Mini Project Report

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By

Kambala Vennela(R170029)

Under the guidance of :

Mr. N. Chandra Shekar M. Tech

Assistant professor

Department of Computer Science and Engineering

Rajiv Gandhi University of Knowledge

Technologies AP-IIIT, Rk Valley, Idupulapaya,

Kadapa - 516 330 Andhra Pradesh, India

CERTIFICATE

       This is to certify that the dissertation entitled "Project Report" submitted by **Kambala Vennela** bearing Id.No.**R170029**, in partial fulfillment of the requirements for the award of Bachelor of Technology in Computer Science is a bonafide work carried out by her under my supervision and guidance.The dissertation has not been submitted previously in part or in full to this or any other University or Institution for the award of any degree or diploma.

Mr. P. Harinadha   **Mr. N. Chandra Shekar** M . Tech

Assistant Professor   Project Internal Guide

Head of the Department   Computer Science Dept

Computer Science Department   RGUKT, RK VALLEY.

RGUKT, RK VALLEY

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Abstract

Career development is important to organizations for retaining and developing human resources to achieve organizational goals. It is also important to individuals because careers represent their entire lives in the work settings. Career development is supported and sponsored by individuals and organizations.

From an individual's point of view, career development is an ongoing process of planning and action toward personal work and life goals. Career development programs can be conducted throughout an individual's life stages by career counselors, counseling psychologist, teachers, placement specialists, and mentors or managers. A career development intervention is a deliberate action aimed at enhancing some aspects of a person's career, including influencing the career decision-making process, clarifying career goals, and skill building activities. Career development has been criticized on several points. One is that the term "career development" has no universally accepted definition to date. Decision making; Human resource management; Organizational career development programs

Career development is important to organizations for retaining and developing human resources to achieve organizational goals. It is also important to individuals because careers represent their entire life in the work settings. For most people, work is a primary factor in determining the overall quality of life. Work provides a setting for satisfying practically the entire array of human needs – physiological, safety, socializing, ego, self-actualization, achievement, affiliation, to name a few. Therefore, developing career is one of the main tasks
through which a person may improve the total quality of his/her life.

TASK-1 : Technologies and Databases used by linkedIn

NAME **:** K.Vennela
ID **:** R170029
Year **:** E-3 CSE

Linkedin

The Mission of linked in is simple ,connect the world's professional's to make them more productive and successfull . The main aim of the site is to allow registered members to establish and document networks of people they know and trust professionally. It was establshed by Reid Hoffman partnered with a team made up of people from two of his former projects.

Technologies used in Linkedin

1.Programming Languages :

• java
• node js

JAVA

Java is an object-oriented, class-based, concurrent, secured and general purpose computer programming language. It is a widely used robust technology.Java is a programming language and a platform. Java is a high level, robust, object-oriented and secure programming language.

Applications:

According to Sun, 3 billion devices run Java. There are many devices where Java is currently used. Some of them are as follows:

1.Desktop Applications such as acrobat reader, media player, antivirus,etc.

2.Web Applications.

3.Enterprise Applications such as banking applications.

4.Mobile

5.Embedded System

6.Smart Card

7.Robotics

8.Games, etc.

NODE JS

Node.js is an open source, cross-platform runtime environment for developing server-side and networking applications. Node.js applications are written in JavaScript, and can be run within the Node.js runtime on OS X, Microsoft Windows, and Linux.

Node.js also provides a rich library of various JavaScript modules which simplifies the development of web applications using Node.js to a great extent.

Node js = Runtime Environment + JavaScript Library

2.HTTP Server Technologies

• Apache Tomcat

Apache Tomcat is a free and open-source implementation of the Jakarta Servlet, Jakarta Expression Language, and WebSocket technologies.Tomcat provides a "pure Java" HTTP web server environment in which Java code can run

• Jetty

Eclipse Jetty is a Java web server and Java Servlet container. While web servers are usually associated with serving documents to people, Jetty is now often used for machine to machine communications, usually within larger software frameworks

3.Server Libraries

• Protocol Buffers

Protocol Buffers is a free and open-source cross-platform data format used to serialize structured data. It is useful in developing programs to communicate with each other over a network or for storing data.

