

# ONLINE RESUME MANAGEMENT SYSTEM FOR OPTIMIZING THE ERRORS

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## ABSTRACT

The main objective of this project is to give a complete solution with easy handle for the consultancy people, who are having large no of data, which is not uniquely organized. In case of organized data we can form a table and store the data whatever we want. But consultancy peoples having resumed of their candidates, who are, designed themselves and they are not alike. So, it is very difficult to organize these data for generating reports. Our Resume Manager will give a solution for this and give an easy handle for this resumes. This Resume Manager is Useful for the consultancy to search the resume in a very quick and in efficient way. We get the details of the seekers and store it in a database in multi options and in detailed way. It will help to search the resume very accurately. We can get recruiters detail and the job opportunities available in their company.

## KEYWORDS:

Resume Management, Error Optimization, Consultancy, Report Generation.

## 1. INTRODUCTION

The purpose of this software specification (SS) is to establish the major requirements & Specification necessary to develop the Software Systems for the Developers. The overall objective of the Team Project is to establish a web-based. The goal of this document is the same as any requirements document, to lay out all requirements of the application in order to have both the developers and the end users maintaining the same understanding and expectations from the

application. The project requirements will define, in general terms, the setup of the web site, topics for available information concerning the Software Project Management.

## **AIM OF THE PROJECT**

This web-based application is for all the users under the organization, which is doing the Job Consultancies in large scale. All the Resume Entry, updating and modify the existing Resume details are done only by the Administrator. Candidate or Consultants may enter their details through our project.

## **METHODOLOGY**

This project gives online Resume updating and messaging about jobs. Admin will view the listed candidates with their interview particulars. The placement orders given by the clients are maintained in a separate module, and the notification about the payment is noted in this project itself.

This Resume Manager is Useful for the consultancy to search the resume in a very quick and in efficient way. We get the details of the seekers and store it in a database in multi options and in detailed way. It will help to search the resume very accurately. We can get recruiters detail and the job opportunities available in their company.

## **2. LITERATURE SURVEY**

### **2.1 INRODUCTION**

Literature survey is the most important step in software development process. Before developing the tool, it is necessary to determine the time factor, economy and company strength. Once these things are satisfied, then next steps are to determine which operating system and language used for developing the tool. Once the programmers start building the tool, the programmers need lot of external support. This support obtained from senior programmers, from book or from websites. Before building the system the above consideration r taken into account for developing the proposed system.

## **RELATED WORK**

Recent developments in recruitment practices show that job applicants, as well as professional recruiters and organizations in need of personnel, are increasingly using the internet to advertise job postings and search applicant pools (Ross & Young 2005, Gueutal &

Stone 2007). In the last decade, e-Recruiting spread around the globe. All Fortune 100 companies recruit via the internet and currently roughly 40,000 job boards exist (Lee 2005). In fact, e-Recruiting is one of the leading e-commerce applications as a method for quickly reaching a large pool of potential job seekers. Major advantages cited as related to the rapid and successful adoption of e-Recruiting methods include cost savings, efficiency, and convenience for both recruiters and job seekers (Cappelli 2001, Harrington 2002). A number of e-Recruiting sources are available for job seekers and recruiters, including commercial job boards, niche job boards, e-Recruiting consortia and corporate career websites. Commercial job boards are recruiting intermediaries between recruiters and job seekers (Lee 2005).

Reflecting on resume design research, a resume should represent a structured, professional profile or summary that showcases applicants' strengths, accomplishments, interests, skills, and work-related experiences (Ross & Young 2005). Recruiters use resume information to draw conclusions about an applicant's work-related skills, abilities, motivation, personality, and job fit (Cole et al. 2007). The resume is a critical tool for evaluating the potential qualifications of an applicant (Ross & Young 2005) and to determine who is invited for additional screening. The pre-screening of resumes is an important phase in personnel selection processes (Schmidt & Zimmerman 2004). Virtually every corporate website and commercial job board accepts online resume submissions via online forms and resume builders. Resumes are transmitted to an internal database to be used for automated candidate management (Lee 2005). The use of these resume databases has become very popular in recent years.

