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Improving the Campus Recruitment Efficiency

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ABSTRACT: This paper presents the development and implementation of a Campus Recruitment System (CRS) using PHP, aimed at enhancing the efficiency and effectiveness of the recruitment process within academic institutions. The CRS is designed to streamline the interaction between students, employers, and placement officers, facilitating seamless communication and information exchange. Key features of the system include user-friendly interfaces for student registration, job postings by employers, automated resume screening, and scheduling of interviews. The system leverages a robust backend powered by PHP and MySQL, ensuring scalability and secure data management. Additionally, it incorporates real-time notifications, analytics dashboards, and role-based access control to ensure a personalized and secure user experience. The implementation of this system has demonstrated significant improvements in reducing administrative workload, accelerating the recruitment cycle, and enhancing the overall satisfaction of both recruiters and students.

KEYWORDS: recruitment, campus, jobs, student, company, PHP.

I. INTRODUCTION

Campus recruitment is a crucial phase in the academic lifecycle, providing students with opportunities to transition from academic life to professional careers. An efficient and streamlined campus recruitment system can significantly enhance this process, benefiting both students and recruiters. Our project, Campus Recruitment System in PHP, aims to develop a comprehensive platform to facilitate the placement activities within colleges. This system is designed to bridge the gap between potential employers and graduating students by automating various aspects of the recruitment process. It provides functionalities for students to register, upload their resumes, and apply for job postings. Employers can post job openings, review applications, and schedule interviews, while placement coordinators can manage and oversee the entire recruitment process. Leveraging the power and flexibility of PHP, this web-based application ensures scalability, robustness, and ease of maintenance. The system incorporates features such as user authentication, job listing management, application tracking, interview scheduling, and real-time notifications to create a seamless and efficient recruitment experience. Ultimately, the Campus Recruitment System in PHP aims to streamline placement activities, reduce administrative burdens, and provide a structured approach to managing campus recruitments, thus ensuring a win-win scenario for students, educational institutions, and recruiters.

II. RELATED WORK

Placement is a crucial aspect of any educational institution, traditionally managed manually, which is time-consuming and labor-intensive. This system aims to create a Placement System that minimizes manual work and maximizes optimization, abstraction, and security. The application will facilitate both students and companies in managing placement activities efficiently. It introduces a web portal for managing placement data, designed for the placement cell of a college, with functionalities for various placement services. The modular architecture allows for future enhancements or module replacements to adapt to specific needs or improve features.

Additionally, the proposed Android App for Training and Placement aims to simplify the registration process for students and streamline the tracking of training and placement activities. Key features of the system include:

1. **Online Registration:** Transitioning from manual registration to an online system to save time and reduce paperwork.

2. **Administrator Functions:** Allowing administrators to view registered candidates, filter eligible candidates based on qualifications, and generate appropriate lists.
3. **Automatic Calculation of Student Marks:** Automating the calculation of students' percentage averages/aggregates to eliminate manual data entry errors.
4. **Centralized Departmental Data:** Centralizing data storage to avoid the time-consuming process of searching through scattered records and to prevent data redundancy.

The system provides email approvals and confirmations from the TP head, automated email validation based on student-provided information, and online notices regarding schedules, ensuring that both students and the Training and Placement Officer (TPO) have access to updated information on training and placement statuses.

III. METHODOLOGY

3.1 Database

Central Repository: A centralized database stores all relevant data, including job postings, student details, resumes, application statuses, test scores, and placement records.

3.2 User Roles and Functions

Company:

- **View Jobs:** Companies can view all job postings.
- **Add Job Posting:** Companies can add new job postings to the system.
- **View Resumes:** Access to student resumes who have applied for jobs.
- **View Students:** Browse through the list of students available for placement.
- **Approve/Reject Applications:** Manage job applications by approving or rejecting candidates.

Student:

- **View Company Details:** Students can view details about various companies participating in the recruitment process.
- **View/Apply for Jobs:** Students can browse job postings and apply for suitable positions.
- **View/Attend Quizzes:** Students can access and participate in tests or quizzes.
- **Get Score of the Quiz:** View scores obtained in various tests or quizzes.
- **View Placement Details:** Access information regarding their placement status.

Admin:

- **Add/View Admin:** Manage admin users in the system.
- **Add Test/Quiz:** Create new tests or quizzes for students.
- **Manage Test/Quiz:** Oversee and manage existing tests or quizzes.
- **Add Test Category:** Define categories for different tests.
- **Add/Edit Questions:** Create and edit questions for the tests.
- **View Test Scores:** Access and manage the scores obtained by students in various tests.
- **View Placement Details:** Monitor placement activities and statuses.
- **View Accepted/Rejected Students:** Access lists of students who have been accepted or rejected for various positions.
- **Students Rank Based on Scores:** Rank students based on their test scores for better assessment.