• Spring

The Spring Framework is an application framework and inversion of control container for the Java platform. The framework's core features can be used by any Java application, but there are extensions for building web applications on top of the Java EE platform.

• Play

Play is based on a lightweight, stateless, web-friendly architecture. Built on Akka, Play provides predictable and minimal resource consumption (CPU, memory, threads) for highly-scalable applications.

• Calding

CallingServerClient provides the functionality to make call connection, join call connection or initialize a server call.

4.Databases and NoSQL Datastores

Oracle Database:

Oracle Database is a multi-model database management system produced and marketed by Oracle Corporation. It is a database commonly used for running online transaction processing, data warehousing and mixed database workloads.

Apache Hadoop:

Apache Hadoop is a collection of open-source software utilities that facilitates using a network of many computers to solve problems involving massive amounts of data and computation. It provides a software framework for distributed storage and processing of big data using the MapReduce programming model.

MySQL:

MySQL is an open-source relational database management system. Its name is a combination of "My", the name of co-founder Michael Widenius's daughter, and "SQL", the abbreviation for Structured Query Language.

Lucene:

Apache Lucene is a free and open-source search engine software library, originally written in Java by Doug Cutting. It is supported by the Apache Software Foundation and is released under the Apache Software License. Lucene is widely used as a standard foundation for non-research search applications.

5.Server Software

- Active Mq
- kafka
- Apache Zookeeper

LinkedIn also relies on the following in-house developed technologies
to manage its data:

• Voldemort- a distributed key-value storage system

• Espresso- a horizontally scalable, indexed, timeline-consistent,document-oriented, highly available NoSQL data store

• GraphDB- the storage layer of LinkedIn's real-time distributed social graph service.

• Rest.li- a REST+JSON framework for building robust, scalable service architectures

TASK-2

CHAPTER 24

Unemployment and Underemployment : Prevention and councling Implications.

Introduction:

In this chapter we are going to learn about the present situation of world in the view of unemployment and underemployment. The suggested steps to be taken to overcome their effects.

From the past few decades the world undergone many changes in the view of technology, societical, political changes. Which results in the increase of unemployment and underemployment.

This unemployment is not a problem of some particular group of states or a particular country or a group of countries. This is a problem where all the youth is present. This is a problem where all the youth is facing worldwide. Many Psychologists, career counsellers are working to face or reduce this problem. Career counselors have their own part to play an important role in the view of understanding the effects of unemployment and underemployment of peoples mental health; prevention of unemployment and underemployment; reducing the effects whenever possible.

Conceptual Background

Under this heading author Steven D. Brown mentioned different views on unemployment and underemployment of different scholars and psychologists

Unemployment and underemployment are two concepts which are two different boats but in the same direction.

The scholars in 2016,2017,2011 mentioned that unemployment and underemployment is nothing but – no paid job or the work does not matches the   employee's desires. Generally unemployment is the lack of paid job for those who want to work or need to work for their daily needs. But some of the political governance states like Bureau of Labor Statics, it is the important fact finding agency regading the labor economics and stats, states that to consider the people who are currently looking job or people who have stopped looking for work for various reasons but want to work. In the view of this defination Mr. Paul and Moser said that many people in this regard are unemployed it is the serious impact on the many peoples well being and functioning.

This unemployment is not a recent issue. It is the issue from the decades. There are may be many reasons for this unemployment or underemployment. This unemployment may refers to many kinds of subparts but the philosophers started working in this regard recently which includes underemployment. Underemployment is the multidimensional contruct.

The philosophers like Allan et al in 2017, McKee-Ryan and Harvey in 2011 developed a different reasons for underemployment in different ways but refers to the same thing.The philosophers states in different ways but comparitively it is tells that the underemployment can be defined as the work which is not effective, not full time or permanent, not secure and not well paying.

Mr.Feldman once in his article stated the types of underemployment.

