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# A Job Portal Online Platform

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**ABSTRACT:** A job portal is a web-based application model created to enable interaction between employers and employment seekers. The primary study question of this research is to establish the extent to which job portals facilitate the recruitment process. Major findings suggest job portals also help reduce the time and cost of recruiting since they provide a source of comprehensive listing of job openings. Key findings from the research indicate that even though job portals are beneficial, there is a concern since there is always information theft and the website requires regular updates to keep users interested.

**KEYWORDS:** Job Seekers, Skills, Employers, Employment Opportunities, Vacancies, Hiring.

## I. INTRODUCTION

An online job portal system is an interstate system that helps employers and job seekers come together to find jobs through a website. The system will be more helpful in enhancing companies to post their job vacancies and potential employees to search for the job vacancies that they wish to apply for. When implemented, such components are designed to improve the job seeking process for candidates and streamline the recruitment process for employers as a whole through the online job portal system.

## II. LITERATURE SURVEY

The conventional methods of seeking employment take considerable time, energy, or/and exertion and hence provides little quality or speed into the process. Job those who seek employment must devote a lot of time to spend searching for information how to fill the forms and not forgetting the expenses incurred in the process of the market. But the increase of the various revolutionary job posting sites has given the new chance to search a job even faster and more convenient than before thus revolutionizing the job seeker market. The Internet has become helpful source of information for the job seekers with several websites available to post vacancies in a variety of fields and in-line with various qualifications. This reception through Internet media has significantly boosted this area in the provision of employment openings. However, the internet is very crucial in planning and development of human resources as recruitment is done majority of organizations by the use of computer technology and the internet. It is important to note therefore that while in the process of job seeking meaning the process has been eased by the use of Internet novel is nearly everywhere and its availability cannot be underrated its use does not fully supplant conventional methods. The fact is that relatively traditional methods of job search, such as networking, referral, and direct application remain viable in some circumstances. Although, because of ease and convenience that accompany use of the internet for a search, people turn to on-line job search portal. Very useful for our users if finding a source of income in the event of today's information search.

## III. RESEARCH METHODOLOGY

### 3.1 System designing and architectures

The online job portal system is created with the help of word press, PHP, SQL server and XAMPP amalgam. WordPress used as the Content Management System (CMS) that used to make and manage the web page. PHP is used for server-side script because it is in charge of the back-end processing while SQL is used to manage the databases to input and output data. Apache MySQL and PHP are run and installed within XAMPP as the local development environment of the web server and database.

### 3.2 User Interface Development

The website architecture is built out of WordPress themes and plugins for ease of use and displaying a responsive design. Various PHP modifications are incorporated to cater for certain tasks including registration of users, advertising for jobs and applying for those jobs. To check compatibility the layout and design is tested on web browsers

and devices.

### 3.3 Backend Development

The backend development directs itself towards codifying a solid and efficient framework. There are PHP Scripts that are used to work on user login and searching jobs. The backend also has user control panel, job listing control panel and system control panel.

### 3.4 Testing and Validation

The system passes through a test to determine its functionality, security and performing capabilities. On the other hand, while unit tests are done to all the units or components of the software independently, integration tests are done to confirm the compatibility of one or several modules with others.

### 3.5 Deployment

Once tested, the developed system is hosted on a live server via XAMPP at initial stage of implementation. Migration stored procedures run with the purpose of copying existing data from the development environment to a production database. These techniques are sustained to make sure that the system is up and running and with fewer security vulnerabilities.

## IV. RESULTS AND DISCUSSION

### Results

The creation and use of the online job portal system were provided some outcomes as follows. WordPress, PHP, SQL and XAMPP were implemented in a correct manner that the website is functional and easy to use.

**User Registration and Management:** For the management of the users registration it was efficient in that users especially the job seekers and employers would post and update their profile. The database was also very useful in the fact that it kept records of all the users as they were and up to date.

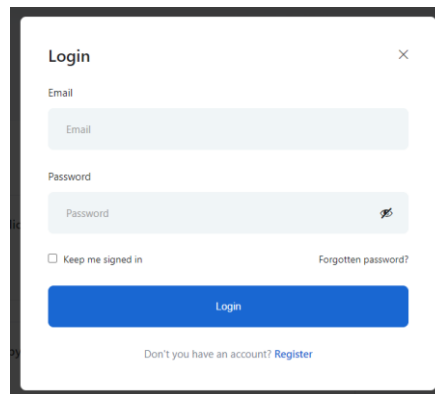


Figure 1: LogIn Interface

**Job Posting and Application:** The employers were able to put up their vacant posts and the applicants were able to apply to these vacancies without stress. This process helped to minimize the time and effort for the application as well as for the other side.

