



Centralized Job seekers job information and Guidelines portal

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Abstract: The keen occupation Information and Guidelines for the activity searchers the wise employment Information and Guidelines for the activity searchers in an autonomous module and is a piece of the Human Resource Management System. This is an element rich coordinated enlistment bundle, intended for the work area. It stores the subtleties of occupations and subtleties of the applicant's in the database. It helps in leading the online test. It helps for web based looking of applicant subtleties by the HR Personnel, utilizing 'Point and Click' parameters. Human Resource Department individuals can get to the database to process and quest for appropriate applicants and view their subtleties with a basic 'click' of the mouse button. This will offer support to the potential occupation searchers to scan for working open doors as per their picked

profession accessible in Organization. Candidates will, on the off chance that they pick, have the option to make an application on the web. It is arranged that eventually all opening in Organization., will be posted on the web and that this website will offer businesses the office both to present their opportunities online on survey and deal with the subsequent applications productively through web with the assistance of this task. The Online Recruitment System will likewise permit Job Providers to set up balanced associations with applicants, by keeping in close correspondence with them all through the application/meet/procuring process, in any event, permitting the contender to follow the advancement of their application.

I. Introduction: Online employment data Provider for pursuit of employment in the



Organization is an autonomous module and is a piece of the Human Resource Management System. Internet searcher for work Portal in the Organization is a component rich incorporated enrollment bundle, intended for the work area. It stores the subtleties of occupations and subtleties of the competitor's in the database. It helps in directing the online test. It helps for web based looking of competitor subtleties by the HR Personnel, utilizing 'Point and Click' parameters. Human Resource Department individuals can get to the database to process and quest for appropriate up-and-comers and view their subtleties with a straightforward 'click' of the mouse button.

This will offer support to the potential occupation searchers to look for working open doors as per their picked profession accessible in Organization. Candidates will, on the off chance that they pick, have the option to make an application on the web. It is arranged that at last all opening in Organization., will be posted on the web and that this website will offer businesses the office both to present their opportunities online on audit and deal with the subsequent applications proficiently through web with

the assistance of this Search Engine for the activity entryway in the association. The Online Recruitment System will likewise permit Job Providers to set up balanced associations with up-and-comers, by keeping in close correspondence with them all through the application/meet/employing process, in any event, permitting the possibility to follow the advancement of their application.

II. Related work: Online Job data Provider in the Organization in a free module and is a piece of the Human Resource Management System. Online employment data Provider in the Organization is a component rich coordinated enrollment bundle, intended for the work area. It stores the subtleties of employments and subtleties of the up-and-comer's in the database. It helps in leading the online test. It helps for web based looking of competitor subtleties by the HR Personnel, utilizing 'Point and Click' parameters. Human Resource Department individuals can get to the database to process and quest for appropriate applicants and view their subtleties with a straightforward 'click' of the mouse button.



This will offer support to the potential employment searchers to scan for working open doors as indicated by their picked vocation accessible in Organization. Candidates will, on the off chance that they pick, have the option to make an application on the web. It is arranged that at last all opportunities in Organization., will be posted on the web and that this website will offer bosses the office both to present their opening on the web on survey and deal with the subsequent applications effectively through web with the assistance of Search Engine for work Portal in the Organization . Web index for work Portal in the Organization will likewise permit Job Providers to build up balanced associations with up-and-comers, by keeping in close correspondence with them all through the application/meet/contracting process, in any event, permitting the possibility to follow the advancement of their application.

Internet searcher for work Portal in the Organization coordinates itself with mainstream database prophet 9.2i. Web crawler for work Portal in the Organization is conveyed by means of a Java Server Pages with access to the framework,

utilizing just a Web program and Web Server. This implies the Job Provider can maintain a strategic distance from extensive and costly execution cycles. The framework can be executed on all stages, as the Java Technology is being utilized for the advancement of the framework, which is stage free.

A. Existing System:

The Job Providers brings out their exercises through different gatherings and introductions. The HR-Manager takes a ultimate choices and doles out the undertakings to HR Senior Facilitators. The HR-Senior Facilitators finishes the errands appointed to them with the assistance of Junior Facilitators.

In the present situation, all the data and exercises depends either on desk work or on in broken, appropriated and disconnected computerization, for example, utilization of Microsoft Excel Sheets. The issue that emerges in such a situation is, that the procedure is excessively bulky and requesting too.

Limitation of the Existing System

- Non-accessibility of information and when required.



- Exams are directed physically; it is misuse of papers and same inquiries will be rehased for the more than one up-and-comer.
- Highly conflicting data over the division alongside the overhead of excess information the executives across office.
- Duplication of information social affair and support endeavors.
- High level of human intercession required and thus use of the framework relies upon the expertise of the person.
- Does not empower Decision Support System.
- No framework to monitor the resumes of the applicants.

