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Smart Job Portals: The Intersection of AI and Recruitment Efficiency

Ramandeep Kaur
School of Computer Applications
Lovely Professional University Punjab, India
ramandeep.11629@lpu.co.in

Kaniyampati Tharun Kumar
School of Computer Applications
Lovely Professional University Punjab, India
kaniyampatitharunkumar01@gmail.com

Vivek Kumar Chaurasiya
School of Computer Applications
Lovely Professional University Punjab, India
viveka9415@gmail.com

Akashdeep Dhot
School of Computer Applications
Lovely Professional University Punjab, India
akashkamboj632@gmail.com

Sunil Kumar Talluri
School of Computer Applications
Lovely Professional University Punjab, India
sunilkumartalluri1234@gmail.com

Sanya
School of Computer Applications
Lovely Professional University Punjab, India
sanya41239@gmail.com

Abstract

Job portals from the past decade encounter major performance limitations when they process large candidate applications alongside effective job opportunity assignment for suitable candidates. The paper describes how a Smart Job Portal employs Artificial Intelligence technology to enhance recruitment performance and decrease human errors during job acquisition. Users of this system gain advantage from automated resume screening services and AI-generated recommendation systems that display application progress updates and deliver analytical insights on an analysis dashboard through data analytical tools combined with machine learning technology and automation. The internet portal implements a framework that uses React and Node.js technologies as well as TensorFlow.js and NLTK machine learning frameworks to deliver responsive scalable ethical capabilities. This paper analyzes system technical infrastructure through detailed explanations of how datasets are prepared and how models are tested for practical applications which demonstrate how the system can transform recruitment while enhancing candidate interfaces.

Keywords:

The terms ethical AI, automation, job matching, machine learning and resume screening, smart job portal alongside application tracking, applicant experience, and recruitment efficiency come into play.

I. INTRODUCTION

A. Context and Insight

Artificial Intelligence influences various industries of the digital era by establishing itself as a promising area in recruitment. The process of finding the proper candidate has proven exceptionally difficult due to extensive job pools and scarce HR capacity as well as time-demanding human-based candidate checks. Job portals operating traditionally fail to match candidates with the right jobs accurately thus causing both time and revenue loss in the recruiting process.

The development of intelligent systems through AI creates an exceptional framework to shorten and automate these business operations. Integration of machine learning models into recruiting platforms enables staff members to automate regular procedures and generate personalized recommendations for users and enhance data analytics capabilities. The Smart Job Portal uses AI power to provide a single platform which enhances recruitment pipeline operations from beginning to end.

B. Problem Statement

Various ongoing problems continue to impact the present recruitment framework.

Handscreening resumes causes longer processing durations while creating potential chance for both human judgment mistakes and errors.

The standard candidate platforms struggle to perform intelligent role matching because they assign applicants to positions that do not apply to them.

Today's recruiters experience difficulties while monitoring applications that exists on various platforms.

Job candidates carry two major problems by facing unclear information and delayed feedback in their job applications.

The Smart Job Portal utilizes a unified system platform that tracks data in real-time besides using automated resume evaluation assisted by AI candidate assessment.

C. Overview of the Project

The proposed Smart Job Portal delivers an upgraded recruitment platform which merges artificial intelligence tools to examine resumes through AI and generate predictions about job instances and provide dashboards to recruiters. It is designed to:

The system should automatically extract data from candidates together with its subsequent analytical evaluation process.

Machines can use learning algorithms to deliver forecasted job position recommendations for users.

Provide end-to-end application tracking.

The system offers performance analytics together with recruitment analytics to support recruiters in their work.

The platform resolves ethical concerns about AI through dedicated systems that display model transparency along with fairness in assessments and maintains all user privacy standards.

II. EXISTING SYSTEMS AND RESEARCH GAPS

A. Literature Review

Many scholars have conducted research to build up e-recruitment systems through Web technology integration with automated tools. For instance:

Ali & Khan (2013) designed a fundamental job portal aimed at youth employment enhancement.

A job-matching system featuring advanced capabilities was described within Gupta & Agarwal (2014).

The development of an intelligent job portal through semantic web and AI was initiated by Natarajan et al. (2015).

The research team of Muhammad et al. (2020) created a recommendation engine through combination of machine learning techniques with ontology.

The foundation for intelligent recruitment platforms exists through these attempts but such systems tend to fall short during real-time operations and lack extensive scalability along with complete system integration.

B. Research Gaps

A variety of research gaps still exist; they persist despite all the recent discoveries in the field.

The current platforms do not support their AI models to run integrated adaptively in real time.

Effective ethical AI deployment methods together with bias-preventing strategies prove insufficient.

