Online Job Searching and Recruitment System-A Career Site

Gousia Hazra Anjum Khan[1], Gangeshwari[2], Dronesh[3], Savita Singh[4]

[1]*Assistant Professor, Department of CSE, Govt. Engineering College, Raipur, Chhattisgarh.*
[2, 3, 4]*Students, B.E., Department of CSE, Govt. Engineering College, Raipur, Chhattisgarh.*

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Abstract - *The project Online Job searching and Recruitment System is a web application that provides a platform for Job seekers to find a suitable job according to their qualification and experience, as well as Recruiters, can find the eligible candidate for their posted job.*

Today's World is a digital world and nowadays most people spend more time on the Internet than on TV or newspapers so it's easy to help and connect with needy job seekers through online platforms. In this System, we have three types of users: Jobseeker, Recruiters and Administrator. Anyone can avail of the System services by registering themselves as a Job Seeker or Job Provider.
Administrators will manage and authenticate the users to use the systems services. Administrators will approve or reject the registration application of these users.

Job seekers can search for vacancies according to their qualifications and experience. Job seekers can apply and upload their résumé in the portal. After searching for a suitable job, Job seekers can message Recruiters directly.

At the same time, Recruiters can see job seekers' profiles, find suitable and eligible candidates, post new vacancies, see profiles and conduct interviews for recruitment. We are using the WISDM (Web Information Systems Development Methodology) method to develop this system.

There are many apps and research papers on this topic, but we include some extra functionality on it like, including a book store where all type of book is available for reading so that some people can use this web for the book, a section is provided where job seekers can see the syllabus of particular post or job.

Keywords: **Online Job searching and Recruitment System, Jobseeker, Administrator, WISDM, Recruiters**

1. INTRODUCTION

As we know that being jobless is very difficult for an educated person and searching for a suitable job is challenging. Since Covid-19 many people have lost their jobs. In this pandemic, this system will work like magic for them to get their preferred job. Newspapers, paper, TV take a lot of money for advertisements while job portals are free of cost.

There is some website that provides an efficient way to search the job vacancies for job seekers. Online job portals have become the standard method for job providers and job seekers to find their respective goals. This project will focus on searching for vacancies, information on jobs available. Nowadays competition is very high, and job providers want to select the right candidate, similarly, job seekers want to choose the right job as their qualification. So this job portal is a place where both requirements can be fulfilled correctly.

2. METHODOLOGY

To develop this project we are using WISDM(Web information systems Development Methodology) which is an ISD method developed by David Avison, Bob Wood, Richard Vidgen, and Trevor Wood-Harper (Vidgen 2002). This method is a traditional method of web development.

The main framework of this method is to extract from multi-tier. WISDM mainly focused on the method matrix which is divided into two dimensions:
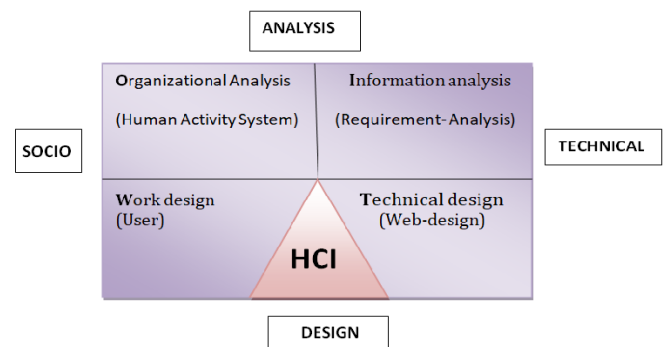Socio, technical: analysis, design.

WISDM Method:

Fig -1: WISDM method

WISDM has five phases:

1. Organizational Analysis
2. Work design
3. Information Analysis
4. Technical Design

5. Human-Computer Technical.

WISDM is more reliable, low-cost, flexible and easily extensible.

2.1 SYSTEM REQUIREMENTS

Table 2: Hardware Requirements

Serial. No.	Hardware Requirements
1.	Bootstrap 3.0
2.	40 GB hard disk
3.	640×480 resolution
4.	256 MB RAM
5.	CD-ROM Drive
6.	16-bit colour display

Table 1: Software Requirements

Serial. No.	Software Requirements
1.	Python 3.9
2.	Python-Django framework
3.	Microsoft SOL server or oracle
4.	Window 7 or greater generation OS
5.	PyCharm IDE
6.	XAMPP server
7.	HTML, CSS, bootstrap, JavaScript

3. WEB DESIGN

Users of the system:
1. Administrator
2. Job seekers
3. Recruiters

3.1 ADMINISTRATOR

1. Admin manages the system.

2. Admin can delete/update/activate and deactivate job seekers or recruiter's information.
3. Admin can watch job seeker's applications for each posted job.
4. Admin can activate/deactivate/delete/edit posted jobs.
5. Administrators can send messages to any job seeker or recruiter.
6. They can add a new job seeker or recruiter.
7. He can change the pending status of recruiters.
8. Admin manages the database.

3.2 JOB SEEKERS

1. This system is developed to help job seekers.
2. Job seekers can register themselves using a name, email, contact number, etc.
3. They can select skills according to their qualification.
4. Job seekers can search for the desired job.
5. Job seekers can make their résumé using the résumé maker on the website.
6. He/she can ask questions about the job or interview process to the company.
7. Job seekers can add or update profile details.

