

HUMAN RESOURCE SYSTEM

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Abstract– A complete HR portal system is a job portal where Job Seeker can post their resumes, manage profile, and search for a job and apply for a job. Employer posts their requirement, searching for the candidates and matches the requirement. Proposed Job Portal like Monster.com, naukri.com where Job Seeker can post their resumes, manage profile, and search for a job and apply for a job. Employer posts their requirement, searching for the candidates and matches the requirement. Job Recruiters match job seeker profile to employer requirement and send message to the job seekers.

System has powerful keyword based search facilities to search for specific requirement. Easy Job Portal support multi user environment and can support very large database, can store resume; It has facility to send system generated email to candidates whenever new job posted which match the profile of the candidate.

RIA designing have been used to reduce lot of efforts of organizations in developing and maintaining the websites for different devices by making the platform rich for all devices. This can be achieved by using CSS3 and HTML5 for designing. Different classes are designed in CSS which are used at multiple location in code, these classes' helps reducing number of line of code of the project and prevents from inline styling, which helps in maintaining symmetry throughout the design and layout. Here we are going to develop an portal for students to connect all companies who are providing internship to students.

INTRODUCTION: A modern website is a tool for any company to increase its visibility towards potential customers. It is common for companies, institutions, organizations and individuals to have websites to reach audience or customers. Similar is the case for job portals , It needs to effectively design ,develop and process to cover the process flow of an essential recruitment .Budget will no doubt be huge plus naukri has a database of around 55 Million Job seekers,

- the growth of the internet has completely altered the job scenario
- 129with job-seekers using online web portals rather than intermediary services to find the right opportunities.
- There is a resultant boom in the number of websites that cater job hunt services.

Our Proposed system is for US based Client whose demands is for a different style **job portal application development** where both working category and professional person can seek jobs. . Proposed Job Portal like Monster.com, naukri.com where Job Seeker can post their resumes, mange profile, and search for a job and apply for a job. Employer posts their requirement, searching for the candidates and matches the requirement. Job Recruiters match job seeker profile to employer requirement and send message to the job seekers.

System has powerful keyword based search facilities to search for specific requirement. Easy Job Portal support multi user environment and can support very large database, can store resume; It has facility to send system generated email to candidates whenever new job posted which match the profile of the candidate. Some of the other features of the Job Portal are:

- Authenticate the user ID and Password of the job seeker, employer, and recruiter.
- Job seeker can view only his/her details posted.
- Job seeker cannot change the employer details.
- Employer cannot change the details posted by the job seeker.
- Recruiter cannot change job seekers resumes or employers detail.

Proposed System : Proposed system is a Job Portal where different

- job seeker from both professional and non-professional can search easily for the daily wages as well as early packaged wise work/jobs whereas normal job portal covers either waged worker or professional salaried seeker
- recruiter can post jobs based on daily/hourly work as well as find candidate for salaried job

Following is the proposed module

Job Seeker Module

Design for the technology and engineering professionals, enabling them to perform highly targeted job searches based on specific criteria, including location, type of employment, skill set and keyword. This career site will also allow the job seekers to post resume.

The Job Seeker module will include the following features:

Register – Register to the website with all his/ her information.

Search Job – Search the posted jobs based on specific criteria such as location, type of employment, and skill set.

Resume Upload -Upload his/her resume.

Apply for Job – Apply for particular Job.

Update Resume – Update or delete his/her resume that was posted for a specific job.

Update Personal Information – Update personal information.

Job Alert – Job alerts can be created to a specific job position.

View Status – Provision to view the applied jobs.

Statistic – Statistics for the jobseeker (in order to see how many times his profile has been viewed)

Employer Module

Design system for the employers to post job requirements and allow searching candidates from the resume database that matches the skill,

The Employer module will include the following features:

Employer Master – Enter the details of the company.

Post Requirement – Post the job(s) and its requirements

Close Requirement – Close requirement.

Change Password – Change his/her password.

Statistic – Statistics for the employer (employer can see how many times his post has been viewed, as well as more detailed report including the date, ip, username of the user viewed the post)

Design resume database that allow recruiters to quickly and efficiently find candidates with specialized skill sets that match desired criteria.

Recruiter Module

The Recruiter modules will include the following features:

Match Requirement – View all the job seekers who match specific job requirements.

Send Resume – Send the eligible candidates list to the employer.

Change Password – Change his/her password.