Despite the increased popularity, little research has been conducted on the design and effect of resume databases (Dipboye et al. 1984, Smith & Rupp 2004, Parry 2008). While most professionals agree that resumes are vital, there is much disagreement about resume design requirements, i.e., the specific content to be included in resume forms. In the academic literature, Ross and Young (2005) comprehensively reviewed the resume design literature including journals, periodicals, and book publications. Their research revealed eight key resume categories: (1) career objectives, (2) educational record-college, (3) educational record-high school, (4) related work experience, (5) non-related work experience, (6) personal information, (7) professional and personal involvement, and (8) references. Based

on the available literature on resume design, they derived 72 resume content items. While the research of Ross and Young provides a starting point for this paper's study, some limitations should be mentioned. Ross and Young's resume items have been tested with recruiters from the recreation and leisure services industry.

It is unclear if these resume items are similarly relevant for other industries. Further, the research was undertaken in the American context with US recruiters only. Recruiters from other countries or industries other than recreation and leisure services will most likely demand adjustment of the current categorization of resume items. However, most general job boards provide one standardized resume form to be filled out by all applicants regardless of age, gender, culture, or industry. Sorting out applicants quickly, without screening out good candidates poses a time-consuming challenge in recruitment. The Web makes it easy for job seekers to apply for many jobs in a short time period. This has the effect that applicant pools and job boards tend to inundate companies with large volumes of resumes, many from unqualified applicants (Cappelli 2001). This literature review clearly shows that more research in resume design is needed. Therefore, we investigate the following research question:

“What are the information requirements of online resume forms from the recruiters' perspective?”

In order to answer the main research question, three sub-questions are studied.

1. How can the fields used in online resume forms be systematically clustered?
2. Which fields in online resume forms are significant from the recruiters' perspective?
3. How can online resume fields and search functions be complemented to improve recruiters' identification of relevant staff?

### 3. EXISTING SYSTEM

Coming to our project, the existing system contains different websites for preparing the resumes. If the user needs to access all these websites, one has to access all these sites differently. The only solution to this problem is having a single site that contains all types of resumes in the current application. In the existing system all the things are manual approach for searching resumes in several sites hence it is having a lot of effort.

#### LIMITATION OF EXISTING SYSTEM

The following are the limitation of the existing system :

1. Less Efficiency and accuracy due to lot of manual entries
2. More Time Delay for Searching resumes
3. Increased expenditure for Storing Resumes
4. Increased in Labor
5. It maintains only the Hard copy of the resumes.

### 4. PROPOSED SYSTEM

In our proposed system we are planned to eradicate all the disadvantages which the earlier software having. The proposed system is designed to provide a solution for the drawbacks of present system. Replace Manual Processing system with an automated one.

#### ADVANTAGES OF THE PROPOSED SYSTEM

The following are the advantages of the proposed system:

1. Speedup Transactions
2. Reduce the chances of malpractices associated in a manual system.
3. Reduce the workload involved in processing
4. Update information system and provide easy access to corresponding information.
5. Online Checking Available Status on different types of Resumes.
6. The main module is the search module we have two options to search the resume.

## 5. SOFTWARE PROJECT MODULES

Implementation is the stage where the theoretical design is converted into programmatically manner. In this stage we will divide the application into a number of modules and then coded for deployment. We have implemented the proposed concept on Java programming language with JEE as the chosen language in order to show the performance this proposed protocol. In Our Project Resume Manager to achieve the above said project, we have designed the following modules.

