



ONLINE RECRUITMENT SYSTEM

Tanuja Abhang¹, Tanishka Shevate², Trushant Jadhav³, Riya Kadole⁴,

Lect. Mrs. R. S. Anami⁵

Student, Dept. of Computer Technology, B.V.J.N.I.O.T, Pune, Maharashtra, India¹⁻⁴

Lecturer, Dept. of Computer Technology, B.V.J.N.I.O.T, Pune, Maharashtra, India⁵

Abstract: Impact of COVID-19 was massive with job losses, shrinking of economies and loss of livelihoods. During the COVID-19 situation it was not possible for job seekers to attend walk-ins by visiting from one place to another as the transportation systems were closed due to lockdown. People had to stay indoors. To facilitate the situation lead to Online Recruitment System provides a platform where recruiters and job seekers can directly interact with each other without actually having to meet in person.

This system provides security and safety to candidate's information. The system consists of authentication and verification for candidate and company in order to prevent fraud websites and bugs. It includes updates related to latest jobs. It also includes all the details required for particular jobs. Candidates can upload their resume and set job search criteria. The jobs are bifurcated with respect to the search criteria selected by the candidate to provide the candidate with a personalized experience. Recruiters can post the particular jobs with their requirements, check out the resumes of the candidates, create their profiles, etc. It also provides recruiters with a platform where they can conduct online tests for specific requirements and can also conduct the coding test. Thus it overcomes the disadvantages of COVID-19 pandemic and also provides an easy way to the people.

Keywords: recruitment, jobs, job seekers, candidate, etc

I. INTRODUCTION

Now days, as there are so numerous people being apprehensive of using internet to perform colorful conditioning like online shopping, online bill payment, online mobile recharge, banking sale, etc. Due to wide use of this, Online Recruitment System you can suitable to communicate fluently with campaigners those are searching for job. Online Recruitment System includes the entire process of chancing the prospective campaigners, assessing, canvassing and hiring them, as per the job demand. Through this, the recruitment is done more effectively and efficiently. The provocation behind-recruitment is to make the procedures included more productive and important, and in addition more affordable. Online investiture can achieve a bigger pool of implicit representatives and encourage the determination procedure. This design Online Recruitment System is an online website in which jobseekers can Register themselves online and apply for job and attend the test. Online Recruitment System provides online help to the jobseekers all over the world. Using web recruitment systems like websites or jobsites also play a part in simplifying the recruitment process. Similar websites have installations where prospective campaigners can upload their CV's and apply for jobs suited to them. similar spots also make it possible for babe and companies to post their staffing conditions and view biographies of interested campaigners.

Before recruitment was done manually and it was all at a time consuming work. Now it's all possible in a bit of alternate. It's each done online without important time consuming. moment's recruitment operations are designed to do a whole lot further than just reduce paperwork. They can make a significant donation to a company's marketing and deals exertion. Recruitment websites and software make possible for directors to pierce information that's pivotal to managing their staff, which they can use for creation opinions, payroll considerations and race planning.

1.1 Motivation

We choose this system because of the following reasons :-

- Online recruitment(also known as E-recruitment or internet recruiting) allows businesses to use various internet-grounded results – for illustration, online advertising, job listings, social media, and company websites to source and hire suitable candidates.
- The prolific use of the internet for recruiting has made it easier to reference candidates and conduct interviews as well as process the applicable paperwork needed to hire and train candidates.
- Online recruitment is a way to deliver businesses with an efficient and cheaper way to fill positions.
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2. LITERATURE SURVEY

1. Subhashree and Vasantha (2020) :-A research by several organizations on the impact of IT infrastructure and IT knowledge on EHRM adoption. Such E-HRM adaptation affects many industries and IT infrastructure developed in an organization. With the support of the HR department, workers chose to follow E-HRM with the company using the trend to adopt it. Finally, Subhshree concludes by mentioning that an entity would be higher in E-HRM adoption.

