

Creating a Centralized Web Application for Efficient Campus Placement Processes

Priyanka Balage¹, Harsh Malokar², Ameya Kasture³, Pritesh Yaba⁴, Priyadarshani Behera⁵, Kusum Choudhary⁶

¹ Priyanka Balage, Computer Engineering, JSPM NTC

² Harsh Malokar, Computer Engineering, JSPM NTC

³ Ameya Kasture, Computer Engineering, JSPM NTC

⁴ Pritesh Yaba, Computer Engineering, JSPM NTC

⁵ Priyadarshani Behera, Computer Engineering, JSPM NTC

⁶ Kusum Choudhary, Computer Engineering, JSPM NTC

Abstract - This paper describes the development and deployment of a centralized web application designed to simplify and enhance campus recruitment processes. Built using the MERN stack, the system offers customized dashboards for students, employers, and administrators, each supporting distinct role-based actions. Students can search for and apply to job openings, companies can post vacancies and review candidates, and administrators manage user activity and ensure institutional compliance. Secure user authentication is implemented using JSON Web Tokens (JWT) to restrict access based on roles. The platform includes real-time alerts, adaptive design for various devices, and accessibility support for users with disabilities. Its flexible, component-based architecture supports future expansion such as AI-driven features and integration with external job platforms. Overall, the system digitizes the placement workflow, boosting operational efficiency, minimizing manual effort, and fostering smooth collaboration between all stakeholders.

Key Words: Campus Recruitment System, Placement Management, Web-Based Recruitment Platform, Online Placement Portal.

1. INTRODUCTION

Campus recruitment is a crucial process that helps academic institutions bridge the gap between education and employment by connecting students with potential employers. However, traditional placement activities often depend on manual workflows—using spreadsheets, emails, and in-person coordination—which are inefficient, error-prone, and difficult to manage at scale. As the number of students and participating companies increases, these outdated methods create administrative bottlenecks and limit transparency in the recruitment process.

To address these challenges, this paper presents the implementation of a centralized web-based application developed using the MERN stack—MongoDB, Express.js, React.js, and Node.js. The system is designed to streamline placement workflows by offering dedicated dashboards for students, recruiters, and administrators. Students can register, browse job openings, and apply to relevant opportunities. Recruiters can manage job postings and review applications, while administrators oversee system activity, manage users, and ensure compliance with institutional policies.

Security is maintained through JSON Web Token (JWT)-based authentication, which enables role-based access control and data protection. The application also supports real-time updates, responsive design for cross-device compatibility, and accessibility features such as screen reader support and keyboard navigation. With a modular and scalable architecture, the system is built to support growing user bases and evolving institutional needs. This paper outlines the complete development lifecycle, deployment, and benefits of implementing a digital solution for campus placement management.

2. LITERATURE SURVEY

1. Introduction to Campus Placement Systems

Campus recruitment plays a vital role in bridging the gap between academic education and industry requirements. Traditional placement systems in educational institutions relied heavily on manual processes such as physical form submissions, notice board announcements, email communication, and spreadsheet-based tracking. These methods were inefficient, lacked transparency, and often led to mismanagement of data and communication breakdowns during critical recruitment phases.

Gupta and Sharma [1] highlighted the inefficiencies in manual placement systems and recommended the transition toward centralized digital platforms to streamline the recruitment cycle. Their study emphasized the need for systems that provide real-time job updates, automated application tracking, and centralized access to student and recruiter data.

2. Digital Transformation in Placement Management

With the advent of digital technologies, web-based platforms have been increasingly adopted by educational institutions to manage placement operations. These platforms enable seamless coordination between students, placement officers, and companies. The shift from offline to online systems ensures improved record-keeping, faster communication, and enhanced user experience.

Khan, R.Patel. [2] proposed the use of the MERN stack for full-stack development, enabling highly dynamic and scalable applications. Their research demonstrated how MongoDB, Express.js, React.js, and Node.js collectively offer a cohesive development environment where frontend and backend functionalities are handled using a single programming language—JavaScript.

3. Frontend Development with React.js

React.js is widely recognized for building interactive and high-performance user interfaces. It follows a component-based architecture, promoting reusability and maintainability of code. O'Brien [3] noted that the use of a Virtual DOM in React significantly enhances rendering efficiency, making it suitable for applications that require frequent UI updates, such as job listings or application statuses.