The existing systems lack a single platform which combines data-driven recruitment dashboards.

Models suffer from reduced precision and incapability to adapt because of having imperfect or old datasets.

C. How We Plan to Address the Gap

The Smart Job Portal connects these voids through its features which include:

Our Smart Job Portal makes use of textbook AI frameworks TensorFlow.js which operates directly from browser-based execution.

The system integrates a resume parsing system with NLP analysis technology based on NLTK.

The system utilizes AI models that have bias-reduction features for fairness.

Users achieve real-time visual representation and performance tracking of data through this system.

The system employs an infrastructure that accommodates growth requirements necessary for business ecosystems.

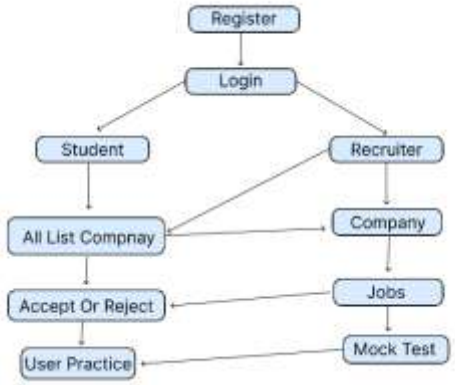


Fig.1: Flow chart of website

III. METHODOLOGY

A. The Dataset Split

Our model receives training through structured data collections which include resumes along with job descriptions and profiles of those who succeeded during the applications. The data was divided into:

Eighty percent of organizational data serves as input for training AI algorithms in the training set segment.

The performance evaluation relied on 20% of data through the Testing Set.

The dataset contains multiple divisions of information that includes skills together with experience and educational background along with preference categories.

B. Pre-Processing

NLP techniques transform resumes into structured textual format through the process of resume parsing.

Text Normalization applies three operations that involve stop-word elimination alongside lemmatization in combination with text conversion to lowercase format.

The processing system applies TF-IDF and Word2Vec methods to convert both resume and job descriptions into vectors.

A feature engineering process extracts vital features that contain skills match scores from the input data.

C. Model Testing and Training

An investigation included multiple ML models among which were:

Logistic Regression for binary classification.

Decision Trees together with Random Forest algorithms perform classification through multiple criteria.

Neural Networks (TensorFlow.js) for learning complex job-resume relationships.

The evaluation system uses accuracy together with F1-score and precision and recall and AUC-ROC curves for measurement.

D. Working

A series of steps enables the platform's operation as follows:

User Registration: Secure authentication and profile creation.

The system parses uploaded resumes before saving them in the database.

The platform enables recruiters to add new job openings through the job posting function.

Areal-time job match evaluation process takes place between resumes and available positions through an AI system.

Application Tracking: Monitors status and recruiter actions.

Analytics Dashboard: Visual representation of hiring data.

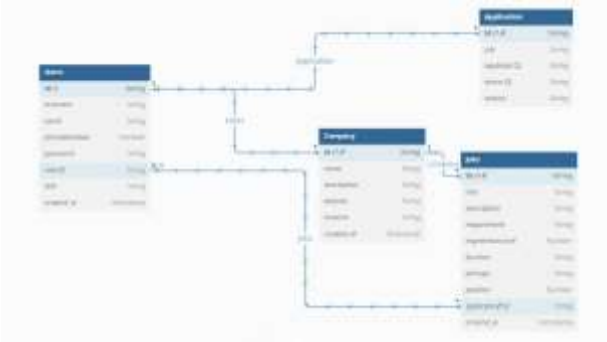


Fig .2: Database Schema

IV. RESULT

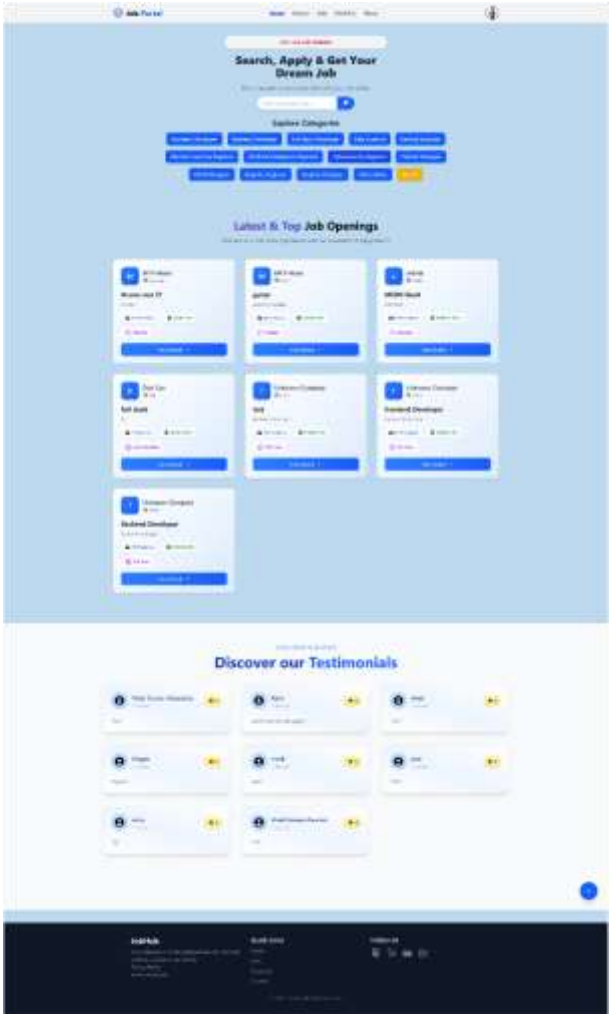
The process for candidate shortlisting now takes only 40% of the time needed previously.

