



FACULTY RECRUITMENT PLATFORM

Dr. B. Hari Chandana¹, B. Usha Rani², T. Sampath Reddy³,

C. Nithish Babu⁴, P.Vamsi Krishna⁵

Associate Professor¹, Student^{2,3,4,5} Department of Computer Science and Engineering
Srinivasa Ramanujan Institute of Technology, Ananthapuramu, Andhra Pradesh, India

1.ABSTRACT

Faculty Recruitment Platform is an Android application to announce the job vacancies in an organization. This platform act as an interface between the job seekers and an organization and helps to recruit right candidate for the right position. The administrator of an organization will post their job vacancies on the application with required qualifications for that role. If the candidate's qualifications are matched with the job requirements then candidate is eligible to apply for that job role. If any candidate has applied to any role in the application then respective administrator can verify the details of that candidate and can proceed with further process. This platform makes hiring process easy and efficient for an organization as well as for job seekers to find a related jobs. Candidates will be selected finally with their overall performance in the rounds provided by the organization.

keywords: Recruitment, job seeker.

2.INTRODUCTION

2.1 RECRUITMENT:

Recruitment is the process of attracting prospective employees and stimulating them for applying job in an organization. This project is aimed at developing an android application for faculty recruitment process for any organization. Some features of this system is to recruiting, storing application data, and interview process initiation. The Faculty Recruitment app helps job seekers can register themselves for the specified role posted by the organization.

Administrator will send interview slots with timings through emails after application is received from applicant. Interviews will be conducted by Head of the Department and senior faculties in respective departments. Recently, many companies have shifted to automatic online recruitment systems in an attempt to reduce the cost, time, and efforts required for screening out applicants and

matching candidate resumes to their relevant job posts.

The primary aim of a recruitment and selection policy is to ensure a transparent and fair hiring process that can assist the admin personnel to select the right applicant on the basis of merit and relevance with the job.

Online recruitment creates awareness of positions that are open in your organization, allows you to obtain information about interested applicants and makes it easier to communicate with potential hires. Online recruitment assists with applicant tracking and application processing. This tool can help screen resumes for job-related keywords, send status notifications to applicants, generate reports, post jobs and keep managers notified as applicants move through the hiring process.

The main languages used for frontend development are HTML, CSS. HTML stands for Hypertext Markup Language. It is a markup language that is used to design the frontend part of android application. HTML is a markup language that combines hypertext with markup. The markup language is used to create an architecture of text documentations under tags. This way, the contents on a page are structured in a specific way in the form of titles, headings, subheadings, basic text, images, etc.

2.2 Objective:

The purpose of the application is to provide the platform for both organization and job-seekers for the faculty recruitment process in a easy way.

Adjust the resume objective in each of your applications to match the job description. This can help you identify the goals, skills and qualifications that relate to a specific position and emphasize these in your objective statement. For example, you might find a job listing that requires applicants with excellent communication and mentoring skills, while another job posting wants candidates with experience using certain teaching software. Be sure to reference the job description when customizing your resume objective to ensure it's relevant to the position.

Before writing your resume objective, you might make a list of your professional goals as a college professor. This can help you identify the purpose of a job application. For example, you may want to teach a specific subject or progress from teaching introductory courses to more advanced classes. You can choose the most important career goal that's relevant to the position you're applying for and include this in your resume objective.

3.LITERATURE SURVEY

Facultyplus.com[1] is a famous faculty recruitment career website. This website provides quality free service for job seekers who are interested to work in the educational sector to find deserving opportunities and for college to hire the right candidates in India. Since Facultyplus.com started in 26th January 2013, we aimed for 100% visitors satisfaction through the quality of our service and the relevance of our content. Faculty Plus provides free Teaching Job alert service to job seekers in India. In order to know immediately about the Latest Teaching Jobs and upcoming Faculty Recruitment 2018 in the near future, you can subscribe to our Faculty Plus Free Job Alert to your Email ID. Start your career with the latest Teaching/Faculty Jobs/Research Jobs openings in India available at Faculty Plus which gDing Jiang et.al.

Indeed[2] is the job site in the world with over 250M unique visitors every month. Indeed strives to put job seekers first, giving them free access to search for jobs, post resumes, and research companies. Every day, we connect millions of people to new opportunities.

This book starts with an 8-chapter[3] course that teaches you how to use HTML and CSS to build websites. This course works for beginners as well as experienced web designers, and the last chapter teaches you how to use Responsive Web Design so your pages will look good and work right on any screen, from phone to tablet to desktop.