3.3 Process Flow

- **Online Registration:**
 - Students register online instead of filling out paper forms. This saves time and reduces paperwork.
- **Automated Data Handling:**
 - Automatic calculation of student marks and percentage averages.
 - Centralized data storage for easy access and management.
- **Admin and Company Coordination:**

- Admins can approve or reject student applications and manage job postings.
- Companies can post job opportunities and review student applications.
- **Communication:**
 - Automated email notifications for approvals, rejections, and updates.
 - Online notices regarding schedules and updates for both students and companies.

3.4 Modularity

The system's modular architecture allows for easy addition or replacement of modules, enabling future enhancements and scalability.

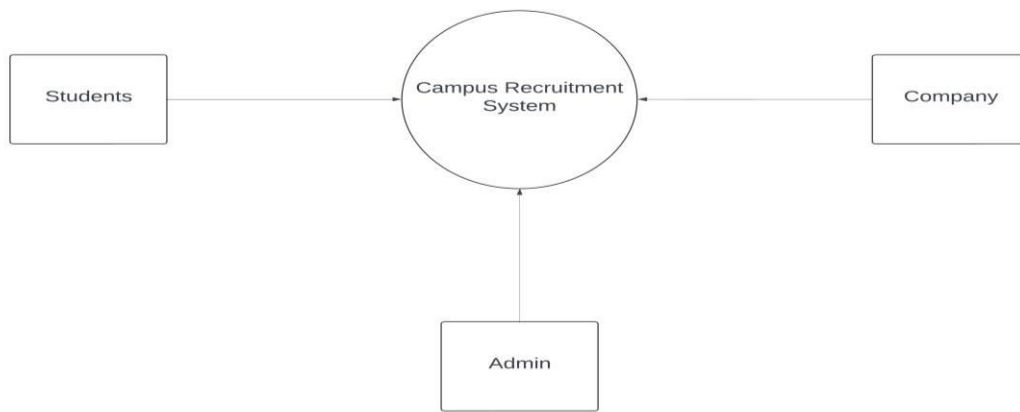


Figure 3.1: Level-0 Data Flow Diagram.

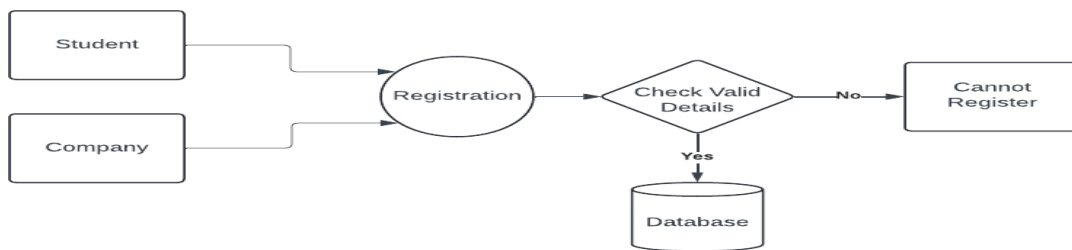


Figure 3.2: Level-1 Data Flow Diagram.

