

Online Job Portal

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Abstract - Now a day's, it is difficult to search for jobs in proficient areas, so this online job portal is developed to provide the simple and efficient job searching. So Online Job Search Portal is a web-based and android application, which revolutionizes the way companies hire the candidates and jobseekers search for job vacancies. The application provides a flexible and easy to use environment on desktops as well as portable devices like smart phones/tablets for the users to achieve their respective objective. An employer being registered in the web site has the facility to use the services. Being an authorized user, he can publish vacancy details and can search number of Employees on the portal. Also, he can search candidates on basis of the key skill which employee provides on registration. The employer can rate the resume uploaded by the jobseeker. Candidates can search for jobs in various IT domains through advanced search capabilities. They can upload their resumes to this application which is stored for future use also. The admin controls this portal and makes the decision about companies and jobs that can access/appear in this portal. Chatbot is also provided in our website where the jobseeker can have a conversation with the bot facing any issues while registration process or also the bot can provide some tips and tricks for resume building process. These features help to build a user-friendly job portal.

Keywords - Companies, Feedback, Job Portal, Jobs, Results, Skills.

1. INTRODUCTION

Before the invent of other various technologies and methods that were used in the past for hiring people for the job were advertisements through newspaper, television, radio etc. [1]. These traditional methods were too slow, difficult and demanding for the people. This way of hiring people was not effective. Due to advanced technologies many websites emerged. As of Indian market, there are ample opportunities for the jobs, as a greater number of educated and skilled young people are graduating each year. So, it is now the right period for the job portal sites to think out of the box, and to make most

of the opportunities available. With the help of this portal the

job seeker can easily submit their resume and get a lot of opportunities of the job related to their profile. And by this website the companies or employer can also find the good and

well profiled resume. The online job Portal System that is to be developed provides the members with jobs information, online applying for jobs and many other facilities. This system provides services to the job applicants to search for working opportunities. Job Portal will allow job provider to establish one to one relationship with candidates. This Portal will primarily focus on the posting and management of job vacancies. This system is designed such that ultimately all vacancies will be posted online and would offer employers the facilities to post their vacancies online. It helps to review and manage the resulting applications efficiently through the web.

2. RELATED WORK

For this job portal we searched different surveys on internet based on various features and services. People nowadays spend more time on internet. Internet has become a trustworthy tool for everyone for the one who is seeking for better job.

Marjan Mansourvar and Norizan Binti Mohd Yasin mentioned in their paper that people use online methods which are suitable and saves a lot of time [2]. There are various websites for people to get knowledge about the job- related information.

O. Shafique described that E-Recruitment system is very useful for college students to find a suitable jobs. Interviews are also the best way to find the candidate for the job. Effective e- recruitment process helps job seekers to find their choice jobs. Cost effective job portal is very important in colleges that help more students getting hired. Building such proper recruitment application need prior study of current situation and environment to know in more proper way we need to study deeply each concept thoroughly [3].

V. K. Sehgal claimed that there is another way to wherein we can develop a knowledge system that acts as a job portal that helps in more enhancement of the services and features. It can be divided into three areas of improvements that is graphical, contents and technical [4].

Gangle stated in the paper that the online recruitment

process has lots of advantages that is employers can identify many eligible job seekers and get their information easily. This process helps employers to upload the job vacancy on the portal and jobseekers can view it and send their resume this saves time and cost [5].

M. Mansourvar and N. B. M. Yasin conveyed that the main features to improve and enhance the online job portals are to provide job offering services that can help job seekers to find all information about job vacancies. Job offers can be matched with job seekers profiles about their qualifications and skills. In this way job portals can show similar match job vacancy posts. It can show email alerts of jobs, send resumes to the website and also can have online contact with the individual job seekers. These are the new advanced ways that can be applied and modified to the online job portal and user friendly for job seekers to find their dream job. [6]

The proposed system has been mainly designed to overcome some of the problems faced with the previous system. In previous systems they didn't have features like chatbot, resume rating, chatbot conversational rating etc. And other problems such as:

- 1) Most jobseekers do not have enough basic knowledge on how to select a specialized job available.
- 2) Job seeker expectations in terms of job specifications are sometimes different from that of the company.
- 3) Many new graduates, who become unemployed because they do not have the job skills needed by the industry, pose a big challenge for any country in the world.

DESIGN OBJECTIVES

This paper aims to develop a web portal that will allow the employer companies to share relevant data and information with job aspirants, as well as to make available information on online-recruitment.

The objectives of this project are:

- 1) To design, implement and develop a simple convenient web portal.
- 2) To identify the needs of the companies and job seekers which will be incorporated with updated information.
- 3) To understand the meaning, features and categories of web portals.
- 4) To design an online recruitment system that allows employers to post their job advertisements, which job seeker can refer to, when looking for jobs. This job portal can capture job requirements based on industry needs.

