

# Job Board

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**Abstract:** The technologically aware youth of today use the internet for everything, from job applications to meal orders. Compared to traditional sources like newspapers or networking, trendy candidates rely far more on the internet. Almost all job seekers start their online job search adventure by registering on a job portal. However, there is a twist: while some applicants receive more and faster answers and job offers, others are reduced to only one recording the portal's database. This occurs because jobseekers frequently fail to realize how important it is to comprehend job portals and the features that may streamline and expedite their job hunt.

This project's purpose is to create an employment site for students. This portal's primary goals are to link students with industry partners and serve as an online job board to help them locate suitable IT positions following graduation. Additionally, this technique improves students' comprehension of the concept and significance of the employment portal. A survey was carried out to find out what issues students were having with the faculty's current portal and to collect their criteria for the portal that would be created.

The findings show that social networking sites, smartphone technology, and user perception are all strongly correlated with the improvement of online job searching. Out of these three variables, user perception seems to be the most reliable indicator of improved online job searching.

## Keywords \_\_\_\_\_

*Knowledge portal, Job seekers, Word processing software, Recruitment*

## I. INTRODUCTION

Portals offer a variety of services and applications to address a range of issues. Providing the online exchange of information is one of the primary goals of web portals [1]. A knowledge portal, which must have enough data and information on job seekers' requirements, can help meet this demand. Internet hiring has become the norm for achieving the goals of companies and job seekers, respectively.

This system may be utilized as an online job portal for employers who offer placement services to unemployed workers looking for work. After logging into the site, the job seeker should be able to submit their resume or other supporting documents. Any information posted by a job seeker may also be viewed or searched by visitors or company representatives who log in.

Our lives have been altered by the internet in various ways, including the way we hunt for work [2]. To achieve their different goals, businesses and job seekers now routinely use online recruiting [3]. The job sites receive the job offers that the companies publish. Consequently, the companies post job openings, retain candidates' resumes and curriculum vitae (CVs), get in touch with the job candidates with qualifications, and use the internet. These days, one of the most important places to find information about employment

openings is online. Recruitment sites are linked to the career prospects pages on the websites of large institutions, such as universities. This is how the remaining research is organized: The article begins with a review of the literature that covers the following topics: job procurement, the significance of job portals, and their features [4]. It then defends methodology via data analysis and debate, concluding with conclusion.

Considering the above cited considerations, the online labor market's information flow is far from ideal. The growth of online job portals has created information islands inside the online labor market, making it practically impossible for an online job seeker to gain a comprehensive overview of all available positions. Because of their dominant market position as the first-place job searchers go, job portals can charge companies hefty fees for posting vacant positions [5]. Employers are unable to provide offers to all eligible candidates because of these expenses, which force them to list job openings on a limited number of websites. Because of the competitive nature of the labor market, employers frequently get a high volume of applications for available positions.

## II. LITERATURE REVIEW

Generally, there are a variety of methods used in the job search process, including using personal connections, calling companies directly, visiting job agencies, searching internet job postings, etc. The following techniques are listed by Galanaki as the conventional (ancient) methods of hiring:

- Agencies that recruit employees
- Fairs for jobs
- Print advertisements in newspapers and other mass media
- Promotion on radio and television
- Advisors for Management Current connections with employees
- Department of student services in schools, colleges, or universities
- Employees or experts as references

These outdated job search techniques are excessively laborious, frustrating, difficult, and low-quality [6]. The candidates must also consider other preparations that need to be made, as well as the cost and time required to obtain the necessary information. Jobseekers now have access to a strong tool in the form of the Internet. These days, a lot of websites post job openings for candidates with certain abilities across a range of industries. When it comes to planning and developing human resources, the Internet is crucial. These days, the majority of planning and development companies acquire new staff members via

computer technology and the Internet.

It's crucial to keep in mind that although the Internet has simplified the job search process, more traditional methods haven't completely disappeared.