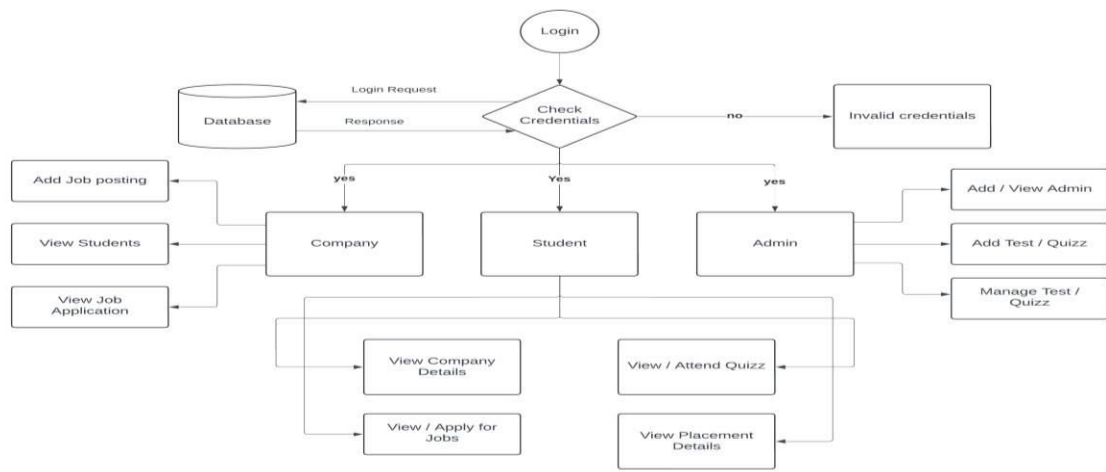


Figure 3.3: Level-2 Data Flow Diagram

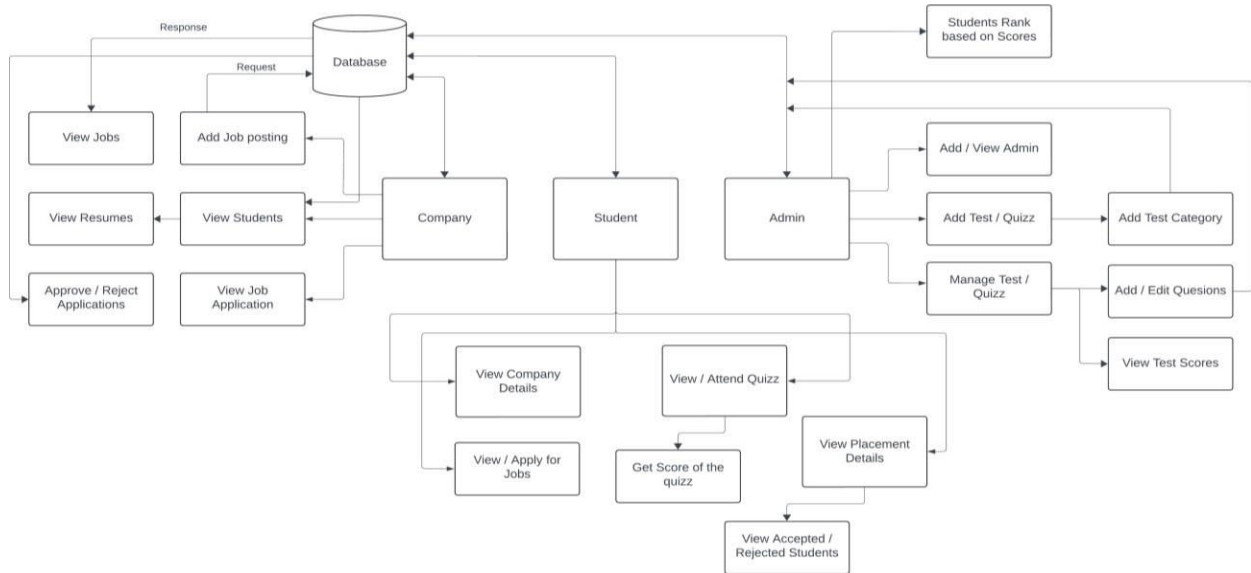


Figure 3.4: Level-3 Data Flow Diagram.

