



DEVELOPMENT FOR JOB PORTAL FOR GREATER AUTOMATION IN RECRUITMENT WORLD

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I. ABSTRACT

This development aims to the improvement and in Automation in Recruitment world, main motive and aim is to automate and make the things user friendly. There is a propose of improving the technology in recruitment industry, this aims to eliminate all the alternate manual work done in the industry for recruiting a candidate or appointing a candidate on board. This point towards covering all the aspects of recruiting a candidate.

II. INDEX TERM

Knowledge sharing, web portal, job portal, online recruitment.

III. INTRODUCTION

Unemployment is one of the serious social issues faced by both developing and developed countries in the world. For example, in Europe the rate of unemployment has been increasing rapidly since the 1970's. Naz and Dorn[1] mentioned that one of the reasons for this problem is the unfair distributions or lack of information on job opportunities made so people are unable to now the new job vacancies in the industry. It means that there are some jobs available in the industry, but jobseekers do not have access to that information present in the portal.

An efficient search of the internet might help to jobseekers to their hunt job. Out There are some web portals that deliver an efficient way to search the web for online information on job vacancies for jobseekers to reduce their stress [2].

IV. LITERATURE SURVEY

Today, the internet has changed many aspects of our life in the world with technology, such as the way we look for jobs [3]. If one person wants to seek for a new job, he/she can submit a resume or cv using word processing software like

Microsoft Office Word, or other open source software's or a web browser to send the resume and receive an e-mail. Online recruitment has become the primary or standard method for employers and jobseekers to meet their respective objectives of their own.

The employers upload the enrollment offerings into the job portals. Online recruitment has been granted not unattended by closely to large companies but besides the little ones. The organizations spin information or jobs vacancies for posting on the portals and communicate by all of the applicants for the Internet and Email.

Gangle [4] defined the concept of online recruitment or e-recruitment as the use of the Internet to search for jobs which have been advertised electronically to the portals for seekers

That to all this process is manual and slow process without any surety of outcome, this leads huge impact in recruitment industry, the only reason of unemployment.

The system we are building is to automate the recruitment industry in all the Aspect from top to bottom of the recruitment process, this brings the all parts of recruitment industry to one point.

This point encourages the candidate to go through the easy process of interview and it encourages

a) Job Procurement

Job seeking regularly involves diverse paths to view for jobs a well-known as over personal contact, approach telephone calls to employers, job agency office, scanning online job listings, etc. [3]. Before the Internet, named mostly uses as a means of seeking jobs, jobseekers ended a doom of time via various methods to view for job openings. Today, jobseekers handle online methods which are very satisfying and save a doom of time.

Galanaki [5] Lists the following methods to be the traditional or old ways for recruitment: Employment recruitment agencies in the industry

1. Job Assistance fairs
2. Advertising in the mass media like newspapers
3. Advertisement in tv and radios
4. Job Consultants
5. Existing employee contacts (references)
6. universities student's services department
7. Workers or professional referrals for jobs.

These traditional jobs seeking methods are too slow, stressful, challenging and also lack quality in the recruitment industry.

In addition, the applicants must concern the charge and the amount of time to gain the information they prefer, and distinct preparations they have to make. Finding all told available job vacancies is a dominant step at in the job-seeking process. The Internet is now a powerful tool that jobseekers can use. Today, there are large amount sites that advertise job positions to be crowded by group with evident skills in distinct fields [5]. The Internet plays a consistent role in the that a way of human resource program and development. Most scenario and development organizations are directly using computer technology and the Internet for business recruitment. It should be preminent that although the Internet has the employer to fast forward his hiring process without any other interruption facilitated the process of job-seeking, it has not replaced the traditional methods, completely.

b) Role of Job Portal

In the infirmity of technology [6], the Internet has acquired the absolute source of impression for jobseekers. Large corporations, institutions, and universities include reference on career prospects on their websites. According to a research, 70% of the workforce uses websites or portals on the Internet to track for jobs in Europe. These websites or portals provide a search engine to access information on job opportunities in industry.

This work will fulfill the requirement of automation in the recruitment industry by eliminating the extra work or manual work of process [6].

Most companies publish their job vacancies on their website, other media or use online jobsites. These methods result in great saving in costs.

Now the process will be faster since all the companies will be present in one portal this eliminates the time spent on different websites for posting the jobs.

This will eliminate the process of manual work of listing the websites work in the backend since all the work will be done by the system algorithm.

A useful job portal can also guarantee knowledge show and tell among the members. The number of online job portals continues to increase. It is believed that three lodging of group who are searching for jobs, use the internet and online portals [7].

c) Importance

This is the leading edge of technology for recruitment industry were Job portals are the starting point of jobseekers when searching for jobs and innovation. Thus, some job portals charge employer's excellent and high fees to publish information on job vacancies. In spite of this, many employers still continue to advertise or publishing information on job opportunities on the job portal but limited in order to keep costs down. Many employers still believe that will a jobseeker will visit job portals when searching for job vacancies [6].

A profitable job portal can also support knowledge sharing among the members. The number of online job portals lead increase. It is believed that three house of group who are interested for jobs, consider the World Wide Web and online portals.

With online recruitment, group have reach to the service information from anywhere in the world, meanwhile with the newspaper, information is disseminated at local level. One-time signature aspect of job portal is the cost. Companies spend petty to acknowledge or advertise job vacancies on the portals or websites, as compared to the evaluate of distant media a well-known as newspaper or job fairs. Furthermore, online recruitment is indeed fast, and saves time. Once the employers upload the job vacancy on the portal, the jobseekers are talented to watch it and send in their resume [7].