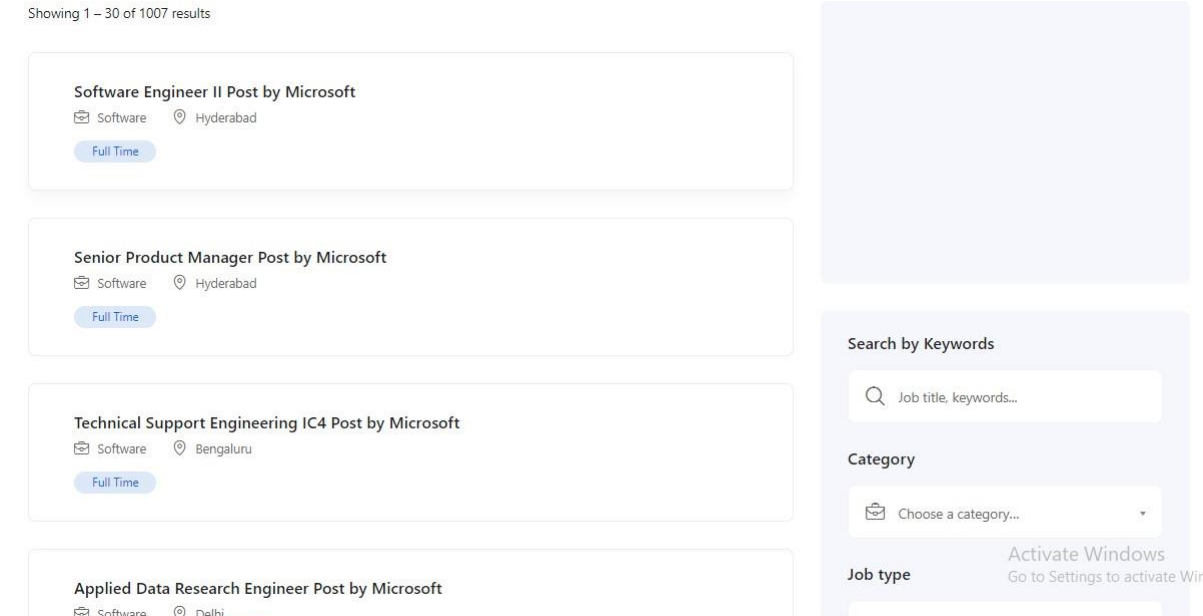


Figure 2: Jobs Page Interface

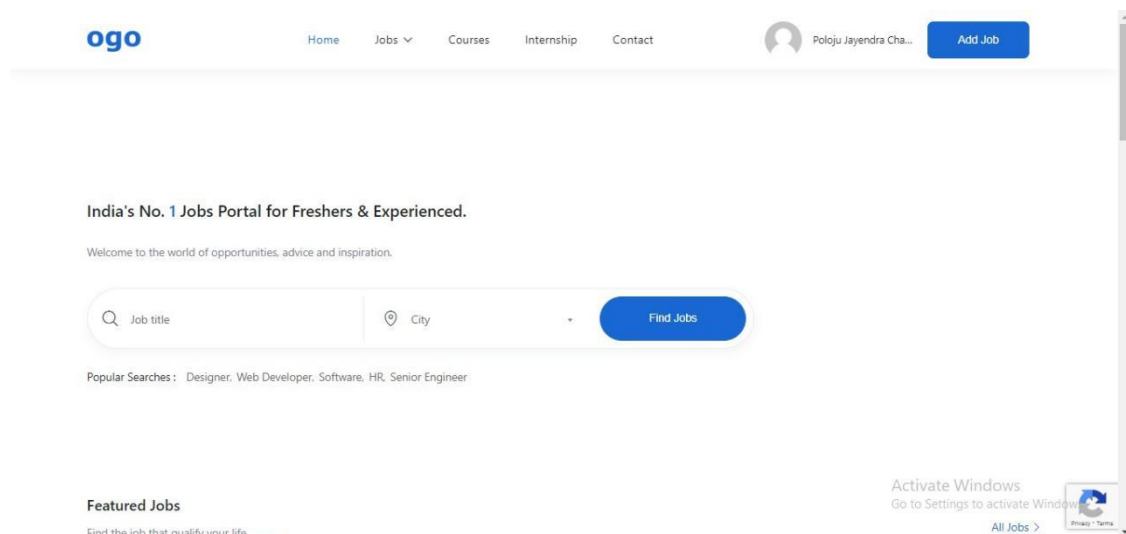


Figure 3: Landing Page Interface

### Discussion

Through the results presented herein it is clear that the use of WordPress, PHP, SQL, and XAMPP is efficient in the development of an online job portal system. The combination of these technologies gave a good platform that enabled the creation of a platform that can support the needs of a jobseeker as well as the employer.

**Significance of Results:** The actual implementation of user registration, Apply for jobs and job posting demonstrates the ability of the system in managing the recruitment process

**Comparison with Recent Literature:** New trends at online job portals are devoted to the consideration of the customer experience and the protection of personal data. We are fully in sync with these trends by having a simple and easy to navigate user interface, and using proper measures to deal with the data. Opposed to some of our competitors'

systems, the usage of WordPress for the content management and PHP for the backend processing ensures a possibility to expand the platform according to the user requirements.

## V. CONCLUSION

The primary achievement of this work is the implementation of the functional and convenient system to post jobs and search for candidates eliminating considerable time and effort for both employers and job seekers. This project demonstrates the need for using contemporary web technologies which would enable the development of solutions that are able to meet the dynamism of the job market. The usefulness of this work can be linked to an effort to overcome the problems that relate to traditional recruitment strategies. Nevertheless, the project also allows some limitations. The consistent protection of data comes out as one of the major challenges as the system deals with personal information of job seekers as well as employers. Also, it is very important to ensure that the system can cater to high traffic volume on a constant basis, in order to achieve this, it needs to be optimized often. The future work of the study should be directed to improve the data security measures that's include the cryptosystem and secure authentication.

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