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Online Candidate Recruitment Platform Development for MNC

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ABSTRACT: The purpose of Recruiting Websites is to automate the existing manual system by the help of computerized equipment and full-fledged computer software, fulfilling the requirement, so that their valuable data/information can be stored for a longer period with easy accessing and manipulation of the same. The required software and hardware are easily available and easy to work with.

Recruiting Websites, as described above, can lead to error free, secure/reliable and fast management systems. It can assist the user to concentrate in their other activities rather to concentrate on record keeping. Thus, it will help organizations in better utilization of resources. The organization can maintain computerized records without redundant entries. That means that one need not be distracted by information that is not relevant, while being able to reach the information.

The aim is to automate its existing manual system by the help of computerized equipment and full-fledged computer software, fulfilling their requirement, so that their valuable data/information can be stored for a longer period with easy accessing and manipulation of the name. Basically the project describes how to manage for good performance and better services for the clients

KEYWORDS: Website, Job Portal, job seeker, Companies.

I. INTRODUCTION

This report has been prepared as part of my group project, as an IT student. The whole point is to showcase the view to include all this report has been prepared as part of my group project, as an IT student. The whole point is to showcase the view to include all the details regarding the project that I carried out.

The first component is a description and study of the recruiting process, followed by the development of a website that provides millions of opportunities to users and job searchers. How the Job Taking opportunity has come full circle from being non-commercial to landing on an online platform to grow their amendments, and how the team aims to construct the recruiting sites. I provided a microscope image of the sector after gaining a microscopic view by evaluating the essential two parts, which are the recruitment sector and hiring. The first portion of the report contains all of the information about the companies I investigated. The second portion discusses the main project, which is written in source code.

In this study, I defined and compared both components using a variety of ratios. As a result, as you read on, the report will reveal minute details about my role in our group effort.

II. RELATED WORK

Recruiting websites for multinational organisations are online apps that assist job seekers in finding available job vacancies and employers in identifying eligible job prospects with the objective of employing the finest employees. The only way to choose the best-qualified candidate is to have a pool of qualified candidates, which is only possible by drawing the attention of market players. Job search platforms are great for this. E-recruitment has become the standard approach for both organisations and job seekers to attain their objectives. Traditional means of recruitment include recruiting fairs, university career employment services, employee referrals, newspaper and television advertising, and so forth. As technology has evolved and internet usage has expanded, e-recruitment has transformed the way firms employ and individuals search for jobs. The recruiting process is sped up at every stage with online job search portals, from job advertising to receiving applications from prospects to the interviewing process. The prices of job

search/advertising are much reduced when compared to traditional advertising tactics. Companies can use a job search site to describe openings, responsibilities, and qualifications in order to attract job candidates. Job searchers may utilise the site to look for firms, organisations, and local employment that they may not be aware of otherwise. Candidates and employers can also leave feedback about the organisation. This will assist you in changing your behaviour.

1.2 Objective

Every year, the Indian market sees an increase in the number of educated and competent young people, creating several prospects for employment sites. It's also a good moment for business, as India's growth rate climbs to a robust 7%. As a result, job searchers will have access to more and more profitable opportunities. So now is the time for employment boards to go outside the box and seize the possibilities that are available.

1.3 Scope

In the Indian market, there are several chances for employment portal sites, as an increasing number of educated and competent young people emerge each year. Also, as India's growth rate accelerates to a healthy rate of more than 7%, it is a boom period for corporations. As a result, an increasing number of profitable employment will become available to job searchers. As a result, now is the time for job search websites to think outside the box and make the most of the chances available.

1.4 Project Modules

1.4.1 Registration

Employees and employers can register with legitimate information such as contact information, experience information, and profile information.

1.4.2 Search Employee

You can look for jobs based on your interests. Please also apply for this position. Employers utilise keywords to find applicants who meet their specifications. Employers can also message workers with further inquiries or information.

1.4.3 Job Post

Employers advertise job openings for businesses. Include job advertisements, pay information, working hours, job title information, and experience information as well.

1.4.4 Manage Account

Employees have option to deactivate their account at any moment. Admins have access to employee and employer information. Administrators monitored user behaviours, such as job posts and if candidate information was false.

