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Minor Project

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<JOB HIRING AND FINDING APPLICATION>

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Designation:

Minor Project Presentation

DISCOVER . LEARN . EMPOWER

1. INTRODUCTION

Online recruiting is a revolutionary way of finding the right people to do the right job. It allows for a complete reorganization of the HR systems, one in which the central part of the recruitment process is not having a lot of applicants coming to your premises, but one which filters the potential candidates before-hand, based on different criteria. A very important aspect is the financial one. Having people use an online platform will make a lot of cash savings in the HR department. In terms of recruiting, such a platform may allow candidates to create their own career pages, while the companies can have their own pages. This translates in a greater transparency for both the candidate and the company. The candidate can visit the company's page and see all the available jobs, along with a detailed description, required or nice to have skills. The company can visit the candidate's page and see his resume before deciding whether he might be fit for the job or not. But maybe the most important advantage of online platforms compared to the classical way of hiring new people is the rapidity. Forgotten are the days when a HR employee had to go through dozens, maybe hundreds of papers in order to decide on a more limited number of people which were then asked to come for an interview. Now, everything resumes to applying a filter through all the potential candidates and the platform will only show the relevant ones. Also, the applicant doesn't have to send the resume physically to every company which has a position that the candidate is interested in. All he has to do is fill the resume once (online) and then, usually, the process of applying to a job resumes to pressing a button on the screen.

One of the central parts of having a successful recruitment platform is to convince people to use your platform. As the developer of such a platform, a lot of questions can be asked about the future implementation of the platform. What features are the most demanded in today's online environment? Which of them should be implemented with priority? Which should be the target group of the platform? Maybe students or freelancers? Or maybe a more general platform, suitable for everyone is better? As the user of the platform, other questions come up. What platform should I decide to use in order to increase my chances of getting the right job? What features do different platform have and which of them would help me the most? Starting with the next section, we will analyze the different ways in which different recruitment platforms are doing it. We will take successful platforms and see what makes them different than the rest. In the end we'll draw conclusions about the functionalities which seem to attract the most users to these platforms.

This is to say that one of the reasons for the lack of jobs is a poor distribution or lack of information about job opportunities so people are not aware of new job opportunities. This means that there are other jobs available, but job seekers do not have access to that information[1]. Here our web portal helps job seekers in their job hunt. Today the Internet has changed in many aspects, such as the way we are looking for the jobs. One of the mottoes of making this website is to save the time of candidate and company both. On our website we have two options first is search for jobs, and second is search for employee. Suppose if someone is looking for a job he/she has to choose the option search for jobs and fill in the basic details and submit the resume. On the other hand, if a company is looking for an employee then that company should choose the option search for employees and fill in the required details.

We started this project, as there is a very worsening situation in getting jobs and to be placed in any company. Unemployment is one of the major issues faced by developed and developing countries both. For example, According to the International Labour Organization report, the unemployment rate in India has been the 3.4% to 3.6% range over the Indian Government-led 2009-2014 and government-led 2014- 2019 periods. This is to say that one of the reasons for the lack of jobs is a poor distribution or lack of information about job opportunities so people are not aware of new job opportunities. This means that there are other

jobs available, but job seekers do not have access to that information[1]. Here our web portal helps job seekers in their job hunt. Today the Internet has changed in many aspects, such as the way we are looking for the jobs. One of the mottoes of making this website is to save the time of candidate and company both. On our website we have two options first is search for jobs, and second is search for employee. Suppose if someone is looking for a job he/she has to choose the option search for jobs and fill in the basic details and submit the resume[2]. On the other hand, if a company is looking for an employee then that company should choose the option search for employees and fill in the required details.

2. NEED FOR THE APP

As we all know the Internet has become the major source of information for every jobseekers in today's world. Many corporate, institute, university and school avail information on careers to put on their personalized portal. According to surveys, 68% of working place uses website and portal on Internet to find a jobs in Italy. These websites or portals gives a search engine to avail information on jobs . The main reason by which much developed countries like Singapore has been proceeded with online job portals as most important way to hire people. A study completed in 2008, found that 29% of internet users in the Europe uses web to find jobs or to send job application or contact with applicant. In 2010, it has raised by 72% for those who are unemployed people. Job portal is the beginning for Jobseekers when they are looking for jobs. Some of the online job portal charges high fees on employees to published information about job vacancy. Due to this, many of the employers continues to advertise information jobs on the online portals , but limited in her to make the cost low. Many employer believes that the jobseeker will visits job websites while searching for job vacancies. A good job portal is what, which can also support knowledge sharing among the member anti support true deserving candidate. As the number of competition is increasing day by day, the number of online job websites are also increasing. It is believed that one third of people who are searching for job uses the internet and online portals.