1) having more qualification than a job requires. Lets have a real time example and understand this, if a person having the more qualification and doing the a small job which does not require

that much qualification is to be considered as the underemployment. If a btech graduate is doing some data entry job should be considered as the underemployment.

2) Possesing a job in another field. For example if a civil engineering graduate unwillingly doing a job in a call center because of various reasons should be considered as the underemployed.

3) If someone having the more experience and skills than required for a job. For example a software enginner having ten years of experience and more skills is tagged in a small project like building a software which can do by a employee having two to three years of experience should be considered as the underemployement only because here ones skills and experience is getting wasted.

4) Part time jobs or temporary jobs. If a person doing some job which is not permanant and for less hours just for like daily wage should be considered as underemployed.

5) earning less salary than the previous job. This can be understand in the following example. Recently in India during corona pandamic most of the employess have lost their jobs in most of the private sector companies. After some days people choosen to join in any job for their well being without considering the salary specifications. Some of them joined for less paying jobs than the previous. This also should be considered as the underemloyment.

The philosophers and reaserchers measure them with the independent measures. Some scholars argue that underemployment is the fact or a situation where people compare their job with other objectives like personal, societial standards and needs.
The philosopher Allan et al. Developed a model for underemployment having seven measures. They are as follows.

Less payment than the desired to the work done; having a job which is not not suitable to the status of the person skills and experience; working in the field which is not suitable the qualification of a person; working less hours than desired; part time or temporary job; minimum wage employment; more qualification than required.

The undereployment can broadly represent the state between the empoymement and the no employment. Some philosophers like Bluestein, Kozan,& Connors-Kellgren; Dooley

stated that the continues employment existance, the effects of underemployment is severe like in as unemployment.

To measure the underemployment in a better way the philosophers have developed the effective parameters. For example, socialogy, economics and public health, in these sectors the work is unstable and ad has the job insecurities. But there are some awesome things likes rights to the person in the society, and the safety towards the work and the person.

The good employment indicates the parameters like safety working environment, satisfactory income, free time and rest during the working day, policies towards the health of a person and the family. Like these the good employment differs from the unempoyment and the underemployment. This good employment encourages the people to have the better living in the society, to serve the needs of the people, to have the better physical health as well the mental health.

The challenging thing have been facing by the philosophers is the measure of the unemployment and the underemployement. These two things are unconscious.
For example if a person is willingly doing a temporary job or the part time job which is not permanent and leading a happy life with his partial income and managing all the things. This indicates that they are not facing the any money issues. These people having more work satisfaction, commtment to wards the company, than the parttime workers.

This indicates that it is difficult to the philosophers to differentiate the unemployment and the underemployment condition as it depends on the every individual mode of choosen job or work.

Unemployment and Underemployment in context

So many factors are contributing to increase the rate of unemployment and underemployment in the US and across the world.They include rapid growth of technology,low productuvity growth,increase in population,globalization,differences in trading and inequality in income.Because of these factors full time and permanent jobs are converting into parttime and contract positions.In US people who are having jobs that provide stable income are being terminated due to rapid growth of technology and globalization.

One most important thing is Information technology,because of it all the changes has been occured in world ecomomies.There have been few permanent employees and many contract workers.As a result of these changes alternative work arrangements(contract positions in different work areas) has increased.Apart from unemployment,people who are employed are being paid low wages due to the factors mentioned in tho above paragragh.These issues of unemployment and underemployment meet at somewhere that power and privilege are mattered.

Immigrants,people with low color,people with low economic status,people who are transgender and people with disabling conditions have high rates of unemployment and underemployment.Actually people who have access to economic resources have more chances of getting permanent,stable and well paying employment.We got to know factors affecting unemployment and underemployment and the issues risen because of them in this context.

Consequences of Unemployment and Underemployment

In this chapter we got to know that how unemployment and underemployment are affeccting mental health and degrading their personal status.So Counselors and Psychologists have a major role in identifying and addressing the issues of unemployment and underemployment.Unemployment leads to both economic and emotional loss for an individual.