III. LITERATURE SURVEY

Every professional field in [1] has a rat race. This is also true in the job market. A job portal is a website that connects recruiters and job seekers with online information. An employment portal helps both job seekers and recruiters choose the ideal company for their employees. For job seekers, the employment site presents a list of companies based on their educational credentials, experience, and interests. It also provides recruiters with appropriate candidates from a pool of shortages. The purpose of this app is to build a system that connects employers and job searchers. [2] Described a Job Portal with three modules: Admin, Recruiter, and Jobseeker. The admin has complete authority over the portal. He can look over the recruiter's needs and look for qualified candidates for that position. Recruiters must purchase various packages after registering in order to post vacancies, see jobseeker profiles, and download resumes within the package's constraints for the set validity period. Jobseekers may use our platform to look for and apply for jobs that match their credentials for free. The purpose of this research is to develop a job web portal for students in the Faculty of Computer Science and Information Technology. The primary aims of this portal are to connect students with industry and to function as an online recruitment tool to assist students in finding suitable IT jobs after graduation. This strategy also increases students' understanding of the concept and the relevance of the recruitment portal. A survey was conducted to

discover students' concerns with the faculty's current website and to collect their suggestions, which may be incorporated into the portal that will be built. "Development of a Job Web Portal to Improve Educational Quality" [3] intends to create a career web site for students at the University of Malaya's Faculty of Computer Science and Information Technology (FCSIT). The primary goals of this portal are to interact with industry and to serve as an online recruitment tool to assist students in finding the proper IT career after graduation. Furthermore, this technique improves students' knowledge of the concept and the significance of the employment portal. A survey was undertaken to identify students' issues with the faculty's existing site and to collect their requests, which may be integrated into the portal to be constructed. In [4,] Vivek Kumar Sehgal et al developed an online recruiting system architecture that allows companies to submit job adverts that job seekers may refer to when seeking for work. This employment site may capture job criteria depending on industry requirements. The goal of [5] was to create online recruiting software that would allow for the quick and accurate selection of competent candidates. The Modified Waterfall Model was used in the software development. Six sets of respondents then assessed the generated software to establish the system's efficacy in terms of performance, dependability, security, and cost-efficiency. The software was effective, according to descriptive statistics. The analysis of variance revealed that there was no significant difference in the six groups' assessments of the effectiveness of the designed online recruiting method. This showed that the six groups of respondents gave the programme the same rating for effectiveness. It means that the programme would efficiently accomplish its role by picking competent candidates in a shorter amount of time. As a result, the University was advised to implement the system. There were also suggestions about how to enhance the programme. The project "A study on improving the marketability of job-related services among recruiters with reference to an online job portal, Kochi & Trivandrum" [6] entailed a study on improving the marketability of job-related services among registered recruiters with reference to an online job portal, Kochi & Trivandrum. The study aims to better understand recruiters' attitudes about internet recruiting.

2.1 Importance of Job Portals

In the age of technology, the Internet has become the main source of information for jobseekers. Large corporations, Institutions, and universities include information on career Prospects on their websites. According to a survey, 70% of the workforce uses websites or portals on the Internet to 16IT416, 16IT419, 16IT435 Online Job Portal 5 Search for jobs in France. These websites or portals provide search engine to access information on job opportunities.

2.2 Project Feasibility Study

2.2.1 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.

2.2.2 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.

2.2.3 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. The change determination is as such that early product were either a man or group of men or the jobs based manual but now a day with the advent of Internet technology.

2.3 Detailed Module Description with all Functionalities

2.3.1 Registration

In the registration module job seeker have to include all the details like personal details, contact details, education details like school , graduation, post-graduation, course certification details etc. Also job seeker has to add his experience details, job requirements and uploading resume and photo. While job recruiter has to add his contact details and organization details for the registration and upload company logo and profile.

2.3.2 Job Post

Employer can post a job by providing all the job details like qualifications details, requirements for the job, designation details, job salary details and also provide type of jobs. They also can delete the jobs whenever they want. After successfully posted a job it will be available for all the job seekers who are searching for a job. And it will be available on home page as recently posted job.

2.3.3 Search Employee

Can Search job according to their interest. And also apply for that job or they can add into wish list for future whenever they find for job for that company then they easily find out company from wish list. Employer search candidates for their requirements using keyword like technology. And also can communicate with employee for their any other query or information via send message .and also employer see the resume of applicants.

