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Survey on: Training and Placement Automation System

Pratik Bhavsar¹, Prof. Priya Surana², Kaustubh Aphale³, Alvis Ingle⁴, Parijat Kawale⁵

U.G. Student, Department of Computer Engineering, Pimpri Chinchwad College of Engineering Pune, Maharashtra, India^{1,3,4,5}

Associate Professor, Department of Computer Engineering, Pimpri Chinchwad College of Engineering Pune, Maharashtra, India²

ABSTRACT: Placement has a very important role in the overall success of the institution as students no longer come only for good education but aim for a good placement providing college also. Thus the responsibility lies upon the shoulders of the TPOs to get their students best of the fortunes. Managing the Training and Placement related activities is a very tedious job. The manual approach to managing these activities does take more time and is an error-prone process. Thus, automating the management of training and placement related activities will save time which can else be utilized in achieving something productive. In this paper, we provide a detailed survey of different Training and Placement Automation Systems by analyzing parameters like technology, scope, feasibility, security and efficiency of the system. After studying these parameters, a comparative analysis is done and drawbacks of the studied systems will be improved by the proposed system keeping feasibility and scope under consideration.

KEYWORDS: Training, Placement, TPO, Automation, Volunteers, Resume.

I. INTRODUCTION

The purpose of this survey paper is to study the Placement Automation Systems (PAS) currently established an organization. We strive to simplify the daunting task of conducting a recruitment drive by making it a web-based. Nowadays everyone has access to net and information is available in their hands. Thus making a web-based system we want to collect all the needed document and process at one platform so that there is no need to run around and generate chaos. Thus we can access the system remotely from the organization thus making it robust system altogether. Since it is only available in the campus itself the security is not a major concern. The system will send SMS and E-mail to only eligible students. The eligible students will be decided by the system by taking into consideration the mark sheet prepared by the department. This system will itself decide whether a student is eligible or not.

The system will also have the progress report for a conducting drive so as to have a real-time tracking. A detailed report will also be provided which will include the number of students appeared and the number of students selected, elimination of students and ratio of placed students department wise. After the drive, list of appeared students, their HOD, class teacher will be provided to mark their attendance for the drive. A special message will be sent to parents of selected students conveying the warm wishes of the institution.

II. RELATED WORK

II. I. TRAINING AND PLACEMENT WEB PORTAL

In this paper, the proposed system is the web application that has three main stakeholders - TPOs, students and recruiters. The Admin being the TPO is the controller of the system and bridges the gap between recruiters and



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their students. The system has computerized the manual processes of the TPOs and to utilize that time more efficiently this system has been proposed.

There are two user classes at the top level:

Administrator and Generic. The Administrator interface has the prime access to the system with the access to critical

operations like data insertion, deletion, updations with enhanced search capabilities. The Generic access helps users to update their own data and access the information that is updated by the Administrator.

The system consists of three modules: Administrator module, Students module, and Recruiter Model.

- a. Admin Module: The Administrator has to rights to create login credentials for students and recruiters without which they won't have access to the system. The Administrator can add students data to the system. This data is viewable to the recruiters based on which they can decide the eligibility criteria to conduct the drive. The administrator can upload the drive study material for the students.
- b. Student Module: Student can have access to the system only after credentials are created by Administrator. Students can update their data and upload their CVs to the system. The study material uploaded by the Administrator is accessible to the students in their module. It consists of aptitude papers and previous years company specific placement questions.

Recruiter Module: The recruiter after communicating with the TPO can access the system and update details about itself such as Company name, eligibility criteria for conducting the drive. Selection process and drive dates, etc. The student details are all viewable by the recruiters and they can decide their criteria based on the data. Mailing option is also integrated into the system through which the recruiters can communicate with the TPOs.

II. II. ANDROID-BASED TRAINING AND PLACEMENT AUTOMATION

The aim of this system is the automation of the training and placement cell and profile matching. Collecting the resumes, providing notifications about various companies to the students according to the eligibility and company criteria, classifying the data from the resume submitted by students and creating therecruitment metrics, analyzing and controlling the progress of the selection process and communicating with different eligible candidates via SMS or email notification.

The proposed system provides functionalities like uploading the resume, communication mechanism. There are three types of users they are students, training and placement officer (TPO) and company representative. The administrator has all the priorities and authorities regarding updating and approvals. The administration can analyze and approve the resume. Students are categorized further as current students and pass out students. Students can view and update their resume. Students which are eligible for a specific company will get notification regarding company's arrival and rounds to be conducted by SMS or E-mail notification. Students can interact with TPO and other students with help of online forums. Students can ask their queries on forums and TPO and other students can answer their queries.

The administrator is categorized as two users TPO and Company representative. Each user has different authorities and responsibilities. TPO can access the information of students.

The proposed system uses classification algorithms like Naive Bayes in order to check whether the student is eligible for a particular company or not.

II. III. SMARTTRAINING& PLACEMENTSYSTEM

The main aim of proposed Web-based Training and Placement portal is to give more easiness to TPO, placement coordinators and students so that they can easily access and alter the information as per requirements. The system provides an efficient means to maintain students information in the database, ensures data correctness and data



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integrity as well. The system also reduces the manual workload and provides an efficient information flow between various system modules

This system consists of three modules namely T&P module, student module, and company module.

A. T&P Module

The T&P Module has the rights to manage various functionalities of the system. This module will be accessed by the TPO who has the authority to:

- Add new company details,
- Provides access for registered students,
- Updating company data.