III. Proposed System: The proposed framework "Online employment data Provider" in JSP and Oracle will incorporate all the highlights completed by manual framework and furthermore include certain extra highlights so the bundle will shape a positive improvement. It is proposed to make the framework very easy to use with all around structured screens and constrained sources of info. It is additionally proposed to incorporate the rundown of significant worth boxes and matrix

structures in the screen to make the information recovery simple and advantageous.

Highlights and Benefits of Proposed

System: Online occupation data supplier has all the highlights and capacities required for executing a fruitful enrollment task, giving excellent instance of utilization to enlistment chiefs.

Coming up next are the review of the highlights and advantages of Search Engine for work Portal in the Organization

- Database programming introduced and pre-designs for the prompt utilization of the framework adequately and productively.
- Pre-designed and prepared to run Jobs database with the board module for including, erasing and altering separated from significant pursuit office.
- Database to store the applicant's subtleties safely.
- Customizable verification to control access to database documents utilizing doled out client login and secret phrase control.
- Provides verification to compose the on the web.



- Provides data to the supervisors so they can make judgment about specific circumstances.
- Candidate applications are consequently scored and positioned against expected set of responsibilities paradigm.
- Reduction in the expenses of procuring there will be between 50 – 60 percent decline in the expense of contracting.
- Reduction in an opportunity to procure – the aftereffect of focusing on competitors precisely in an online situation implies less 'Paper; organization and additional time 'eye to eye' with the applicant.
- Automatic age of the Login ID and the secret word for the up-and-comers whenever chose for online test by the HR staff.

IV. Modules Description

The Online Recruitment System is extensively isolated into 4 modules. They are:

- Login Module
- Job Provider Module
- Job Seeker Module
- Online Test Module

Login Module: The module is the one, which permits just approved individuals to get to the Application. Any individual who

needs an entrance to the application is expected to login in the initial step. The client needs to give their login ID and the secret key. The secret phrase is checked against the one put away in the database. In the event that both the ID and Password are legitimate, at that point the client is offered access to the application, else he/she is denied from it.

Employment Provider Module: For the HR Personnel the alternatives accessible in the framework would be basically under four wide headings and we can call it as Sub Modules of Job Provider Module.

- Requirements
- Resume Processing
- Online Test Queries
- Message from Users
- Authentication

Requirements Module: The module would help the HR to maintain the opportunity list available in the company. The different functionality provided was:

Adding New Requirement: Whenever a new job position would be vacant, the HR can create a new one. The appropriate code for validation of the input details was coded.

Modifications of the Requirements List:



The HR from time to time would need to view/modify the different job positions in the company. The listing is based on different criteria: all the job positions, based on the Skill set required, based on the status of the Application, Based on the experience required or On the Basis of the Last Date of Apply. The HR can know the complete details about a particular opportunity such as, the date on which it was created, the day on which it was modified and the HR who created it. If he/she needs to modify, then the details of it would be displayed as that the fields Description, Qualification, Skill Set, Last date to apply and Experience etc. and the same can be modified.

Cleaning Up of the Requirement list

Data: The requirements with status as "Processed" would be listed. If the HR chooses to cleanup any of the requirement details, then all the candidate details pertaining to that particular job code would be deleted from the database and the details of the job code would be stored in the backup for future use.

Resume Processing Module: The module is useful for the maintenance of the resumes

obtained for any job position available in the company.

Different functions provided are:

Adding a new Resume: The function provides provision for the HR to add a new resume to the database. The resume can be obtained in a number of different ways – through post or through web site. The details of the candidate will be stored in the database. The date on which the application was obtained would also be stored so that it can be checked that the application received after the last to apply is lapsed will not be considered for processing.

View or Modification of the applicant's list:

The HR from time to time would need to view/modify the list of candidates applied for a job position in the company. The listing is based on different criteria: All candidates, Based on the Job Code for which the candidate has applied or Based on the Skill Set of the candidate, Based on Experience or Based on the Status of the application of candidate. The HR can view the details of a candidate to know the contact details or the mode through which the candidate has applied for that position. Provisions are provided where the HR can



directly send mail to the candidate by just clicking the mail ID of the contact person. If needed to modify, then the details of the candidate would be displayed so that the fields of Candidate Name, Address, Mail ID, Skill Set, Qualification, and Experience etc. would be displayed and the same can be modified. If the HR pts to change the status for the candidate application, then he/she can provide an appropriate status and save the changes made. The details of the overall operation carried out during status change are stated in the function: Updating the application status below:

Processing of the applications for different jobs: Once the last date of apply for any job position that was vacant is elapsed, the status of the job position would be made as 'Invalid'. When the HR wants to process the applications, a list of all job codes for which the Last date to apply has been over with the status as 'Invalid' and status not as 'Processed' will be listed. The HR when chooses to process for a particular job code, the system will list in the following basis:

- It would check that the candidate has applied before the last date to apply.
- It would check that the resume is not from the same candidate who is in the wait-for-list and for the same job position.
- It would check the resume satisfies the experience requirement for that job.
- The resume, which satisfies above three, would be examined further for percentage of marks obtained.
- If all above four were satisfied, the resume would be checked for the skill set. If it suffices at least 60% of the minimum skill for the position, then it would be considered as an eligible application for shortlist.

