# CAMPUS RECRUITMENT MANAGEMENT SYSTEM

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*Abstract*—Placements can provide a wide range of benefits and opportunities for students. Training and placement management have become vital parts of an educational institution where the majority of the work is done manually by person. A manual approach in universities requires a significant amount of people and time. With this project, we want to create a web platform that will address this problem. The project's goal is to create an application for the college's placement office. The system is an application that can be used efficiently across the entire organization with an appropriate login enabled. It can also be used as an application for Placement Officers in colleges to handle student information about placement, minimising manual effort and using less paperwork. The system also offers the capability of viewing the student's academic and personal data. The system receives the requested list of candidates for the companies looking to hire persons who meet their eligibility requirements. To make the program-making process easier, Laravel is employed as the framework.

*Index Terms*—Training and Placement, Laravel framework, Recruitment

## I. INTRODUCTION

Manual Training and Placement at various universities is done by human intervention, which increases the possibility of errors. The main issue is the updating and searching of student data. The management of the student's documents and profile is the responsibility of the placement officers. The job of the placement officer is to gather information about the contact details from the numerous employers that visit to hire. They must manage student profiles according to different streams and notify them as needed in accordance with the needs of the company.

Students' information is provided by placement officials, and any additions or changes that need to be made to a student's profile must be done manually. When the number of

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users increases, this process becomes increasingly difficult and time-consuming. This is time-consuming and tedious. There is also a chance that some data will be missing. As the number of students increases, it becomes harder to collect, manage, and update student data. Like many other placement management websites, "Placement Management System" offers information on placement providers and the placements and also maintains accurate records of all students. Students can use it as a platform to view and evaluate their chances. The system will include many types of accounts for various types of users such as Admin, Student, HODs, and tutors. With the proper login information for the portal, a profile is made for each student. The system sorts student data in accordance with Campus Selection System, a platform that acts as an interface between students and businesses, and manages databases using MySQL. The system gives students a list of suitable companies based on their preferences, experience, and educational background. The system provides a list of students who are qualified from a pool based on the skills that the company needs.

## II. MOTIVATION

  In the past, it was highly challenging for a fresh applicant to look for a job that he wanted to work on. To schedule an appointment with HR for the interview, they must go to multiple locations. Additionally, they lacked complete information about the job profile they were applying for. By using our website, the college can hold the recruitment event on its own campus, complete with relevant details about the employer and their job description regarding the candidate's profile as stated by the employer.

## III. LITERATURE SURVEY

  This paper proposes and highlights the need of an online job board system for colleges and its effectiveness in bridging the gap between college students and career opportunities. Traditionally,employment websites have been used in HR management for finding candidates and in recruitment. This work is based on a job portal built for one of the leading engineering campuses of Nepal,Pulchowk Campus, which is a variation of such job boards designed specifically to serve the students of the Campus. With services like job recommendations to students based on their skills, and candidate filtering to assist companies in candidate matching,the system is expected to be of use for both students for exploring jobs, and companies to find potential candidates suited for the job

[1].

Now, the employment for college graduates is becoming a focus-point problem for the society and livelihood in China. With the rapid development of information technology and electronic commerce applications, more and more people realized that only to promote the symmetries and transparency about information can provide more equal opportunities for various graduates. In order to solve the deficiency about existed employment management system, a core business scenario is proposed in the paper for the whole process of employment, which includes five roles, such as government, enterprise, university,student, and platform administrator. Based on analyzing the five meta-models for employment in dynamic e-Commerce, i.e., B2C for student, B2B for enterprise and university, C2C for personal society network, mobile Commerce and collaborative e-Commerce for employment application, a new dynamic e-Commerce model, enterprise-UniversityStudent Trading Model about recruitment for college graduates is proposed in the paper [2].

To improve the effectiveness of the campus recruitment fair, through the analysis of the effective statistics of the campus recruitment fair, the quantitative evaluation of the effectiveness of the campus recruitment fair was carried out, and a method for evaluating the effectiveness of the campus recruitment fair based on big data analysis was proposed. The effective statistical analysis model of big data statistics, combined with sample regression analysis method, analyzes the effective data big data of campus recruitment fairs in campus recruitment meeting, constructs the decision objective function of campus recruitment fair effectiveness evaluation, and adopts the method of convergence rule evaluation for campus. Quantitative regression analysis of the effectiveness of job fairs, using descriptive statistical analysis results for big data mining and relevance description [3].

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 [4].

A job portal is a site committed for online data about recruiters just as job searchers. A job portal helps both the job searchers and recruiters tracking down the correct association for the workers. On account of job searchers, as indicated by their instructive capability,experience and their inclinations, the job portal shows the rundown of organizations to the job

searcher. Furthermore, to the recruiters, gives the reasonable up-and-comers from a pool of needs. The goal of this application is to foster a framework to empower cooperation among bosses and candidates.The assurance is to permit correspondence between the invested individuals and complete the errand of recruitment rapidly [5].

