

## An approach of JAVA based online recruitment for helping students

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**Abstract** - :- In this competitive era, the education among the people is so increasing that the jobs for them are now decreasing. The companies even want the people who are best in their fields. At that time, it becomes difficult to find the people who are intelligent enough to be hired. The work for the companies also increases to find the people who can fulfill their requirements. Thinking about these problems, one can think about the process which can handle this process and make the work less complex. This project is about the recruitment process which is done online. This project will allow the person to apply for a job in the company. The admin will have all rights of handling this process except the evaluation process as it is the company specific and so the steps of the evaluation process cannot be predicted. It also includes the layers at the admin side so the privileges will have great impact on the functionalities given to the different levels of admin. The higher level admin will handle whole system by him. Although the lower level admin is given such privileges that he can send any kind of request to the higher level admin. The higher level admin can approve or disapprove the request. Whatever the result of the request approval, the notification will be sent to the lower level admin. This project plays main role at admin side for recruitment process.

**Key Words:** Online recruitment, Java, Administrator, User, Company.

### 1. INTRODUCTION

The Online Job Portal can be entered using a username and password. It is accessible by an administrator. Only they can add data into the database. The data can be retrieved easily. The interface is very user-friendly. The data are well protected for personal use and makes the data processing very fast. Hence, there is a need of reformation of the system with more advantages and flexibility. The Online Job Portal eliminates most of the limitations of the existing software. It has the following objectives:

#### •Enhancement:

The main objective of Online Job Portal is to enhance and upgrade the existing system by increasing its efficiency and effectiveness. The software improves the working methods

by replacing the existing manual system with the computer-based system.

#### •Automation:

The Online Job Portal automates each and every activity of the manual system and increases its throughput. Thus the response time of the system is very less and it works very fast.

#### •Accuracy:

The Online Job Portal provides the uses a quick response with very accurate information regarding the users etc. Any details or system in an accurate manner, as and when required.

### 1.1 Student login

To start the process from student side, first of all, they need to register themselves on the website. After getting unique id and password from the administrator, they can login into their accounts and manage their profiles. The password however, can be changed accordingly. Various tasks come under managing the profile. They can upload their CVs, give an online test required to appear for the company's recruitment process. Also, if they get any notification from administrator about documents being incorrect, they need to correct them within a particular time limit.

### 1.2 Company login

The procedure of registering the company is quite similar to that of a student. After registration they will also be expecting a unique id and password from the administrator. The companies have the liberty to express their requirements and shortlist students on their basis. Also, they can ask for an online test on the website itself as first round of the recruitment process. The test will be based on the profile for which the company is conducting the recruitment process.

### 1.3 Administrator login

The administrator plays a role of a middleware between the student and the company. The only way any of them can register is after the permission of the admin i.e. after getting the unique id and password from the administrator. Whenever a company wants to conduct a hiring process, it informs the administrator about the date, schedule and corresponding requirements from the candidates. Now, the task of the administrator comes in. The admin shortlists the students on the basis of requirements mentioned by the company and inform them about the hiring via email.

Now, the student is required to give an online test completely based on the job profile they are applying for. This test will also play a crucial part when they visit the company. The company is also going to get the list of all the shortlisted students from the administrator. After the complete hiring process is completed from company's side, they need to give a feedback of each individual, either selected or rejected, to the administrator. In the feedback, they need to mention the reasons why the student is selected or why he is not.

## 2. THE IMPACT OF ONLINE RECRUITMENT ON JOB SEARCH OUTCOMES

The proliferation of internet access has made it a well-accepted tool for millions of job seekers, searching for both formal and informal jobs. At the forefront of this surge, are job portals connecting prospective employees with potential employers. The popularity of portals has grown significantly in the last 10 years responding to the evidently growing need to better link the two groups. According to the Federation of Indian Chambers of Commerce and Industry employers frequently complained about the difficulty of filling vacant positions despite pervasive unemployment among semi-skilled labourers, and the glut of recent technical and vocational graduates.

Job portals are a simple, but effective tool. They create space for employers and employees and provide easier access to a wide array of jobs in different sectors and skill levels. They also reduce job-matching costs and fees associated with middlemen and head-hunters.



Figure-1: job search

Job portals have also expanded equality of access to employment. Prior to their existence, social connections and informal networks were the dominant means of searching for employment. Job-hunting through social networks tend to favour well connected individuals, further entrenching existing inequalities. Equality of access to online portals can mitigate this implicit discrimination in access to both formal and informal jobs.

An analysis of the baseline data shows that recent graduates – perhaps surprisingly – use the internet significantly less to find jobs than more experienced job seekers, and tend to be registered with fewer portals.

The study finds 78% of seasoned job seekers used the internet to search for employment opportunities, versus only 64% of recent graduates. More experience job-seekers were also more likely to register on more than one job portal and relied less on social networks (friends, immediate family, classmates, relatives, etc.) than recent graduates. The latter may reflect differences in perceived value of social networks across difference groups. At the baseline, when asked to rank the usefulness of their social network in finding jobs, recent graduates consistently ranked their social connections higher than more experienced job seekers ranked their own.

These same patterns: 1) lower internet usage 2) less knowledge of job portals, and 3) higher reliance on social networks, are also observed among Scheduled Castes (SC), Schedules Tribes (ST), and Other Backwards Castes (OBC) (relative to general castes), among rural job seekers in villages (as compared to those in more densely populated urban areas), and among females (versus males). Table 1 below quantifies these differences:

	Use the internet for job searches	Registered with more than 1 job portal	Social network ranking (scored out of 16)
Experienced Job Seekers	78%	29%	4.73
Recent Graduates	64%	18%	6.73
Rural Job Seekers	62%	12%	7.04
Urban Job Seekers	73%	34%	6.44
General Caste	71%	41%	7.92
OBC, ST, SC Caste	68%	24%	8.42
Female	61%	21%	7.29
Male	70%	25%	6.80

Table -1: Job search outcome

These results suggest that while the internet and job portals are helping job seekers find employment, the extent to which certain groups utilize these tools differs. More intensive internet job searching also lowers an individual's reliance on social networks, which could help certain groups overcome inequalities that might otherwise be associated with traditional job search avenues.

Initial results suggest that using the Internet, and relying on job portals is associated with positive impacts on employment outcomes and higher reservation wages for

certain groups over others. This includes more experienced job seekers, higher caste persons, urban job seekers, and women. Conversely, recent graduates, lower castes, women and rural job seekers rely relatively more on social networks, which seem to be less effective. We do note that the results discussed in this blog are still preliminary, and we urge caution in interpreting them, as they are correlations and may not explain causality of effects.

If however, further results do support our initial hypothesis, we believe that job portals may prove a useful tool for increasing the rates of job acquisition among marginalized groups. New recruitment strategies could be targeted towards bringing specific marginalized groups onto the portal, and training them to use the internet and portal efficiently for their job search. Moreover, public vocational training schools can improve their placement rates by assisting their graduates in searching for jobs through the internet and by registering on job portals.

### 3. CONCLUSION

The research done on the differences between offline and online recruitment process widely show a growth in the accuracy, effectiveness and robustness of the online recruitment. It is also recommended to add few tests before the actual ongoing report to the company. The reason being, it helps to filter the quality in a much broader aspect. Also, it is a benefit for the student as they are getting their knowledge enhanced which would lead them to better results in their appearances in upcoming companies.

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