

JOB PORTAL: FINDING BEST JOB AND BEST CANDIDATE

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Abstract - Finding jobs that match one's interests and skill set is a difficult undertaking for job searchers. The issues stem from a lack of understanding of the organization's mission, work culture, and current employment opportunities. Furthermore, for any organization's recruiters, identifying the perfect individual with the needed qualities to fill their current job opportunities is a critical duty. Online Job Portals have made job searching much more convenient for both parties. Job Portal is a solution that brings together recruiters and job seekers in order to meet their specific needs. They are the cheapest and fastest means of communication, reaching a vast range of people with only a single click, regardless of their geographical location.

Key Words: Jobs, Job seeker, job application, recruiter, Resume, Skills, Job Portal, Android.

1. INTRODUCTION

Traditional recruitment strategies include job fairs, university career employment services, employee recommendations, newspaper and television advertisements, and so on. Furthermore, for any organization's recruiters, identifying the perfect individual with the needed qualities to fill their current job opportunities is a critical duty.

The goal of creating a Job Portal is to make job searching more efficient and convenient. It serves as a main source of talent for recruiters. It also allows job seekers to browse for current openings in one place. As a result, we can conclude that a Job Portal App serves as a communication link between employers and job seekers. With the advancement of technology and the internet as the primary source of information for the general public.

2. LITERATURE SURVEY

Marjan Mansourvar^[1] has suggested that Job portals have increased equal access to employment over the world. 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. The main aims of this portal are to connect to the industries and acts as an online recruitment to support the students to find the right IT job after graduation. Furthermore, this system enhances the understanding concept and importance of the job portal for students in the universities.

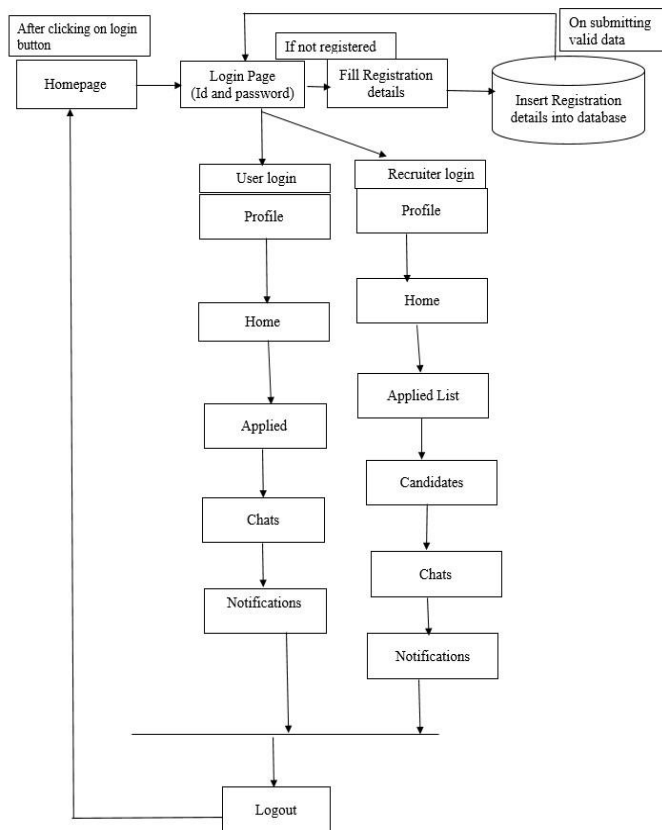
Pooja T. Killewale^[2] has proposed that the admin has authority over the complete portal. He can see the recruiter requirements & search the relevant candidates for that profile. If one person wants to find a new job, he/she can submit a resume using word processing software like Microsoft Word, open browser to send the resume and receive an e-mail. Online recruitment has become the standard method for employers and jobseeker. The main drawback was that it was not an effective solution as candidate needed a desktop to search and apply.