IV. EXPERIMENTAL RESULT

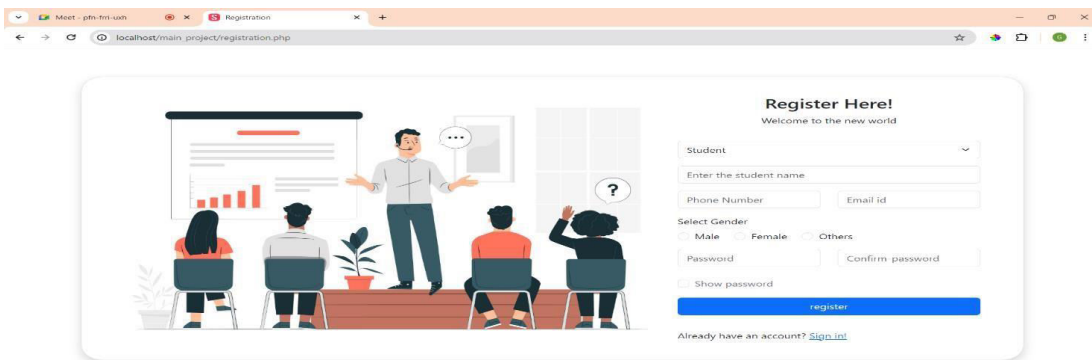


Figure 4.1 Registration page for students

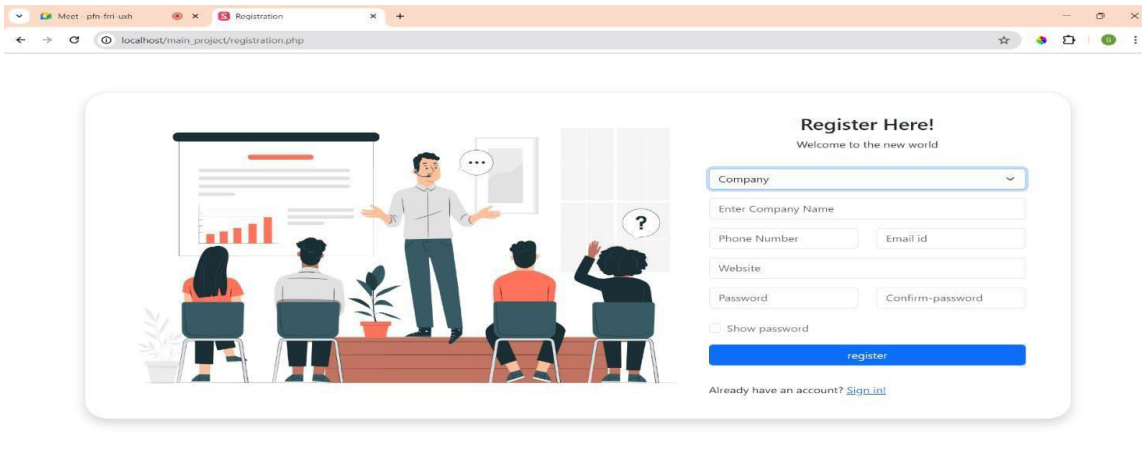


Figure 4.2 Registration page for company

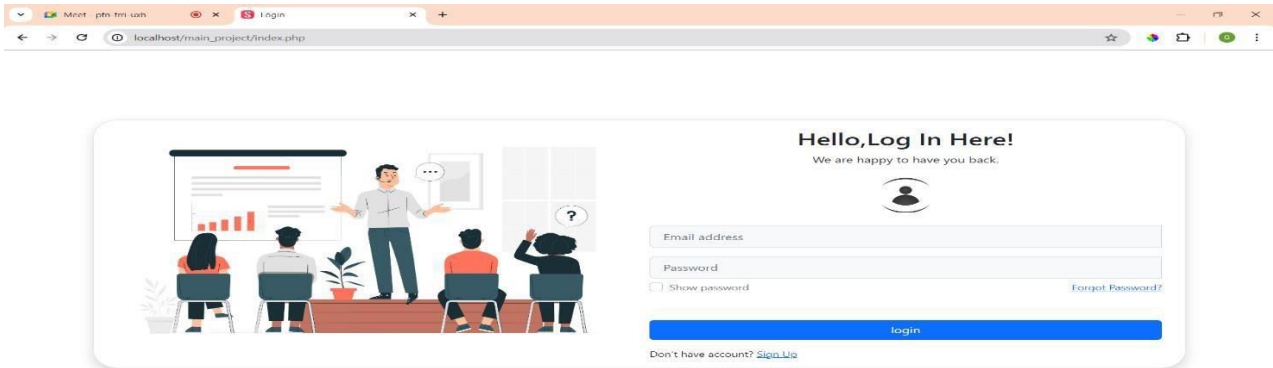


Figure 4.3 Login page



Figure 4.4 company login home page

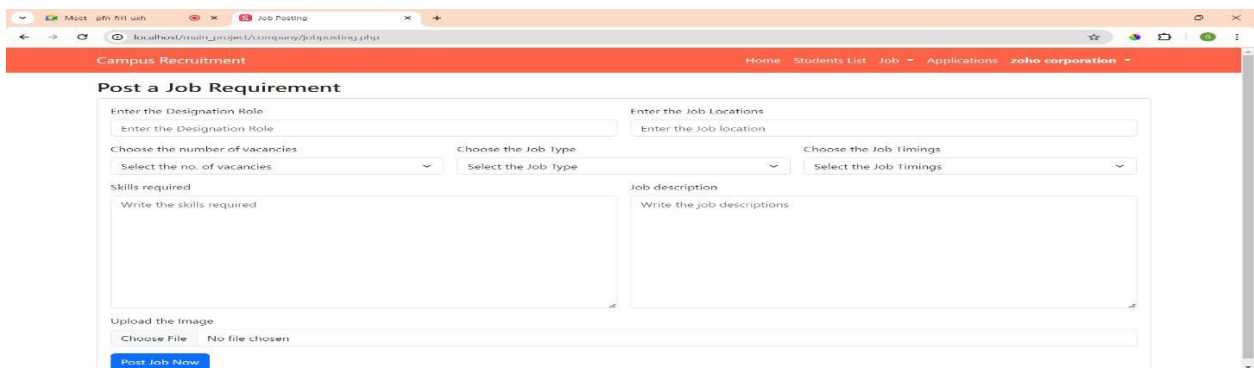


Figure 4.5 post jobs (company login)

