

JOB RECRUITING BOARD

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ABSTRACT

A Job Recruiting Board is a platform or system designed to facilitate the connection between job seekers and employers. It typically allows companies to post available positions, while providing job hunters a place to find and apply for relevant opportunities. These boards can range from general job listing websites to specialized platforms targeting specific industries or skill sets, offering tools to filter and sort listings by job type, location, experience level, and other criteria.

Such boards are essential in the modern job market as they serve as central hubs where employers can reach a vast pool of potential candidates. They offer various features like resume uploading, job alerts, company profiles, and networking opportunities, making it easier for both employers and job seekers to find the right match. These platforms often integrate with social media and professional networks to broaden the search and increase visibility.

In addition to their primary function of job posting, recruiting boards may also include features like job market analytics, career resources, and interview preparation materials. This makes them an invaluable resource for job seekers who are looking for advice, support, or learning materials to advance their careers. For companies, it offers a streamlined recruitment process by allowing them to access a wide talent pool and manage applications efficiently.

I. INTRODUCTION

A Job Recruiting Board is a centralized platform or system that connects employers with job seekers by displaying job vacancies and career opportunities. The **Job Recruiting Board** is a full-stack web application designed to bridge the gap between job seekers and recruiters by providing a streamlined platform for job

postings, applications, and candidate management. This project aims to simplify the recruitment process for companies and offer a user-friendly interface for job seekers to search and apply for relevant positions.

The system supports two main types of users — **Recruiters** and **Job Seekers**. Recruiters can post job openings, view applications, and shortlist candidates, while job seekers

can register, create resumes, browse job listings, and apply for jobs. Admins oversee the platform to ensure smooth operation and manage reported content or users.

The project emphasizes modern web development practices, including secure authentication, dynamic user interfaces, and efficient backend processing, making it a real-world, practical application for learning and demonstrating full-stack development skills.

It serves as a hub for various industries and sectors, offering a wide range of positions for individuals at different levels of experience and expertise. Employers can post job listings, specifying the required skills, qualifications, and responsibilities for each position, while job seekers can browse through these listings, submit applications, and find relevant opportunities that align with their career goals. These boards can be digital platforms hosted by companies, educational institutions, recruitment agencies, or government organizations, and they often provide additional resources such as resume-building tools, interview tips, career advice, and salary information. By facilitating the recruitment process, Job Recruiting Boards play a crucial role in streamlining the hiring process, ensuring that organizations find the right talent while helping individuals discover suitable employment opportunities that match their skills and aspirations.

1.1 Vision:

A job recruiting board aims to connect employers with potential candidates by providing a centralized platform where job opportunities are posted, and job seekers can easily find and apply for relevant positions. It facilitates the recruitment process by offering tools for both employers to showcase their job openings and candidates to demonstrate their qualifications, skills, and experience.

1.2 Scope of project

The Job Recruiting Board project aims to create an online platform that connects job seekers with potential employers by allowing users to post job openings and apply for positions. The platform will include features such as job categorization, search filters, user profiles, resume uploads, and notifications to streamline the recruitment process for both candidates and companies.

II. LITERATURE SURVEY

Online Job Portal – A Web-based Application for Effective Recruitment Process

AUTHORS: Shubhangi S. More, Prof. N. M. Ghonge

This paper presents the design and development of a web-based job portal that allows job seekers and recruiters to interact efficiently. The system provides

functionalities such as job posting, resume uploads, and applicant tracking.

Key Contributions:

Developed a two-user role system: recruiter and applicant. Enabled recruiters to post jobs and manage candidate applications. Implemented basic search and filtering for job seekers.

Limitations Addressed:

Reduces manual processes in job applications and shortlisting. However, lacks advanced matching algorithms and real-time updates.

Job Portal System Using Data Mining Techniques

AUTHORS: Dr. S. R. Biradar, T. S. Patil

This research focuses on enhancing job recommendation systems through data mining. By analyzing user profiles and preferences, the system provides more accurate job suggestions.

Key Contributions:

Integrates data mining to understand user preferences and suggest jobs accordingly. Uses clustering and classification algorithms for better match-making.

Limitations Addressed

Overcomes the randomness in traditional job recommendations. Does not provide end-to-end recruitment features like interviews or messaging.