Overall records of the students will be displayed over the system like the data of all placed and unplaced students.

B. Student Module

This Module provides authentication and registration window for unregistered students. The functionalities provided in this module are:

- Updating student information.
- The students will be able to analyze the requirements of the company that is going to conduct the recruitment drive.
- Students will be provided with a link to apply for the company if eligible.

C. Company Module

- Companies will be able to update their details about the job, requirements, eligibility criteria and other information related to the recruitment drive.
- According to the information provided the students are sorted and a list will be generated.

Therefore, the company will be able to view the students' data and a list of eligible students.

II. IV. STUDY OF IMPLEMENTATION OF ONLINE PLACEMENT SYSTEM

This system proposes web-based automation of application for different jobs posted by the placement cell. They have also connected a forum to the placement so that the alumni and current student can solve and clear doubts regarding a topic.

Objectives of the paper:

- Reduce paper, and manual workforce
- Save time, workload and cost
- Ease of access
- Fake entry prohibition.

A. Admin Module

The admin module is responsible to add, verify, approve and the most privileged user. When it logs in it can see the created companies, vacancies, notices, schedules, event along with:

- View Applications
- Approve Application
- Post to forum
- Add Alumni
- Add Staff
- Add Company details



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B. Current Student

A current student can upload his resume. The system creates a standard resume made by the details entered by the student. The marks of students are extracted from the college results so be sure of the authenticity of marks. The students can anytime update their information by logging onto their profiles. Authorities for the student are:

- Create Account
- Update Information
- Generate Resume

C. Alumni

This module only gives access to the forum section of the system so that the alumni can supply study material and participate in discussions with the junior students. Authorities to this module are:

- Add files and texts

D. Departmental staff

It consists of only one person from each department of the college which has access to the placement system. Staff can give the study material required by the students. They can communicate with the placement officer through the forum.

E. Company Module

Companies can view the students applied for vacancies, along with the information on availability, application time, cover letters, attached resume. They can edit their own contact information to keep it up to date. It has the following tasks:

- Post for a job
- Update contact information
- View students and their resumes

III. PROPOSED SYSTEM

The main aim of the 'Training and placement automation system' is to automate the processes that are currently conducted in a manual way by the Training and Placement. The system provides an end-to-end automation in order to ease the work currently undertaken by the T&P cell. The current scope of our system is limited towards automation of the training and placement cell of the institute. Importantly, the system under development will be providing a greater ease of work and easier way of work to all the members of the T&P cell. Keeping this into consideration, the system will provide a faster way to complete all the work.

The system is defined into three user classes: Administrator (TPO of the college), Volunteers and candidates. The administrator is provided with full access to the system including the new ID for the volunteers in order to access the system. Also, the TPO will be able to get an overall analysis of the drive conducted on the same day that is when the volunteers will submit all the data to the system. The TPO will be able to compare the current and the previous batch for a given company. The volunteers will be accessing the system in order to enter the data of the students qualifying after each round as well as generating their day to day attendance for a given day. The students appearing for the placements will be given a temporary login in order to fill their details as well as uploading their resumes.

The features of the system that will be provided to the TPO are as follows:

- Generating new logins for the volunteers
- Analysis of each drive conducted on campus
- Analysis of performance of students from the current year as well as the previous year for a specific company.
- Sending emails to the college staff for the attendance of the students, any programs arranged for training.
- Sending SMS through the system to all the parents of the selected candidates.



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The features of the system that will be provided to the volunteers are as follows:

- Searching and selecting the candidates that are selected rounds.
- Generating their attendance for the volunteer based on their departments.
- Marking the attendance of the students appearing for the drive as well as during the entire process of that company.

The features of the system that will be provided to the candidates are as follows:

- Logging into the system in order to fill in the details of the candidate appearing for the placements.
- Uploading the respective resumes onto the system and getting a score of the system.

IV. COMPARATIVE RESULT

SR. NO.	SYSTEM	TECHNOLOGY	DRAWBACKS
1	Training and Placement Web Portal.	Open source software like TOMCAT, JAVA, MySQL, and Linux	<ul style="list-style-type: none">● Students can update false details any time● Database Security issues● No analysis of students performance for TPOs
2	Android-based Training and Placement Automation	Android, SQLite	<ul style="list-style-type: none">● Human interference is necessary for some operations like verifying resume, communication● With students also require human interference.
3.	Smart Training & Placement System	Html, CSS, Bootstrap, Java, Servlet, JSP, MySQL	<ul style="list-style-type: none">● Only on campus drive notification● No SMS Integration● No analytics generated
4	Study of Implementation of Online Placement System	Struts 2, Java, Html, JavaScript, Oracle	<ul style="list-style-type: none">● Standard resume only available.● No SMS integration● A mobile compatible website is not available● Attendance monitoring system is not available

V. CONCLUSION

The existing systems have been designed according to the specific institutional need and lack flexibility. The proposed system will be designed to automate the manual processes of Training and Placement cell of our institute. Most of the Existing systems lack the integration of SMS and Email interfaces. Thus these interfaces has to be operated separately in most of systems. In proposed system, we will integrate SMS and Email services by which the communication gap between TPOs and various stakeholders like students, Faculty and parents will be managed efficiently by the TPO. The existing systems are hosted over the internet and may face security issues like data leak. Proposed system gives such analysis to the TPO which will highlight the weaken areas of the students. This will help TPOs to take steps towards improving the weakened areas of students.



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