3. CLIENT IDENTIFICATION AND RECOGNITION OF NEED

There were so many problems faced by every job seeker. Like, People have to go to different places in search for jobs which is really time consuming and costly.

This is also not possible for everyone who is searching a job to check the newspaper advertisement daily, and due to this many of the job seeker left as unaware about jobs. Due to searching for jobs, the job seeker didn't get the time to do some extra on his/her skills.

Job Procurement: Old and New Ways Job seeking usually involves different ways to look for jobs such as through personal contacts, direct telephone calls to employers, job agency office, scanning online job listings, etc. Before the Internet, became widely used as a method of seeking jobs, jobseekers spent a lot of time using various methods to look for job openings.

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Today, jobseekers use online methods which are very convenient and save a lot of time. Galanaki lists the following methods to be the traditional (old) ways for recruitment:

- 1) Employment recruitment agencies
- 2) Job fairs
- 3) Advertising in the mass media such as newspapers
- 4) Management Consultants
- 5) Advertisement in television and radio
- 6) Existing employee contacts
- 7) Schools colleges or universities students services department
- 8) Workers or professional referrals

These old job seeking methods are too slow, stressful, challenging and also lack quality. In addition, the applicants have to consider the cost and the amount of time to get the information they need, and other preparations they have to make. Finding all available job vacancies is a main step at in the job-seeking process. The Internet is now a powerful tool that jobseekers can use. Today, there are many sites that advertise job positions to be filled by people with certain skills in various fields. The Internet plays an important role in the area of human resource planning and development. Most planning and development organizations are now using computer technology and the Internet for staff recruitment. It should be noted that although the Internet has facilitated the process of job-seeking, it has not replaced the traditional methods, completely

4. Recognition & knowledge of relevant contemporary issues.

1. Scope creep

Scope creep is a natural and expected phenomenon for any project. There are times when it can be beneficial but mostly the cons outweigh the pros. [52%](#) of project teams reported facing scope creep in 2017 and the trend is continuing upwards. Clients who don't precisely know what they want and have vague requirements are one of the biggest project management challenges for both managers and the project team.

2. Lack of communication

Effective [communication in project management](#) is extremely important for a successful project. You need to have timely and transparent methods of communication to ensure that all stakeholders are involved in the process. Deloitte states that 32 percent of professionals believe that communication is the biggest issue of project management.

Miscommunication is also dangerous for project teams because it affects their teamwork. It can cause conflicts among team members and can potentially delay the project.

3. Lack of clear goals and success criteria

Clarity is one of the most important requirements for the successful completion of the project and the lack of it creates several project management issues. A study states that about 39% of projects fail due to the lack of a project plan and a clearly defined project goal.

It is also important for a project manager to come up with a way of quantifying project progress by setting up project milestones and quality tests. In addition to helping your team progress, having a clear set of objectives will also help project managers defend their vision in front of the upper management and the customers.

4. Budgeting issues

Most managers consider financial issues as one of the biggest hurdles in effective project management. A study in 2017 revealed that 49.5 % of manufacturing managers report costs as the biggest project management challenge they face. By efficient cost management, a manager can avoid various common complications a project may face and strive for better and quicker results.

5. Inadequate skills of team members

A chain is as strong as its weakest link and in the case of [project teams](#), performance highly depends on their individual skill levels. As a project manager, you can create the most ideal environment but if the team does not possess the necessary skills to tackle the problem at hand, your project is bound to fail. This is a huge project management problem that can only be solved with proper experience and foresight.

6. Inadequate risk management

Having the foresight to identify potential ‘what if’ scenarios and making up contingency plans is an important aspect of project management. Projects rarely go exactly as planned because there are so many variables that can create unlimited possibilities.

7. Lack of accountability

A project team performs really well when every member feels responsible and tries to fulfill the role assigned to them. Lack of accountability on the part of team members can sink an entire project.

5. PROJECT IDENTIFICATION

1.1 Technical Feasibility

Technical feasibility study is concerned with specifying equipment and software that will successfully satisfy the user requirement; the technical needs of the system may vary considerably.

The facility to produce outputs in a given time. Our project is a web based application which is based on client-server based application. In this application every page as output is render from server to client so it is necessary that the page should be rendered in time. For this I have avoided more and more code in the page- load event.

5.2

1.2 Economical Feasibility

Economical feasibility is the measure to determine the cost and benefit of the proposed system. A project is economical feasible which is under the estimated cost for its development. These benefits and costs may be tangible or intangible. Job Portal is the cost-effective project in which there is less possibility of intangible cost so there is no difficulty to determine the cost of the project.