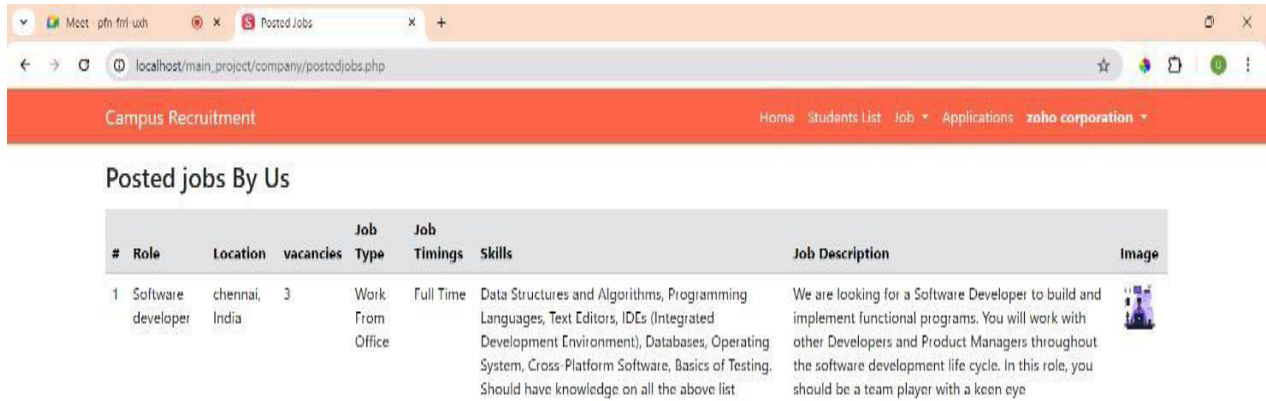


Figure 4.6 view posted jobs (company login)

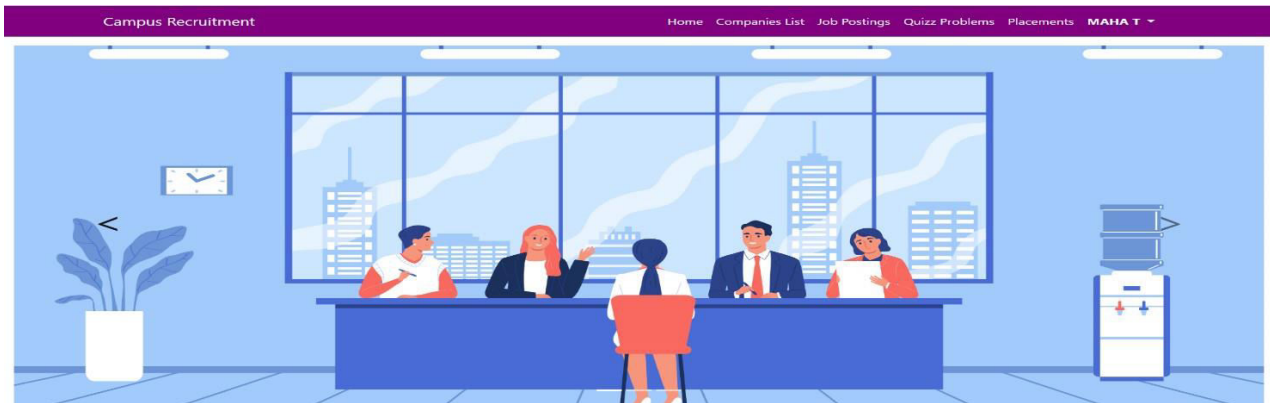


Figure 4.7 Students home page (student login)

Company Details

#	Company Name	Contact Email	Contact Number	Website
1	HCL Technologies.	hcl@gmail.com	9360340464	http://www.hcl.in
2	Infosys Pvt Ltd.	infosys@gmail.com	9894225284	http://www.infosys.in
3	TATA Consultancy Ser	tcs@gmail.com	1234567891	http://www.tcs.in
4	Tech Mahindra Ltd.	techmahindra@gmail.com	8015923111	http://www.techmahindra.c
5	zoho corporation	zoho@gmail.com	9345656789	http://www.zoho.in

