to the login page.	User credentials	User should be successfully logged into the system.	User is logged in successfully.	Passed	Fulfilled
TC_05	URL-NF-1.1	User sets a new password during registration.	Verify password complexity during registration.	1. Enter a password during registration.	Password with alphabets, numbers, and special characters	Password must meet complexity requirements.	Password meets complexity requirements.	Passed	Fulfilled
TC_06	URL-UR-1.1	User accesses registration forms on a mobile device.	Verify responsiveness of registration forms.	1. Access registration forms on a mobile device.	Mobile device with different screen sizes	Registration forms should provide an optimal user experience on mobile devices.	Registration forms are responsive.	Passed	Fulfilled
TC_07	URL-F-1.2	User attempts to create a company account.	Verify company registration functionality.	1. Navigate to the company registration page.	Company registration details	Company should be successfully registered in the system.	Company is registered successfully.	Passed	Fulfilled
TC_08	URL-F-1.3	Registered company attempts to log in.	Verify company login functionality.	1. Navigate to the company login page.	Company credentials	Company should be successfully logged into the system.	Company is logged in successfully.	Passed	Fulfilled
TC_09	URL-F-1.4	Administrator adds a new user or company.	Verify administrator's user management functionality.	1. Log in as an administrator.	New user or company details	Administrator should be able to add new users and companies in the system.	New user or company is added successfully.	Passed	Fulfilled
TC_10	URL-F-1.5	User attempts to reset their password.	Verify password reset functionality.	1. Access the password reset page.	User's email or username	User should receive a password reset link and be able to set a new password.	Password is successfully reset.	Passed	Fulfilled
TC_11	URL-F-2.0	Administrator adds and removes users.	Verify administrator's user management functionality.	1. Log in as an administrator.	User details	Administrator should be able to add and remove users from the system.	User is added/removed successfully.	Passed	Fulfilled
TC_12	URL-NF-2.0	Administrator accesses the user management panel.	Verify security of the admin panel.	1. Log in as an administrator.	Admin credentials	Administrator should have secure access to the user management panel.	Admin panel is secure.	Passed	Fulfilled
TC_13	URL-NF-2.1	System is subjected to a high number of registered users and companies.	Verify system performance under load.	1. Register a large number of users and companies.	100,000 registered users, 10,000 companies	System should handle 100,000 registered users and 10,000 companies without performance degradation.	System handles load successfully.	Passed	Fulfilled

5.8.2 Job Search Functionality

Remote Job Finder- JSF

Test Case ID	Requirement ID	Entry Criteria	Test Case Title	Steps	Test Data	Exit Criteria	Actual Result after Execution	Status	Comments
TC_01	JSF-F-1.0	User is on the job search page.	Verify job search filters functionality.	1. Go to the job search page.	Filter options (location, category)	Job listings match the selected criteria.	Job listings match the selected criteria.	Passed	Fulfilled
TC_02	JSF-F-1.1	User applies location filter.	Verify job filters by location.	1. Select location from the filter.	Location selection	Job listings are specific to the selected location.	Job listings match the selected location.	Passed	Fulfilled
TC_03	JSF-F-1.2	User applies category filter.	Verify job filters by category.	1. Select job category from the filter.	Category selection	Job listings are specific to the selected category.	Job listings match the selected category.	Passed	Fulfilled
TC_04	JSF-F-1.3	User applies job type filter.	Verify job filters by job type.	1. Select job type from the filter.	Job type selection	Job listings are specific to the selected job type.	Job listings match the selected job type.	Passed	Fulfilled
TC_05	JSF-F-2.0	User enters search query.	Verify search algorithm accuracy and relevance.	1. Enter search query in the search bar.	Search query	Job listings are accurate and relevant to the search query.	Job listings are accurate and relevant.	Passed	Fulfilled
TC_06	JSF-NF-2.0	System under normal server load conditions.	Verify search results response time.	1. Perform search query.	Normal server load conditions	Search results are displayed within 3 seconds.	Search results are displayed within 3 seconds.	Passed	Fulfilled
TC_07	JSF-F-3.0	User views search results.	Verify user-friendly presentation of search results.	1. View search results.	Job listings format	Job listings include job title, company name, location, and application deadline in an easily readable format.	Job listings are displayed in a user-friendly format.	Passed	Fulfilled
TC_08	JSF-NF-3.0	User views detailed job information.	Verify detailed job information display.	1. Click on a job listing to view details.	Job details	Job details include title, company, location, and application deadline.	Job details are displayed accurately.	Passed	Fulfilled
TC_09	JSF-UR-3.0	User prefers a different view format.	Verify alternate job listing view.	1. Select preferred view format.	View format selection	Job listings are displayed according to the selected view format preference.	Job listings are displayed according to preference.	Passed	Fulfilled

5.8.3 Job Positioning Management

Remote Job Finder - JPM

Test Case ID	Requirement ID	Entry Criteria	Test Case Title	Steps	Test Data	Exit Criteria	Actual Result after Execution	Status	Comments
JPM_01	JPM-F-1.0	Admin is logged into the system.	Verify job posting form accessibility and functionality.	1. Go to the job posting form.	Job details (title, description, requirements, deadline)	Job posting form is accessible and fields are editable.	Job posting form is accessible and fields are editable.	Passed	Fulfilled
JPM_02	JPM-F-1.1	Admin is on the job posting form.	Verify job details submission.	1. Fill out job details.	Job details (title, description, requirements, deadline)	Job details are submitted successfully.	Job details are submitted successfully.	Passed	Fulfilled
JPM_03	JPM-FN-1.0	Admin is on the job posting form.	Verify character limits and input validation on the job posting form.	1. Exceed character limits in various fields.	Job details (title, description, requirements, deadline)	Error messages are displayed for exceeded character limits and invalid input.	Error messages are displayed for exceeded character limits and invalid input.	Passed	Fulfilled
JPM_04	JPM-F-2.0	Admin has posted jobs.	Verify displayed job listings.	1. Go to the job listings page.	Posted job listings	Job listings include job title, company name, location, and application deadline.	Job listings include job title, company name, location, and application deadline.	Passed	Fulfilled
JPM_05	JPM-F-2.1	Admin is on the job listings page.	Verify job details in the listings.	1. Click on a job listing to view details.	Job details (title, description, requirements, deadline)	Job details include title, description, requirements, and deadline.	Job details include title, description, requirements, and deadline.	Passed	Fulfilled
JPM_06	JPM-UR-2.0	Admin is on the job listings page.	Verify visually appealing and easy-to-navigate job listings.	1. Observe the job listings layout.	Job listings format	Job listings have visually appealing layout and are easy to navigate.	Job listings have visually appealing layout and are easy to navigate.	Passed	Fulfilled
JPM_07	JPM-F-3.0	Admin has received job applications.	Verify job application management tools.	1. Go to the job applications management page.	Job applications list	Admin can review, delete, and manage job applications.	Admin can review, delete, and manage job applications.	Passed	Fulfilled
JPM_08	JPM-F-3.1	Admin is viewing a job application.	Verify applicant confirmation upon submission.	1. View an applicant's submitted application.	Applicant details (name, contact, resume)	Applicant receives confirmation upon successful submission.	Applicant receives confirmation upon successful submission.	Passed	Fulfilled
JPM_09	JPM-UR-3.0	Admin is managing job applications.	Verify ability to edit applications based on specific criteria.	1. Edit an application based on skills and qualifications.	Applicant details (skills, experience, qualifications)	Admin can edit applications based on specific criteria.	Admin can edit applications based on specific criteria.	Passed	Fulfilled

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