1. Resume Entry Module
2. Recruiters Module
3. Resume Analyzer

Now let us discuss about each and every module in detail as follows:

### 5.1 Resume Entry Module

It is the main module of our project. The Entire input of resume is given in this module. We are giving the resume inputs in 5 Different categories. These are

- **General Details Entry**
- **Education Details Entry**
- **Work Experience Entry**
- **Project Details Entry**
- **IT Skills Entry**

This categorization is very much help the resume for resume analyzer module. Candidate general details like name, age, date of birth, sex, marital status etc. An education detail contains the candidate academic history from their 10<sup>th</sup> Standard to Maximum education qualification. Work Experience entry consists of their Job History including company name, from and to years of exp, designation and responsibilities. Project details entry is the entry of the company project, which the candidate is involved, and the candidate's role on that project. IT skills entry consists of candidate's present skill set on various subjects on languages, packages, operating systems, Networks and etc.

## 5.2 RECRUITERS MODULE

In this module it deals the details about the recruiters who are the clients of the our consultancy. The client details are entered and modify through this module. The job order given by the client is also recorded in this module by admin. According to the module Resumes are short listed and the interviews are scheduled.

## 5.3 RESUME ANALYZER MODULE

This is the important module of our project. The primary objective of our project is achieved through this module. Resume analyzer analyzes the candidate resumes according to the client requirement. This Search method has two options to find out the appropriate resume. 1st way is searching the resume manually by giving the requirement like skill set details Education details year of experience and gender. 2nd way is to search the resume by using the job code with various constraints.

