International Research Journal of Education and Technology
Peer Reviewed Journal
ISSN 2581-7795

ONLINE JOB PORTAL AND RECRUITMENT MANAGEMENT PORTAL

GOWTHAM S- DEPARTMENT OF INFORMATION SCIENCE AND ENGINEERING, BANNARI AMMAN INSTITUTE OF TECHNOLOGY, ERODE.
VISAGAN R - DEPARTMENT OF INFORMATION SCIENCE AND ENGINEERING, BANNARI AMMAN INSTITUTE OF TECHNOLOGY, ERODE.
SAHITH KAJA KHAN M - DEPARTMENT OF ARTIFICIAL INTELLIGENCE AND DATA SCIENCE, BANNARI AMMAN INSTITUTE OF TECHNOLOGY, ERODE.
ARIVARASU P - DEPARTMENT OF SCIENCE AND ENGINEERING, BANNARI AMMAN INSTITUTE OF TECHNOLOGY, ERODE.

ABSTRACT:

This project focuses on the development of an Online Job Portal and Recruitment Platform to streamline the hiring process and connect job seekers with employers efficiently. The platform allows job seekers to create profiles, upload resumes, and apply for jobs, while employers can post job listings, manage applications, and shortlist candidates. The primary focus is to integrate AI-powered job matching, real-time notifications, and an intuitive user interface for seamless interaction. The study evaluates various features such as resume parsing, skill-based job recommendations, and employer dashboards to ensure reliability and effectiveness in real-world scenarios. Additionally, the platform aims to incorporate feedback mechanisms, interview scheduling tools, and analytics dashboards to further enhance the recruitment process.

KEYWORDS:

Job portal, recruitment platform, AI-powered job matching, resume parsing, real-time notifications, employer dashboard, candidate management, skill-based recommendations, interview scheduling, analytics dashboard.

INTRODUCTION:

Online job portals have become essential in modern recruitment, addressing the challenges of traditional hiring methods by providing a centralized platform for job seekers and employers. The Online Job Portal and Recruitment Platform aims to bridge the gap between job seekers and employers by offering a reliable, real-time system for job postings, applications, and candidate management. With the increasing need for efficient recruitment processes, this platform leverages AI technology, real-time notifications, and intuitive UI design to facilitate seamless interactions. The platform also seeks to improve recruitment efficiency by integrating smart automation, allowing employers to automate candidate shortlisting and interview scheduling.

OBJECTIVE:

The objectives of this study are as follows:

- **Job Posting and Application System:** Implement a platform where employers can post jobs and job seekers can apply with their resumes.
- **AI-Powered Job Matching:** Enable skill-based job recommendations for job seekers using AI algorithms.
- **Employer Dashboard:** Provide employers with a dashboard to manage job postings, applications, and candidate shortlisting.
- **Candidate Profile Management:** Allow job

seekers to create and manage profiles, upload resumes, and track application statuses.

- **Real-Time Notifications:** Send instant notifications to users for job alerts, application updates, and interview schedules.
- **Interview Scheduling Tools:** Integrate tools for employers to schedule and manage interviews seamlessly.
- **Analytics Dashboard:** Provide employers with insights into job performance metrics and candidate demographics.
- **Security Measures:** Ensure secure login and registration processes to prevent unauthorized access.
- **Mobile-Friendly UI:** Design an intuitive interface for seamless user interaction and accessibility.

PROBLEM IDENTIFICATION:

Traditional recruitment methods often face challenges such as inefficient candidate screening, lack of real-time communication, and time-consuming hiring processes. Job seekers struggle to find relevant job opportunities, while employers face difficulties in managing applications and shortlisting candidates. There is a need for a centralized platform that ensures efficient job matching, real-time updates, and automated recruitment tools to minimize delays and improve hiring outcomes. Additionally, ensuring data security and preventing system misuse are key challenges that need to be addressed through robust verification processes and intelligent algorithms.

METHODOLOGY:

- **Development of the Job Portal:** Create a platform for job postings, applications, and candidate management.
- **Integration of AI-Powered Job Matching:** Implement AI algorithms for skill-based job recommendations.
- **Resume Parsing and Skill Extraction:** Develop tools to parse resumes and extract relevant skills for job matching.
- **Employer Dashboard:** Build a dashboard for employers to manage job postings, applications, and candidate shortlisting.
- **Real-Time Notifications:** Implement real-time notifications for job alerts, application updates, and interview schedules.
- **Interview Scheduling Tools:** Integrate tools for employers to schedule and manage interviews.
- **Analytics Dashboard:** Provide employers with insights into job performance metrics and candidate demographics.
- **Security Measures:** Ensure secure login, registration, and data encryption to prevent unauthorized access.
- **Testing and Optimization:** Conduct UI/UX testing, performance evaluations, and security tests.