In the current technological era, job searchers now mostly obtain their information from the Internet. On their websites, major organizations, colleges, and enterprises provide information about career opportunities. 70 % of workers in France use websites or job portals to look for work, according to a survey. A search engine for information on job openings is offered by these websites or portals [7]. According to Sulaiman and Burke's research, most businesses are eager to hire people using internet recruitment channels. He said that the top candidates can be found using online recruitment techniques [8]. A 2006 study found that 21 per cent of EU internet users used the internet to look for work or submit applications. This has risen to 67% for unemployed individuals in 2007 [9]. Most businesses use online job sites or post job openings on their websites. Many business transactions are conducted online these days. The Internet is seen by people as a useful tool for communication. Ninety percent of German job seekers utilize the internet, according to 2005 research. The fact that many employers posted job openings online and through their portal, along with the fact that many applicants are young, highly qualified, and internet users, may be contributing factors to the high percentage of Internet usage. When looking for work, job seekers begin their search on job portals. As a result, some employment portals charge employers hefty fees in exchange for posting job opening details. Despite this, a lot of firms still post job openings and information on the employment site, albeit sparingly to save money. Employers continue to assume that job seekers will use job sites to look for openings [10]. Compared to using alternative media, including newspapers or job fairs, companies spend less money publishing or advertising job openings via portals or websites. Moreover, internet hiring saves time and is quite quick. Jobseekers can browse the job posting and submit their resume after the companies upload it to the platform. Therefore, two important benefits of job portals are cost and time savings.

The Internet is a technology that has no bounds and is a fantastic means of communicating with anyone worldwide.

Offering online employment offer services is one strategy to increase labor mobility. Online job portals are beneficial to job seekers since they provide all the information needed regarding open positions in one convenient location. These employment portals improve hiring efficiency by allowing candidates to match their skills and qualifications to openings. Online job searches typically entail information gathering because the job seeker gets information from job portals while conducting their search [11]. A quality job portal allows its users/members to exchange knowledge and experiences. Better decisions can be made as a result, saving time and effort [12]. Job possibilities might be matched with an applicant's skills and abilities. Job portals return the most similar match in addition to the exact matches in this fashion. The organization uses human resources plots to determine which short- and long-term initiatives are needed. These tactics are what will highlight the course that the company will take. Human Resources can discuss the job standards and expectations with an individual or group of persons occupying a similar capacity through a variety of approaches, such as individual and group interviews.

This phase forms the foundation of the hiring procedure. The goal of Holm's (2012) second stage of the hiring process is to prepare the job announcement to draw in perspective ideal applicants. An eye-catching, prominent, and unambiguous job advertisement is necessary for an applicant to learn about the position. The results of Holm's (2012) thesis showed that the hiring procedures that were conducted electronically and on paper differed from one another [13]. According to the results, Holm's discovered that there were not many electronic tools available to line managers at the start of the electronic- based recruiting process.

Conventional job search techniques are frequently laborious, demanding, and slow-moving; they also lack effectiveness and quality. Job seekers must devote a substantial amount of time and energy to information collection, application preparation, and process cost analysis. On the other hand, the rise of internet job portals has completely changed the job- search environment by offering a quicker and more practical substitute. With countless websites advertising job openings in a wide range of industries and skill levels, the Internet has grown into a very useful resource for job seekers. The move to internet platforms has greatly facilitated employment options [14]. In some circumstances, offline techniques like networking, recommendations, and

direct application submissions are still valuable.

### III. METHODOLOGY

This work contributes to the Master of Research requirements of the students of any field. The creation of online portal is the aim of this study. The purpose of this upcoming portal is to facilitate information exchange between professors and affiliated ICT organizations, as well as help recent graduates find employment. This implies that the knowledge system ought to function as an online hiring platform. To give recent graduates access to information about employment and future opportunities in the sector, most colleges now include career links on their portals. As a result, the industry contributes significantly to the university's curriculum to provide graduates with the skills they need to satisfy the demands of the industry. One of the most important things in creating the suggested gateway successfully is figuring out what the needs of the students are. Doing a survey is one way to get the required data and information. One of the key techniques in quantitative research is the survey. The purpose of the survey is to gather data and information from the student sample group.

This study employed a questionnaire to poll students to determine the primary challenges they encounter upon graduation and beginning their job hunt. WISDM is a novel approach to information system development that combines web development technologies with conventional approaches [15].