## 6. EXPERIMENTAL REPORTS

### 1) HOME PAGE



Figure Represents the Home Page for the Proposed Application

### RMS JOB SEEKER REGISTRATION

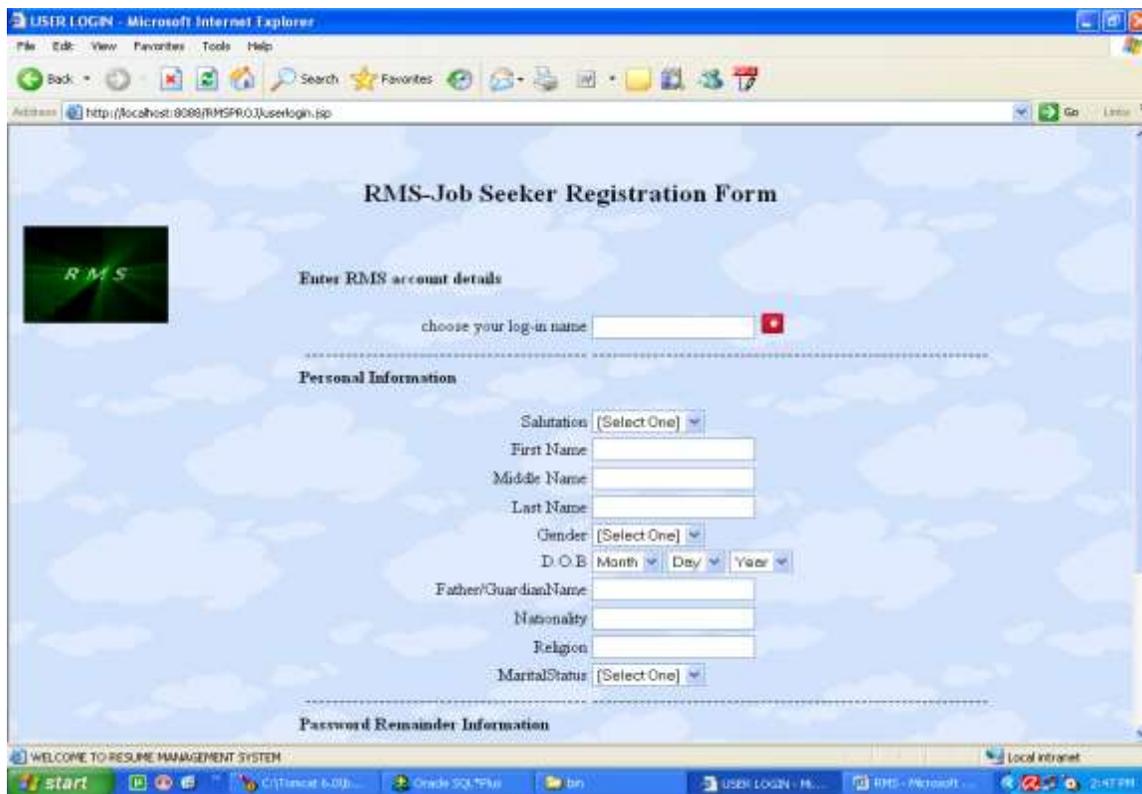


Figure Represents the Registration

### Recruiter LOGIN

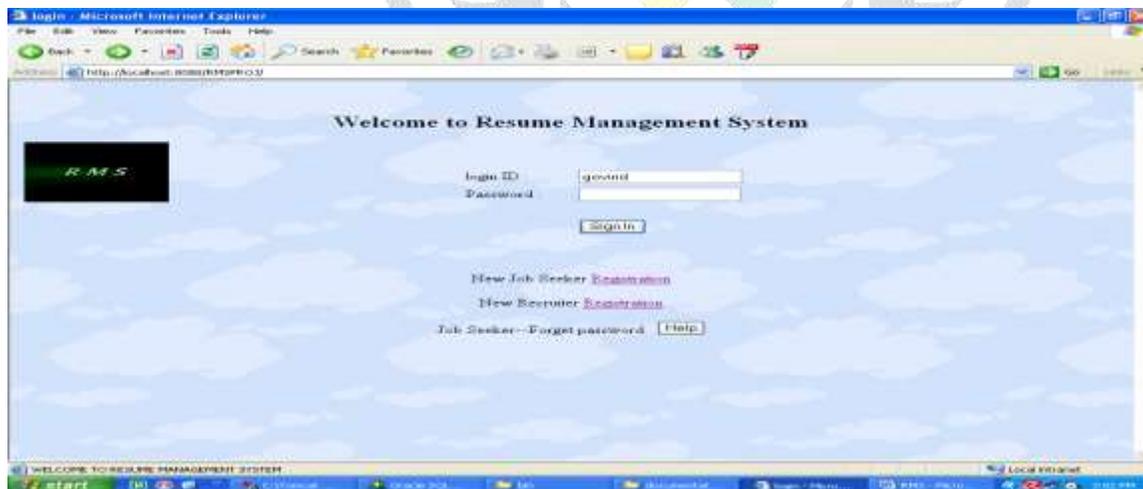


Figure Represents the Recruiter LOGIN

## RECRUITER MAIN PAGE

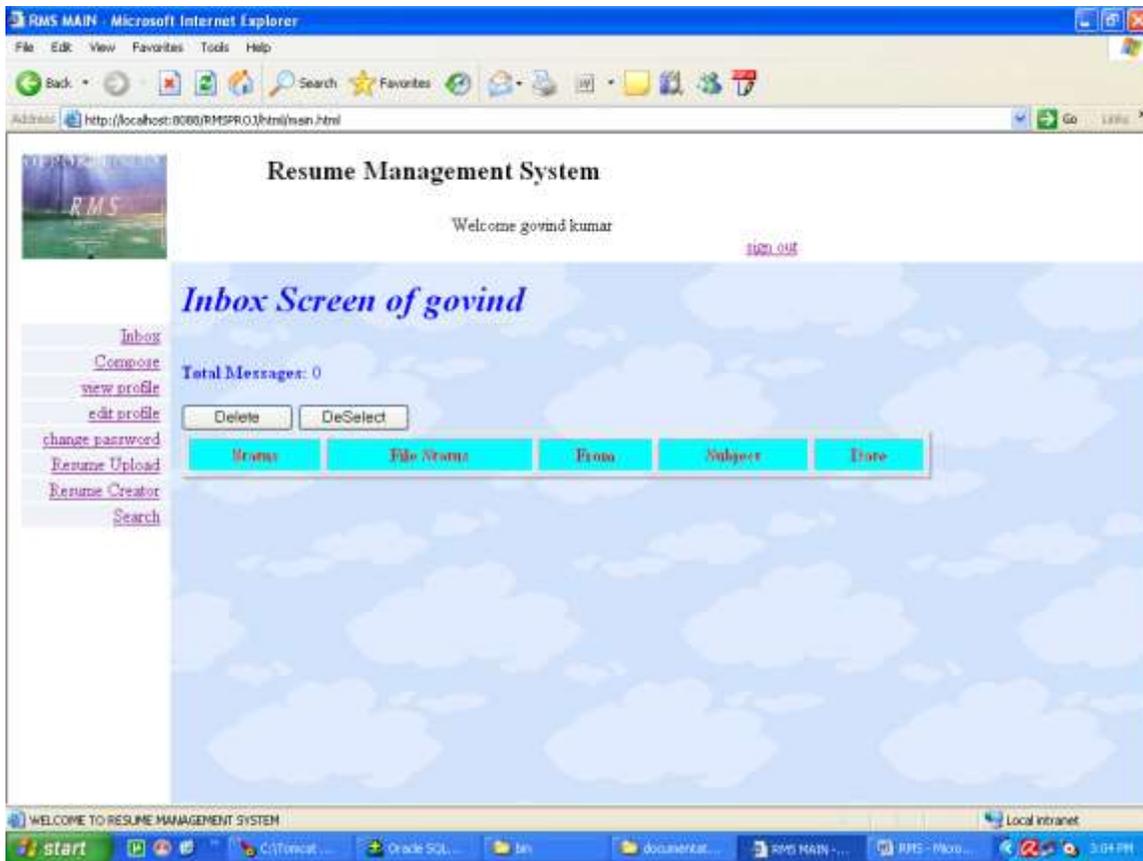