3.3 RECRUITER'S

1.Recruiters can register themselves using email-id, mobile number, etc.
2. Job providers can add/update the profile of a company.
3. Recruiter can post new vacancies.
4. He can see and filter all applications of job seekers.
5. Recruiter can see and download resumes of job seekers.
6. Recruiter can send messages to any job seekers.
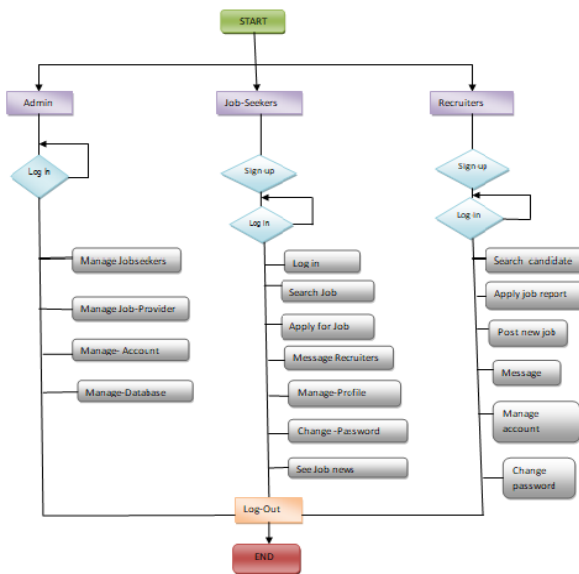
3.5 FLOW-DIAGRAM

Fig -2: Flow diagrams of online job searching and recruitment System

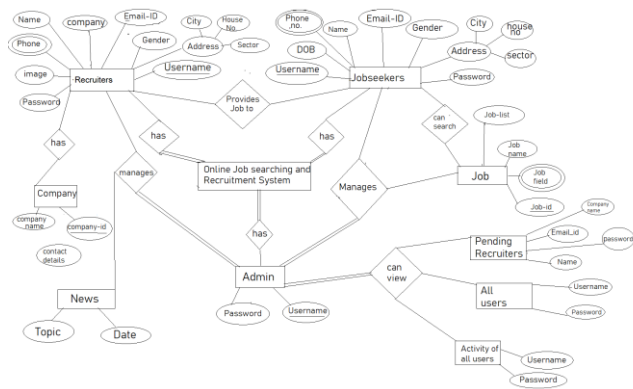## 3.5 ENTITY RELATIONSHIPS DIAGRAM

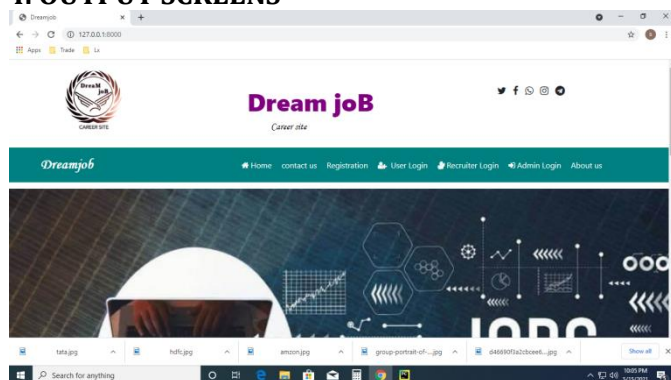**Fig -3**: ER diagram
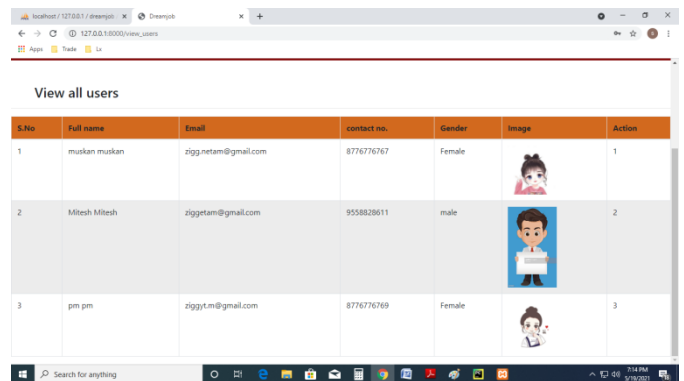
4. OUTPUT SCREENS

Fig -4: Home page

Fig -5: All users

5. CONCLUSIONS

We are pleased that we achieved the targets of the project. We can say that this system is very useful for job seekers as well as recruiters. After creating this system, we found that our system is more reliable, more secure, fast, flexible and more attractive. The system is very beneficial with better service and increment of features. This web application fulfils all functional and non-functional requirements which are mentioned above. This system is created using Python, Django framework, HTML, CSS, JavaScript. We also included the news section, book section, syllabus for the interview, etc.

Only authentic people can use this system. Job seekers can make resumes using this web application.

Futures scope

1. Fingerprint login can be used.
2. We can take an interview by video call.
3. Job seekers can prepare for an interview by video tutorial.

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Author's profile

Mrs. Gousia Hazra Anjum khan (BE, M.Tech) currently working as Lecturer in CSE department of Government Engineering College, Raipur, chhattisgarh, India. Having 5 years of teaching experience. Field of interest is Software engineering and Networking.

Gangeshwari is presently pursuing B.E 4th year in Government Engineering College, Raipur, Chhattisgarh India.

Dronesh is presently pursuing B.E 4th year in Government Engineering College, Raipur, Chhattisgarh India.

Savita Singh is presently pursuing B.E 4th year in Government Engineering College, Raipur, Chhattisgarh India.