5.3

1.3 Operational Feasibility

Operation feasibility is used to check whether the project is operationally feasible or not. Our project is mainly different from the other system because of its web-support feature. So the measure for operational feasibility is something different from other system. Generally the operational feasibility is related to organization aspects.

6.TASK IDENTIFICATION

FRONT END:

HTML-- Page layout has been designed in HTML.

CSS – Used for all the designing part.

JAVASCRIPT- All the validation task and the animations has been developed by JS.

BACK END:

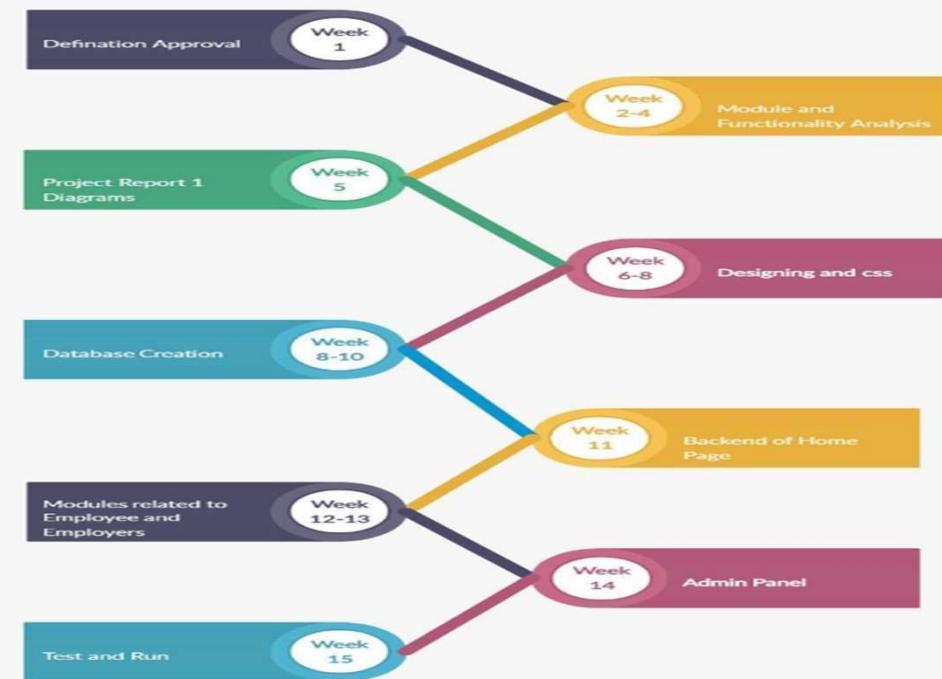
PYTHON – All the business logic has been implemented in python.

JSP- All the front end logic has been written in jsp.

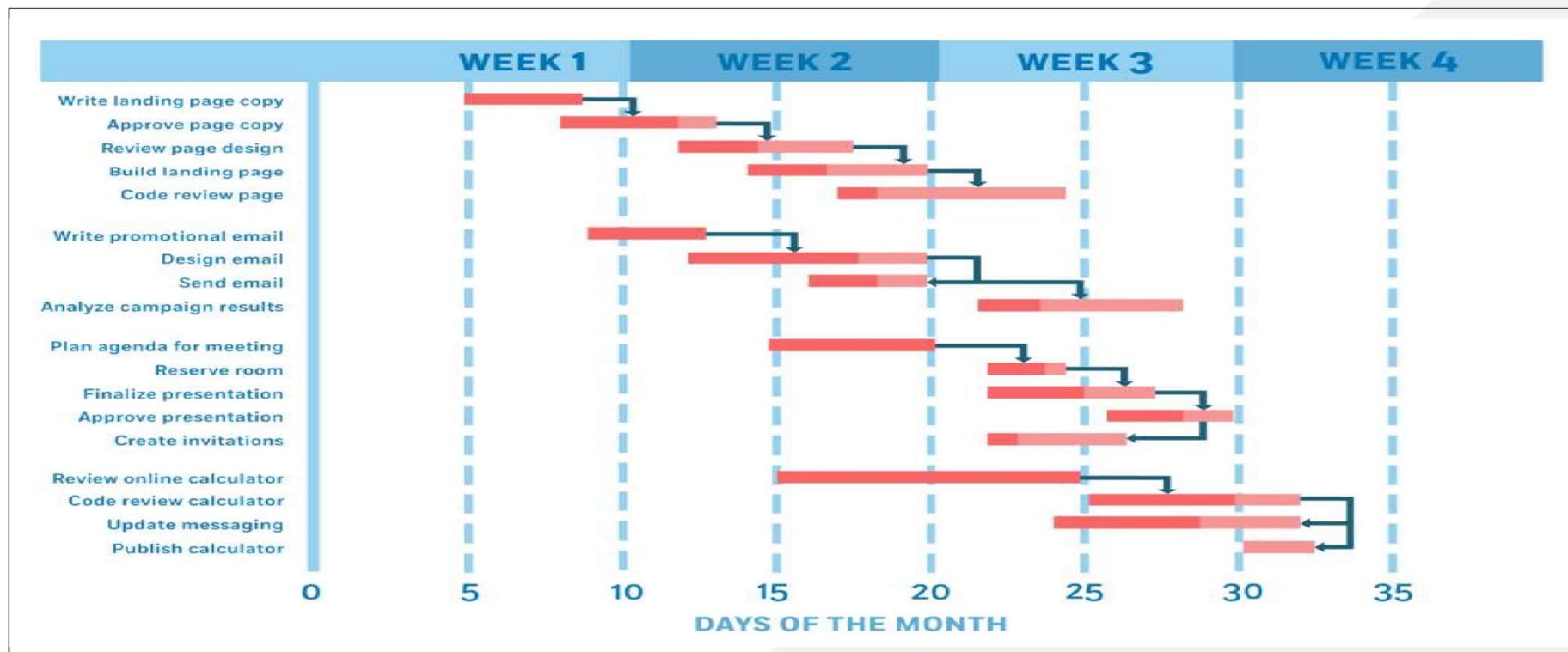
Django – Project has been developed over the Django frame work.