Figure Represents the HOME PAGE

## USER TRY TO UPLOAD THE RESUME



Figure Represents the RESUME UPLOAD

### RMS CREATE A RESUME

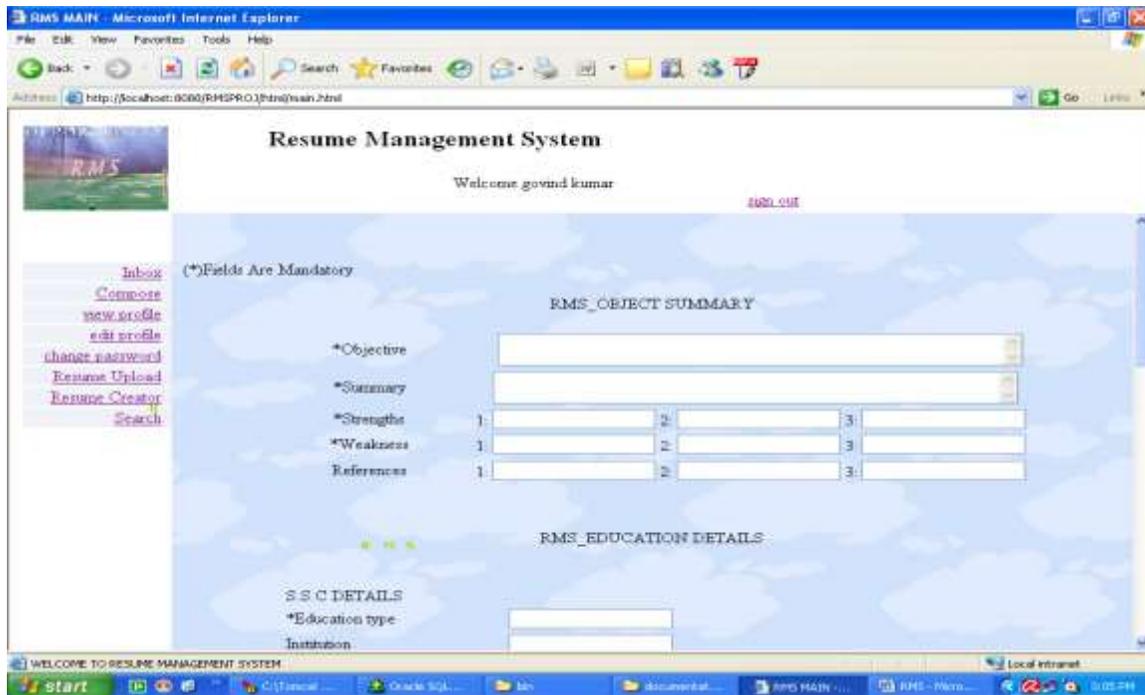


Figure Represents the RESUME CREATION

### USER CAN VIEW CREATED RESUME



Figure Represents the RESUME CREATED WINDOW

## RECRUITER HOME PAGE



Figure Represents the Home Page

## CREATE A NEW JOB

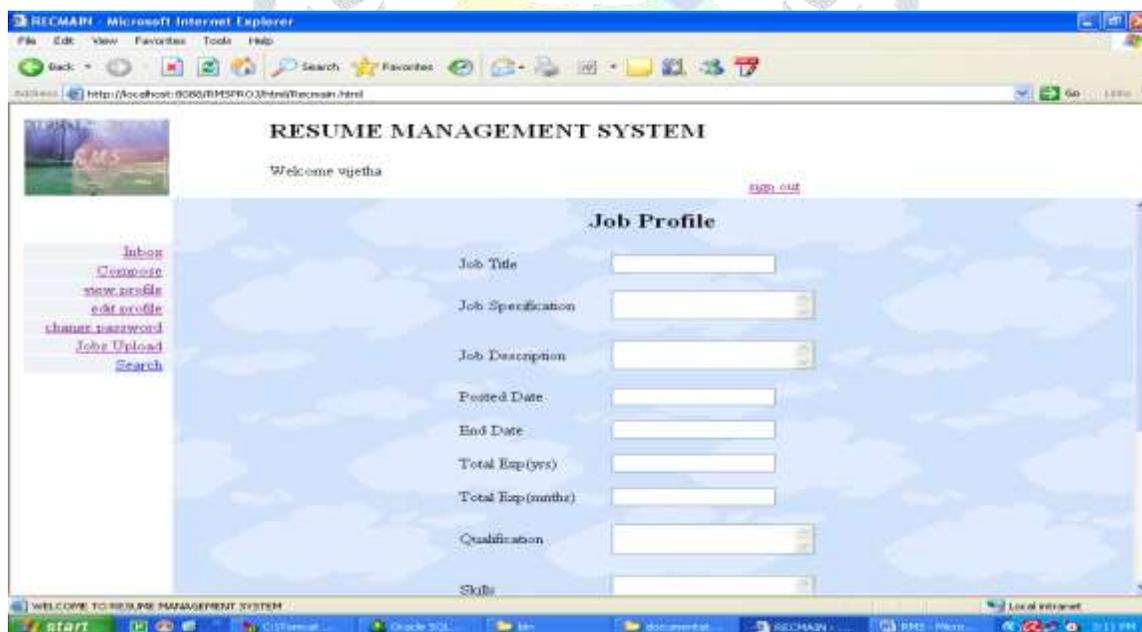