In the context of placement systems, React.js enables quick rendering of real-time data such as new job posts, interview schedules, or application status changes, thus improving the overall responsiveness of the application.

4. Backend Architecture Using Node.js and Express.js

Node.js, being asynchronous and event-driven, is an ideal choice for backend systems that need to handle multiple concurrent operations. Express.js, built on Node.js, adds a layer of middleware and routing, enabling developers to create APIs quickly and efficiently.

According to Adams [4], Node.js excels in scenarios requiring high throughput and real-time data flow, both of which are essential for a campus recruitment portal. Express.js simplifies backend logic, allowing modular routes for job posting, user management, and application processing.

5. Security and Authentication Using JSON Web Tokens (JWT)

Security is a critical aspect of multi-user systems where access control and data protection are essential. JSON Web Tokens (JWT) provide a stateless authentication mechanism, where user identity and role are encoded into a signed token that can be validated on each request.

Miller [5] emphasized the reliability of JWTs for enforcing role-based access, ensuring that students, companies, and administrators access only the features relevant to their roles. JWTs are particularly beneficial in RESTful architectures, where session management is otherwise complex and resource-intensive.

6. Database Design Using MongoDB

MongoDB, a NoSQL database, offers flexibility in handling unstructured and semi-structured data. It supports JSON-like documents and dynamic schemas, making it suitable for applications with varying data models such as job listings, student profiles, and company records.

The MongoDB documentation [6] highlights its capability to manage large datasets with low latency, supporting horizontal scaling and replication for high availability. This ensures the system can support growing numbers of users and institutions without performance degradation.

3. SYSTEM ARCHITECTURE

1. Presentation Layer (Frontend)

The Presentation Layer is the user-facing component of the Placement Management Web Application. It is developed using React.js, a modern JavaScript library that enables the creation of dynamic, responsive, and modular user interfaces. This layer serves three types of users—students, company representatives, and administrators—each with distinct dashboards designed according to their specific roles and functionalities. It incorporates UI frameworks like Tailwind CSS or Bootstrap to ensure a visually appealing and accessible interface across different devices and screen resolutions. Furthermore, state management tools such as Redux or

