



IJIRCCCE

e-ISSN: 2320-9801 | p-ISSN: 2320-9798



INTERNATIONAL JOURNAL OF INNOVATIVE RESEARCH

IN COMPUTER & COMMUNICATION ENGINEERING

Volume 11, Issue 5, May 2023

ISSN INTERNATIONAL
STANDARD
SERIAL
NUMBER
INDIA

Impact Factor: 8.379

9940 572 462

6381 907 438

ijircce@gmail.com

www.ijircce.com

PLETHORA- Training and Placement Management System

Aniket Gupta, Asmita Mahadik, Ayushmaan Dhar, Vidit Sharma, Prof. Sarika Bodake

UG Student, Dept. of Computer Engineering, Sinhgad College of Engineering, Pune, India

Dept. of Computer Engineering, Sinhgad College of Engineering, Pune, India

ABSTRACT: The efficient management of placement activities is essential to bridging the gap between academia and industry in the continually changing environment of higher education. This article introduces "Plethora," a cutting-edge platform created to facilitate improved interactions between Training and Placement Officers (TPOs), students, and potential employers. It is intended to simplify the convoluted procedures associated with college placement. The suggested solution makes use of cutting-edge web technology and design principles to give all stakeholders an intuitive and user-friendly experience.

The paper examines the material already available in the field and dives into the difficulties encountered in conventional placement activities. It also describes how Plethora was created and put into use, emphasizing its special attributes and functionalities designed for various user roles. The software streamlines the hiring process but also paves the way for optimizing student-employer matching and resource allocation.

KEYWORDS: Enterprise Resource Planning, Learning Management System, Database Design, Web Technology.

I. INTRODUCTION

The transition from academia to industry is a critical phase for students pursuing higher education, with college placement activities playing a pivotal role in shaping their careers. Training and Placement Officers (TPOs) are entrusted with the responsibility of facilitating this transition by connecting students with potential employers and ensuring that they are well-prepared to enter the workforce. With the increasing complexity of the job market and a growing demand for skilled professionals, there is a pressing need for innovative solutions that can simplify and optimize the placement process, benefiting TPOs, students, and employers alike.

Many facets of higher education, from teaching and learning to research and administration, have changed recently as a result of the adoption of cutting-edge web technologies and the growing reliance on digital platforms. Through these changes, placement operations may now be streamlined, communication between TPOs, students, and companies can now be more effectively facilitated, and a better match between students and employers can now be made based on talents, preferences, and requirements. The need for a more complete and adaptable solution is highlighted by the fact that many existing systems have drawbacks such as a lack of user-centric design, a lack of flexibility, and poor support for data-driven decision-making.

"Plethora: A Comprehensive Platform for Efficient College Placement and Student-Company Matching" aims to address these challenges by offering a feature-rich and user-friendly platform that caters to the diverse needs of TPOs, students, and employers. The system leverages cutting-edge web technologies, including React for front-end development, Spring Boot for back-end operations, MySQL for database management, and Spring Security for user authentication, ensuring seamless performance and robust security. The Ant Design library is employed to enhance the user interface and experience, providing a visually appealing and intuitive environment for users to navigate and interact with the platform.

According to their respective roles, the platform provides TPOs and students with customised home screens and features, facilitating effective management of placement operations and fostering improved stakeholder collaboration. While TPOs may keep an eye on student activities, validate and upload company drives, and make data-driven decisions to enhance the placement process, students can access verified company drives, apply for eligible opportunities, and track their applications in real-time. Plethora strives to enhance the entire placement experience and contribute to the improvement of the education-to-employment transition by bridging the gap between students, TPOs, and potential employers.

II. RELATED WORK

In recent years, there has been a growing interest in the development of digital platforms and tools for managing various aspects of higher education, including placement activities. A review of the existing literature reveals several relevant works that have sought to address the challenges associated with college placement and improve the overall process for TPOs, students, and employers. Some studies have focused on the use of advanced technologies such as machine learning and artificial intelligence to enhance student-employer matching and optimize resource allocation in the placement process. These approaches aim to analyze student profiles, preferences, and skills, and match them with suitable opportunities, increasing the likelihood of successful placements and reducing the time and effort spent on manual matching processes. Other works have explored the role of data analytics and visualization in supporting data-driven decision-making for TPOs and improving the overall efficiency of the placement process. These approaches seek to provide TPOs with actionable insights and analytics, helping them identify trends, monitor student engagement, and make informed decisions to enhance the placement experience for students and employers. Several studies have also investigated the importance of user-centric design and personalization in the development of placement platforms. These works emphasize the need for intuitive user interfaces, customizable features, and seamless integration with existing tools and systems, ensuring a consistent and user-friendly experience for all stakeholders involved in the placement process. The creation of complete solutions that satisfy the various needs and difficulties connected with college placement operations has received more attention in the domain. For instance, a number of academics have suggested that TPOs, students, and potential employers use social media and professional networking platforms to promote communication and collaboration. These strategies take into account the prevalence and familiarity of such platforms and aim to make the placement process better for all parties involved.

