

JOBS.COM

Adesh Mendhe¹, Dhiraj Gurve², Manthan Lanjewar³, Tejas Deshkar⁴

¹⁻⁴B.E., Information Technology, Rajiv Gandhi College of Engineering and Research, Nagpur, Maharashtra

Abstract - The aim is to develop a job portal for informal industry workers and employers to ease the way of searching a valuable employment and employee in various sectors. Earlier the employers used to follow the old process for hiring employee. They used to wait on the street sides to hire any employee. The process is very time consuming and is troublesome for the employees and employers both. Although the process is inefficient, time consuming and does not guarantee sure employment to the workers, it was working fine as it is a traditional process, but in the post covid new normal and the availability and access of technology the process of searching a job and hiring an employee can be made efficient. To make the process seamless and efficient there is a need of a job portal to cater the unique demands of the informal sector for managing its various dynamics. Flutter UI development kit is used for designing the front end, Dart programming Language is used for the back end designing, Firebase is used as a dynamic Database and Hosting the website.

Key Words - Job portal, Employee, Employers, Hiring, Job Search, Informal Sector.

1. INTRODUCTION

The 21 century is technology driven, here people order food, Medicine travel tickets everything using internet. In fact, today the process of hiring is more internet based rather than traditional sources. The process of finding employment using internet starts with registration on a job search portal and every job-seeker does that but then, very few people get faster replies and job offers and many other just become another entry in the portals database. This is generally attributed to lack of understanding of the portal by the job seeker who might help then in getting more and faster offers.

Unemployment is one of the most major serious social issues faced by under developed, developing and developed countries. For example, in Europe the rate of unemployment has been increasing rapidly since the 1970's. Dorn and Naz Mentioned that one of the reasons for this problem is the lack of awareness and information among the people regarding new job openings and opportunities. Even if jobs are available people who need the job or are willing to work are unaware of the opportunities. Today, the internet has revolutionised every aspects of our life, such as the way we search and

apply for jobs if someone wants to search a new job, he/she can submit a resume by creating one on a few clicks of buttons and send or receive emails for faster and reliable communication. Online recruitment has become the standard method for employers and jobseekers to meet their respective objectives, but there is no such portal for informal sector with personalization options for recruiter and desirable working location selection option for job seekers without any resume or proper education but with skills.

The portal will serve as mediator between the employers and employees. It will cover employment opportunities for all informal sectors in a categorized manner. It will notify employees with any job openings in their preferred category and location as well. The portal will serve as a helpful agent for the employers as it will filter employees as per their requirements stated and location specified. The portal will serve as a guide and friend to employee as it provides the employee with various employment opportunities without going anywhere and that to in a specified location. The portal is available in multiple languages to make it simple to access. With its proper filtering and sorting mechanism it will reflect the most suitable employment the portal is built on "Flutter" it can be used on multiple platforms like desktop, Android, IOS. The portal follows Business-to-Business and Business-to-consumer models. Existing systems are user-friendly and have a good GUI, but in existing systems there are no Mechanisms or Modules that can help Job Seekers from the informal sector. The existing systems are not self-sufficient to provide the platform that helps Recruiters to convey to the Job Seekers about their personalized needs. The existing systems are building with an idea to show maximum possible Job Opportunities as they can, but, not those Job opportunities which Job Seeker really wants. This result in most of the job seekers is unable to find a deserving job and if they find one there are relocation concerns.

2. LITERATURE SURVEY

2.1. Job Procurement: Old and New Ways

Searching a job is a tedious process but there are many traditional / Old and new ways which have helped job seekers and are still helping people with or without using internet

- Employment recruitment agencies

- Job fairs
- Advertising in the newspapers
- Advertisement in television and radio
- Management Consultants
- Existing employee contacts
- Training And Placement Agencies or college departments
- Workers or professional referrals

Being too slow, stressful and challenging, with having low quality, these old job seeking methods have been put into the back of their minds by the applicants. With this, the applicants have to sacrifice their money and time for getting the information they need, along with the preparation process. One of the most important steps in the job searching process is finding vacancies for the job. To tackle all these situations, the internet has been proven a powerful tool for the aspirants. The internet can help in advertising of the job by companies and in HR planning and Development. The use of computer technology and the internet is majorly used for staff recruitment.

2.2. Importance of Job Portals

The internet has made things easier to a big extent for job seekers as the source of information plays a big role, and the internet, being one. Large corporations, Institutions, and universities include information on career Prospects on their websites. According to a survey, 70% of the workforce uses websites or portals on the Internet to Search for jobs in France. The search engines for accessing the information are provided by these websites or portals.