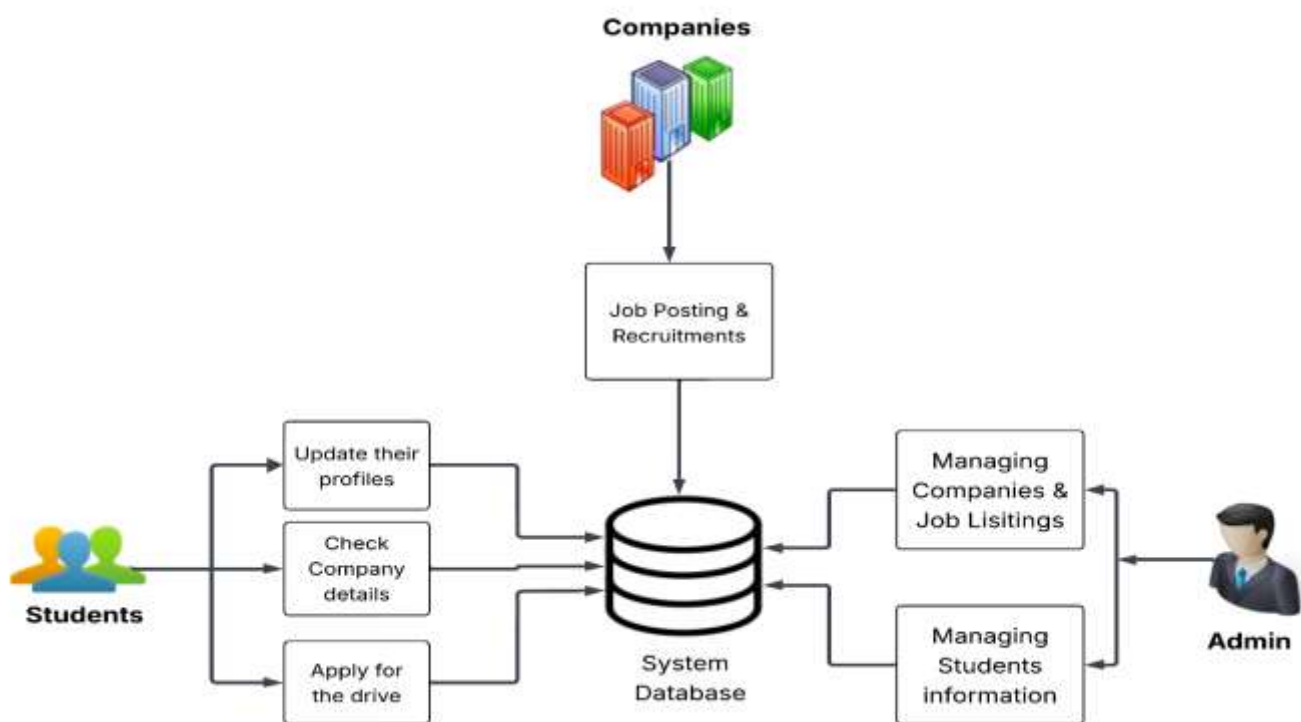


Fig. System

Architecture

the Context API help maintain the integrity of data flow across components, enabling seamless interactions between users and the system.

2. Application Layer (Backend)

The Application Layer acts as the core logic engine of the system and is built using Node.js and Express.js. This layer handles all incoming requests from the frontend, processes business logic, and communicates with the database. It exposes RESTful APIs to support various functionalities such as user registration, job posting, resume submission, and support ticket management. This layer also implements data validation, session management, and error handling, ensuring secure and smooth operations. Express.js facilitates the modular development of endpoints, while middleware functions enable features like logging, authentication, and cross-origin resource sharing (CORS). All business rules related to user roles, data access, and workflows are encapsulated within this layer, thereby centralizing control and simplifying maintenance.

3. Authentication and Authorization (JWT)

Secure user authentication is handled using JSON Web Tokens (JWT). JWT provides a stateless and scalable mechanism for managing user sessions, eliminating the

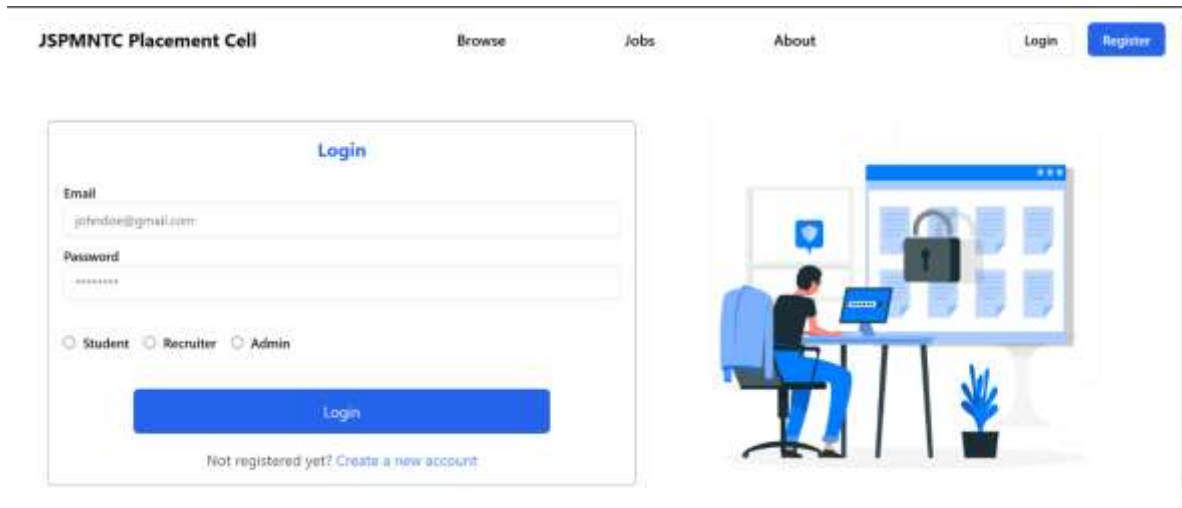
need to store session data on the server. Upon successful login, users receive a token that includes encoded information such as their user ID and role. This token is used in all subsequent requests to authenticate the user and determine their level of access. Role-based access control (RBAC) is implemented through JWT, ensuring that students, recruiters, and administrators can only perform actions permitted within their respective roles. The use of JWT enhances both the security and scalability of the system, supporting thousands of concurrent users without a degradation in performance.