2. Natia Sultana (2018) :-Many countries are now launching in India for a few days, and such MNCs rely more on the Internet with the help of a human resources team. MNCs prefer online recruiting via social media, which reaches many people at a time, as the days go faster and better. Via the chosen profiles It makes it easier to attract and work to pick candidates from a larger pool. The use of knowledge of technology, web-based sources for sourcing, screening, cross examination filtering helps select the best candidate with lower costs and decreases the workload. This form of selection draws more passive job seekers and also increases an organization's preference.

3. P. Sivasankari (2018) :-Research on E-recruitment was performed to web-based technology, which is equivalent to online recruitment. In the current situation, MNC's are using the internet to catch the youth's interest. Via work, several crowds can be reached via social media messages. As a consequence, he/she must endure multiple crucial circumstances once the nominee is chosen. As a consequence, he/she must endure it once the nominee is picked. Different critical circumstances. Some are relocated and moved to another location based on experience. Thus, through its actions and cultural change, E-recruitment goes ahead by achieving its objective.

2.2 Problem Statement

The recruitment system allows the job seekers to view the job opportunity through Advertisement and helps to apply for the job. The organization shortlist the applicants for the interview. The shortlisted applicants undergo through a process of Test and Interview. The HR department selects the Applicant based on the performance in the Test and Interview. Finally the recruited applicants are informed. This system makes the task of the job seeker easier rather than waiting in queue for enrollment. This also reduces the time consumption for both for the job seeker and organization.

3. PROPOSED SYSTEM

Online Recruitment is gone for building up an electronic and focal enrollment Process frame for the HR Group of an association. A few highlights of this frame will make an opening, putting away application information, and the Interview process starts, Scheduling Interviews, Storing Interviews come about for the candidate ultimately contacting the candidate. This task Online Recruitment System is an online point in which job seekers can enlist themselves and after that go to the test. In view of the result of the test, the job seekers will be shortlisted. The subtle rudiments of the examination and the Date of the examination will be made accessible to them through the point via email. Individuals all around the globe can apply and matriculate themselves in the interested field. Online Recruitment System settles run-of-the-mill issues of manual examination procedures and exercises into a controlled and nearly observed work stream in the engineering of the application. This multi-stage arrangement gets as a matter of course, the essential knowledge and enormous conceivable outcomes for advance expansion of the application as needed by the client. The frame makes it inviting to convey, partake and deal with the examination of substances with advanced effectiveness and effortlessness.

4. WORKING METHODOLOGY

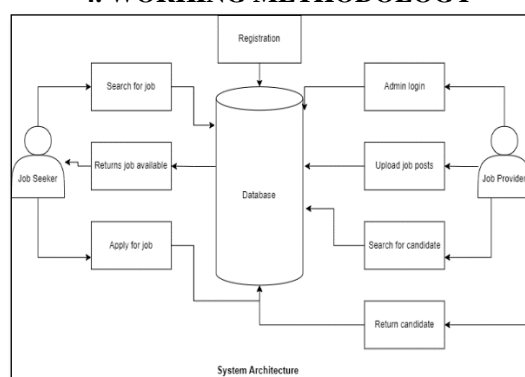


Fig-1 Architecture diagram for Proposed System



Modules of Online Recruitment System

4.1 Login Module: –

This will help users to login into the system using id and password. A user who has the valid id and password can only log in to their respective accounts. It will help the authentication of the user who enters the system. The module provides a layer of security over the system as only authorized personal can login into the system. This prevents any anonymous person to enter the system and mishandle the records. It is better than the manual method as they do not have any security measure of who can access the system and who cannot.

4.2 Registration Module: –

In this segment, we will register the new user of the system. As they are two different types of users i.e. employer and job seekers this module can be fragmented into two parts. Each part has its own interface and information required to get registered in the system.

4.3 Post Requisition: –

In this interface, the employer who has registered themselves in the system can post the jobs. They can give the requisition specifying the post and skill needed for that post. It also implies the criteria of recruitment the employer has planned for the post.

4.4 Job Search:-

This module is for the job seeker where they can search all the requisition present in the system. One can filter the search based on their skill and experience of the job. Once selected a requisition applicant can apply for the post.

