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ijircce@gmail.com



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GUI Design and Implementation of Job Portal System

Asst. Prof. Shriganesh Shridhar Mane¹, Mr. Jadhav B.B², Miss. Yenare Priti Shivaji³, Miss.Madekar Avantika Sanjay⁴, Miss.Dhawale Sakshi Anil⁵, Miss.Wayal Pratiksha Dadabhau⁶

Assistant Professor, Department of Computer Engineering, DPCOE Pune, Maharashtra, India¹

Lecturer, Department of Computer Engineering, JSPM's Bhivrabai Sawant Polytechnic, Pune, Maharashtra, India²

Student, Department of Computer Engineering, JSPM's Bhivrabai Sawant Polytechnic, Pune, Maharashtra, India³

Student, Department of Computer Engineering, JSPM's Bhivrabai Sawant Polytechnic, Pune, Maharashtra, India⁴

Student, Department of Computer Engineering, JSPM's Bhivrabai Sawant Polytechnic, Pune, Maharashtra, India⁵

Student, Department of Computer Engineering, JSPM's Bhivrabai Sawant Polytechnic, Pune, Maharashtra, India⁶

ABSTRACT: This research aims to develop a job web portal for the students in the Faculty of Computer Science and Information Technology (FCSIT), University of Malaya (UM). The main aims of this portal are to connect to the industries and acts as an online recruitment to support the students to find the right IT job after graduation. Furthermore, this system enhances the understanding concept and importance of the job portal for students in the universities. A survey was conducted to identify the students' problems with the existing portal of the faculty and to gather their requirements which can be incorporated in to the portal to be developed.

human resources where Electronic mode is used as a platform for job posting and attracting potential candidates to apply for the job. E recruitment has been one of the booming sources for recruitment of candidates for organizations at various levels. E recruitment is basically a technology driven method, which operates on data base updated by the candidates and matching the same with requirement of organization. Online recruitment as a source of hiring employee may be effective from an organization perspective, but at the same time it is also important to understand perspective of job seekers towards the same on aspects on time, accessibility, number of job opening being updated to candidates etc. Job portals constitutes of multiple factors for being a preferred mode for job search, but the Study has focused on aspects of quality of information provided by job portals, cost effectiveness, transparency, security and confidentiality, attractiveness and effectiveness being independent components and future preference of job portal being a dependent component

The recruitment process itself has also undergone a dramatic transformation in recent years with the utilization of the internet. An accessible job portal can also help the nation and also people with unemployment more actively contribute in society. In this paper, we analyze and evaluate accessibility of job portals in perspective of Bangladesh and evaluate the accessibility of Bangladeshi job portal. Besides these two major concentrations also given some feedback to enhance the accessibility of Bangladeshi job portals.

I. INTRODUCTION

Computerized on Line Job Search System is developed to facilitate the General administration system to manage the various information of the Job Seeker and Job Provider and the processes involved in a placement company. So, that organization can access accurate information quickly and easily as and when required, thereby improving its operational efficiency & effectiveness In today's competitive environment, where Everybody wants to be on the top, Information plays very crucial role. As fast as information is accessed and processed, it can give good results. Today Internet is the fast way of transferring Data and Information over wide area, hence I have used internet as a way for exchanging information. Computerized system helps to fulfill these goals. Computerization of the official works will help in doing lot of manual work quickly. It will help in easy storage and access of all information, in short period of time.

A job portal is an online platform where the employers circulate the new jobs for the applicants and applicants can search a suitable job for him and can apply through online. Career websites, such as bdjobs.com, chakri.com and bdjobstoday.com etc. have job portals that offer a broad range of jobs in a vast number of fields. Most of the organizations have their own job portals. By using that job portal applicants can access on the organization's job

circular. Undeviating solicitations contained by a job portal which is helpful for employ an applicant. Websites that suggest guidelines for ruling a job or emphasize career options, but don't record specific, existing job openings, aren't job portals. Most job portals permit you to apply for jobs online at once, or they offer links to do so. In some cases, a job portal might supply extra information, such as a company's website or an unswerving contact number for the human resources department. This paper is intended to discover to what extent the job portals of Bangladesh are accessible. This paper also tried to find out whether the websites are maintaining a standard in case of accessibility and also provided recommendations for the lacking.