PROPOSED METHODOLOGY:

1. **Literature Review:** Study existing job portals and recruitment platforms to identify best practices and gaps.
2. **Material Selection:** Choose suitable technology stacks, APIs, and frameworks for platform development.
3. **Application Development:** Develop front-end and back-end components, integrate AI algorithms, and

implement job matching tools.

4. **Testing:** Conduct security tests, UI/UX testing, and performance evaluations.
5. **Data Analysis:** Evaluate system efficiency, response time, security vulnerabilities, and user feedback.
6. **Project Report:** Compile a detailed report on development processes, testing results, and performance analysis.

CHOICE OF COMPONENTS:

6.1 SELECTION OF TECHNOLOGY

To ensure real-time functionality and secure communication, the platform will be built using modern technology stacks such as:

- React.js or Angular for front-end development.
- Node.js and Express.js for back-end development.
- MongoDB for database management.
- AI algorithms for job matching and resume parsing.
- Firebase for real-time notifications and authentication.
- AWS or Google Cloud for hosting and scalability.

6.2 SECURITY MEASURES:

- Secure authentication and data encryption.
- End-to-end encrypted communication.
- Multi-factor authentication for admin access.
- Privacy controls for user data protection.
- Automated anomaly detection to prevent misuse.

RESULT AND DISCUSSION:

The development and implementation of the Online Job Portal and Recruitment Platform led to the following key findings:

Improved Recruitment Efficiency:

- The platform successfully reduced hiring time by automating candidate shortlisting and interview scheduling.
- Employers reported increased satisfaction due to the streamlined application management process.
- Job seekers found it easier to discover relevant job opportunities through AI-powered recommendations.

Enhanced Security and Usability:

- Secure login and authentication prevented unauthorized access.
- The mobile-friendly UI ensured ease of use for users of all age groups.
- Real-time notifications kept users updated on job alerts and application statuses.

AI-Powered Job Matching:

- AI algorithms improved job matching accuracy by analyzing skills and job requirements.
- Resume parsing tools extracted relevant skills, making it easier for employers to shortlist candidates.

7.2 PRINCIPLE OF JOB PORTAL AND RECRUITMENT SYSTEM:

The Online Job Portal and Recruitment Platform operates on the following principles to ensure efficient and seamless job matching and hiring processes:

Centralized Job Listings:

- The platform serves as a centralized hub where employers can post job listings and job seekers can browse and apply for jobs.
- Job listings are categorized by industry, location, and skill requirements for easy navigation.

Resume Parsing and Skill Extraction:

- The platform automatically parses resumes uploaded by job seekers and extracts key skills and qualifications.
- This data is used to match candidates with job requirements, streamlining the shortlisting process for employers.

Real-Time Notifications:

- Employers are notified when candidates apply to their job postings or when interview schedules are confirmed.

Candidate Profile Management:

- Job seekers can create and manage profiles, upload resumes, and track the status of their applications.
- Profiles include details such as skills, experience, education, and certifications, making it easier for employers to evaluate candidates.

Security and Privacy:

- The platform ensures secure login and registration processes to prevent unauthorized access.
- User data is encrypted, and privacy controls are implemented to protect sensitive information.

Mobile-Friendly Design:

- The platform is designed to be mobile-friendly, ensuring seamless user interaction and accessibility across devices.
- This allows job seekers and employers to access the platform anytime, anywhere.

7. 3 CHALLENGES IN IMPLEMENTATION:

The development and implementation of the Online Job Portal and Recruitment Platform faced several challenges:

Real-Time Notification Delivery:

Ensuring real-time notifications were delivered promptly without delays required optimizing backend systems and integrating reliable notification services like Firebase.

AI-Powered Job Matching Accuracy:

Improving the accuracy of job matching algorithms required extensive testing and fine-tuning based on user feedback and job market trends.

CONSLUSION:

The Online Job Portal and Recruitment Platform significantly enhances recruitment efficiency and user experience. By integrating AI-powered job matching, real-time notifications, and employer dashboards, the platform addresses the critical need for efficient and streamlined hiring processes. Future improvements may include voice-activated job searches, deeper integration with LinkedIn, and predictive analytics to analyze hiring trends and suggest proactive measures. Additionally, machine learning could be utilized to further refine job recommendations and improve candidate-employer matching, making the platform a comprehensive solution for modern recruitment needs.

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ISSN 2581-7795