Database: - Sql lite

7. PROJECT TIME LINE



8.Gant Chart/ Use of modern project planning tools.



8.2 PROJECT MANAGEMENT TOOL

Zoho Projects: It is a project management tool for organizing all the stages of project development.

Zoho Projects is a popular offering from Zoho that helps businesses keep track of tasks, collaborate, bug tracking, and run intuitive reports. The online project management tool offers features like Gantt charts and the ability to billable hours on multiple projects simultaneously. Zoho Projects also boasts a very impressive suite of communications tools, including real-time chat and forum pages

Many users say the Gantt charts are cumbersome to use and reporting breakdown may not be sufficient for large teams. You can share documents from within the tool.

Pricing: Zoho offers several choices when it comes to a subscription plan:

There's a forever free version with basic features and limited users

The Standard plan costs \$3 and has features like custom statuses and issue tracking. It supports up to 10 users.

The Express plan is priced at \$4 and supports up to 50 users. You'll get features like recurring tasks, Gantt charts, and timesheet approvals.

The Premium plan starts from \$5 and supports up to 100 users. It includes features like task automation, business rules, resource utilization, and budgeting.

The Enterprise plan is priced at \$6 and has no cap on the number of users. Custom roles, global Gantt charts, inter-project dependencies are some of the features available.

All plans are per user per month.

9. Relevant topics identified for literature review

A literature review was conducted on three categories of online recruiting platforms in order to reveal their main characteristics.

- (i) A free-lancing platform,
- (ii) A platform dedicated to students' job finding and a general platform will be analyzed.
- (iii) Easy employment system platform with accurate targets for company and employment.

Nowadays, freelancing is one of the most desired ways of working. Working at one's own pace and being able to choose a preferred project attracted a considerable range of people looking for a suitable career. Freelancing also permits working remotely – the employee doesn't need to come daily to the company's premises. An example we consider relevant and one of the most popular for the scope of freelancing platforms is freelancer.com. In 2015 it won the award for the Best Employment Website in the 19th Annual Webby Awards and People's Voice. [1] The platform gives a wide range of skills for people looking for a job to choose from and an intuitive flow to follow from the creation of the account to the completion of the profile. [2] In terms of the number of users, they claim to have more than 18 million users in 247 countries. It is ranked number 1496 in the world by Alexa, with most users coming from India, Pakistan and the United States. Also according to Alexa, the website loads very slowly, in about 3.8 seconds in average.[7] The platform offers a vast amount of features. The design is responsive, so that the website looks great both on mobile devices and on PC. They have their own pages on social sites like Facebook and Twitter. Freelancer.com also comes as a mobile application for IOS and Android. In terms of creating the account, initially the user is requested to choose between a number of categories which contain some skills each. No CV is requested. The user profile will then show a number of aspects which are considered to be representative for the person. Every user has a rating received by completing projects. Statistics are shown for every user, like the percentage of jobs successfully completed and how many of them were completed on time. A nice feature of the website is the ability to take exams and display the results on your profile page