3. PROPOSED SYSTEM STRUCTURE

Based on information from the literature review, as well as the identified job aspirants' requirements, a new web job portal was proposed. This portal is for the job seekers and employers. The main aim for designing this system is to achieve the

objectives of this study. The job seekers' requirements for the new portal were identified from the findings of the surveys, discussed previously. The new portal serves as a web-based tool which caters to the needs of students and users who are already employed as general users; unemployed as the job seekers in the system, and organizations as the employers. The admin is considered as a different category of user that manages, controls, and views the whole process in the system.

Figure 3.1 shows the external schema of the web portal framework. This framework is for Job Web Portal in which the web portal consists of Admin, Company, User. The flow of our project is first it shows user login process then showing the jobs for domain and option for various companies. It comprises of two main logins that is user and admin. Admin is the backend process of this job portal. It shows all information of user in database form. Company sites links are shown for user to easily view the company profile.

Users task in this job portal is to login, upload resume and apply for jobs.

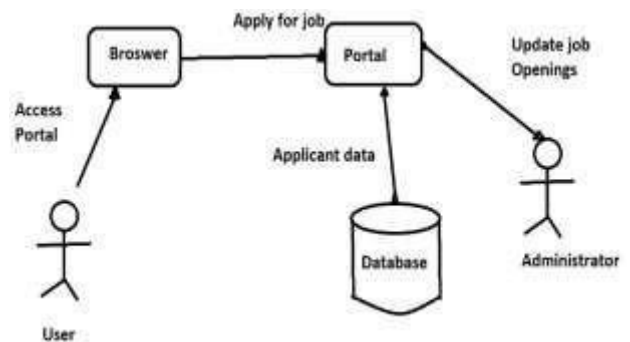


Fig.3.1 The Proposed Framework for Job Web Portal.

According to the objectives of this study, this portal also acts as a management system, which provides information to job seekers to help them in selecting desired future careers. Also, this system should contain information about the industries. Hence, the importance of having a job portal that shares knowledge and provides information is highlighted. This section of the portal design provides information about the different job vacancies which are offered by companies and how they relate to future jobs in the industry. A portal is a website which presents online information and services to its users. In addition, this portal can be a suitable medium for the job seekers to establish a link with the employers or HR managers. Moreover, this portal which provides updated information about the job vacancies and other related topics is a good way to satisfy the job seekers' requirements. A main feature of this portals is the sharing of information from authenticated or authorized sources.

This section of the portal is open for users and will be more helpful, especially, for the students who are deciding to choose the major and selecting the courses to study and how the courses they take can affect the type of jobs, in future. In designing a system, the functional requirements reflect a set of inputs, the

actions, and the outputs of the system. They define the reactions of the designed system in different situations. The developed portal also acts as a job portal which help fresh graduates and final year job seekers to search for jobs has three sections- Admin, users, and companies.

4. WORKFLOW

The data flow schema of the proposed web portal is illustrating the relationship between the job seekers or employee, the potential employers and an admin is shown in Figure 4.1

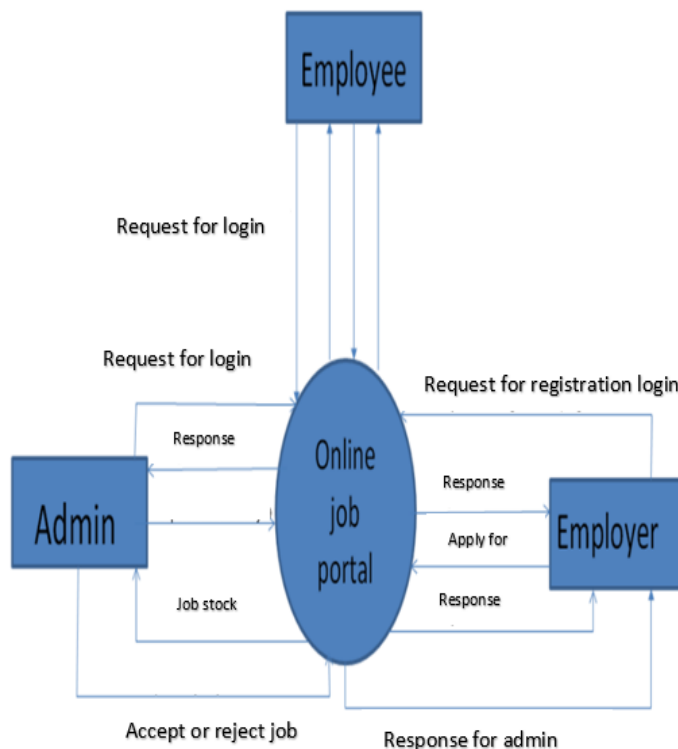


Fig.4.1 Data Flow Diagram (Context Diagram)

The detailed workflow of this application is as follows:

4.1 Generic:

- Login to the system through the first page of the application
- Change the password after login to the application.
- See his/her details and change it.
- Help from the system.