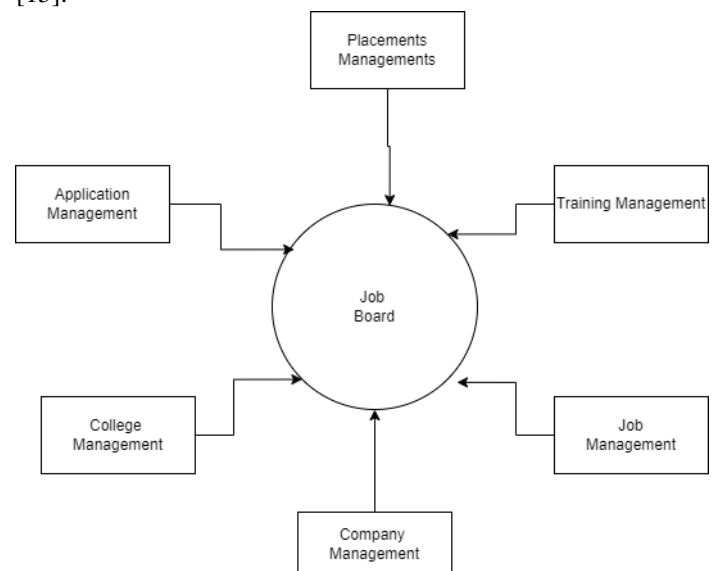


Figure 1: DFD level 0

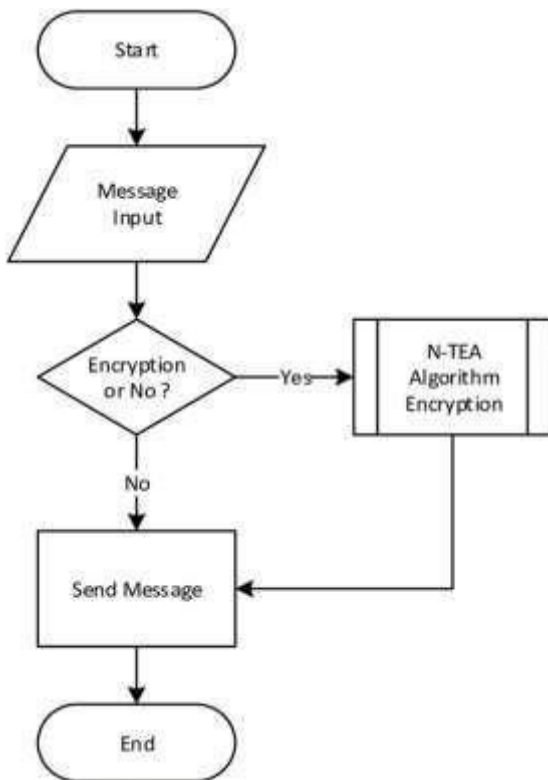


Figure 2: Flow Chart

#### IV. IMPLEMENTATION AND RESULT

The platform suggests that the knowledge system should serve as a platform for online recruiting. Most institutions now include career links on their websites to provide recent graduates with information about employment and prospects in the industry. Because of this, the business sector plays a critical role in helping the institution create a curriculum that will provide graduates the abilities they need to meet the needs of the workforce.

The fundamental needs for conducting a survey to determine the primary issues that people encounter after graduation were the focus of this study.

A typical job portal's modules or components provide access to a whole platform for recruiters, employers, and job seekers. Multiple modules may be added, depending on the target population and the design of the work site.

Operational:

**Admin:** The administrator will update and delete information about the job provider and job seeker, as well as add any necessary certifications, experience, and city. In addition, he can look for job searchers, email them with employment offers, and review the opportunities that employers have posted.

1. **Job seekers:** A job seeker looks for positions based on his interests and receives a lengthy list of openings together with

information on the job description, publishers, kind of position, and working hours. They also receive the direct application link for a certain firm in addition to this.

2. **Notification:** Following their application, individuals receive a confirmation letter that includes the necessary next steps.



Figure 3: Login Page

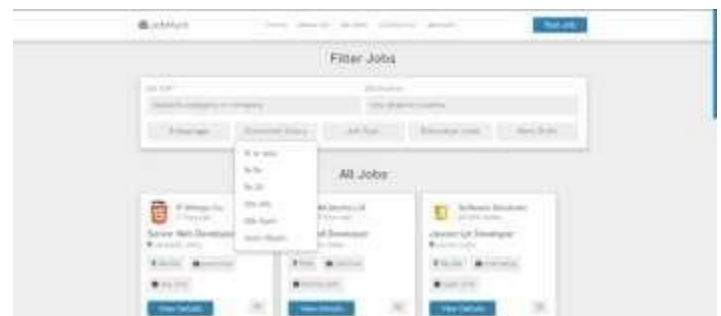


Figure 4: Job Searching Page

#### V. CONCLUSION

For both recruiters and job seekers, a job portal offers an effective way to search online for information about job openings and job ads. The purpose of this site is to give recruiters and job searchers an honest, fraud-free environment. As a result, we have included a clause requiring recruiters and job seekers to authenticate their identities using any official government documentation. It is imperative to understand, nevertheless, that employment portals will never be able to address every issue facing the unemployed population.

We can say that this Online Job Portal initiative was a true educational opportunity. This entire system did a good job of implementing software production concepts. The project has been completed in accordance with the requirements provided. Our online job portal is solely built on the ASP.NET framework. An employment portal gives job seekers an effective way to look up job openings online.

It's crucial to remember, though, that the Job Portals are not able to solve every issue facing unemployed graduates.

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