2.3.4 Manage Account

While employers can manage their job postings. And providing all the job details like qualifications details, requirements for the job, designation details, job salary details and also provide type of jobs. They also can delete the jobs whenever they want. While employee can manage their wish list, applied for job and also getting full details of employer. Employees can delete their account anytime. Also they can apply for the different jobs according to their interests.

IV. BLOCK DIAGRAM SYSTEM

3.1 Use Case Diagram for Job Search Portal

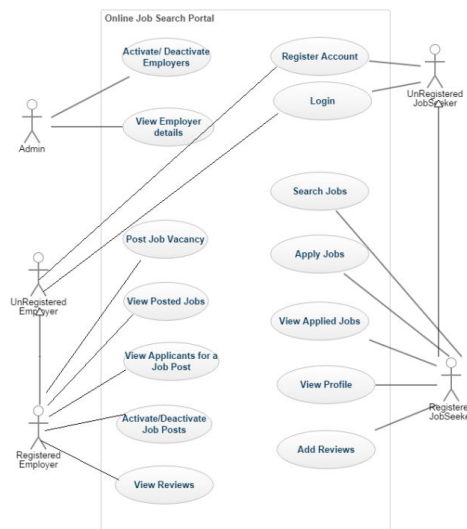


Fig. 1 Case Diagram

PROPOSED SYSTEM

Now-a-days the job market is so extensive that a variety of industries and companies are searching for right candidates and the prospective candidates are searching for right companies for growth opportunities. This purpose is served by

most of the job portals on line. This is another job portal with an open environment for the job seekers and recruiters to meet on the same dais and know about each other so that the right candidate is placed in a right company. A job web portal is developed in proposed system using CNN. Marks of last year student of BE are entered by student along with field of interest and key skills. According to key skills and marks, system suggests company name and vacancies currently available in that company.

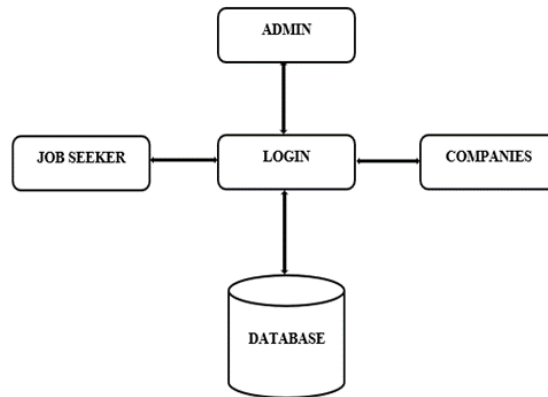


Fig. 2 Proposed system

I have identified a set of use cases based on the functionalities and goals of the application.

- **Register Account-** This use case denotes a set of actions required for Employer and Job seeker to register with the application.
- **Login-** This use case denotes a set of actions required for Employer and Job seeker to login into the application.
- **Activate/De-activate Account-** This use case denotes a set of actions required for admin to activate or de-activate the Employers.
- **View Employers-** This use case denotes a set of actions required for admin to view the Employers that are registered with the application.
- **Add Job Vacancy-** This use case denotes a set of actions required for Employer to post a job vacancy.
- **Job Post-** This use case denotes a set of actions required for Employer to change the status of the Job Post.
- **View Reviews-** This use case denotes a set of actions required for Employer to view Reviews provided by the applicants.
- **View Job Posts-** This use case denotes a set of actions required for Employer to view all the jobs posted by the Employer.
- **Search Job Posts-** This use case denotes a set of actions required for Job Seeker to search available and active jobs.
- **Apply for Job-** This use case denotes a set of actions required for Job Seeker to apply for an available job vacancy.
- **Add Reviews-** This use case denotes a set of actions required for Job Seeker to add Reviews for an organization that can be viewed by the Employer.

V. CONCLUSIONS

Working on this fascinating and difficult project has been a genuine pleasure for me. This project went well for me since it gave me actual experience with not only writing code for ASP.NET web applications, to a lesser extent Windows applications, and SQL Server, but also with all handling procedures associated with online job portals. Additionally, it offers information on the most recent client-server and web-enabled application development technologies, both of which will be in high demand in the next years.

In the future, building initiatives autonomously will have more prospects and advice thanks to this. For both employers and job seekers, our application offers an improved user experience. It offers a user-friendly interface that helps in reaching a broad audience.

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