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ONLINE JOB PORTAL

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Abstract – *Today's tech-savvy generation uses internet for everything right from ordering food to getting hired. In fact, toady candidates depend way more on internet than any other source like newspaper or networking. The journey to search a job on internet begins with registration on a job portal and almost every job-aspirant does that then there comes that twist, where few applicants get more and faster responses and job offers whereas other just reduce as one record in the database of the portal. This happens because generally candidates overlook the need of understanding job portals and its features which can simply and speed up their job search.*

In this project, we attempt to address the gap between the Job Seeker and the Recruiter. This is done by taking into consideration the details provided by both, the Job Seeker and the Recruiter, and, by applying a variety of different filters in order to cater to each and everyone's individual needs and wishes. The WISDM methodology implemented is an effective model for the sole purpose of a web portal creation. The automated mailing system is quite an important feature implemented within the project in order to keep the involved parties informed about their status in the Job Portal, telling them everything such as – company to which they have applied, application status, designation, department. Since, the websites are, nowadays, accessed via a variety of different devices such as desktops, laptops, tablets, mobile devices, etc., using Bootstrap enables easy compatibility with all the above mentioned devices with ease.

Key Words: **Job Seeker, Recruiter, Admin, Job Portal, WISDM methodology**

1. INTRODUCTION

Portals have different applications or services to solve various problems. One of the main purposes of web portals is to allow information sharing over the Internet. This need can be addressed through a knowledge portal which must contain sufficient data and information about the requirements of the Job Seekers.

Today, the internet has changed many aspects of our life, such as the way we look for jobs. If one person wants to find a new job, he/she can submit a resume using word processing software like Microsoft Office Word, open a web browser to send the resume and receive an e-mail. Online recruitment has become the standard method for employers and Job Seekers to meet their respective objectives.

Considering the aforementioned arguments, the information flow in the online labour market is far from optimal. A large number of Online Job Portals have sprung up, dividing the online labour market into information islands and making it close to impossible for a job seeker to get an overview of all relevant open positions. Their strong market position, as the prime starting point for job seekers, allows job portals to charge employers high fees for publishing open positions. Due to these costs employers publish their job postings only on a small number of portals, which prevents the offers from reaching all qualified applicants. Employers often receive a large number of applications for an open position, due to the strained situation of the labour market. The costs of manually preselecting potential candidates have risen and employers are searching for means to automate the preselection of candidates.

1.1 DRAWBACK OF CURRENT SYSTEM

Existing systems are user-friendly and have a good GUI, but in existing systems there are no Mechanisms or Modules that can help Job Seekers to understand Companies that they need. The existing systems are not self-sufficient to provide the platform that helps Recruiters to convey to the Job Seekers about their needs. The existing system is intended to show as many as possible Job Opportunities as they can, but, not those Job opportunities which Job Seeker really wants.[4] This results with many Job Seekers not finding any job, or ending up with a job which is not of their choice.

1.2 OBJECTIVES

Following are the objectives that we wish to achieve with this project:

- To provide a platform to the Job Seekers which will help them to get job as per their skills and requirements.
- To provide a better way to the Recruiters in order to hire employees with skills company needs.
- To identify the needs of the Recruiters and Job Seekers with the help of numerous filters.
- To avoid duplication of Job Posts by any Recruiter.

- To help Recruiters to manage their profile, and keep a track of all the Job Seekers who are applying to their companies.
- To generate an automated mailing system keeping the Recruiters and Job Seekers updated about their current status on the Job Portal.

2. METHODOLOGY

The Web Information Systems Development Methodology (WISDM) is an ISD methodology, developed by Richard Vidgen, David Avison, Bob Wood and Trevor Wood-Harper (Vidgen 2002). This method adapted the traditional system development methods, web development technology and the hypermedia development methodology.[2] Hypermedia is a mix of rich texts, graphics, audio and video, and uses hyperlink to link to other pages and sections of an application.

The main framework of WISDM is extracted from Multitier. Multitier is a methodology with user participative approach that includes many stakeholders like developers who are responsible for developing the Job Portal and users who are using the Job Portal. Therefore, Multitier focuses on both the human and technical aspects of Information System. The framework of the WISDM that helps in the development of a Web-based Information Systems considers two aspects: one relating to the organizations, people and technology; the other relating to the analysis and design. The WISDM mainly focuses on Organizational analysis, Information analysis, Technical design, Human computer interaction and Work design.[5] There is no prior ordering of the five aspects of the said method. Each method has been emphasized alone during the project development. Multitier frame work methodology of WISDM is shown in Fig – 1.

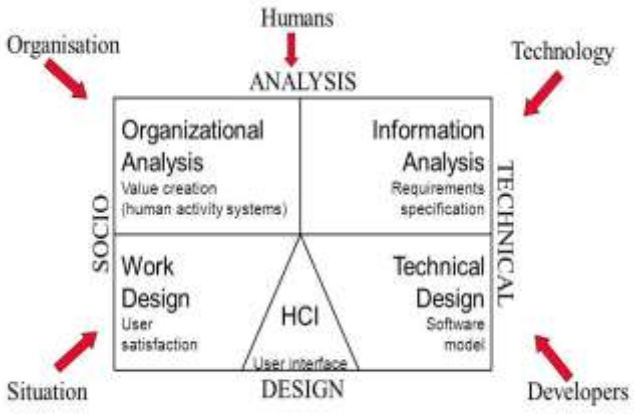

Fig – 1: WISDM Methodology[5]

2.1 SYSTEM MODULES

2.1.1 JOB SEEKER MODULE

This module provides functionalities for the job seekers. Applicants can post their Personal as well as Professional details. They will be able to submit a resume which can be accessed by the recruiters for hiring purposes. Applicants can browse through the job vacancies available. Job Seekers will also get mail alerts when their profile gets selected by any Employer.

