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## Online Recruitment System Application for Candidate and Company

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**ABSTRACT:** Traditional methods are becoming insufficient because they require more manual work and it is time-consuming so many companies and colleges use online recruitment systems. In the proposed system, we collect and authorize resumes, communicate about various job opportunities for students, manage the relationship for inviting them for placement. TPO can arrange mock tests and mock interviews using this system. In our system, we are creating three modules: Admin module, Student module, and Company module. For classifying the data in our database, we use the K-mean algorithm. The K-mean algorithm is used for hiring candidates for different positions according to their qualifications. We are also using the AES algorithm for security purposes when the student and company get logged in at the admin module. We are also providing a key matching facility to candidates as well as companies.

**KEYWORDS:** Candidate interview, Hire ability, Behaviour, Security, Social computing, Job to resume matching.

### I. INTRODUCTION

The process of recruiting and selecting a person to fill a job opening comprises of several steps. The steps we used are based on the work of Dessler. According to Dessler, there are six steps for recruiting and selecting a person to fill a job opening. Our work is focused on the third step in which the applicants have to fill out the application forms and undergo an initial screening interview. The original process of filling out application forms and performing preliminary interviews is very tedious and tiresome. Recruiters of many organizations face a lot of problems performing this step especially when they have to perform it manually. Also, recruitment and selection process is subjected to a lot of biases which sometimes lead to discrimination resulting in many organizations getting sued. However, the most important problem of the traditional selection process is choosing less qualified candidates for the job opening and, in most cases, these organizations cannot call back some of the qualified applicants for future job openings because they lack the database that can keep the record of these applicants' information. Therefore, in order to minimize these problems, a decision support system is needed to be used to aid interviewers during the preliminary interview process and, at the same time, facilitate the flow of information from one level to another. The Online Recruitment System is developed to enhance the recruitment which fully works online. This software will be a great relief to the jobseekers as they can register themselves and then attend the exam. This Online Recruitment System enables the users to have the typical examination facilities and features at their disposal. Online Recruitment System provides online help to the users all over the world. Such sites also make it possible for recruiters and companies to post their staffing requirements and view profiles of interested candidates.

### II. LITERATURE SURVEY

- In the paper 'Automation of Talent Acquisition Process through Job Application Support System-A Case Study' has expressed that talent procurement procedure is a critical procedure in the association. Point by point investigation of procedure is important. After the investigation of the procedure, subtle element examination and reasonable changes are important to defeat the conventional contracting process followed in the association. Enhancements have been executed for contracting process in an administrative position.



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- In the paper ' Integrated Decision Support System for Human Resource Selection Using TOPSIS Based Models ' has communicated that the assessment of candidates amid HRS is an imperative procedure to any association. Customary strategy utilized as a part of HRS has a tendency to tire, tedious and toward the end misguided thinking can happen which may prompt wrong determination of staff. IDSSHRS is an online application that permits DMs to assess candidates without anxiety and guaranteeing appropriate judgment of competitors. The IDSSHRS uses TOPSIS, FTOPSIS and fluffy set hypothesis ideas to empower leaders to play out their obligations effectively inside constrained time and assets. Utilizing TOPSIS calculation, the proposed IDSSHRS will have the capacity to produce choice lattice from submitted applications and consequently rank candidates. From the outcomes, the business can simply choose to welcome top possibility to continue with the following stage. In the event that the outcomes don't meet the association's prerequisite, the rundown can be reselected from the framework without rehashing the entire procedure. In conclusion, FTOPSIS help the boards to manage meeting process. The coordination of HRS methods in one stage gives clients the adaptability of moving need to their craved stage. The assessment results are spared in the database which can be recovered for references and further basic leadership.
- In the paper ' Implementation of Online Placement System ' communicated that In the current Placement framework, most extreme work goes physically and is mistake inclined framework, sets aside time for any adjustments in the framework. This huge issue is the seeking; sorting and redesigning of the understudy information and no any notice strategy accessible for offering data to understudy aside from the notification board. Proposed framework gets mechanized in the online enrolment all the client, actuation and deactivation of the client, personalization to the client, assets to be given on the web, correspondence between the clients, online input. The administrator can see the client data and will approve it, create the understudy list taking into account the organization criteria, organization points of interest can be given to the client, seeking and sorting should be possible, and reports can be produced. Graduated class information can be kept up. By and large, all the procedure of the preparation and situation division is computerized.

### III. EXISTING SYSTEM

In the existing Placement framework, greatest work goes manually and is blunder inclined framework, sets aside time for any adjustments in the framework. This enormous issue is the searching; updating and sorting of the student data and no any warning strategy accessible for offering data to student with the exception of the notification board.