An Intelligent Job Recommendation System

AUTHORS: Dr. M. V. Landage, K. P. Waghmare

The authors propose a machine learning-based job recommendation system that analyzes user skills, previous applications, and interests to provide personalized job listings.

Key Contributions:

Uses algorithms like Decision Trees and Naive Bayes for job matching. Enhances user experience through intelligent suggestions.

Limitations Addressed

Personalizes the job search process. Doesn't cover the complete recruitment cycle (job posting, tracking, feedback).

Online Recruitment System with Automated Filtering of Candidates Based on Skill Matching

AUTHORS: Aishwarya D., Darshana S. Raut

This research focuses on skill-based filtering of candidates using keyword matching and database querying. The system ranks candidates based on how closely their skill sets match the job requirements.

Key Contributions:

Automates the shortlisting process based on predefined job skill sets. Provides ranking mechanism to prioritize candidates. Simple

and effective for medium-scale companies.

III. PROBLEM STATEMENT

In earlier days, job recruitment processes were handled manually, which required considerable time and effort. Recruiters and candidates had to rely on physical documentation, spreadsheets, and emails to track job openings and applications. This method often led to inefficiency, missed opportunities, and human error in managing large volumes of job applications. The lack of security also posed a risk to the confidentiality of applicant and recruiter data. Reporting on candidate statuses and application progress was tedious and error-prone. Maintaining and updating candidate and job listing information manually added complexity to the process. All tasks, such as scheduling interviews, tracking applicant status, and managing feedback, had to be performed accurately to ensure a successful recruitment process.

3.1 Disadvantages of Existing System :

Lack of Personalization: Most systems provide generic job recommendations rather than tailoring them based on a user's skillset, preferences, or behavior.

Spam or Irrelevant Job Listings: Candidates often receive job suggestions that are either outdated, irrelevant, or not aligned with their qualifications.

Manual Resume Screening: Many systems still rely on manual or keyword-based

screening, which may overlook qualified candidates due to formatting or wording differences.

Poor User Experience: Complex interfaces, slow navigation, or poorly optimized platforms can frustrate users and reduce engagement.

Delayed Updates: Job status (open/closed) may not be updated in real-time, leading to wasted applications and effort.

Limited Employer Insights: Employers often lack smart tools to analyze applicant data or get recommendations for the best-fit candidates.

No Skill Gap Analysis: Most platforms don't help users understand what skills they lack or suggest how to improve based on desired job roles.

Security & Privacy Concerns: Some platforms fail to protect sensitive data, which can lead to breaches or misuse of candidate information.

Insufficient Feedback Mechanism: Job seekers often don't receive feedback or application status updates, leaving them in the dark.

IV. PROPOSED SYSTEM

To address the challenges mentioned above, an Online Job Recruiting Board is proposed. The system will provide a user-friendly interface for both recruiters and job seekers. The process logic is as follows:

4.1 PROCESS LOGIC:

User Input: Job seekers fill out an online form to submit their applications or create their profiles.

Data Transmission: The form data is transmitted from the client (browser) to the server using the GET or POST method.

Server Processing: The web server processes the received data and invokes the appropriate program (e.g., a servlet) to handle the request.

Response Generation: The program processes the input data and generates a response, such as a confirmation page or error message.

Displaying Response: The web server sends the response to the browser, where it is displayed for the user.

User Interaction: The browser displays the response, allowing job seekers or recruiters to continue with the recruitment process, such as submitting an application, scheduling interviews, or reviewing candidate profiles.

4.2 Benefits of Proposed System:

Automation transforms the traditional recruitment system into a digital, streamlined process. The benefits of implementing an automated Job Recruiting Board system include:

Online Registration: Job seekers can create and manage their profiles online, making the registration process quick and efficient.

Centralized Access: Both job seekers and

recruiters have access to relevant information from a centralized platform.

Job Listings Management: Recruiters can post, update, and manage job openings, including details such as job roles, requirements, and application deadlines.

Candidate Tracking: Recruiters can easily monitor the progress of applicants, from application submission to interview scheduling and final selection.

Interview Scheduling: Automation allows for efficient scheduling of interviews, with notifications sent to both recruiters and candidates.