Facilities provided to Job Seeker:

1. A Job Seeker can search for different Job Opportunities.
2. A Job Seeker can post his/her resume.
3. A Job Seeker can view a particular company or list of companies.
4. A Job Seeker can contact companies directly at the contacts provided by them.
5. Job Seeker can ask questions to the Recruiters about the jobs and recruitment process.

2.1.2 RECRUITER MODULE

This module provides functionalities for a Recruiter. Recruiters can post the vacancy details and can update them as and when necessary. Recruiters can search through applicants' resumes based on different criteria.

Facilities provided to Recruiter:

1. Recruiter can view Job Seeker with particular skill set.
2. Recruiter can upload Job Posts and documents that Job Seeker can view.
3. Recruiter can directly contact any Job Seeker at the contact provided by him/her.
4. Recruiter can answer all the queries of the Job Seeker regarding the jobs listed.

2.1.3 ADMIN MODULE

This module provides all the Administrator related functionalities. Administrator manages entire application and maintains the profiles of Job Seekers and Recruiters.

Facilities provided to Administrator:

1. Administrator can add new Companies.
2. Administrator can provide user-id and password to different users of the system.
3. Administrator can delete existing account.
4. Administrator can view or edit existing account.

2.2 SYSTEM REQUIREMENTS

Table 1: Software Requirements

Number	Description	Alternative
1.	Visual Studio 2017 (Community Version)	Visual Basic 6.0
2.	SQL Server 2012	Oracle 8
3.	Windows 10	Windows 98 with IIS Server installed
4.	Bootstrap 3.0	

Table 2: Hardware Requirements

Number	Description	Alternative
1.	4 GB Ram	Not Applicable
2.	2 GHz Processor	
3.	40 GB Hard Disk	

2.3 SCREENSHOTS

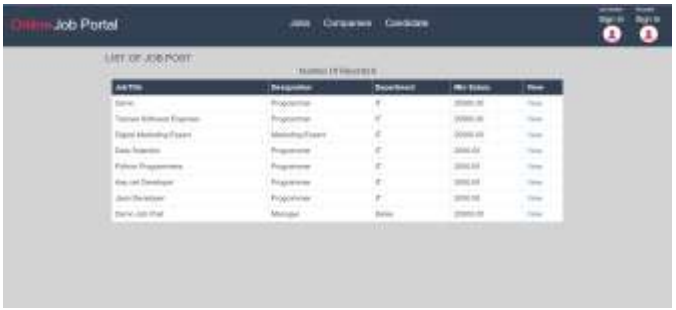

Fig – 2: List of Job Posts

Fig – 3: Job Seeker Login

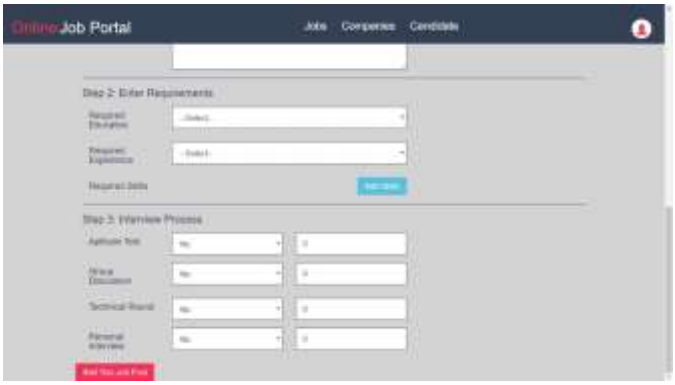

Fig – 4: New Job Post Detail Requirements (1/2)

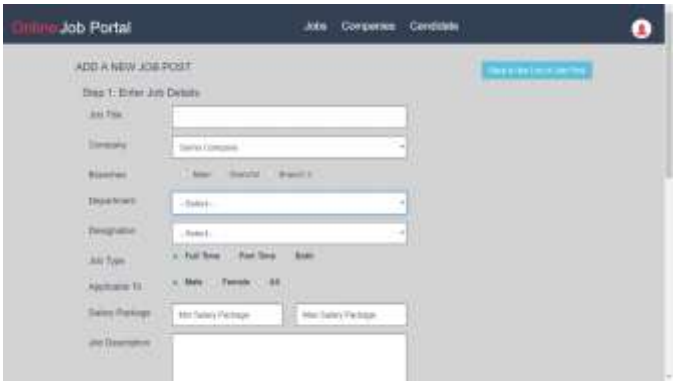

Fig – 5: New Job Post Detail Requirements (2/2)

3. CONCLUSION

It can be concluded that this project of Online Job Portal was a real learning experience. The principles of software production were well implemented throughout the system. The project has been made as per as the given specifications. The Online Job Portal developed by us is purely based on ASP.NET platform. A Job Portal provides an efficient search for online information on job vacancies for Job Seekers. The main goal of this portal is to attempt to produce the right graduates based on the industry needs. However, it is important that be aware the Job Portals can never fulfill all the problems of jobless graduates.

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