III. PROPOSED MODEL

By incorporating cutting-edge online technologies, design concepts, and creative strategies from related literature, Plethora, the suggested comprehensive platform for effective college placement and student-company matching, responds to the various needs of TPOs, students, and employers. The platform intends to improve the transition from college to job by streamlining and optimising the placement process. An overview of the suggested model is given in this section, and then a thorough analysis of the application of frontend and backend technologies follows.

a) System Architecture:

Seamless and efficient user experience while maintaining robust security and scalability. The architecture consists of the following main components: (i) The frontend of the platform is built using React, a popular and widely-used JavaScript library for building user interfaces. React allows for the development of reusable UI components, enabling a consistent and visually appealing user experience throughout the platform. (ii) The backend of Plethora is developed using Spring Boot, a powerful framework for building Java-based web applications. Spring Boot offers several features that simplify the development and deployment process, including dependency management, embedded server support, and easy integration with various databases. (iii) MySQL is utilized as the primary database management system for Plethora. The database schema includes tables for users, roles, and users_roles, which maintain consistency and enable role-based access control throughout the platform.

To ensure the security of user data and transactions, Spring Security is implemented within the platform. Spring Security is a widely-used and powerful framework that provides authentication, authorization, and security configuration features for Java-based web applications. The Ant Design library, a popular design system for React applications, is employed to enhance the platform's user interface and overall user experience. Ant Design offers a comprehensive set of components, patterns, and design guidelines that ensure a consistent and intuitive user experience across the platform. The following use cases and system flows are implemented within the architecture: Students upload their SGPA for the required semesters and provide other relevant information, such as the number of active or cleared backlogs, internship experience, certifications, and resume.

Based on the provided information and company requirements, the platform automatically shortlists eligible students for company drives. Shortlisted students are then forwarded to the respective companies for tests and interviews. The database schema is designed to accommodate these use cases and system flows efficiently. The "users" table stores basic user credentials, while the "roles" table keeps track of the names and roles of users. The "users_roles" table, which contains foreign keys as primary keys from both the "user" and "role" tables, ensures consistency and role-based access control throughout the system.

By leveraging cutting-edge web technologies and design principles, Plethora offers an integrated and user-friendly solution that addresses the diverse needs of TPOs, students, and employers, streamlining the college placement process and improving the overall experience for all stakeholders.