Consequences of Unemployment

Here they told about the consequences and disadvantages of Unemployment.The main affecting thing is people are unable to meet their basic needs such as need for food,shelter and clothing,not only basic needs but also unemployment affects psychological needs such as self determination and ability of working capacity.There are mainly two types of benefits from work, 1.manifest and 2.latent benefits. The manifest is benifit of income which makes people to meet their basic survival needs.But latent benefits are contrast to the manifest benefits.Latent benefits are secondary benefits that are obtained through work,such as self determination,daily structure,meaningfulness,personal status of an individual and regular activity.

Unemployment leads to both economic and emotional loss for an individual.People who are employed will get benefit from both the manifest and latent benefits,and the people who are unemployed will not be receiving these benefits.They are affecting from both financial status and poor mental health.So lack of latent benefits predicts the poorer psychological conditions.

It concludes that unemployment leads to poor financial status which may affects food,shelter,clothing and many utilities.Because of poor income of an individual can loss their psychological health.For example if the person is unable to pay their monthly bills and basic survival bills will definitely suffer with their mental health.If the person is able to fulfil his basic needs then there will be positive vibes and satisfaction.

People with employment(part time job) will also face financial strain because of their employment status.But comparitively have less strain than unemployed beings.Many studies states that unemployment not only affects financial needs of an individual but also affects the mental health and psychological well being.They may suffer from depression and anxiety.

People who were unemployed for a long time may have the high chances of loosing their mental health.They constantly keep thinking about the job and it leads to depression.Unemployment,depression,anxiety,well being,self ability all these are interlinked to each other at some point and associated with poorer mental health.Peple who loose their jobs due to some other reasons will be feeling more distress compared to the people who are continously being employed.

Unemployment not only affects an individual but also their families.Unemployment of a person have high chances of having the symptoms of depression,also for their partners too.Partners loose their social support and have the chances of taking divorce.Unemployment also affects the relationship between parents and their children.Children may loose their emotional status and will get problems over it.

Apart from the family unit,Unemployed people does not get any attention from the society and there will be no respect from society.They may be excluded from social gatherings and disconnected from society.Due to business failures one can loss their employment and it leads to poverty.

So with employment an individual can lead a respectful and satisfied life.So the work serves a better financial status of a person and relations will be better.They will earn attention from the society so that they will not loose thier psychological health and get benefit from both manifest and latent benefits which meets their basic survival needs and will be able to fulfil their obligations.

Purpose:

Career Development is essential for the implementation of career planning.It refers to a set of programmes designed to match an individual's needs,abilities and goals with current or future oppurtunities in the organisation.It is the process through which the action plans are implemented.Developmental activities include all of the job training techniques.

A career path is the sequential pattern of jobs that forms a career.Career goals are the future positions one strives to reach as part of a career.Career planning is the process by which one selects career goals and the to these goals.

Scope:

Organizations especially design career development systems for enhancing the career satisfaction of their employees.Since they have retain their valuable assets and prepare them for top notch positions in future,they need to understand their career requirements and expectations from their organization.So that people will be recomended by the experts to choose their best career.

Advantages:

- Providing financial inducements and facilities to employees for acquisition of new skills and capabilities.

- Obtaining relevant information about individual employees's interests and preferences.

- Providing career path information to employees to enable them to make their career plans.

- Matching individual's career interests and aptitudes to job requirements.

- Developing a suitable career paths to help employees improve their caeer.

Features:

- It defines life,caeer,abilities,and interests of the employees.

- It is an ongoing process.

- It strengthens work-related activities in the organization.

- It helps individuals develop skills required to fulfil different career roles.

- It can also give professional directions,as they relate to career goals.

Need:

- Improving goodwill of an individual

- Enhancing Cultural Diversity

- Reduced Employee Frustation

- Attracting and Retaining Talents

- Making Available Needed Talent

Conclusion:

In order to implement a real-time system we made a detailed study as a base step.

We are trying to implement web based career development system.

Our system will help people to identify, choose and work in the best career path which will fit for them.

- Enhancing the Career Satisfaction
- Creating a Pool of Talented Employees
- Fostering Better Communication in Organization
- Setting Realistic Goals
- Better Use of Employee Skills
- Assisting with Career Decisions