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ijirset@gmail.com

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Development of an Online Job Portal using the MERN Stack

Mr. Jeevanandham S¹, Baskar R², Madhusudhan M²

Assistant Professor, Department of Computer Science & Applications, The Oxford College of Science,
Bangalore, India¹

MCA Student, Department of Computer Science & Applications, The Oxford College of Science, Bangalore, India²

ABSTRACT: In today's competitive landscape, the job market has become increasingly challenging. An online job portal serves as a platform that connects job seekers with employers, facilitating a more efficient recruitment process. These portals assist job seekers by showcasing relevant companies based on their qualifications, experience, and preferences. Similarly, employers are provided with a curated pool of potential candidates. The core purpose of this platform is to streamline the posting and management of job vacancies. All job listings are made accessible online, allowing employers to easily post job openings, and enabling efficient handling of the recruitment process. Additionally, employers can quickly identify candidates who meet their specific skill requirements, thus saving time during the hiring process.

KEYWORDS: Job Portal, Job Seeker, Employer Search, Job Listings, Employment Opportunities

I. INTRODUCTION

This online job portal is designed to offer users easy access to employment opportunities within their geographic area. Unlike other job websites, this platform focuses on matching individuals with job listings near their location, providing convenience and ease for job seekers. Our platform benefits both job seekers and employers. Job seekers can find opportunities closest to them, while employers can post job descriptions and requirements to find suitable candidates. The main goal of this website is to help individuals, particularly students and the general public, secure jobs that allow them to develop skills and contribute to society.

Today, the internet has evolved into a key tool for both job seekers and employers. It not only allows job seekers to find employment but also enables employers to discover workers who meet their demands. This research is based on a survey conducted among various job seekers, students, current employees, workers, and employers. Additionally, the platform aims to connect businesses with individuals seeking jobs and to help bridge the gap between modern technologies and underemployed sectors like agriculture and labor.

II. LITERATURE REVIEW

Traditional job-seeking methods are often time-consuming, stressful, and inefficient, requiring significant effort from job seekers. However, the rise of online job portals has revolutionized the job search process, offering a quicker and more convenient alternative. The internet has emerged as a powerful tool for job seekers, providing access to a wide range of job openings across industries and skill levels. Online job portals have greatly improved access to job opportunities. Furthermore, many companies now rely on the internet and technology for recruitment processes, streamlining the hiring experience.

Though the internet has simplified job searching, traditional methods such as networking, referrals, and direct applications still hold value in specific situations. Nonetheless, the accessibility offered by online portals has made them the go-to resource for job seekers in the digital age.

Techniques

This project is designed to address some of the inefficiencies of previous systems. The main issue was unnecessary delays due to redundant processes. This platform enables smooth data flow between users to meet their needs

efficiently. It acts as a comprehensive resource for both job seekers and employers, providing essential information about careers and job opportunities. The portal serves as a single-stop information hub for jobs and careers, bringing together corporate recruiters and job seekers.

The site, built using the MERN stack (MongoDB, ExpressJS, React, NodeJS), enables multi-user login functionality. It includes the following modules:

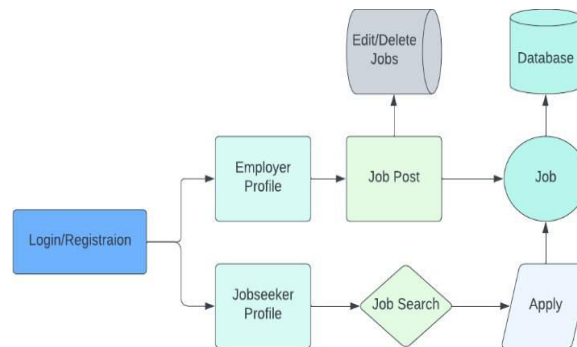


Fig.1 Dataflow Diagram

- Jobseeker Module:**
 This module allows users to search for jobs, upload resumes, and access career information, including sample resumes, cover letters, and recruiter details. Users can also filter job listings by location, industry, and experience level.
- Employer Module:**
 Employers can post job openings, search for candidates, and streamline the hiring process. The employer can perform tasks like posting jobs, viewing resumes, and filtering jobseekers' profiles based on their qualifications.
- Pre-requisite Gathering**
 Collecting the necessary information for the website, including features and user roles (job seekers, recruiters), and defining core functionality.
- Graphical User Interface (GUI):**
 The interface is designed to be user-friendly, with an intuitive and visually appealing layout. The GUI is developed using React to create a seamless user experience.