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Figure 4.8 company details (student login)

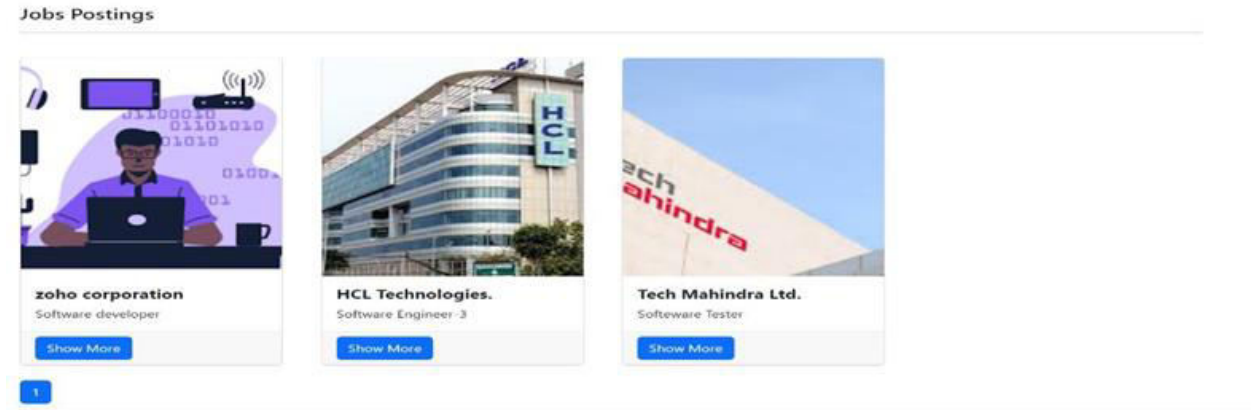


Figure 4.9 jobs listing page (student login)

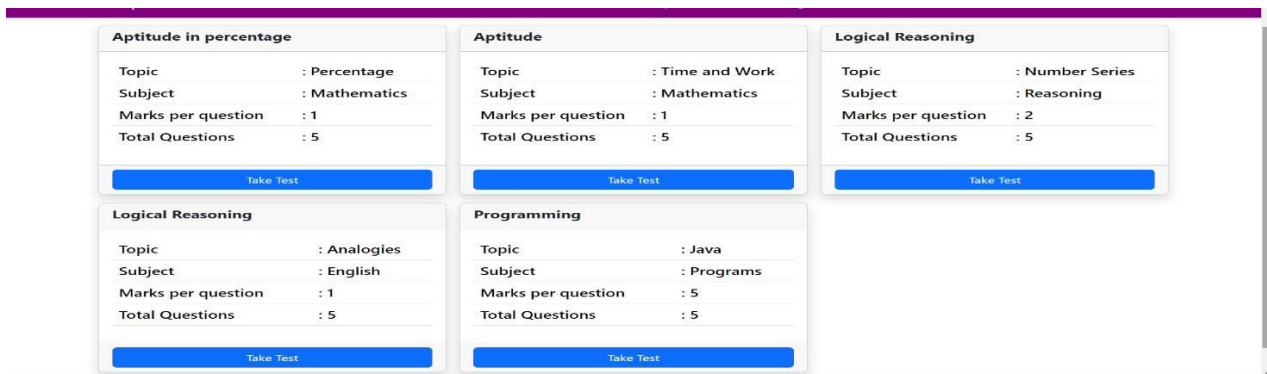


Figure 4.10 quiz problems page (student login)