9.2

The accounts can be verified with social sites, by phone or by email. The site can be used freely, but paid accounts also exist which offer some advantages like the ability to fill more skills on your profile or to place more bids. The search function is also based on the required skills to take the job, but other criteria can be checked like the money offered for the job, the location or the language. As a company, you can add your own projects. Among the required information, you can add a project description, the skills required for the project, your budget etc. Freelancer.com also tracks your money balance. Users can add friends and an instant messaging system is provided. Sending private messages is also possible. Another important segment of the workforce around the world is represented by the students. A part time job is often preferred among the students for paying their university fees but also for acquiring experience for future full time jobs. For companies, hiring students is also preferable in a lot of scenarios. For example, for the tasks requiring a limited amount of work hours per day, a part time student employee is a good candidate. One platform that is focused on hiring students is stagiipebune.ro. Most of the jobs here are part time, available only to students from the most popular universities in Romania. The platform also provides an intuitive flow for a complete profile creation. [3] The platform has over 1000 users, almost all of them students.[9] It is ranked number 1157278 by Alexa with almost all users coming from Romania. It loads slowly, in about 4 seconds

10. Review of previous solutions or related materials, Extent and relevance of the materials and reviewed to the project.

Build a talent pool of your own

Stack ranked talent pools help in reducing time to hire and also costs. As you have already assessed and interviewed them in the past, you know who will fit well in a position.

Moreover, sourcing new candidates and forming a talent pool can also be beneficial. It may help in ensuring diversity and inclusion and creating a comprehensive candidate database.

The key is to engage and connect with the candidates from time to time to make sure that the candidates are involved in the process.

[Glider](#) provides A.I powered stack ranking to help you find the best candidates by integrating with your ATS.

Train your recruitment team

Even interviewers need to be trained to keep them agile. With time, most recruiters make an opinion regarding candidates that makes the process biased. Eliminating biases is a common reason for training hiring teams.

*Also, recruiters need to be trained to understand the newest trends.
Here are some of the ways of how recruiters can be trained:*

Instruct interviewers on how to pose interview questions to candidates.

Enlighten them about unconscious biases and ways to nullify them.

Arrange mock interviews for new and inexperienced interviewers.

Glider brings to you guided phone screens and interview methods to empower you to undertake interviews perfectly. The step-by-step guide helps you to master your online recruitment process.

Create variable strategies

Most companies wait for the candidates to reach out to them instead of attracting the candidates.

With the digital transformation, it is time recruiters made use of the online platforms to focus on attracting the candidates.

Use social media to post jobs and find ways to promote the company.

Create proper advertising of the company and also showcase the culture and environment of the company. Employee stories can also be used for that purpose.

Create career pages and attend events for candidates to participate in.

Use sourcing platforms to find candidates based on the requirements.

11. Summary of how reviewed literature helped in defining problem statement.

Initial results suggest that using the Internet, and relying on job portals is associated with positive impacts on employment outcomes and higher reservation wages for certain groups over others. This includes more experienced job seekers, urban job seekers, and women. Conversely, recent graduates, women and rural job seekers rely relatively more on social networks, which seem to be less effective. If however, further results do support our initial hypothesis, we believe that job portals may prove a useful tool for increasing the rates of job acquisition among marginalized groups. New recruitment strategies could be targeted towards bringing specific marginalized groups onto the portal, and training them to use the internet and portal efficiently for their job search. Moreover, public vocational training schools can improve their placement rates by assisting their graduates in searching for jobs through the internet and by registering on job portals.

11.2

Analysis of the data collected from the survey indicates that most of students are not satisfied with the current faculty portal. The respondents said that they have problem to get the needed information when they are looking for a job. In addition, there is not enough information and resources related to help them. The students looking for a proper Job want a knowledge sharing system to get such information and help them in their decisions. Base the development of the new web portal should on the feedback from the survey and the requirements of the students. In recent years, the structure of university portals has changed from static information to dynamic and transaction mode. It is very important for the faculty to provide the students with online access to different services and transactions such as online enrolment, course support and job information. Suresh Ram stated that 70% of students, who finished their studies at tertiary level education, could not find a job. This shows how important it is to have access to the right information to find a job. It is important for the universities that provide information to jobless graduates on the jobs or career opportunities. Sulaimun and Burke [8] emphasized that it is necessary for the universities to pay more attention to their knowledge management system or web portals to have the necessary information for the students. Fig. 1 shows the schema of the proposed job web portal, in illustrating the relationship between the students and the faculty, and the unemployed graduates and the potential employers. Nowadays, most modern universities web portals provide information and services to achieve various goals and to improve the quality of education with these services. Based on information from the literature review, as well as the students' requirements identified from the survey, a job portal should be developed. The portal should be a knowledge sharing system for the students to create a better academic environment for their studies.