1.1 Problem statement:

The resumes posted by candidates in the job portal might not be updated but mails are blasted through portals even to such candidates. In such cases the candidates do not meet the requirements of current opening. Incentives are released for employs who refer candidates for the requirement but if the select of candidates quits the company within 3 months, the incentive is revoke from the employee might not refer a candidate in the future requirements. Need for the study is to know about the existing level of portal usage and networking recruitment satisfaction and dissatisfaction of the employees of various private sector undertaking. The need for the study also focuses on identifying the level of job portal usage and other factors. Further suggestions have been given at the end, which will help the company to increase the level of job portal usage and networking recruitment.

1.2 Limitations of the study:

1. The study is confined only to the appoint authorities of HR department at Sign ware Technologies 2. The major finding of the study is only from few branches of Sign ware Technologies 3. The responses given by 102 respondents are considered as the responses of the whole organization. 4. There is a specialized team for network recruitment hence these respondents are alone aware of the contribution of network recruitment

II. LITERATURE REVIEW/RELATED WORK

1. It should contain all the information of Company and Vacancy which is in this site.
2. It should contain all the information of Job Seeker like Personal Detail, Professional Detail, and Educational Detail etc.
3. It should process and evaluate jobs registered by companies.
4. It should contain information related to Job expiry or re registration.
5. It should maintain proper financial records.
6. It should have Administrator for scheduling administrative work of site.

Objectives: Objective of doing this project is to enhance my knowledge in the field of E-com technology using ASP.Net as a language. Some of the client requirement and objectives of this site is as under :-

- To increase the business of Client.
- To make it Global.
- To facilitate job search.
- To facilitate company so that it can search for best candidates available.
- To act as a middle men connecting Job seeker and Provider
- User can download different forms etc. So these are some of the objectives which we have to accomplish.

III. PROPOSED WORK

In the Online Job portal system, we use PHP and MySQL database. This is the project which keeps records of the employer, jobseeker, and administrator. The online Job portal system has three modules i.e. Jobseeker, Employer and Admin.

Dashboard: In this section, admin can briefly view the total job category, total employer, total candidates, and total job. Job Category: In this section, admin can manage job category (add/update/delete).

List of Employer: In this section, admin can view the list of employers and see the detail of individual employers.

Reg Jobseeker: In this section, admin can view the list of candidates(jobseeker) and see the detail of individual candidates(jobseeker).

Pages: In this section, admin can manage the about us and contact us pages.



Reports: In this section admin can generate a report of how many employers and candidates register between two dates. Search: In this section, admin can search a particular employer and candidates by company name and mobile number respectively. Admin can also update his profile, change the password, and recover the password.

Jobs: In this section, an employer can post the job and manage the jobs.

Candidates List: In this section, the employer can view the list of applied candidates and send messages to selected candidates. Reports: In this section employers can view how many candidates apply for a job in particular periods. Employers can also update his profile, change the password, and recover the password. Applied Jobs: In this section, candidates can view the response of applied jobs.

Contact Us: In this section, candidates can view the contact us page of the website. Candidates can also update his profile, change the password, and recover the password.

IV. METHODOLOGY

A. Research design in this study exploratory research type design is used, which includes questionnaires and expert interviews of different kind of opinion from the recruiters. Exploratory research design is used since there are less amount of studies done on this topic. The data collected from the respondents are analyses with the help of different statistical tools.

B. Sampling design Convenience Sampling was used for the study since it includes recruiters who were easy to reach. For qualitative study convenience sampling is commonly used.

C. Research strategy and instrument :The research strategy used is survey method and the instrument used is questionnaires. Expert interviews were done initially with the recruiters in order to find out the perception factors and the reasons for the non-usage. These factors were used for the preparing the questionnaire.

D. Sample size and area of study 200 recruiters from companies in Kochi, Trivandrum who had registered with the online job portal were the participants of the study.

E. Data collection : Data collection was done in mixed method: qualitative and quantitative methods. In qualitative method direct interview was taken from the recruiters. The results obtained from these interviews were used for identifying the factors and designing the structured questionnaires which can be used for quantitative method. Both primary and secondary data is used in this study in order to meet the requirements. Primary Data: Questionnaire and Telephonic interview Secondary Data: The secondary data are sourced from already published and available from websites and published documents.

F. Statistical analysis toolsThe data has been analysed by using the following methods and tests. Principal component analysis with Varimax rotation using SPSS software It allows us to perform dimensionality reduction which helps to find the relevant data and to avoid things that doesn't matter in the study. In this it was done in order to find out the main factors which led to the non-usage of the online job portals. Since the factors are correlated, the principal component analysis was used for the study. In principal component analysis the variables are reduced to components or factors. Reliability tests (Cronbach's alpha) and percentage variance are found for each factors.