Reduced Errors: Automated processes reduce human error, ensuring accurate data entry and processing.

Security and Reliability: The system ensures data security and helps track changes for accountability.

Time Efficiency: Automation significantly reduces the time required for recruitment tasks, allowing recruiters to focus on more strategic tasks.

V. IMPLEMENTATION

The Job Recruiting Board is a web-based application, which revolutionizes the way companies hire the candidates and jobseekers search for job vacancies. The employers can view reviews given by the jobseekers and make improvements in their system accordingly. The application provides a flexible and easy to use

environment on portable devices like smart phones/tablets for the users to achieve their respective objective.

5.1 Employer:

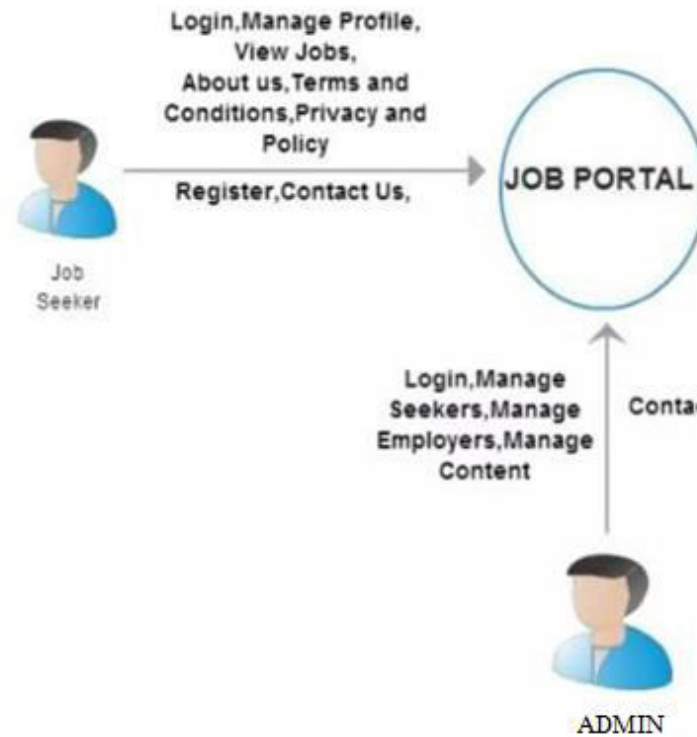
Employer users will be able to perform functions such as registering with the application and creating an account by providing the details of Employer Name, Address, E- mail, Mobile Number, Login Name, and Password that are stored in the database. Once the account is activated, this module allows employers to post jobs summarizing responsibilities and expected skills that will be saved in the MongoDB database. The employer will also be given privilege to change the status of the job seeker and mark it as: Selected, rejected or Under Consideration. He/she can view the list of job postings that are active. He/she can also view the applicant details that have applied for a particular job posting. The employer will be able to view reviews provided by the jobseeker.

Job Seeker or Candidate:

The Jobseeker users will be able to perform functions such as registering with the application and creating an account by providing the details of First Name, Last Name, E- mail, Password, Mobile Number, Primary Skill and Experience that are stored in the MongoDB database. Once the account is activated, jobseekers can search, view and apply for active job openings. All the

applied jobs details are stored in the database.

VI. SYSTEM ARCHITECTURE



VII. RESULT ANALYSIS



Fig7.1:Homepage.

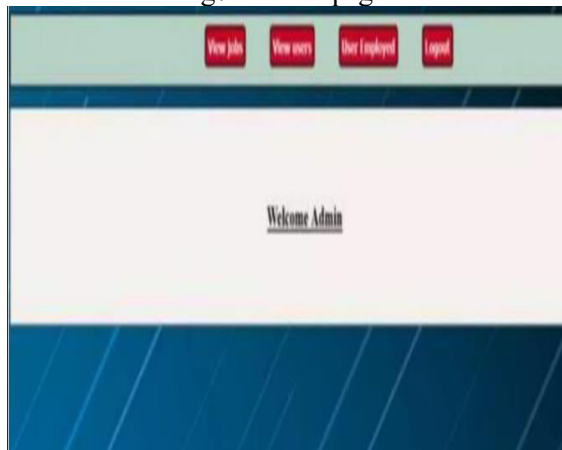


Fig7.2:AdminPage.