4. Data Layer (Database using MongoDB)

The Data Layer is implemented using MongoDB, a highly scalable and flexible NoSQL document database. Unlike relational databases that require rigid schemas, MongoDB allows for dynamic schema design, which is ideal for handling diverse and evolving data structures such as student profiles, job listings, applications, and support tickets. Each record is stored as a BSON document, enabling nested data and direct storage of complex objects like resumes, application status arrays, and user permissions. Collections are created for core entities like Students, Companies, Jobs.

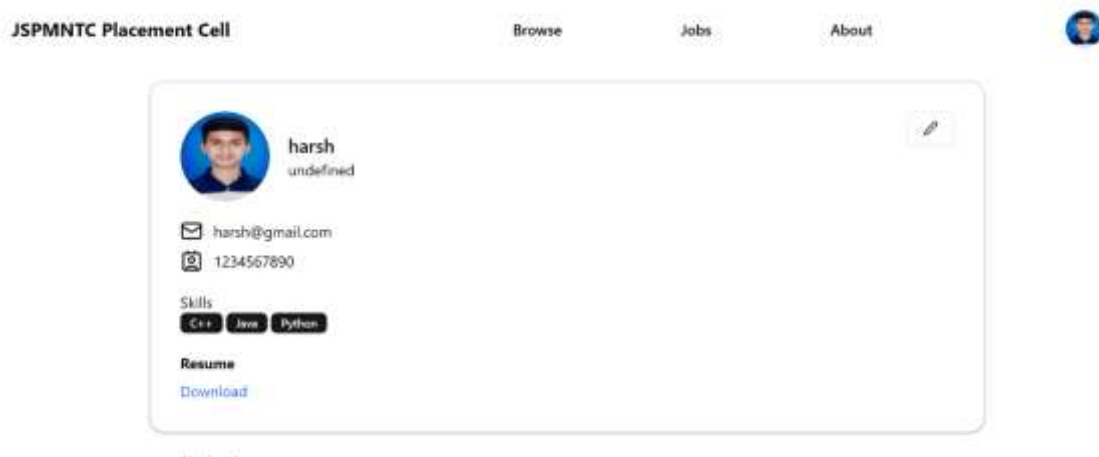
4. IMPLEMENTATION & RESULTS

1. Login Page



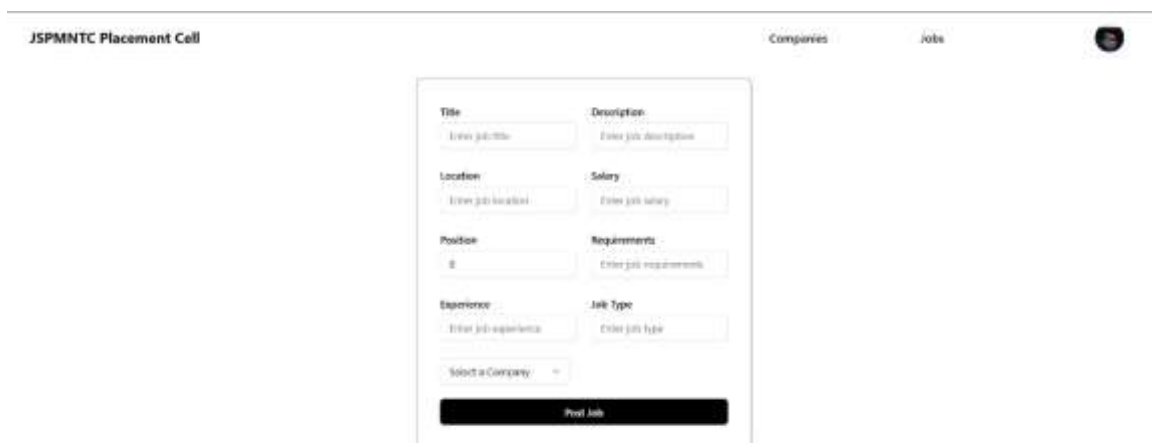
The screenshot shows the login page of the JSPMNTC Placement Cell. The header includes the site name and navigation links for Browse, Jobs, About, Login, and Register. The main content area features a login form with fields for Email (pre-filled with 'johndoe@gmail.com') and Password. Below these fields are radio buttons for 'Student', 'Recruiter', and 'Admin'. A blue 'Login' button is positioned below the form, with a link 'Not registered yet? Create a new account' underneath. To the right of the form is an illustration of a person sitting at a desk with a laptop and a large monitor displaying a grid of documents, with a padlock icon overlaid on the monitor.