5. MODULE IMPLEMENTATION

5.1 Admin Module

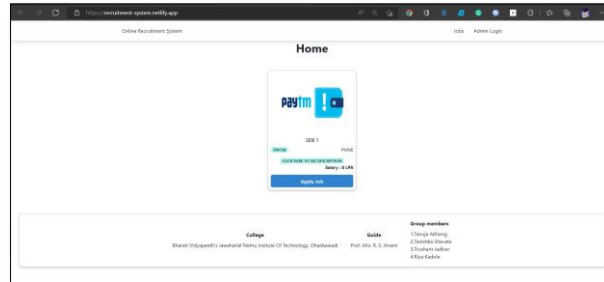


Fig-2 Home page for job seeker & job provider

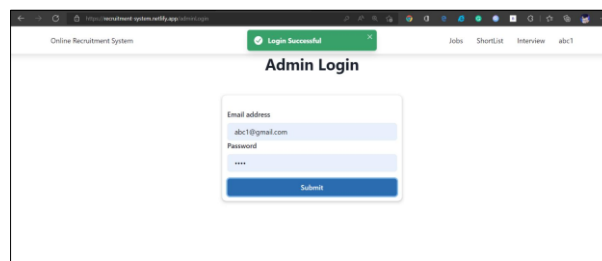


Fig-3 Admin Login page

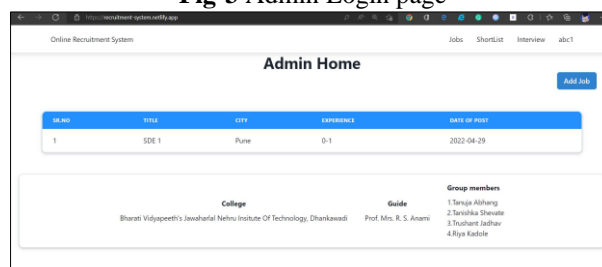


Fig-4 Admin Home page



ID No	NAME	GENDER	QUALIFICATION	EXPERIENCE	
1	Xyz abc	male	BE	0-1	Shortlist
2	Omkar Pasalkar	male	BE	1-5	Shortlist
3	Ria Kadole Kadole	female	BE	1-5	Shortlisted

Fig-5 All applied Applicants page

ID No	NAME	GENDER	QUALIFICATION	EXPERIENCE	DATE AND TIME	
1	Ria Kadole Kadole	female	BE	1-5	21-May-2022 10:53 AM	Scheduled

Fig-6 Shortlist Applicant page

Add Job

Company Name:

Title:

City:

Description:

Image:

Experience (in Years):

Date Of Post:

Salary (in LPA):

Fig-7 Page for posting new jobs

ID No	NAME	GENDER	QUALIFICATION	EXPERIENCE	INTERVIEW INFO	STATUS	
1	Xyz abc	male	BE	0-1	2022-05-21T10:56	Hired	Hired
2	Omkar Pasalkar	male	BE	1-5		Select option	Done

Fig-8 Interview Applicant page

5.2 User Module

Apply For Job

Personal Details

First Name:

Middle Name:

Last Name:

Gender:

Street Address:

Landmark:

City:

State:

Pincode:

None Fill the Professional Details

Fig-9

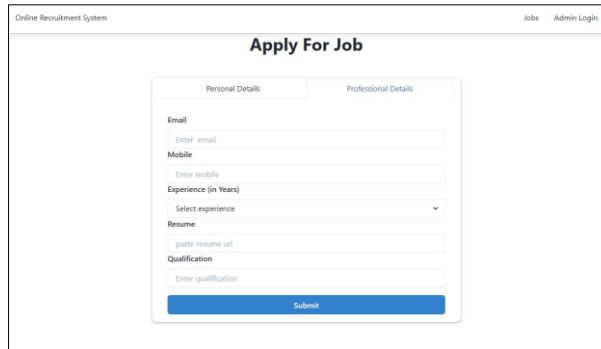


Fig-10

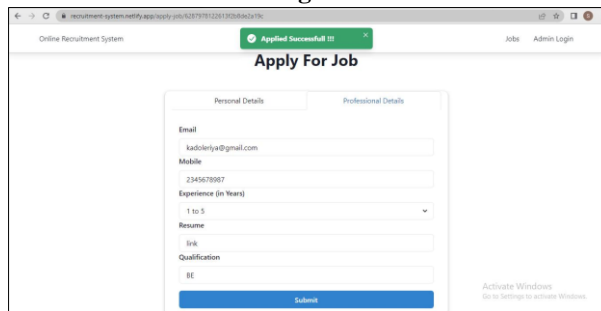


Fig-11

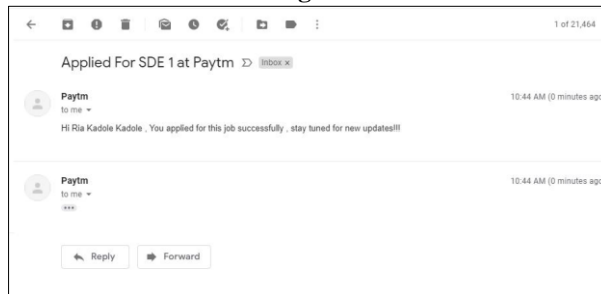


Fig-12 Candidate receives a mail indicating successful job application.

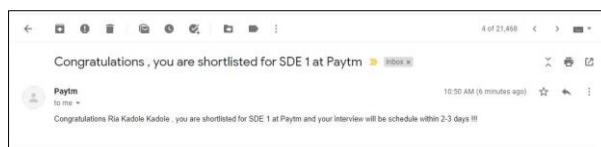


Fig-13 Candidate receives a mail indicating they are shortlisted.

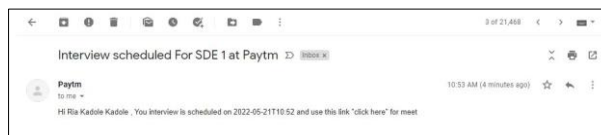


Fig-14 Candidate receives a mail indicating their interview is scheduled



Fig-15 Candidate receives a mail indicating they are hired

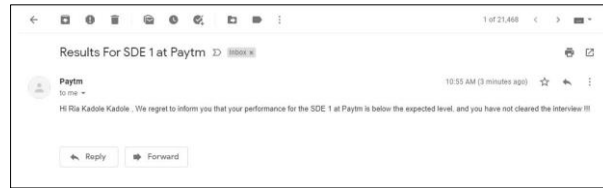


Fig-16 Candidate receives a mail indicating they are rejected

6. FUTURE SCOPE

- More specific mechanisms can be developed.
- Precision can be improved
- Design can be optimized
- Opportunity to address specific labour market niches
- Provides global coverage at a constant basis
- More user friendly

II. CONCLUSION

- Online Recruitment Management System can be used by employers to recruit the candidates based on their experience and the further interviews easily.
- Achieving this objective is difficult using the manual system as the information is scattered, can be redundant, and collecting relevant information may be very time-consuming.
- All these problems are solved by this project. This system helps in maintaining the information of potential candidates in one place. It can be easily accessed by both applicants and employers.
- It is kept safe for a long period of time without any changes or omissions. It reduces the time employer take to make few recruitment in their firm.

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BIOGRAPHIES



Student- Ms. Tanuja. Abhang, Dept. of Computer Technology, B.V.J.N.I.O.T, Pune.



Student- Ms. Tanishka Shevate, Dept. of Computer Technology, B.V.J.N.I.O.T, Pune.



Student- Ms. Trushant Jadhav, Dept. of Computer Technology, B.V.J.N.I.O.T, Pune.



Student- Ms. Riya Kadole, Dept. of Computer Technology, B.V.J.N.I.O.T, Pune.



Lecturer- Mrs. R. S. Anami, Dept. of Computer Technology, B.V.J.N.I.O.T, Pune.