### IV. PROPOSED SYSTEM

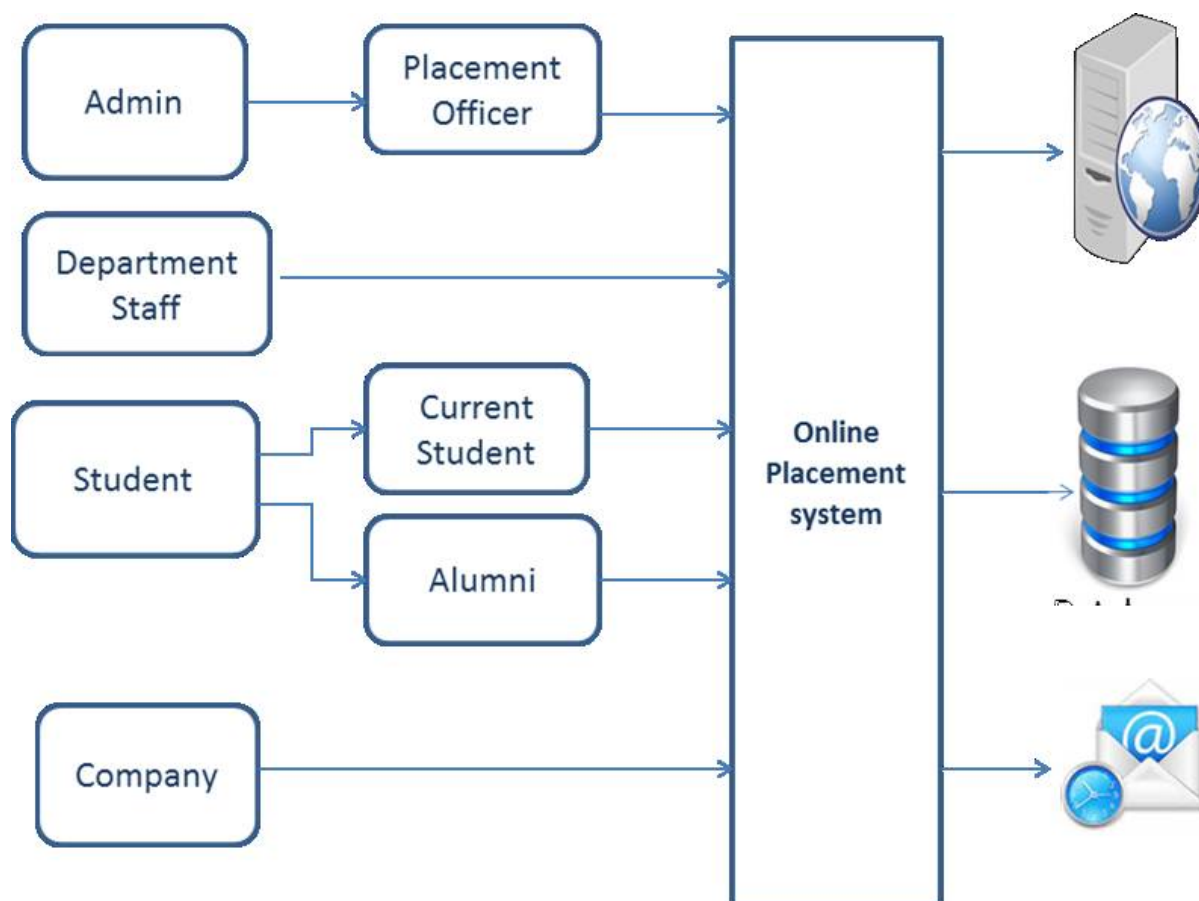
A college campus recruitment system that consists of a student login, company login and an admin login. The project is beneficial for college students, various companies visiting the campus for recruitment and even the college placement officer. The software system allows the students to create their profiles and upload all their details including their marks onto the system. The admin can check each student details and can remove faulty accounts. The system also consists of a company login where various companies visiting the college can view a list of students in that college and also their respective resumes. The software system allows students to view a list of companies who have posted for vacancy. The admin has overall rights over the system and can moderate and delete any details not pertaining to college placement rules. The system handles student as well as company data and efficiently displays all this data to respective sides. .We are also providing key matching facility to candidate as well as company.

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## V. SYSTEM ARCHITECTURE



## VI. APPLICATIONS

- Creating vacancies.
- Interview process initiation/Scheduling interviews.
- Storing Interview results
- Hiring of a Candidates.
- Education.
- Government.

## VII. FUTURE SCOPE

In proposed online arrangement framework there is degree for development of the framework. Framework is not giving the SMS reconciliation. Henceforth, it can be changed to give the SMS combination. Aside from these there is extension for creating numerous more components. Later on we can put the framework on the cloud so the upkeep of the information can be diminished. The Exam framework will incorporate with the online position framework so the understudy result can get specifically. There can be numerous more future Enhancement and change in the Online Placement System.



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## VIII. ACKNOWLEDGEMENT

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## IX. CONCLUSION

In the current Placement framework, most extreme work goes physically and is mistake inclined framework, sets aside time for any adjustments in the system. This huge issue is the looking; sorting and overhauling of the understudy information and no any warning technique accessible for offering data to understudy with the exception of the notification board. Proposed framework gets computerized in the online enrolment all the client, actuation and deactivation of the client, personalization to the client, assets to be given on the web, correspondence between the clients, online input. The administrator can see the client data and will approve it, produce the understudy list in view of the organization criteria, organization points of interest can be given to the client, seeking and sorting should be possible, and reports can be created. Graduated class information can be maintained. Overall, all the procedure of the preparation and situation office is mechanized.

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