VIII. CONCLUSION

A job recruiting board serves as a platform where employers and job seekers can connect and engage in the hiring process. It offers companies the ability to post job openings and access a pool of candidates actively seeking employment. For job seekers, it provides a centralized location to search for opportunities, submit resumes, and sometimes even apply directly through the platform. These boards are an essential resource for both employers and applicants, facilitating smoother and more efficient recruitment.

In addition to basic job listings, many recruiting boards offer features like job alerts, resume-building tools, and interview preparation materials, making them even more useful for candidates. These platforms often categorize jobs by industry, role, location, and salary range, allowing job seekers to filter results according to their preferences. Some boards even include user-

generated content, such as company reviews or salary data, to help applicants make informed decisions.

For employers, recruiting boards can streamline the hiring process by providing a wide range of candidates from diverse backgrounds. These platforms may offer premium services, such as targeted job postings, access to a larger talent pool, or advanced applicant tracking systems. The growing presence of specialized recruitment boards also allows companies to find the right fit for niche roles more effectively. As technology continues to evolve, these platforms are likely to become even more integrated with AI and other tools, making recruitment processes faster and more accurate.

IX. FUTURE WORK

The Job Recruiting Board project currently covers essential functionalities for job seekers and recruiters. However, there are several areas where the application can be further improved and extended:

Enhanced Search and Filters

Implement advanced job search features such as filtering by experience level, salary range, company rating, job type (remote/hybrid/on-site), and posting date.

AI-Powered Job Recommendations

Integrate machine learning to recommend

jobs to users based on their profile, skills, and application history.

Chat System

Build a real-time messaging system between recruiters and job seekers for better communication and interview scheduling.

Resume Parsing & Builder

Allow users to upload resumes which are automatically parsed to fill their profile. Additionally, offer a resume builder tool.

Interview Scheduler Integration

Integrate calendar APIs (Google Calendar or Outlook) to schedule interviews and send reminders.

Admin Panel

Develop an admin dashboard to manage users, verify job posts, remove spam, and generate analytics reports.

Gamification & Badges

Add features like profile completion badges, application streaks, or certifications earned to keep users engaged.

Mobile App Development

Create mobile versions (React Native or Flutter) to increase accessibility and user engagement.

Analytics Dashboard for Recruiters

Provide insights on job post reach, number of applicants, average response time, and more.

Multilingual Support

Add support for multiple languages to make the platform inclusive for users from different regions.

REFERENCES

Indeed – One of the most popular job boards that allows employers to post jobs and job seekers to apply. It includes filters for specific roles, industries, locations, and experience levels.

Indeed website

LinkedIn – LinkedIn offers both job seekers and recruiters a professional platform. Companies can post job listings, and candidates can apply directly through LinkedIn or use the platform to network with potential employers.

LinkedIn Jobs

Glassdoor – Known for company reviews and salary transparency, Glassdoor also offers a job board where companies post opportunities. Job seekers can also research potential employers before applying.

Glassdoor website

Monster – Another well-established job search website that offers a variety of job listings, career advice, and resume-building tools.

Monster website

ZipRecruiter – A platform where employers can post jobs, and job seekers can apply. ZipRecruiter also uses AI to match job

seekers with relevant positions.

ZipRecruiter website

SimplyHired – Aggregates job listings from all over the web and allows job seekers to apply directly. It also offers salary comparison and job search tips.

Simply Hired website

AngelList – A job board specifically for startups. It provides a platform for job seekers to connect with early-stage companies looking for talent.

AngelList website

CareerBuilder – A comprehensive job search engine with thousands of job listings. It also provides resources for resume building and career advice.

CareerBuilder website

Web sites:

1. www.eci.gov.in
2. www.google.com
3. www.tutorialpoints.com/java/
4. www.apeci.com
5. www.askjeeves.com
6. www.w3schools.com
7. www.wikipedia.com
8. www.jdbc-tutorial.com
9. www.JSP.net
10. www.xamppserver.com
11. www.apache.org

12. www.tutorialpoints.com/mysql