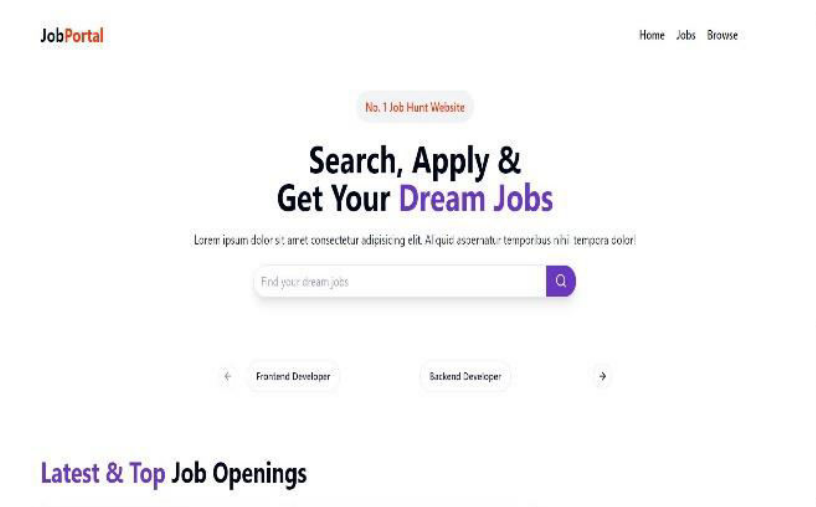


Fig.2 Home Page

III. RESULTS AND DISCUSSION

Job portals typically consist of multiple modules that work together to provide a holistic platform for job seekers, employers, and recruiters. Some common features include a homepage for users, login functionality for job seekers and recruiters, job listings, and admin controls. These modules help ensure that the platform operates efficiently and caters to all user needs.

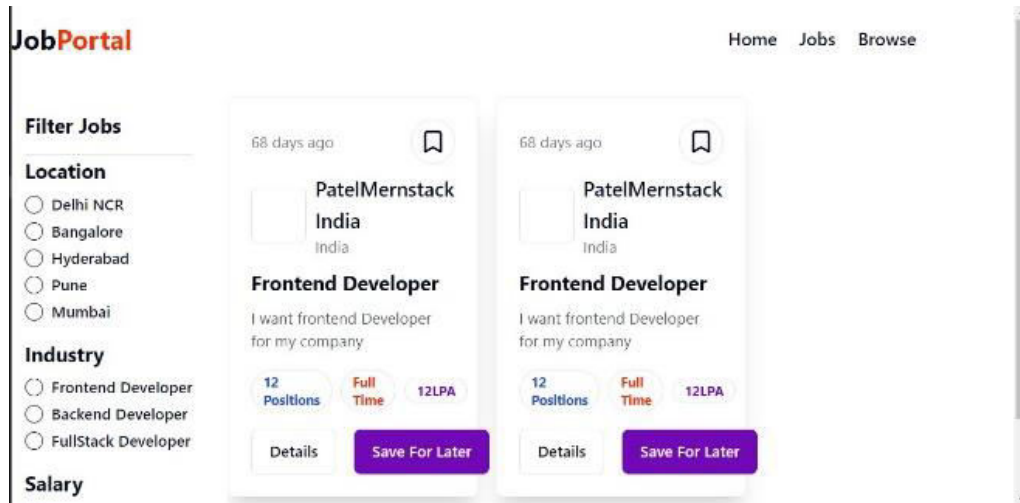


Fig.3 Browse Page

IV. FUTURE ENHANCEMENTS

Incorporating machine learning and artificial intelligence could improve the portal by offering personalized job recommendations for job seekers. Employers could also receive candidate suggestions based on their hiring criteria. Other potential features include chat functionality to facilitate direct communication between employers and job seekers, a skills dashboard for job seekers to showcase their abilities, and support for multiple languages to make the platform accessible to non-English speakers. Integrating a career counselor bot and DigiLocker verification for automated KYC would further enhance the user experience. Built-in video calling functionality could enable remote interviews directly on the platform.

V. CONCLUSION

This project aims to enhance employment opportunities by developing and maintaining an efficient job portal. The platform facilitates the easy search of job postings for both job seekers and recruiters. It also aims to provide a fraud-free environment by requiring users to verify their identity using government-approved documentation. However, while this portal addresses many issues faced by job seekers, it is essential to recognize that no job portal can completely solve the challenges of unemployment.

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