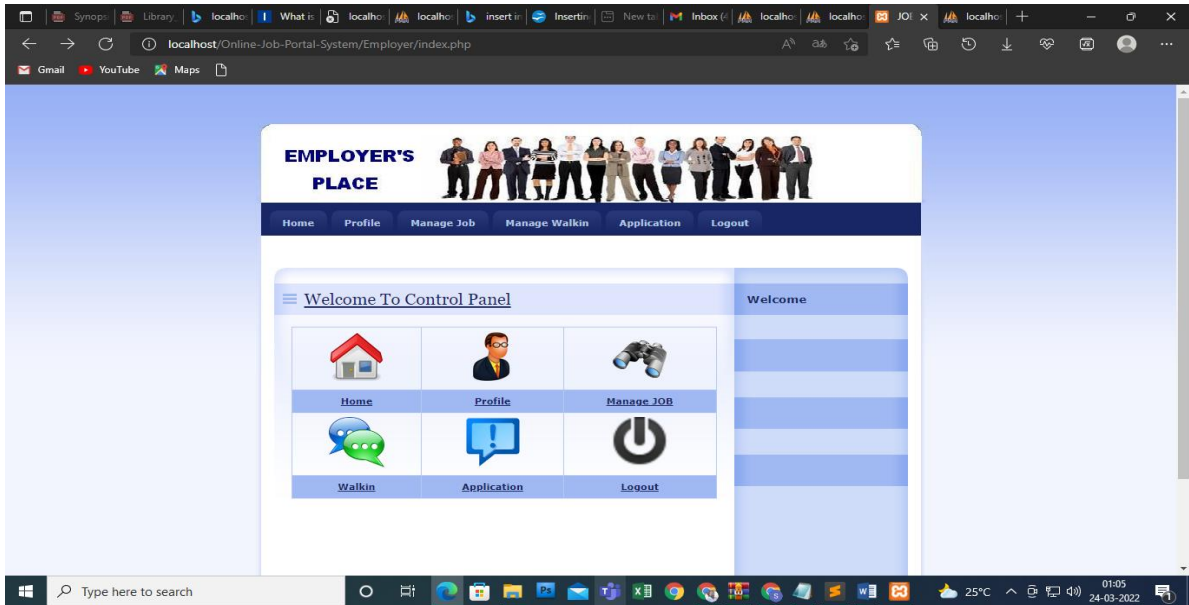
4. Software Requirements and specification:

The software requirements include the software that is required for working. Software requirements are as follows Language Used PHP5.6, PHP7.x Database MySQL 5.x User Interface Design HTML, AJAX, JQUERY, JAVASCRIPT Web Browser Mozilla, Google Chrome, IE8, OPERA Software XAMPP / Wamp / Mamp/ Lamp (anyone)