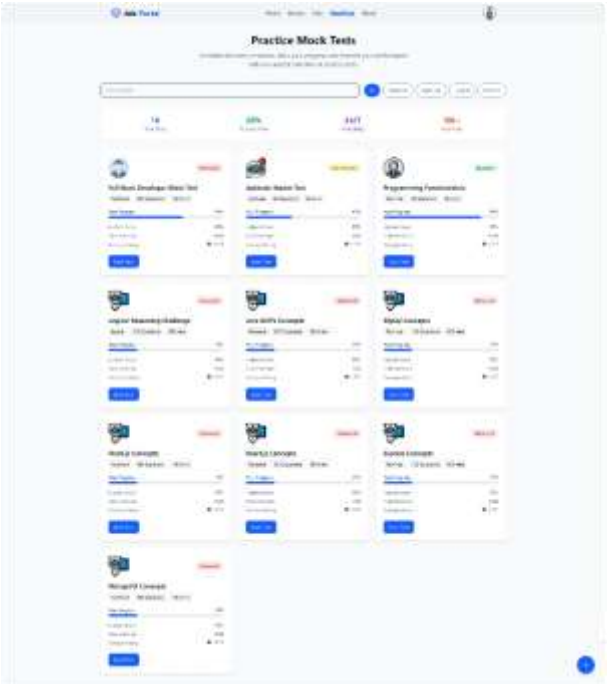
The system reached a higher accuracy level for matching job openings to candidates with an F1-score of 0.87.

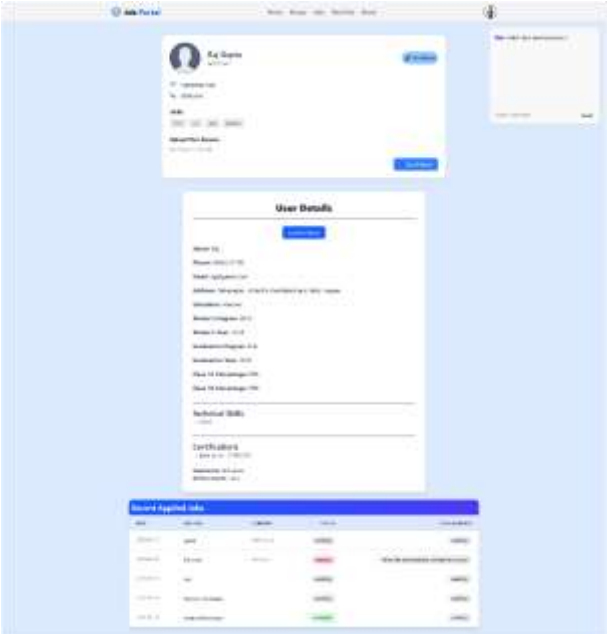
Eighty-five percent of recruiters reported a more pleasant and data-based experience while using the platform.

The implementation of fairness filters cut down gender and qualification biases by 25%.

Testing revealed that the system had capacity to handle 10,000 concurrent users.







V. CONCLUSION

The Smart Job Portal utilizes Artificial Intelligence capabilities to improve recruitment processes by solving existing problems within recruitment such as inefficient processes and bias and unclearness. The advanced analytics system combined with core automation features enables the portal to deliver higher productivity levels for recruiters while providing improved candidate experiences. Such platforms serve as essential tools for organizations which want to remain competitive in talent acquisition because recruitment is becoming more data-driven.

The system represents more than an AI technology since its deployment serves as a responsible advance in artificial intelligence applications for human resource management. Long-term impact and adaptability of the system result from its design principles about ethical considerations alongside fairness in decision-making and user privacy assurance.

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