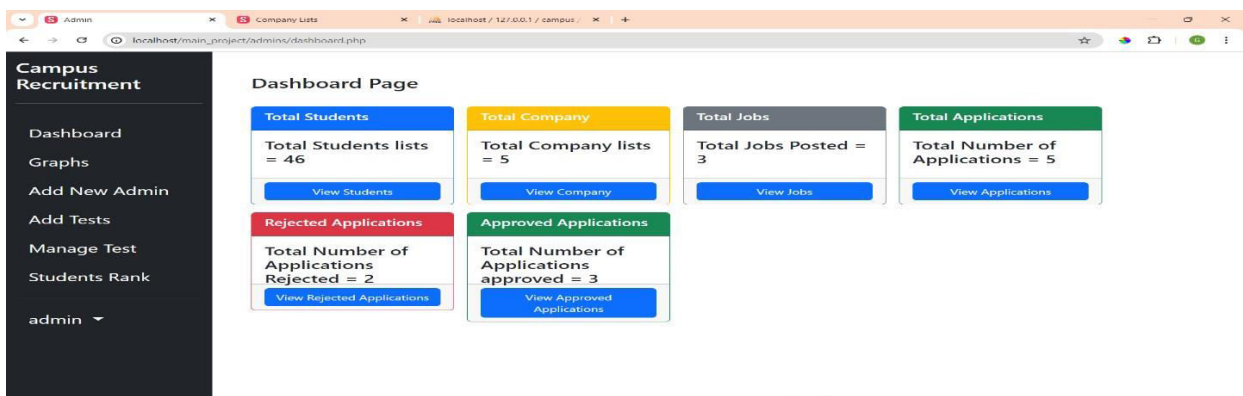


Figure 4.11 admin dashboard (admin login)

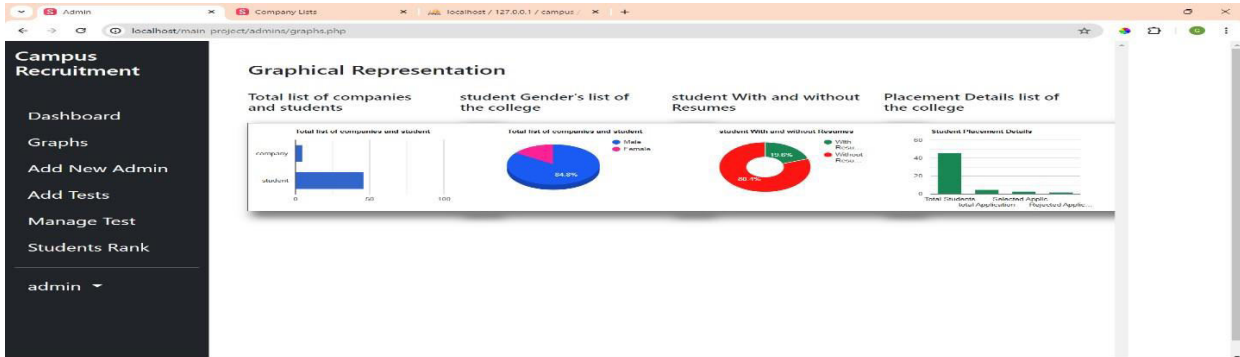


Figure 4.12 statistics (admin login)

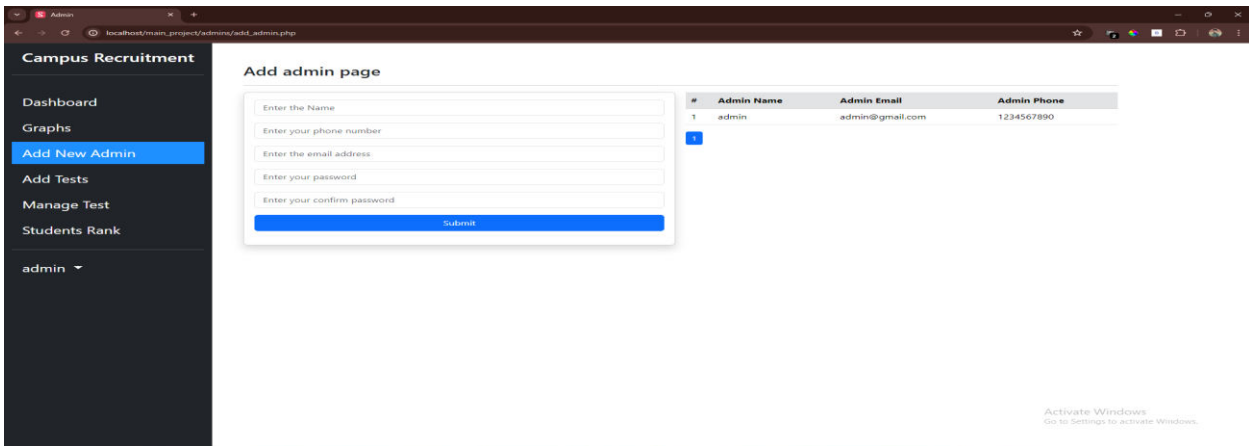


Figure 4.13 add new admins (admin login)