1. While researching for our project and evolving the idea we came across various portals we came across an American worldwide employment-related search engine for job listings launched in November 2004. This subsidiary of Japan's Recruit Co. Ltd. which is co-headquartered in Austin, Texas and Stamford, Connecticut has additional offices around the globe .too. Vertical search engine is an engine with single-topic search and it's one of this types. With the current availability in 60+ countries and 28 languages, it crossed Monter.com, becoming the highest traffic job website in US, in October 2010.
2. We looked into for job portals in the Indian market and came across a website which follows Business-to-Business and Business-to-consumer. This Indian based Job portal was found in March 1997 and is now operating in India as well Middle East. Indian Businessman Sanjeev Bikhchandani started INFOEDGE (India) Ltd. In 1995 which, later became Naukri.com. In Dec 2016, it had a database of 49.5million with daily addition of 15K resumes and modification of 1, 30,000 resumes during 2013-14.

3. We came across a company that provides local search for different services in India over the phone and online. The company's headquarter is situated in Mumbai, India and was founded in 1996 by VSS Mani. "Just dial social "is a service which aggregates content from all social media websites, news, TV broadcast and likewise other sources are also operated by the company. Also, it operates 'Search plus Service' a service that manages online transactions via mobile apps and web. The service is a database of business listings that users can either access by phone or online.

3. METHODOLOGY

We used the waterfall model for the development for the development of the portal as

- Requirements are not changing frequently
- Application is not complicated and big
- Project is short
- Requirement is clear
- Environment is stable
- Resources are available and trained

The earliest and sequential application development life cycle model pertaining to the market is Waterfall Methodology. Whichever project there is, it is divided into different series of levels known as initiation, analytics, design, developing, testing and deployment. The reason behind such phases is that no one can move onto the next step without completing the previous step. Because of this reason, it is sometimes referred to as Linear Sequence App Development Life Cycle Model.

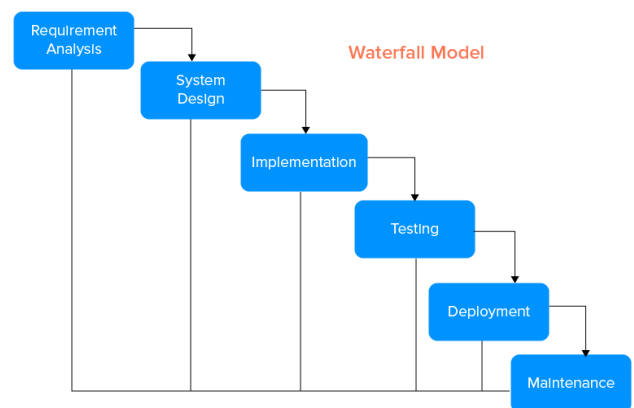


Fig 1: Waterfall Model

3.1 Activities Performed in Each Stage:

1. **Requirement Gathering Stage:** Detailed requirements of the system to be developed were gathered.

2. **Design Stage:** Plan the programming languages, framework that are required or the database and design the layout.
3. **Implementation Stage:** All the work such as coding is done in this stage.
4. **Testing:** Test the application on debug mode to check all the required functionalities as decided.
5. **Deployment Stage:** Deploy the application.
6. **Maintenance Stage:** To check, change/replace and redeploy as per the needs.