12. PROBLEM DEFINITION

1. Lack of Skilled Talent Pool

Most recruiters often have to deal with a vast talent pool where the majority may not have the right set of skills. They are bound to select the best amongst the pool, compromising the need for selecting the best candidates overall, based on the company's requirements.

Moreover, skilled candidates are regularly contacted by several recruiters, making them hard to get. To attract them to your company you shall have to stand out amongst the rest.

Persuading a candidate to join your company is the most dreaded challenge that recruiters face. Finding the most qualified candidates and making sure that they stay with your company requires a lot of hard work.

2. Lengthy process

If you have a long online recruitment process, chances are you will lose the talent that you need. The hiring process should be short and simple.

Most companies undertake a long hiring process resulting in the loss of money and resources, in addition to the loss of interest from candidates.

As per [LinkedIn](#), **70% of companies take up to 1-4 months** to complete their hiring process.

But how fast do you need to hire?

According to [ERE Medi's research](#), top candidates stay available on the job market for **10 days only**.

3. Weak Brand Image as an Employer

A strong brand name helps you to attract better talent.

Seems like a piece of cake?

Well, the process is hectic as you have to ensure providing a great candidate experience as well as promoting your workplace culture. The whole phenomenon is a collective and complex effort that needs you to be agile and proactive at every phase.

4. Lack of data-driven recruitment process

Data analysis helps in making the online recruitment process more effective and efficient. Hiring analytics can help your company achieve its desired business results.

According to a [Global Human Capital Trends study by Bersin by Deloitte](#), 71% of companies see people analytics as a high priority in their organizations.

Then why is it a challenge?

Analysis is necessary to increase productivity, but collecting and processing data can be a hassle. Most companies use manual spreadsheets to record the details of the process. It establishes the possibility of error, ultimately making it go in vain.

The lack of an automated and compliant data storage system makes the whole system a mess.

5. Bad candidate experience

It is as simple as it gets. If you provide a great candidate experience during the process, it will help in increasing your chances to retain the talent in addition to establishing your employer brand. As per [Careerarc](#), 63% of candidates reject the job offer after a bad interview experience.

Candidates evaluate a company based on the hiring experience and thus it is essential that the recruiters provide that.

6. Biased recruitment process

A stereotypical recruitment process that does not promote diversity or enhance inclusion makes the hiring monotonous and subjective.

Most companies fail to commit objective hiring due to unconscious bias, resulting in the loss of great candidates. An unprejudiced recruitment process ensures diversity in the workforce and also helps in creating a strong brand.

According to [LinkedIn](#)'s research, 78% of HR professionals say that diversity is the top trend impacting their hiring process. Also, 67% of job seekers look for a diverse workforce when considering job offers, as per [Glassdoor](#).

7. Unstructured recruitment process

Creating an efficient online recruitment process may sound simple but it demands much work. To make the process efficient, recruiters have to keep the whole process streamlined and under constant watch. Coordinating the process requires vigilance and agility.

Fast pacing the process may seem simple, but administrative tasks often take away valuable time, making the process long.

An effective collaboration between the HRs, hiring managers, candidates and other stakeholders involved in the hiring process, ensures a fast-paced process. But with most of the people working remotely, this too has become challenging.

13.GOALS AND OBJECTIVE

The project objectives include the following

- To develop a user friendly job portal application interface.
- To develop an online search portal for job seekers.
- To facilitate the company to search for the best candidate available.
- To build a system that will act as a link connecting job portal application and other websites.

Our team have developed an online job portal where ,any company or firm can hire employees according to their demanding skill set by posting job vacancies on our easy handling portal where , people who need job can apply for their best fitted job roles by pushing a resume to the available firms and company. We also have provided a resume building section for the employees which they can use to present their biodata , qualification and work experience beautifully . The main objective behind this is to provide ample opportunities for employees to find best jobs in different company

14. FEATURE / CHARACTERSTICK SELECTION

With the arrival of globalization, The Internet has open space for everyone, Who wants to achieve something in life. Now they can search their dream jobs just by using online job portals. While searching their vision job seekers look to get connected with a job portal that offers them extreme functionalities. Before relating to the features of job portals we have to accept the role the internet in our daily life. We use the internet for work, entertainment, watching movies, reading books & newspaper, playing games, Learning & studying & so many other things.