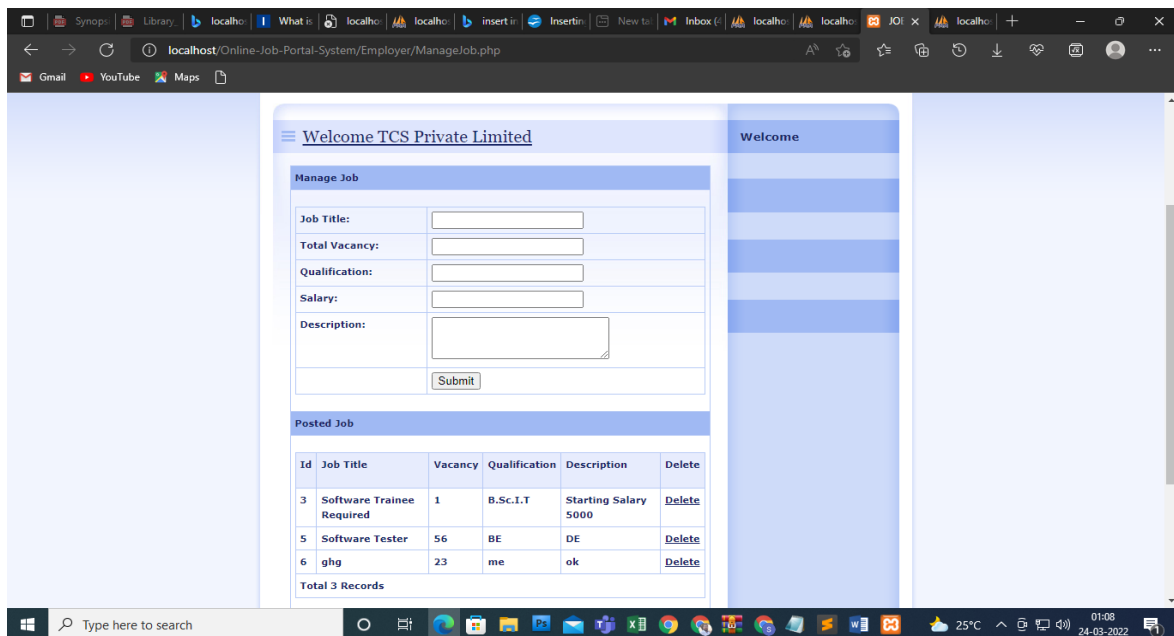


V. SYSTEM IMPLEMENTATION

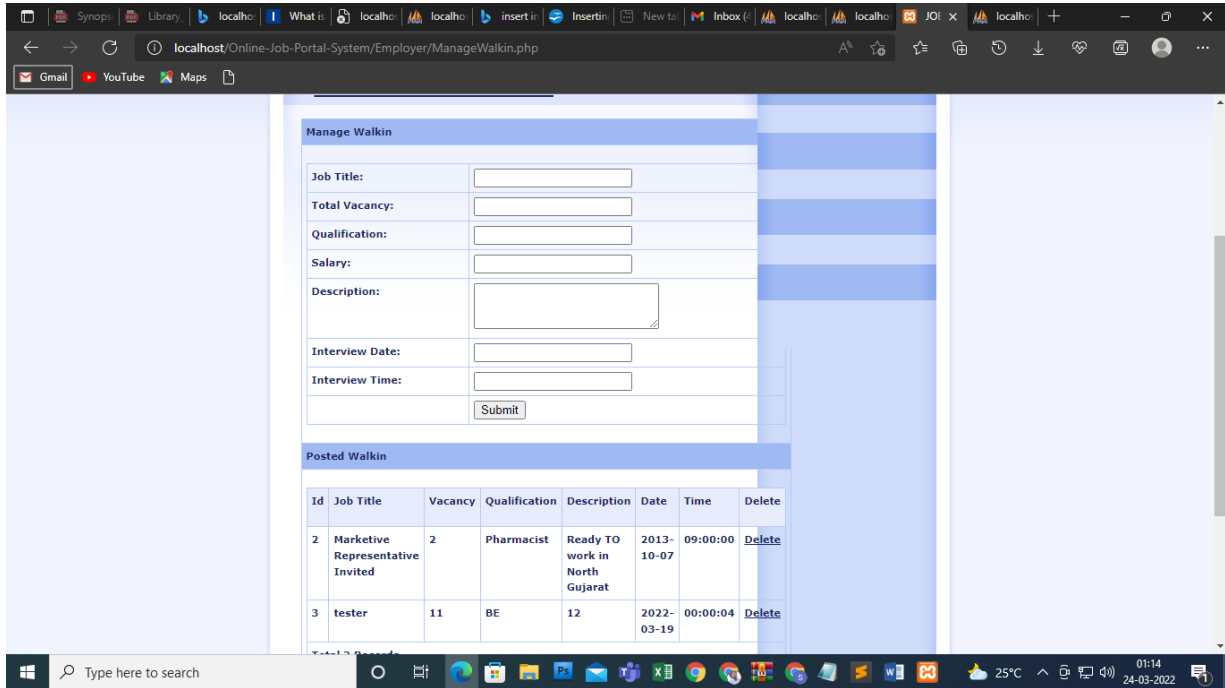
I. Employers Login: In this GUI with set profile, managejob, manage Walkin, application. as shown bellow.



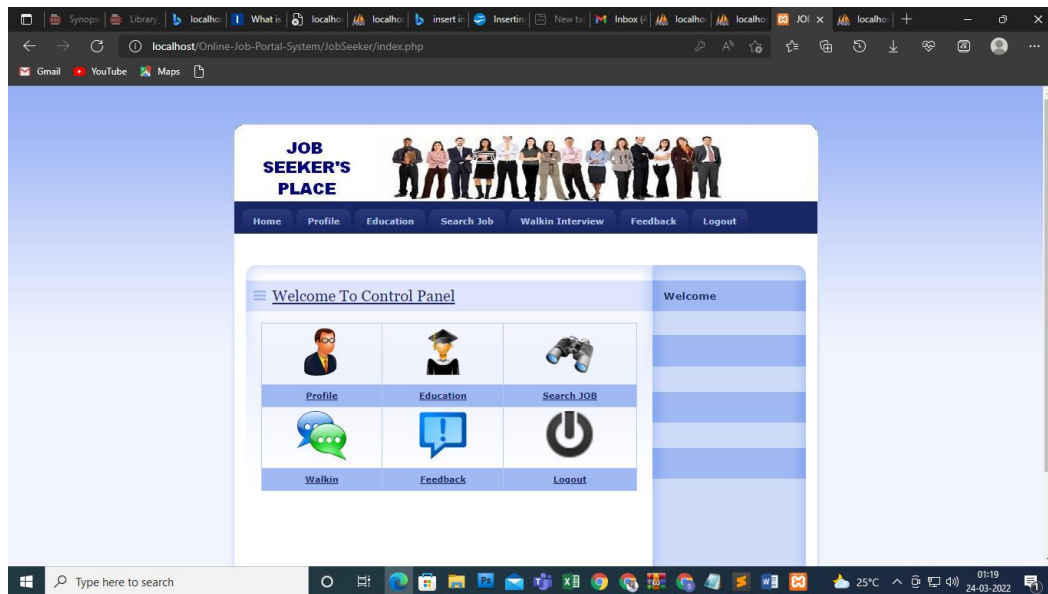
2)Manage Jobs: Through this GUI we can manage the job title, job vacancy, Qualification, Salary, Description example Employers is TCS And TCS Will Create Vacancies through this.