3.2 Flow of System Functionalities

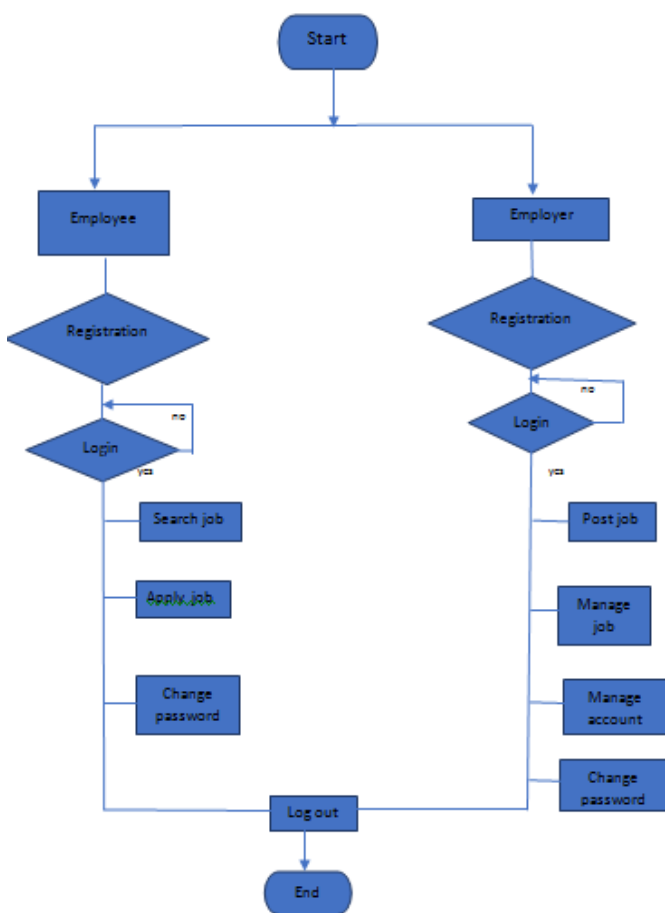


Fig: 2 Flow Chart of System

4. IMPLEMENTATION

The developed system which is a web portal and a mobile application has two modules namely the

- Find jobs/ Employee Module
- Post job / Employer Module

4.1 Find Jobs:

The find job page of the portal using this page the employee can search for jobs in a preferred category and location. We have to tabs named “WHAT” AND “WHERE”

- WHAT =>Category of job
- WHERE=> Location specified

The one who is seeking some job can search for different job opportunities. They can also view other companies posting. They can directly get in touch with the company via contacts provided by them.

4.2 Post Job:

- The page is specifically designed keeping in mind the requirement of the employer.
- To access the portal the employer needs to create account.
- Then the employer can build a job post specifying various details like type of job, skill required, location, salary, type of employment etc.
- Then after building a well specified job post the employer needs to post the job.

Table 1: Find Job Database Example

Find Job:			
Profession:	Contact Name:	Contact Number:	Password:
Painter	Ajay	8492394561	*****
Electrician	Vijay	8349472094	\$\$\$\$\$
Driver	Sunil	2318409583	#####

Table 2: Post Job Database Example

Post Job:			
Company Name:	Contact Person Name:	Contact Number:	Job Description:
Conc. Developers	Ram	7645890213	Need a Painter
Ola	Sham	3487501245	Need a Driver
K. Technical.	Vinod	6492891273	Need a Technician
Gada Electronics	Jethalal	4127485738	Need an Electrician

5. RESULT AND DISCUSSION



Fig 3: Home Page

This is the foremost page. From this page we can register or sign directly, also we can switch to other pages just by clicking on the respective tabs.



Fig 4: Find Job page

In this page one can search for the job he needs. All he has to do is to choose the profession and location.

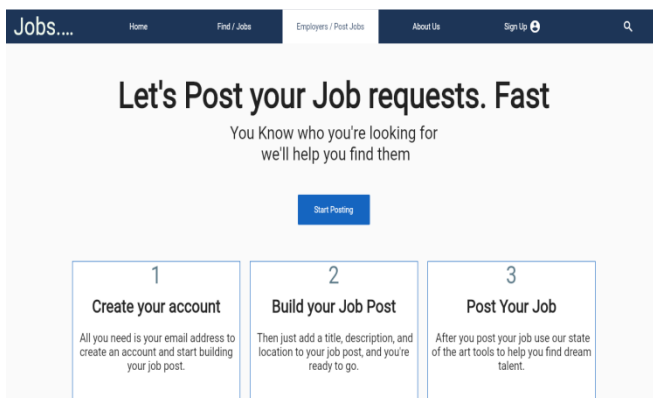


Fig 5: Post Job Page

Through this page one can start posting the jobs although the condition is that he must create an account.

Jobs.com

Go to Main Page

Sign Up

Contact Number	<input type="text"/>
Full Name	<input type="text"/>
Profession	<input type="text"/>
Password	<input type="password"/>

Register

Fig 6: Sign up page

In order to post job or to find jobs one must register him on the portal. All he need is to fill Contact number, name, and profession and enter password.

6. FUTURE SCOPE

The portal is ready to operate in future we are planning to roll out an application for the portal. A mobile supporting view will be available soon as we are working on it as well. The back ground implementation is also going on and soon it will be completed (Connectivity with database and client-server connection). We are planning to design the Logo for the portal JOBS.com. The team is planning to integrate the formal sector in the purview of "JOBS.COM". In future we are planning to collaborate with various governmental and non-governmental organizations and provide skill development opportunities to users. In future the portal will be hosted using cloud technology. The portal will use Artificial Intelligence such that it reflects the best option to the user.

7. CONCLUSION

It can be concluded that this project of Online Job Portal JOBS.COM was a real learning experience. Throughout the system all the basic principles of software productions were wisely implemented. The Online Job Portal developed by us is purely based on Flutter framework and dart programming language. As per the given specification, the project has been made. For the job seekers this will be an efficient way for finding one. The main goal of this portal is to attempt to connect the unemployed informal workers with employment opportunities near them.

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