

Online Recruitment Management System

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Abstract— The Online Recruitment Management System (ORMS) is a platform for the job seekers and the job providers to reduce the problem of unemployment. This platform is built for the recruitment process throughout the country as there is a large population of unemployment in India. This platform will put a variety of talents under the same roof for the process of hiring and reducing unemployment to a greater extent. The platform not only will have a high level jobs but also the vacancies under the small scale companies. So accordingly a user can search for the required field of jobs. There will be a rise in the employment graph of India.

Key words: Online Recruitment

I. INTRODUCTION

A. Need of Jobs? Why to worry!

As the name suggests Recruitment includes the process of hiring;. Hiring to those who fails to find a potential job or the easy way to be recruited in case of introverts. The platform is also made for those who wish to join internships during the vacations. It can also be helpful for the shopping malls vacancy, or the pizza shops who have a vacancy at the time of vacations as a large number of people visits the pizza shops and malls. Even the students in their vacation time opt to have a job opportunity so from a minimal recruitment to the maximum, this portal will help us to be in some or the other activities.

We have developed this project because usually there are a large number of introverts who fear to attend an interview or even people have a phobia in such fields; so, even having a great talent people fails in selection of jobs. So to enhance employment in our country this platform will help to recruit people to the best. Through this platform a lot of paper work is reduced to a larger extent. Not only in interviews but at times of vacations pizza, burger shops need extra pair of hands at different branches so people can apply for the jobs where such conditions meet.

Fields under which the user can apply

- 1) Engineer
- 2) Accountant
- 3) Graphic Designer
- 4) Delivery boy
- 5) Packaging
- 6) Marketing
- 7) Logo Designer
- 8) FreeLancer
- 9) Salesperson
- 10) ...and many more

In this project there will be two portals,

1) User Portal

Here the user will register and login. User can select 2 tasks:

- a) Search for a Job

Here the user will be able to search the jobs under this page. If a user find the desired job then he/she can apply for the job by sending mails from the website itself and then the user can join the job if the company accepts the mail.

Otherwise the user can keep searching for other capable jobs of his/her wish.

- b) Upload Resume

If user wants to submit his/her resume then he have to select under this field. The resume should be filled wisely and should be in case any complaints registered the email will be blocked.

The user has to submit the documents that will be requested.

2) Admin Portal (Company)

Fore mostly the admin will be requested to register and login, then Admin can select 2 tasks:

- a) Search an Employee

The resumes uploaded by the user will be displayed here. Admin can select from the appropriate resumes and recruit the person.

- b) Post a Job

If the admin is in need of certain vacancy, it has to post his job here with the detailed specification over here.

Admin can also upload a test for the process of recruiting employees under different categories. If the user passes a test they will receive a confirmation mail to apply for the job. In order to prevent cheating, there will be strict security like the page will not be selected and if the user switches the tab, the test will be failed and there will be time limit for each and every answers.

The process of recruitment will increase to a greater extent in our country as the number of people will be engaged in some or the other jobs.

- Note

No payments details will be asked as it is a free portal. Payment will be through the company and not by us. If any payment methods asked please inform us through the contact page.

II. FEATURES

- 1) Better Job Search Capability.
- 2) Variety of Talents under a Roof.
- 3) Faster Communication.
- 4) Digitalisation
- 5) Saving Paperwork
- 6) Open Source
- 7) Streamline Administration

Figure 1 shows the internal feature of the Project. The Recruitment process starts with advertising the vacancy of the job under which the selection criteria will also be specified. The job will be advertised on our website. The vacancy will receive job applications. There will be a rechecking again if the job is suitable then there will be a test and if the job will not be under criteria the job will not be applied and hence the user will apply for another job.

Same in the case of admin if the admin finds the resume under criteria he can search for other users and then if the admin gets a perfect user he can send message for joining the job. There is also an easy way for users to pass the test and get recruited.

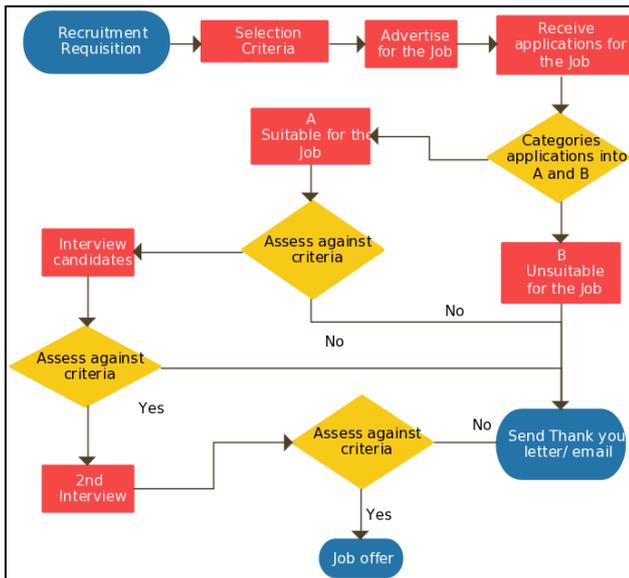


Fig. 1:

III. OUR PART

This portal will act a middle person between the company and the user. The motive is to reduce employment to a greater extent. As the problem is there is a large number of engineers every year but the problem of employment strikes evenly for them. But to reduce this to a greater extent a providing as an open source this will be to reduce employment on our part. As Figure 3 shows the unemployment percentage rate in the year 2016 in India.

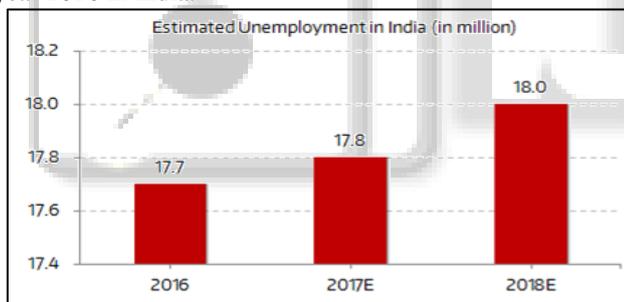


Fig. 2: Graph of Unemployment 2016-17-18

The figure 2 shows the unemployment rate of India in the year 2017-18. Estimates around 17.7 million in the year 2016 which increased to estimate of 17.8 million in the year 2017. 2018 reported an estimate of 18 million people unemployed in India. So to overcome this problem even the people of India should actively take efforts to overcome problem of unemployment an decrease to a greater extent.

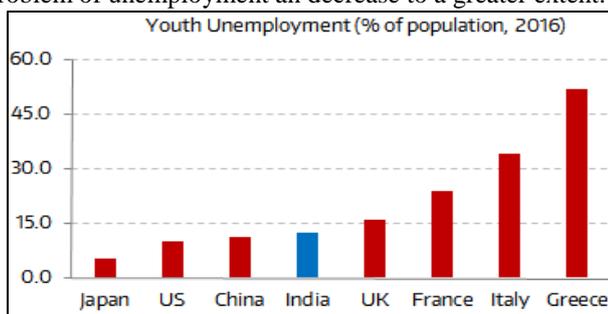


Fig. 3: Graph of Unemployment 2016

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