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still predict that a jobseeker will visit job portals when searching for job vacancies.

Companies spend short to publish or advertise job vacancies on the portals or websites, as compared to the evaluate of particular media a well-known as newspaper or job fairs. Furthermore, online recruitment is absolutely fast, and saves time. Once the employers upload the job vacancy on the portal, the jobseekers are suited to view it and send in their resume [7].

Therefore, cost and time saving are two significant advantages of job portals.

d) Features of Job Portal

The development job portal consists many innovative features referring to the traditional one it gathers all of its entities in the system. It creates a market place where all the candidates and employers gathers in one place to get and give opportunities.

In our case all the consultancy organization will brought to one place for recruitment.

This will the leading edge to the recruitment industry.

One of the ways to improve employment mobility is to grant online job offer services. Online job portals can assist jobseekers as they inhibit all prescribed information practically available vacancies in a base hit point. Such portals enhance efficiency in job recruitment as applicants can equal their qualifications and skills to the requirements of employers. Generally, searching for jobs on the World Wide Web involves a practice of information collecting because the jobseeker gathers information contained in the job portals, completely the search.

A helpful job portal shares information and experiences mutually its members/users. This save time and efforts and better decisions can be made.

Job openings requirements can be matched to an applicant's qualification and skills. In this behavior, job portals overcome not only the precise matches but also overcome the practically similar match [8].

The members of the European Commission (EC) that is to be that online job portals should have right similar characteristics that include: an online searchable database of positions for job searcher; facilities to send CVs to the website; email alerts of jobs which connect the users profile; beyond instruction, for lesson, practically working in foreign countries or career guidance [8]; the power to conclude job

applications; employers must have the plenty of rope to publish and manage job positions, seek the CV database; and have online contact with potential jobseekers.

The jobs sites have a capability to update each and every phase of the process of recruitment.

This claims to the fast updation progress in the industry.

Now a day's job portals work like matching up the profile with required profile for employment in the company this refers the skills, education, knowledge.

V. JOB PORTAL

In this three phases comes

1. *Employer*

2. *Consultent*

3. *Candidate*

1. Employer

Employer need to register with us for posting the jobs because because we will give employer a environment of recruitment which is recruitment toolkit in which he can select best candidates and this would we best way of recruitment.

He need to select packages which is been provided to proceed with hiring's.

Employer will post the required job and define all the requirement of job like job description, skill sets, Interview details etc.

Then Employer work in that toolkit environment or he can assign that work to Consultancy and make then work with positions that will lead to fast forward his process but employer need to process the particular decided commission amount to the consultancy of CTC per referred candidate.

2. Consultancy

We provide consultancy, the toolkit to process the recruitment for the employer the mange there all positions available.

We have given series of options in the toolkit for consultancy. This toolkit shall be used by paying some amount to us the owner of consultancy.

Consultancy can post manual job position which is been working in their company.

Employer can give consultancy to work for the positions in the toolkit.

3. Candidate

Candidate Registers into portal update the profile according this profile the jobs will recommended and allow the candidate to apply for the jobs.

Candidate will aware of each stage and status of which he applied for the job.

Candidate gets in and out information about his applied like what is the status of his application, is he shortlisted for interview and all etc.

After all this process candidate gets the offer from our job portal.

Algorithm implemented for matching profile as per skills is:

Step 1:

Get the list of added skills break it down

Given Skills -> list [Skill Array]; Step

2:

Match each given skills with given requirement

Candidate skills -> Given Skills []; Step

3:

Finalize the results of array and put in matching list.

4. Knowledge System

This portal to be integrate and developed is intended to share information to open more opportunities in the recruitment industry.

The development system should produce an online recruitment system. Today, most universities add career links to their portals to allow fresh graduates to bring in information on jobs and career prospects in the industry. Thus, the market plays a compatible role in helping the institute to have the discipline curriculum to provide graduates with the capable skills to approach the industry's needs. Determining the candidate's requirements is one of the key factors to move up in the world success in designing the approaching portal. One way of doing thing of obtaining the needed information and data is to keep a survey. A survey is a well known of the consistent methods used in quantitative research. The survey is used to derive information and data from the sample crowd (candidates).

Analysis of the story collected from the reading indicates that most of the candidates unemployed.

The respondents reputed that they have a stoppage to gain the needed information when they are looking for a job. Also, there is not enough information and resources related to helping them are not pleased by the whole of the advanced extent portal.

The development of the new web portal is based on the opinion from the survey and the requirements of the candidates. In beginning years, it is absolutely important for the faculty to give the candidates by the whole of online access to divergent services and transactions such as

online enrolment, course uphold and job information. Nowadays, most modern universities web portals suggest information and services to get ahead various goals and to surge the quality of education with these services.

VI. CONCLUSION

This check has focused on recovering the hiring practice in recruitment industry, by developing a knowledge sharing route that make a job portal. A job web portal provides a sensible search for online information on engagement in activity application for job vacancies for job seekers. The dominant goal of this portal is to speculate to show the right graduates based on the industry needs. However, it is germane that be conscientious the job web portals can never fulfill all the problems of jobless candidates.

Our product will automate the recruitment industry make things little more faster and easy compare to the current industry.

VII. REFERENCES

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