Hybrid approach to managing job offers and candidates [4] The evolution of the job market has resulted in traditional methods of recruitment becoming insufficient. As it is now necessary to handle volumes of information (mostly in the form of free text) that are impossible to process manually, an analysis and assisted categorization are essential to address this issue. In this paper, we present a combination of the E-Gen and Cortex systems. E-Gen aims to perform analysis and categorization of job offers together with the responses given by the candidates. EGen system strategy is based on vectorial and probabilistic models to solve the problem of profiling applications according to a specific job offer. Cortex is a statistical automatic summarization system. In this work, E-Gen uses Cortex as a powerful filter to eliminate irrelevant information contained in candidate answers. Our main objective is to develop a system to assist a recruitment consultant and the results obtained by the proposed combination surpass those of E-Gen in standalone mode on this task. CSS is a simple language designed to make the process of adapting the layout of the content on a web page easier. A piece of CSS code can be easily connected to a HTML code, which automatically assigns specific styles and formatted to web pages. CSS allows you to do so without having to worry about the HTML code that makes up each web page. While there is a way to assign styles directly in the HTML code, having a separate code on the side for writing CSS makes sure you don't accidentally mess up the existing HTML code, you can make a formatting change in CSS style sheet, and it will automatically apply to all the places where that specific style is used throughout the site. This makes it much easier to retain a consistent style on all your web pages.

4.PLANNING

4.1 Existing System:

➤ Facultyplus.com is a faculty recruitment career website. This website provides service for job seekers who are interested to work in the educational sector to find deserving opportunities and for college to hire the candidates.

- Indeed is the job site in the world with over 250M unique visitors every month.
- Indeed strives to put job seekers first, giving them free access to search for jobs, post resumes, and research companies.
- There are many websites as mentioned above for the process of recruiting faculties but there is no specific android application to recruit faculty.
- Lack of easy access because every time need to browse for any updates regarding vacancies.

Disadvantages :

- It can take the lot of time to recruit the candidate.
- Human Efforts may loss.
- Fresh Recruiters can make mistakes.

4.2 Proposed System:

- Our proposed system can make the recruitment process easy by providing this application as a platform between users and organizations.
- We built an application based on the college information system, which helps to maintain the faculty as well as student information.
- This application includes contents like home page, sign up page, user login page, admin dashboard, automated screening resume form.
- Here applied candidates analysis can be done by viewing the details entered by the user at the time of registration.
- Admin of the respective organization shortlist the candidates based on eligibility criteria provided. The shortlisted candidates will be notified for the interview process.
- The candidates can know interview slots allotted by admin of organization.
- Android apps are faster than web apps.
- We are using MySQL for database ,you can use any version of MySQL.
- We have used Android Studio for developing this project.
- All the frontend and backend logic has been written in HTML, JAVA.
- Android apps usually store their data locally on mobile devices, unlike websites that generally use web servers.
- Ease of access.

Advantages:

- There is a chance to use the proper time
- Accurate and efficient.

Applications:

- This can be used in all kind of android devices with ease.
- It can be a lot helpful to HOD's and College Management for their recruitment process.
- Hiring Process can be eased in recruitments and drives.

5. MODULES:

5.1 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.

5.2 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.

5.3 Candidate dashboard:

In this model, Candidate gets registered in to college faculty recruitment system and chooses the designation and department he is applying for in the college. After logging into the application, he needs to undergo interview process and after confirming the shortlist confirmation by the college administration. He will able to see whether is he shortlisted or not. If shortlisted he will attend for further interview rounds.

5.4 Admin dashboard:

These are the person with certain privileges to announce recruitment depending upon the organization need. He/She has authority to publish advertisement and give suggestion whether or not to approve the recruitment.

6. DESIGN

System Architecture:



7. IMPLEMENTATION

7.1 Applicant Registration/Admin:

A sign up page (also known as a registration page) enables users and organizations to independently register and gain access to your system. It is common to have multiple sign up pages depending on the types of people and organizations you want to register.

If the applicant is new to the application .He must do complete registration process with entering proper details.