1 System Design

Systems design is the process of defining the architecture, components, modules, interfaces, and data for a system to satisfy specified requirements [6]. System designs are modeled using UML which is a standard object-oriented analysis and design language. The UML is a collection of diagrams and standard set of notations for specifying and visualizing various aspects such as requirements and design of software systems.

User Case Diagram

A diagram is a visualization of set of elements and the relationships between them. Use case is a set of scenarios, which defines functionalities of the system from a user's perspective. The main components of a use case diagram include actors, use cases and their relationships. They depict the interaction between actors and system to achieve certain goal. This, a use case diagram is important in modelling the behavior of a system.

Use Case Diagram for Job Search Portal

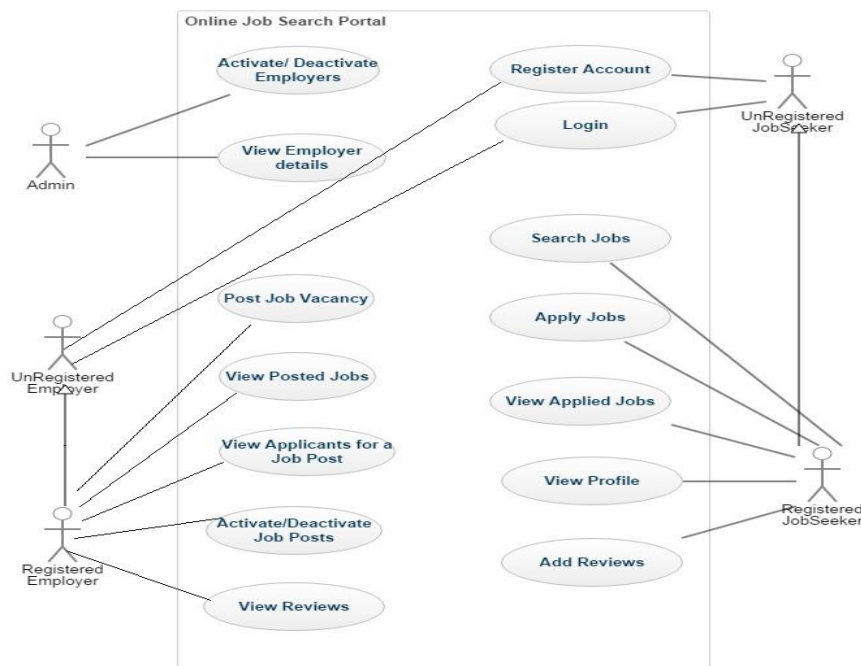


Fig : USER CASE DIAGRAM

Actors:

The Actors of the system are Admin, Unregistered Employer, Register Employer, Unregistered Jobseeker and Registered Jobseeker.

User cases:

I have identified a set of use cases based on the functionalities and goals of the application.

- **Register Account-** This use case denotes a set of actions required for Employer and Job seeker to register with the application.
- **Login-** This use case denotes a set of actions required for Employer and Job seeker to login into the application.
- **Activate/De-activate Account-** This use case denotes a set of actions required for admin to activate or de-activate the Employers.

- **View Employers-** This use case denotes a set of actions required for admin to view the
- **View Applicants for a Job Post-** This use case denotes a set of actions required for Employer to view the list of applicants for a particular job post.
- **View Reviews-** This use case denotes a set of actions required for Employer to view Reviews provided by the applicants.
- **View Job Posts-** This use case denotes a set of actions required for Employer to view all the jobs posted by the Employer.
- **Search Job Posts-** This use case denotes a set of actions required for Job Seeker to search available and active jobs.
- **Apply for Job-** This use case denotes a set of actions required for Job Seeker to apply for an available job vacancy.
- **Add Reviews-** This use case denotes a set of actions required for Job Seeker to add Reviews for an organization that can be viewed by the Employer.
- Employers that are registered with the application.
- **Add Job Vacancy-** This use case denotes a set of actions required for Employer to post a job vacancy.
- **Activate/De-activate Job Post-** This use case denotes a set of actions required for Employer to change the status of the Job Post.

Conclusion

Job portal designed using RIA Designing platform is great idea for those who want to that their website is easily accessible to users. It is difficult to keep up with the different devices and resolutions on the market. The proposed system includes both kind of job seeker i.e salaried and daily waged professional and non-professional (who works voluntarily) and similarly recruiter who need two different type of seekers. Our concluded system will cover all required features the client need as well as it will be mobile optimized since we are focusing on RIA.

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