Holm^[3] found that the first task of recruiting is to identify the hiring needs. The organisation relies on Human Resources plots to understand the requirement for long-term and short-term strategies. It is these strategies that will underline the path the organization will utilise. Once hiring needs are identified, the subtask of creating a job description, job specifications and identifying the appropriate pool of applicants is crucial. The one responsible for the job analysis proceeds to review the job elements and essential knowledge and skills for the position. There are many methods, for example; the individual interview and group interview methods, where an individual or group of people currently in a similar role can discuss with Human Resources the job specifications and expectations. Holm's second stage of the recruiting process is to attract potential ideal candidates by preparing the job announcement. Ideally, the recruitment source and advertisement would be chosen by the industry and position the company is requesting to reach the target audience. In order for a candidate to know about the job, the job announcement must be attractive, loud and clear. The findings from Holm's thesis were that there was a difference between the paper-based and the electronic-based recruitment process. From the findings, Holm's found that the electronic-based recruitment process began with few electronic tools for line managers to commence the recruitment process, e.g line managers were putting their hiring needs into a Word document and sending it to the responsible recruiter.

3. PROPOSED SYSTEM

This project is mainly designed to overcome the problem of finding right candidates and to minimize the time taken for recruitment. Our system is a common platform where both recruiters and candidates can interact. It's a one stop solution for all. Considering the anomalies in the existing system computerization of the whole activity is being suggested after initial analysis.

The android application is developed using Android Studio with JAVA as a programming language. Proposed system is accessed by two entities namely, User and Recruiter. Admin need to login with their valid login credentials first in order to access the android application. As shown in Fig 1 After successful login, user and recruiter can access their respective modules and perform/manage each task accurately and seamlessly.



The system comprises of 2 major modules with their sub modules as follows:

1. User

- Registration
- Login
- Profile: Details/Experience/CV/Change Password
- Home: Search Job/Job Details/Apply
- Applied: View Jobs/Chat Option
- Chat :Recent Chat/Chat Page
- Notification: Chat Notification/Job Status

2. Recruiter

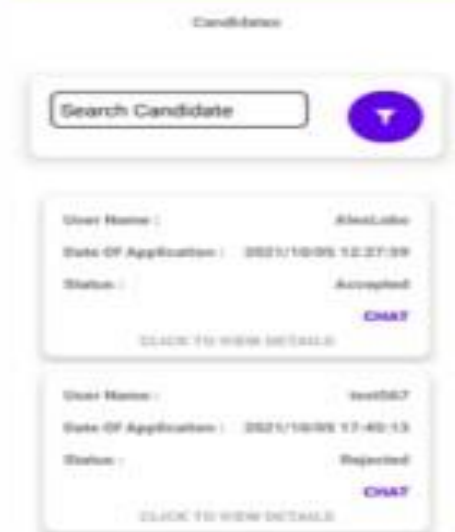
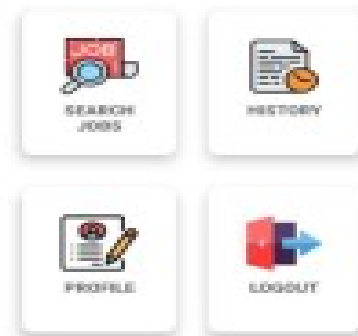
- Registration
- Login
- Profile: Details/Change Password
- Manage Jobs: Add Jobs/Details/View Jobs/Chat
- Candidates: Search/Candidates/Experience/Salary/Skills

- Applied list: List of Candidates/ Chat
- Chat :Recent Chat/Chat Page
- Notification: Chat Notification/Candidates applied for job

4. RESULTS AND DISCUSSION

The exclusive purpose of this system is to ease the hiring process. Job Portal being a common platform helps in building a bridge between Recruiters as well as Candidates. We have kept the interface simple which helps users and recruiters to login easily. The major advantage of this system is you don't need to carry a desktop or laptop always. Most of the job portals don't intimate the candidates about the status of their application as well as there is direct contact with the recruiters. However, our application fulfils both of these loopholes in the existing system. We have provided a chat option through which candidates can contact recruiter and vice versa.

DASHBOARD



5. CONCLUSION

Job portals are a game-changing aspect in the world of recruitment. They serve as a conduit between applicants and recruiters, allowing the exchange of information. This application assists organisations in increasing their visibility to the candidate pool, as well as job searchers in conducting a broad search for positions that fit their interests. The android application allows job seekers to explore open positions and apply for jobs without having to carry a laptop. It has a user-friendly interface that makes it easier to reach a wide audience. More advanced technology, such as Artificial Intelligence, can be used to improve the features of this application by employing resume sorting algorithms.

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