Applicant/admin Registration page

7.1.1 Application starting page:



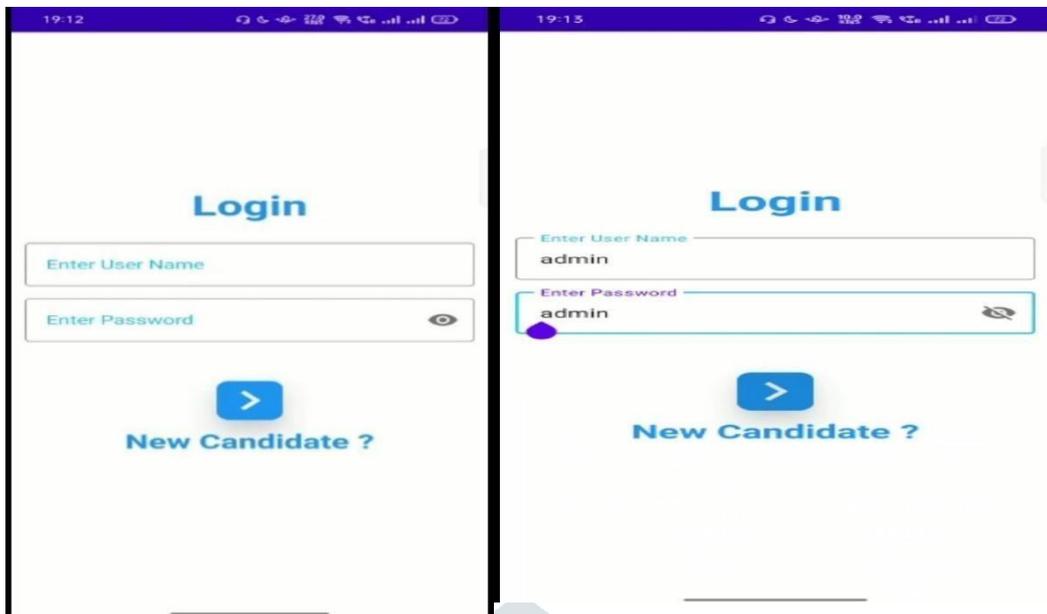
Welcome to College Faculty
Recruitment System

7.1.2 Automated Screening Resume Form:

Screening is the process of evaluating job applications, scanning resumes and selecting suitable candidates that match with the job description. The process of determining whether a candidate is qualified for the role is based on their educational qualifications, experience and skill sets.

7.2 Applicant/Admin Login:

The login page allows a users to gain access to an application by entering theirusername and password . Passwords are the most common methods of authentication.



Applicant /Admin Login Page A login is a set of credentials used to authenticate a user. Most often, these consist of a username and password. However, a login may include other information, such as a PIN number, passcode, or passphrase. Some logins require a biometric identifier, such as a fingerprint. Logins are used by websites, computer applications, and mobile apps. These are security measure designed to prevent unauthorized access to confidential data.

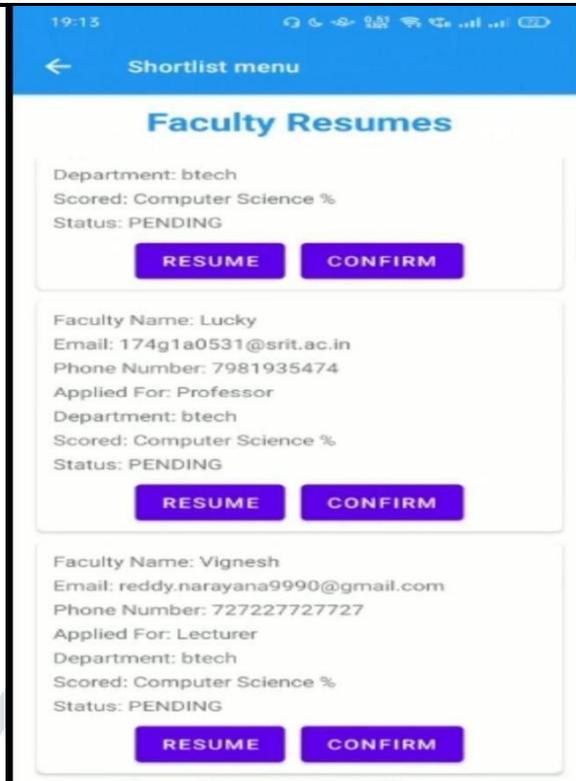
7.2.1 Admin DashBoard Page:



The Administrative Dashboard provides administrators direct access to important Encompass tools for faster and more convenient community management. The Dashboard serves an administrative home page with access to key components of your community.

7.2.2 Faculty Resumes:

The emphasis on education for the role is why it is crucial for everyone writing a resume for teacher jobs to know how to list their achievements and credentials. You can add descriptions along with the GPA on the work experience. If you are an experienced person with a lot of work to show, you can choose the most relevant qualification needed to bag the job in question.



Faculty Resumes Page

CONCLUSION:

Our Application concludes by developing a best solution in the means of mobile application for helping college management system in choosing right faculty and sorting out candidates at the times of drives happening for faculty recruitment. This application provides automation in all the process like registration, updating, searching.

REFERENCES

- [1]. <https://www.facultyplus.com/category/jobs-by-location/telangana/>
- [2]. <https://in.indeed.com/>
- [3]. Murach's HTML5 and CSS3 (4th Edition) by Zak Ruvalcaba and Anne Boehm Published March 2018, ISBN 978-1-943872-26-8
- [4]. M. Kessler et al., "A hybrid approach to managing jobs offers and candidates" Inf.Process. Manage, vol. 48, no. 6, pp. 1124-1135