Figure Represents the NEW JOB PROFILE

## RECRUITER SEARCH FOR JOB SEEKERS

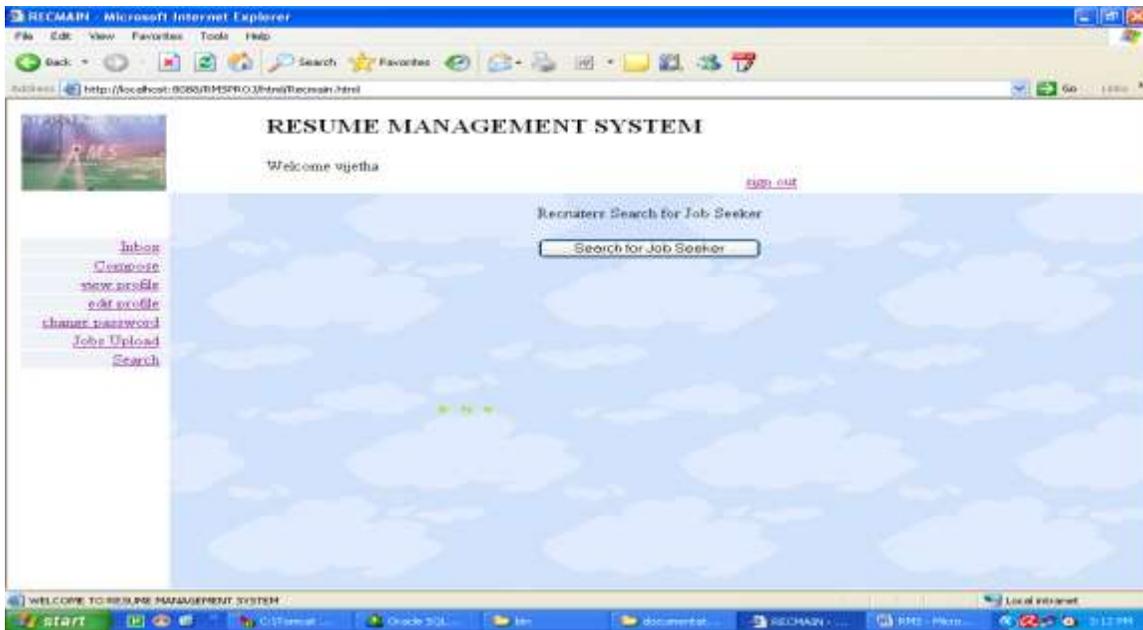


Figure Represents the JOB SEEKER DETAILS

## USER CREATE OWN RESUME

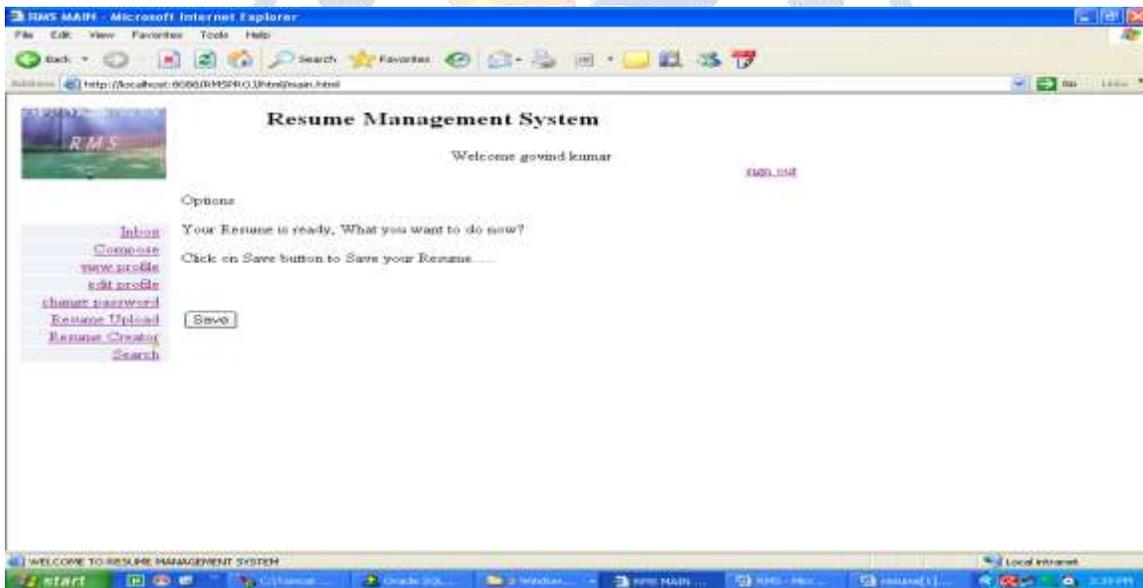


Figure Represents the All Transactions Graph

## 7. CONCLUSION

The task given to me is performed by keeping in mind the goals I have to achieve, those are to provide user-friendliness. This project Resume Management System is mainly useful for software

consultants. The Resume Management System is expected to function as per the requirements and I expect that it will satisfy the users. Working on such a project in the organization provided the professional attitude and fuel needed to prepare for further jobs.

## 8. REFERENCES

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