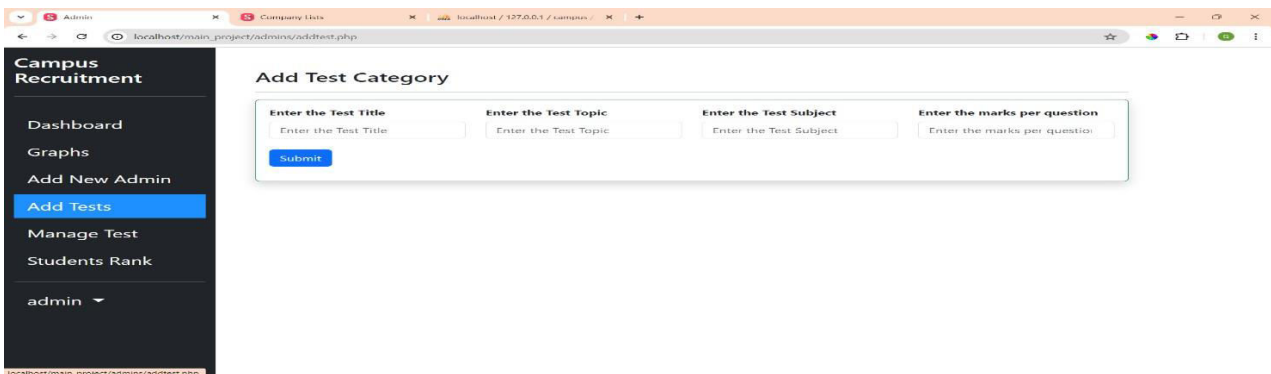


Figure 4.14 add tests category (admin login)

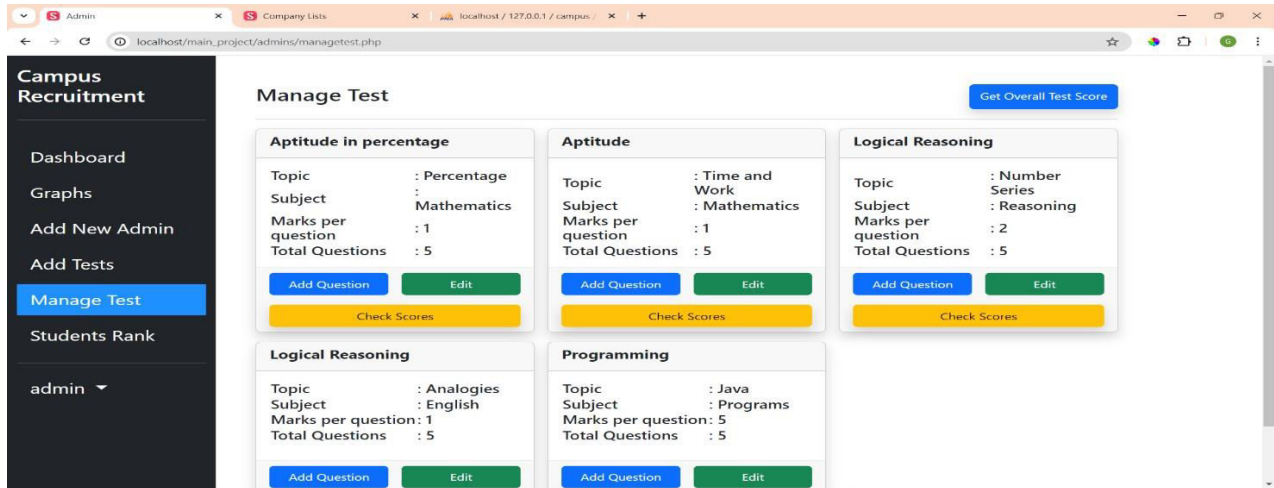


Figure 4.15 manage test category (admin login)

V. CONCLUSION

A comprehensive campus recruitment system plays a pivotal role in bridging the gap between academic institutions and industry. By streamlining the recruitment process, such a system offers numerous benefits for both employers and students. For employers, a well-designed campus recruitment system facilitates efficient access to a pool of talented graduates, enabling them to identify and recruit the best candidates who meet their organizational needs. Automated processes reduce administrative overheads, allowing recruiters to focus on engaging with potential hires and making informed decisions. For students, the system provides a structured and transparent platform to explore job opportunities, submit applications, and track their progress. It ensures equitable access to various companies, increasing their chances of securing suitable employment upon graduation.

Institutions benefit by enhancing their reputation as they effectively support students in transitioning to the workforce. The data generated through the system can be used to refine curricula and career services, aligning educational outcomes with industry demands. Overall, a campus recruitment system fosters a collaborative environment that aligns educational objectives with career aspirations, ultimately contributing to the growth and success of all stakeholders involved.

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