Internet users in Bangladesh expanded step by step.That is the explanation the greater part of association is utilizing e-recruitment framework to draw in and enroll the best representatives. Their examination has attracted out UTAUT model to decide college understudies' selection variables and reactions to this new innovation in Bangladesh. A sum of 288candidates accesses and is assessed on the e-recruitment framework appropriation factors investigation. This examination utilized accommodation testing strategy and information investigation Smart PLS 2.0, a PLS programming bundles for model fit. Exploration discoveries showed that exhibition anticipation working with conditions,self-adequacy, and have critical impact on conduct goal. Additionally conduct expectation showed positive impact towards utilizing e-recruitment framework [6].
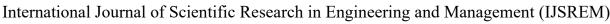
Vital recruitment is of imperative significance in recruitment arranging now daily. They additionally discovered the value of Generation X methodology in recognizing the contrasts between the old age and the youthful new Generation x and the various necessities and mentalities of both the ages. This gives us a thought that the old recruitment practices probably won't be sufficient in the present serious climate. The Rank and Yank approach shows exactly how extreme the opposition is in the corporate present reality and the way that this methodology is so fruitful is bewildering. Albeit the advantages of Internet enrolling surpass its downsides yet and, after its all said and done we found that Internet selecting is even more helpful for Computer related business area [7].

The utilization of online recruitment techniques is presently far reaching among UK associations, yet has not ruled the recruitment market in the manner that was anticipated by the well known media. This might be on the grounds that associations experience blended achievement in utilizing online strategies for recruitment. This article gives an account of the utilization of a huge scope, longitudinal overview of recruitment movement to research the use and saw accomplishment of both corporate and business sites by employers. Moreover, 20 interviews with users and suppliers of online recruitment were directed to give a more profound investigation of the components that may influence the accomplishment of these techniques [8]

IV. PROPOSED SYSTEM

The following actions are included in the development of the new system and attempt to automate the entire process while taking the database integration method into consideration.

1) The application offers user friendliness with a variety of controls.

2) The technology significantly improves the flexibility and ease of overall project management.

3) There is no chance of data mismanagement at any level of the project development process.

4) It offers excellent security levels with various levels of verification.

## V. SYSTEM OVERVIEW

The following modules are included in this project:

1) Admin

2) Company

3) User (Candidates/ Students)

### A. Admin:

1) Dashboard: In this section, the admin can view all information in brief, such as the total number of companies registered, users (candidates) registered, and listings of all open positions.

2) Total Registered Company: The administrator can view registered company details in this part.

3) Total Registered Users: The administrator can view user information in this section.

4) Pages: The administrator can control the about us and contact us pages in this section.

5) Reports: In this section, administrators can see how many companies have been registered for a given period as well as how many vacancies a given firm has listed for that period.

Additionally, the administrator can modify his profile and change or retrieve his password.

### B. Company:

1) Dashboard: In this section, a company may quickly view all relevant data such as the total number of applications received, the total number of new applications, the total number of applications that have been selected, and the total number of applications that have been rejected.

2) Post Vacancy: The company can handle job postings here (Add/handle).

3) Job Application: This section allows employers to view the total number of new applications received, the total number of sorted applications, and the total number of rejected applications. Employers also have the option to sort applications and reject applications, and to communicate their selection and rejection to candidates.

4) Reports: In this section, employers can check job postings from specific time periods as well as the number
of applications that have been submitted during those times.

Additionally, a company can update its company profile, modify its password, view notifications of newly received applications, and retrieve its password.

### C. User

*1) Guest User:*

- Home Page: The user can view the most recent job posting on the home page.
- About Us: The user may view our about us page.
- Listed Jobs: The user can view all of the listed jobs.
- Contact us: The user can view the contact us page.
- Candidates: In this section, a guest user can register on their own.

*2) Registered User:*

- Home Page: The user can view the most recent job posting on the home page.
- About Us: The user may view our about us page.
- Listed Jobs: The user can view all of the listed jobs.
- Contact us: The user can view the contact us page.
- User Dashboard: By clicking here, users can perform the following actions:

  a. View his or her applications (Today's applications, Yesterday's applications, Last seven days' worth of applications, and total applications)

  b. Fill Educations forms: In this section, the user can fillup his/her own personal and education details.

  c. View Vacancy: In this section, The user can view openpositions at various companies and submit applications.

  d. History of Applied Jobs: In this section, the user maybrowse all of the jobs they have ever applied for and see how employers have responded.

  e. Reports: The user can view the jobs they have appliedfor over a specific time period in this section.

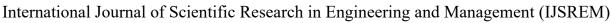  f. Search Jobs: In this section, the user can look for jobsby job titles.

The user can also edit his or her own profile, reset his or her password, view company notification messages, and recover his or her password.

## VI. CONCLUSION

The Campus Recruitment Management System project was carefully examined and studied before the code was developed and put into use. It was carried out under the direction of the knowledgeable project guide. During the project's duration, all current possibilities and requirements were taken into consideration.

An interface between students and businesses is provided via the Campus Recruitment Management System. The system gives students a list of suitable companies based on their educational background, prior employment history, and personal preferences.

In the future, the project will have a very broad scope. As it is very expandable, the project can be updated in the near future as and when the need arises. With the proposed database software, CRMS is completely functional, the client is now able to manage and thus operate the entire operation in a lot better, accurate, and error-free manner.

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