2. Student Dashboard



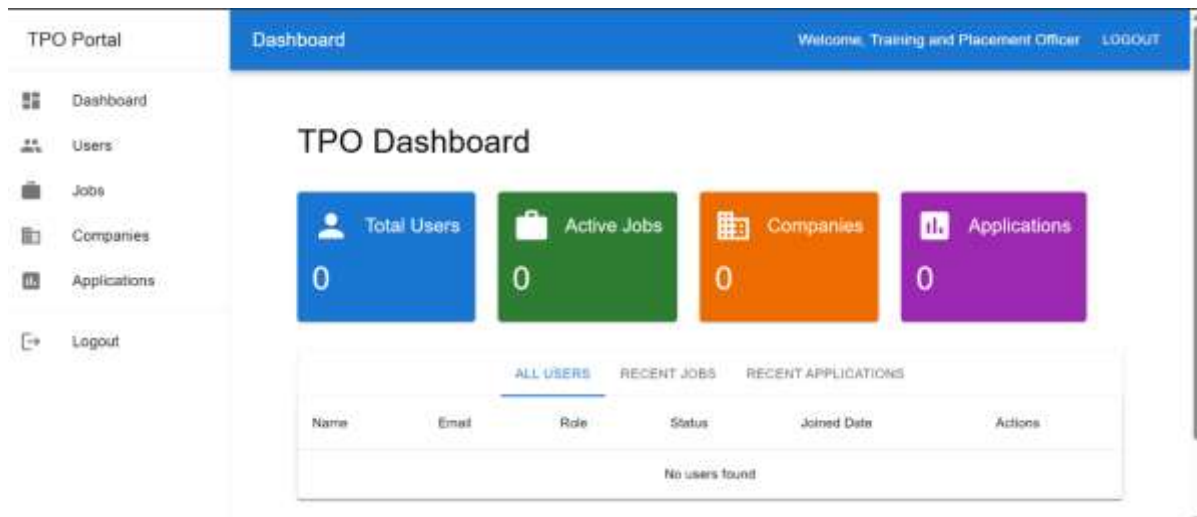
The screenshot displays the student dashboard for a user named 'harsh'. The header shows the site name and navigation links for Browse, Jobs, About, and a user profile icon. The dashboard content includes a profile card with a circular profile picture, the name 'harsh', and the text 'undefined'. Below the name are fields for email ('harsh@gmail.com') and phone number ('1234567890'). A 'Skills' section shows three tags: 'C++', 'Java', and 'Python'. A 'Resume' section has a 'Download' link. The bottom of the card shows a date '2024-12-12'.

3. Company Dashboard



The screenshot shows the company dashboard for adding a new job. The header includes the site name and navigation links for Companies, Jobs, and a user profile icon. The main content area contains a form with the following fields: Title, Description, Location, Salary, Position, Requirements, Experience, and Job Type. Each field has a placeholder text indicating what to enter. At the bottom of the form is a 'Select a Company' dropdown menu and a 'Post Job' button.

4. Admin Dashboard



5. CONCLUSION

This project successfully demonstrates the design and implementation of a centralized, web-based placement management system aimed at resolving the inefficiencies and challenges associated with traditional campus recruitment methods. By leveraging the MERN stack—MongoDB, Express.js, React.js, and Node.js—the platform provides a robust, scalable, and user-friendly environment for students, recruiters, and administrators to interact efficiently within a unified ecosystem.

The system's role-based architecture, supported by JWT-based authentication, ensures secure access and streamlined workflows for each user category. Students can easily register, apply for jobs, and track their application status, while recruiters can post openings and review applicants—all in real time. Administrators are equipped with comprehensive tools to manage users, monitor system activity, and enforce institutional policies.

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