Similar other web sites, a job portal should also have exclusive and prominent web design. It is very significant because the main aim of the job portal is to convince the job seeker to register or be part of the job portal. You should guarantee that your job portal comprises enhanced and extremely user friendly web design. A precise portal must include striking features such as:

Innovative and responsive

Attractive prominence & user friendly

Superb paid customers support

Easily customizable

Online career guidance from the experts

An easily accessible, dynamic design

However, it is important to recognize that the portal sign must be developed having in mind certain important points about the users that include general visitors, registered users & mediators. The portal should have following features for sure:

A complete job search functionality

Multiple search option based on keywords

Place based search options

Category-based jobs filtering

Forum or Discussion Panels

All these combined features guarantee a portal as a comprehensive platform for the users. A Web Development Company involved in the job portal development should think upon the prime features for the job seekers in the solution. An easy registration procedure and innovative job search functionalities can affect the overall traffic & growth of the job portal on the search engines. If you are providing the facility to allow job seekers add their video resumes, it will support them to describe their qualifications in the most precise manner. If you are forecasting a job portal, giving job seekers a chance to upload their video resumes would not be a bad idea.

15. CONSTRAINT IDENTIFICATION.

15.1 Design constraint.

This job search portal has three basic modules namely User, Admin and Company.

A registered User logs in with correct login credentials and if he forgets his password a mechanism to retrieve the password is implemented.

shows the user login page and reflects the error shown when an incorrect password is given. It also shows the navigation screen for forgetting the password. Once the email id is given the password is forwarded in that mail id. Figure 8.4 Jobseeker Homepage Once the user logs in to the account this is the user homepage which lists down all the jobs available and now the jobseeker can perform several activities like viewing all jobs, viewing applied jobs, upload their resumes, edit their profile information and logout finally.

firstly shows the modal box to upload CV with required file format. In figure 8.6 we can see that we tried to upload a file with .pdf extension and then we receive error. The upload box is highlighted in red. Once we give the proper file extension and click the upload button, the upload event takes place and a file upload success message is shown on the right hand top corner. Once this form appears a candidate can change any details like user name, email, mobile no, qualification or password. But if the user leaves any of the filed blank, an angular form error will be thrown to fill out the required field. It also handles the scenario that we can't enter alphanumeric or alphabets for a mobile number. The password if changed is encrypted and saved in the database. Then this will be updated in the database with an update successful message. Validations are implemented for this web application. Once an email id is registered, the same id cannot be used for registration. The field is unique and cannot have more than one values. If such a scenario happens then an "User already registered" error message is thrown. Finally, when the candidate clicks the sign out button he is again redirected to the first page as shown in figure 8.1 i.e. the user successfully signs out of the portal. 8.2 Admin Module Figure 8.11 Admin Login Page The admin has a special username and password through which the admin logs in the portal. 58 Figure 8.12 Admin Home Page The admin homepage shows a list of all the companies that are approved to be registered to the job search portal by the admin. 59 Figure 8.13 Admin View Companies Page Figure 8.14 Admin Approve/Disapprove Companies Message Figure 8.13 shows a list of companies that the admin needs to approve/disapprove so that the companies can get registered to the portal. Figure 8.14 shows the feedback message at the right hand top corner when the admin approves a company. Similar message pops up when the admin disapproves a company. Once approved the company is visible in the company list to the admin and the company can login with its credentials to post jobs and find the right candidates. 60 Figure 8.15 Admin Job Approvals Page Figure 8.15 shows the job required to be approved by the admin so that the job seeker can view the jobs. Once the admin approves/disapproves a job, the status of the job changes to 1/0 in the database and when the status is 1 i.e. approved the job becomes visible to the user to apply. Once approved/disapproved a message like figure 8.14 is shown on the top right corner as the feedback for approval/disapproval. Finally, as the admin logs out he is directed to the page .

we can see the company login page and also the company registration page. Registered companies once approved by the admin can login and post jobs and view applications. New employers should register first, wait for admin approval/disapproval and then can access the portal. Figure 8.18 Company View Jobs Page In this page the company can view all the jobs that the company has posted and has been approved by the admin. Once approved the jobs are visible to both the company and the job seeker. The employer can also delete the job if he does not want to keep the job open anymore or if the position is filled. 63 Figure 8.19 Company View Applications Page The employer can see the list of candidates who have applied for the jobs. They can download and view the resumes of the candidates. 64 Figure 8.20 Company Post a Job Page Once the employer wants to post a job, the company fills up this form and submits. The submission is redirected to the admin who would approve/disapprove this job and the company, and the jobseeker can view and apply to this job. 65 Figure 8.21 Company Edit Profile Page Once the company wants to edit profile information they have to update the form in figure 8.21 and the change is reflected in the database as well as the view with angular's two-way data binding properties. Finally, if the company signs out he is logged out of the page and is redirected to the first figure shown here.