All the applications that are eligible would be listed along with the status so that the HR can change it as needed. The updating of status is described as below:

Updating the application Status: When status of application of a candidate is to be updated, the HR can update it to any of the following – Test Scheduled, Interview Rejected or Application Rejected. In case of Application Rejected, the reason for the rejection is to be specified. For Test or Interview Scheduled, the date, time and place of the schedule has to be stated along



with the Group ID is to be stated. Before this the login ID and the Password for the candidate is generated.

Cleaning up the database from unwanted Resumes:

The list of resumes, which has been in the 'Wait for' list, would be selected and displayed. If the HR opts to clean these resumes, then he can select them and clean the database. Once the resume of a candidate has been cleaned up, he can apply to the position again, i.e. after 6 months once he has applied. The details pertaining to these candidates would be deleted from the database and hence the database cleaned from unwanted information.

Online Test Queries Module: Regarding the Online Test Questions the HR will have the following options:

Adding New Questions: The HR can add the new questions for online test.

View or Modifications of Questions: The HR can view or modify a particular question whichever he/she wants to view or modify.

Deletion of Questions: For every 6 months old questions will be deleted and new questions will be added.

Authentication Module: The module would help the HR to maintain the Authentication List available in the company. The different functionality provided was:

Adding New Authentication: Whenever HR Manager wants to create a new authentication the HR can create a new one. The appropriate code for validation of the input details was coded.

Modification of the Authentication List:

HR can view or modify the existing Authentication.

Job Seeker Module: This module is an interface to the candidates to the Organization, web site to apply for the vacant positions. The candidate can directly apply for any of the jobs or can view their application status. The different functions made available for the candidate's convenience are:

For the Job Seeker the options available in the system would be mainly under some broad headings and we can call it as Sub Modules of Job Seeker Module.

- In Box
- Post Resume
- Update Resume



- View All Jobs
- Update Personal Information
- Change Password Information
- Feedback
- Faq's
- Logout

In Box: The rundown of all data about the online test whether he was acknowledged or dismissed for online test. On the off chance that he acknowledged for online test, at that point he can compose the online test and each data put away on Inbox sent by the Job Provider.

Post Resume : The Search Engine for work Portal in the Organization will give to the Job Seeker can present his resume on the HR Persons for additional handling.

Update Resume : The Search Engine for work Portal in the Organization will give to the Job Seeker can refresh his resume for additional preparing.

View All Jobs: Occupation Seekers can see all Jobs existing in the Organizations and can go after specific positions moreover.

Update Personal Information: The Search Engine for work Portal in the Organization gives to Job Seekers can Update his personals and just as Password too.

Change Password Information: The Search Engine for work Portal in the Organization gives to Job Seekers can change his Password subtleties.

Criticism: The Search Engine for work Portal in the Organization gives to clients can send criticism to Job suppliers.

FAQ'S: The Search Engine for work Portal in the Organization additionally gives the different FAQ's with respect to specialized abilities and different segments for example documentation on some cutting edge innovations like J2EE., .Net and so on.

Online Test Module: This module causes the HR to lead the online test for the chose up-and-comers. Here the HR will give separate login and secret phrase to every up-and-comer. This module will bring questions haphazardly from the database and presentations to the up-and-comer. As far as possible to compose the test looked after consequently. The outcome will be shown following tapping on the submit button.

V. Conclusion and Future Work: The computerization of regular business forms has changed our reality. It has diminished preparing time, costs and brought down human-instigated mistakes. These days, with



the approach of new advancements, exercises that were considered "held" for people, for example, directing meetings, would now be able to be computerized, therefore sparing important time and assets for their clients. The framework that was introduced right now the whole enrollment process, beginning by the application structure, at that point the meeting lastly until the competitor determination. The meeting module, which utilizes a clever discourse acknowledgment segment, is the center of the Recruitment framework. The exactness pace of the acknowledgment procedure was near 80%, which makes the on-line talk with process utilizing discourse an extremely effective device for the mechanization of the enlistment procedure. We can recommend extra upgrades that could be made at a later stage. Preferably, the discourse acknowledgment segment could be prepared to learn new jargon things and incorporate it into its lexicon. The present pattern says that it is smarter to have an obliged framework that works than a completely conversational framework that outcomes in mistakes. Another improvement that could increase the value of the

framework is the capacity to produce a perfect applicant profile for each activity opportunity. This implies after all applicants have passed the meeting for a specific activity opening, the framework could aggregate all the got answers and propose perfect answer designs for each question. These examples could afterwards on be taken care of into the word reference of Power List things. Right now, framework is gaining from past "encounters", along these lines expanding its "knowledge".

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