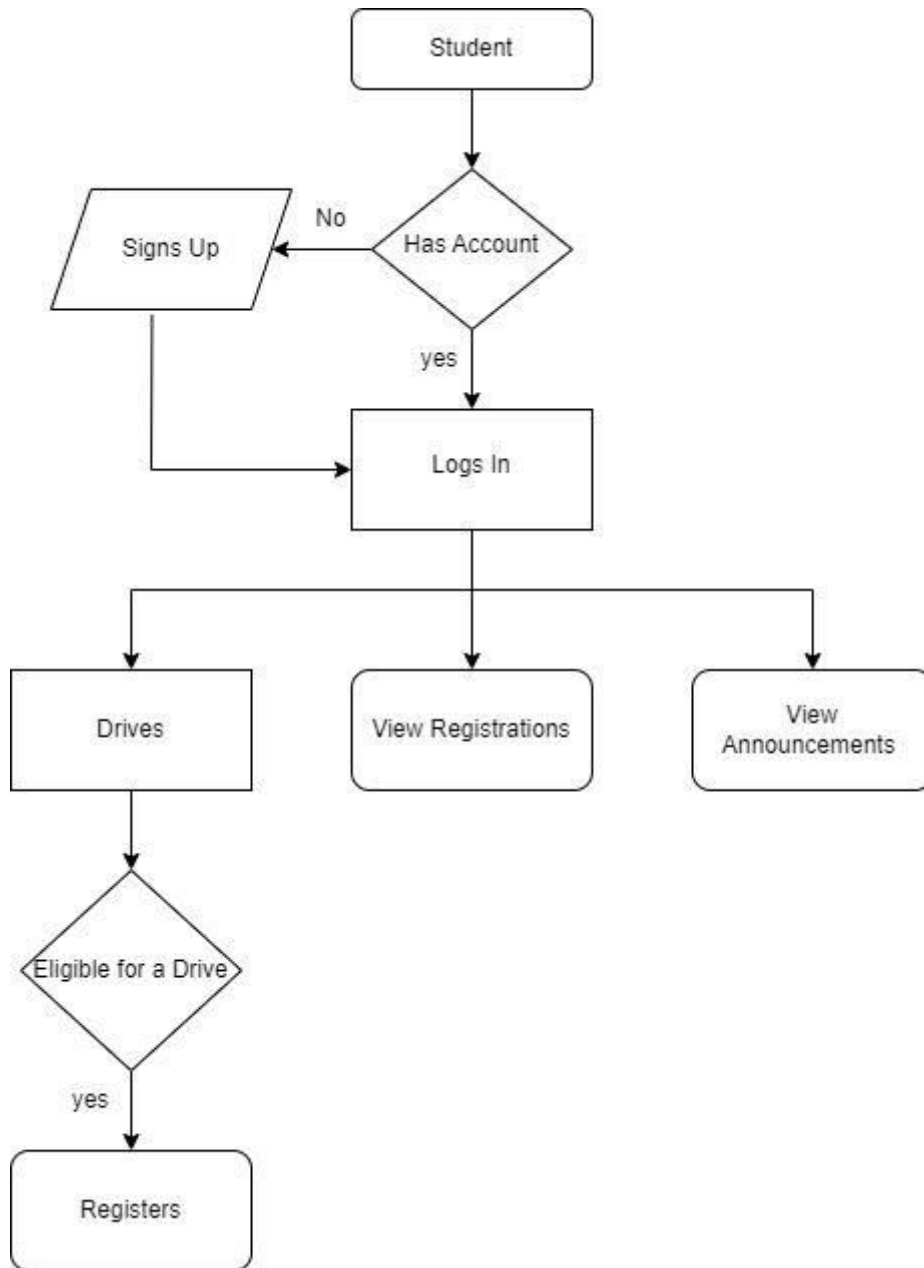


Fig 1. Student Data Flow Diagram

b) Implementation of Architecture:

The implementation of Plethora's architecture is designed to ensure efficient execution of requests and responses, seamless data flow between the frontend and backend, and effective use of libraries for a streamlined user experience. In this section, we describe the process of handling requests and responses, as well as the flow of data from the database to the frontend.

Request-Response Lifecycle: The request-response lifecycle in Plethora begins when a user interacts with the platform, triggering an HTTP request to the backend. The backend processes the request, communicates with the database as needed, and generates an appropriate HTTP response, which is then returned to the frontend. The frontend updates the UI accordingly, reflecting the changes in data or application state.

Backend Request Handling: The Spring Boot framework simplifies request handling with its built-in support for RESTful APIs and efficient routing. Controllers are used to define the endpoints for various API requests, and the appropriate services and repositories are called to perform the required operations on the data.

Data Flow: When a request is made to the backend, the corresponding controller processes the request and communicates with the appropriate service layer. The service layer handles the business logic and interacts with the repositories to perform CRUD (Create, Read, Update, Delete) operations on the data stored in the MySQL database. Once the data operation is complete, the response is sent back to the controller, which generates an HTTP response and returns it to the frontend.

Frontend Data Handling: The React frontend receives the HTTP response and updates the application state using Redux, a popular state management library. Redux ensures that the application state is managed efficiently and consistently, providing a single source of truth for the entire application. The UI components are updated based on the changes in the application state, ensuring a seamless user experience.

Library Integration: Plethora leverages various libraries to optimize its architecture and enhance its functionality. For instance, the Ant Design library is used to improve the user interface and user experience, while Redux is employed for efficient state management in the frontend. In the backend, Spring Boot and Spring Security are utilized for simplified request handling, robust security features, and easy integration with the MySQL database.

By effectively implementing the architecture and leveraging appropriate libraries, Plethora ensures a seamless user experience, efficient data flow, and streamlined execution of requests and responses. This comprehensive approach enables the platform to address the diverse needs of TPOs, students, and employers, ultimately enhancing the college placement process and improving the overall experience for all stakeholders.

IV. CONCLUSION

In this paper, we've introduced Plethora, a thorough platform for effective college placement and pairing students with businesses. The platform is made to meet the various demands of TPOs, students, and employers. As a result, the college placement process will be streamlined, and everyone involved will enjoy a better overall experience. Plethora delivers a reliable and user-friendly solution for managing college placement activities by leveraging cutting-edge web technologies like React, Spring Boot, and MySQL as well as implementing best practises in user interface design and system architecture. The system architecture, implementation of frontend and backend technologies, and the effective use of libraries have been described in detail, showcasing the platform's capabilities in handling requests and responses, managing data flow, and providing a seamless user experience. The platform's ability to accommodate specific use cases, such as the shortlisting of students based on eligibility criteria and the forwarding of shortlisted students to company tests and interviews, highlights its adaptability and potential to cater to various college placement scenarios.

In conclusion, Plethora represents a significant step forward in the field of college placement management systems. Its innovative approach to addressing the challenges and limitations of existing solutions holds great promise for the future of the education-to-employment transition. As colleges and employers continue to adapt to the evolving landscape of the job market, it is crucial that they have access to platforms like Plethora, which can streamline the placement process and facilitate meaningful connections between students and potential employers. With ongoing development and refinement, Plethora has the potential to become an indispensable tool for TPOs, students, and employers alike, ultimately contributing to the betterment of the college placement experience.

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