4.2 Employer:

- Should be able to create a new vacancy.
- Should be able to change any of the editable details for the vacancy.
- Should be able to create a new applicant.
- Should be able to change any of the editable details for the applicant.

- Attach an applicant to a vacancy - *The relationship between applicant and vacancy should be many: many.*
- Should be able to schedule the interview and enter details of the interviewer and date/time.
- Should be able to postpone or remove the interview.
- The HR person cannot 'close' the vacancy which is not owned by them.

4.3 Admin:

- Should be able to create a new applicant.
- Should be able to change any of the editable details.
- Attach an applicant to a vacancy.
- The relationship between applicant and vacancy.

4.4 Employee:

- Should be able to view all vacancies scheduled taken.
- Should be able to view the details of the company.
- Should be able to view the details of the vacancy.
- Should be able to search for vacancies.

5. REQUIREMENT ANALYSIS

A. Hardware Requirement

- Intel Quad core 2.30 GHZ Processor or above.
- Minimum 100 GB HD.
- Minimum 4 GB of RAM.
- Standard Keyboard and Serial Mouse.

B. Software Requirement

- Django Framework
- Python 3.10
- SQLite3 (Database)
- Visual Studio Code (Interpreter)
- Bootstrap & CSS (GUI)

6. IMPLEMENTATION AND RESULT

In this web-based application, we have implemented various features such as filtering for different jobs, application to company, resume uploading and saving, resume rating, chatbot etc. This project is aimed at developing an online search portal for job seekers.

6.1 ADMIN

Django provides the admin login. The admin module provides various functionalities. The admin users are responsible for activating and deactivating the employer accounts. In addition, Admin users can view the list of employers registered with the

application.

6.2 EMPLOYER

Employer users will be able to perform functions such as registering with the application and creating an account by providing the details of Employer Name, Employer Code, Address, Company Email, Mobile Number, Login Name. Also, Passwords that are stored in the Employer table of MySQL database. Once the account is activated, this module allows employers to post jobs summarizing responsibilities and expected skills that will be saved in the Posted Jobs table of MySQL database. The employer will also be given privileges to activate or deactivate jobs. He/she can view the list of job postings that are active. He/she can also view the applicant details that have applied for a particular job posting. The employer will be able to view reviews provided by the jobseeker.

6.3 JOBSEEKER

The Jobseeker users will be able to perform functions such as registering with the application and creating an account by providing the details of First Name, Last Name, E-mail, Password, Mobile Number, Primary Skill, and Experience that are stored in the Jobseeker table of MySQL database. Once the account is activated, jobseekers can search, view, and apply for active job openings. All the applied jobs details are stored in the applied jobs tables of MySQL database. The applicants can also write/update reviews for the companies.

6.4 FILTERS FOR DIFFERENT JOBS

In the Online Job Portal System, after successfully registering and login procedure, the system will help the user to create an account on the portal. With the help of filtering process, the user will get to search any parameter like job post, or location in the search box on the dashboard page on the portal.

6.5 APPLICATION TO COMPANY

After applying to the company, the respected message will be shown to the user whether the application to the company is successful or not. This feature enables the user to apply and confirm the application to the company or organization.

6.6 RESUME UPLOADING AND SAVING

While applying to the particular company the company asks to upload the resume of the candidate to the user. In the Online Job Portal, a user can upload their resume in doc, pdf, or jpg format also. And the uploaded resume gets saved on the system. The employer can also save the resume for the future use.

6.7 RESUME RATING

As the jobseeker registers in our portal, they can start uploading their resumes for the recruitment such that the employer goes through their resumes thoroughly eventually if any employer likes or dislikes the employee's resume they can rate the resume and also can write a comment regarding the same.

6.8 CHATBOT

Here we provide a chat bot feature where the applicant can be

able to chat with the bot such that it can give some of the guidance for the process. example guidance for resume building, applying for different jobs. The bot can provide tips and tricks for resume building process. Which will help the jobseeker for the recruitment in the future.