15.2 PROFESSIONAL AND ETHICAL ISSUES CONSIDER IN DESIGN

DESIGN ETHICS

Design ethics concerns moral behavior and responsible choices in the practice of design. It guides how designers work with clients, colleagues, and the end users of products, how they conduct the design process, how they determine the features of products, and how they assess the ethical significance or moral worth of the products

that result from the activity of designing. Ethical considerations have always played a role in design thinking, but the development of scientific knowledge and technology has deepened awareness of the ethical dimensions of design. As designers incorporate new knowledge of physical and human nature as well as new forms of technology into their products, people are increasingly aware of the consequences of design for individuals, societies, cultures, and the natural environment.

Integrity of Performance

A second ethical dimension arises from the activity of conceiving, planning, and bringing products to reality. These activities are the immediate goal or purpose of design. The standard of performance demonstrates fidelity to the art of design itself and is a matter of personal and professional integrity.

Product Integrity

A third ethical dimension, product integrity, arises from the nature of the products created through the art of design. Product integrity should be distinguished from the end purpose or worth of products. It is the synthesis of form and materials by which one judges a product to be well or poorly designed. There are specific ethical issues of product integrity for each kind of design (engineering, communication, industrial, and architectural design), but in general the issues concern safety and reliability, compliance with laws and regulatory codes, sustainability in its various aspects, and service to the public good. Products are created to serve human beings in their various activities and pursuits. Anything that directly or indirectly harms a human being or harms someone or something for which a human being is responsible presents a serious problem of product integrity requiring both technical and ethical consideration.

15.3 ECONOMIC CONSTRAINT

Economic constraints examples are inflation, interest rates, and unemployment rates. An increase in these rates will negatively affect a business. Inflation is a severe concern in business because it makes investment decisions harder and leads to cutbacks in customer spending, eventually reducing the profit margin of any business. But in our case increase, in unemployment is the most beneficial factor that will help to increase our customer crowd and will bring us in more demand.

15.4 SAFETY CONSTRAINT

Regardless of approach, safety critical designs must adhere to certain rules of safe software construction. Code must be constructed in a non-blocking fashion, precluding the use of semaphores and mutexes for resource allocation. Second, the use of interrupts must be either excluded or skillfully controlled to ensure execution priority and latency. Third, error conditions must be carefully defined and controlled to prevent unintended system states.

Safety measure taken

1. One entry and one exit point in subprograms and functions
2. No dynamic objects or variables, or else online test during their creation
3. Initialization of variables
4. No multiple use of variable names
5. Avoid global variables or else justify their usage

6. Limited use of pointers
7. No implicit type conversions
8. No hidden data flow or control flow
9. No unconditional jumps.

16.Analysis and feature finalization subject to constraint

Our aim while selecting the job board listing HTML templates below was to pick latest and modern design templates that offer good and premium support. You will find the links below to be affiliate, however it won't be costing you any extra while still helping us to keep this website running. Do note that the templates listed below are HTML, CSS templates and not WordPress themes. However, you can get many of the job portal templates listed below converted to a WordPress theme from the publishers while purchasing. People can register as job seekers, build their profiles, and look for jobs matching their skill sets.

- Users can upload their existing resumes. If they do not have one, they should be able to fill out a form and have a resume built for them.
- People can apply directly to posted jobs.
- Companies can register, post jobs, and search job seeker profiles.
- Multiple representatives from a company should be able to register and post jobs.
- Company representatives can view a list of job applicants and can contact them, initiative an interview, or perform some other action related to their post.
- Registered users should be able to search for jobs and filter the results based on location, required skills, salary, experience level, etc.

17.Multiple design alternate

1. Glassdor.
2. Indeed.
3. Linkedin.
4. Jobya.
5. Job stocker.
6. Jobsy.
7. olink.

18. Selection of best design and implementation plan

A good job portal template will come with features that will allow you to craft websites with ease providing great usability and functionality. Lets take a look at some of the features of best job portal templates which will allow to make an informed choice while picking them:

- Modern Design with all the important features such as Job listing, Job search, Job map, Job submission and profiles for recruiters and employers.
- Job search page design with multiple filters such as category, title, pay scale, experience, location etc.
- Well documented code with access to all important HTML, CSS and JS Files. Access to source files such as SCSS is a plus as it allows developers to easily customize the look and feel for the template.
- Quality and dedicated supported that can be reached when you face difficulty in using the job portal template while building your own site with them.
- Lastly, integration with third-party services such as MailChimp and plugins such as carousal, popups and tooltips.

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