3) **Employers Manage Walking:** through this employers manage the interview date and time with total number of vacancies for todays opening qualification job title salary etc.

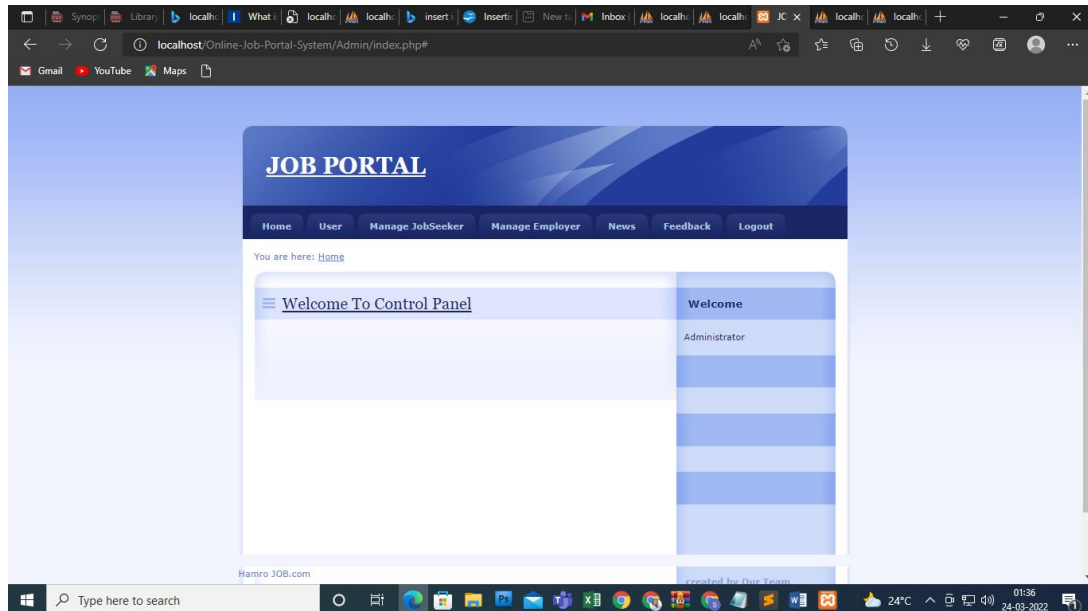


II. JOB SEEKER : following link on a dashboard of set profile, fill education details, search job welkins feedback and logout.



1. **Profile:** To Set the Profile as a basic personal information of jobseeker.
2. **Education Tab:** Can Fill all qualification details like SSC, HSC, graduation, Post-graduation, PHD. etc.
- 3) **Search Job:** Job Seeker can view and Search a job considering the profile.
- 4) **Walking Interview:** interview details with time and date job title salary details all information will provide through this.
- 5) **Feedback:** Jobseeker put or write feedback of this portal

III.ADMINISTRATOR LOGIN: through this admin can create many user, Manage jobseeker, Manage Employers, News ,Feedback of jobseeker for that use different GUI and implementation to handle the syste. Of job portal.



VI. CONCLUSION

Admin Modules This module provides administrator related functionalities. The administrator manages the entire application and maintains the profiles of applicants and employers. **Employer Module** This module provides functionalities related to employers. Employers can post vacancy details and update the details as and when necessary. Employers can search through applicant resumes based on different criteria. **Candidates(Jobseeker) Modules** In this section, candidates can view job which is posted by an employer and apply for those jobs.

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