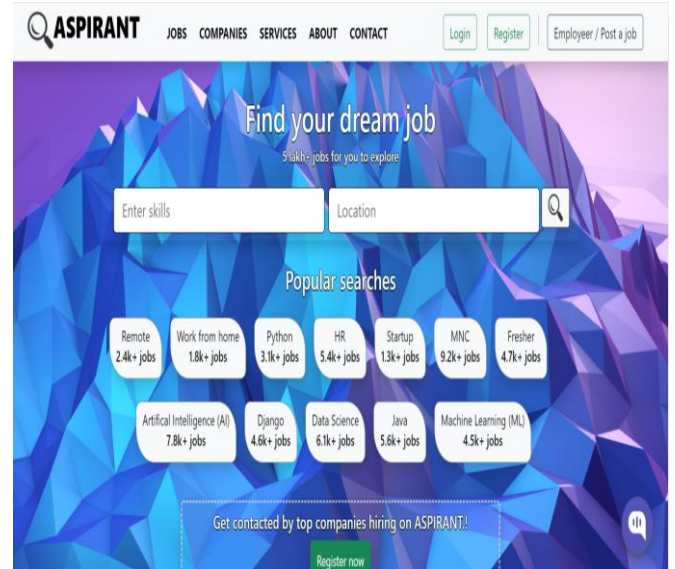


Fig.6.1. Dashboard Page

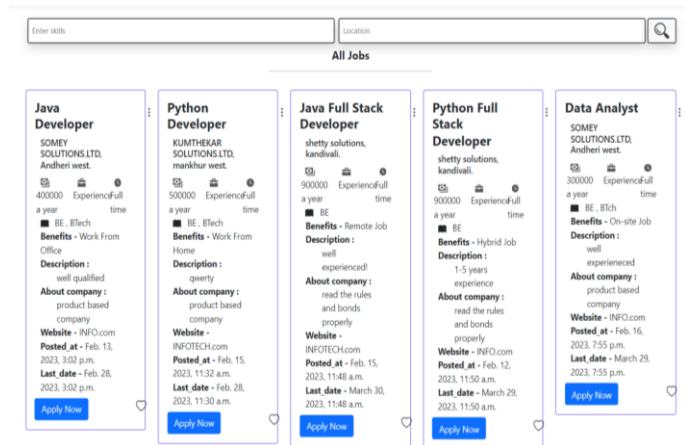


Fig.6.2. list of all Jobs Page

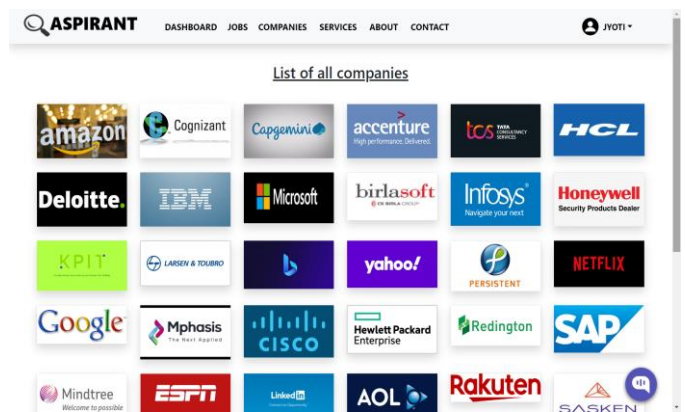


Fig.6.3. List of Companies Page

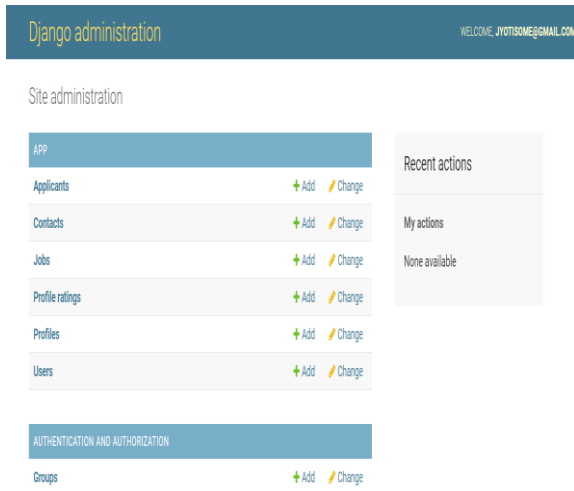


Fig.6.4. Admin Page

7. CONCLUSION

We have designed and implemented an “Online Job Portal” application that caters the needs of a job seeker as well as an employer. This portal provides all the features with the provision of extension of python pip extensions. The plugin, we used a free trial, so its functionalities are limited. In this web-based application, we have implemented various features such as filtering for different jobs, application to company, resume uploading and saving, resume rating, chatbot etc. This project is aimed at developing an online search portal for job seekers. With the Online Job Search Portals, the recruitment process is speeded up at every stage from job postings, to receiving applications from candidates. No matter where you are, you can send out the job posting anytime with the internet access. The main aim of this portal is to attempt to produce the fair candidates based on the in-company’s needs.

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