



A STUDY OF ISSUES IN JOB PORTALS: RESEARCH ANALYSIS

¹Sagar P, ²Muskan Singh, ³Veebhuti Arun Sai Teja, ⁴Vani Shinghal, ⁵Nitesh Kumar

School of Computer Science and Engineering, Lovely Professional University

Punjab, India

Abstract: Internet today has cropped out as an invention of science and modern technologies. Many people are using the internet for various purposes as per their needs. In the digitalization era, without the use of the internet, life would come to a standstill. The internet has caused a change in the lives of people and the way they work. The Corona Virus outbreak has pushed people even harder towards using the internet and the various services on the internet. One of the majorly used services on the internet by most job-seekers is E-job portals to search for jobs. This paper's main objective is to build a portal by considering the job-seekers' and employers' views, solving the problems, and adding new features to the current systems.

Keywords: Job portal, Recruiters, Job- Seekers, Fraud, Internet, Internet users

I. INTRODUCTION:

Users of the internet in India are increasing consistently year by year. By 2020, India has nearly 700 million users of the internet in which most people are in access to the internet with their mobile itself [3].

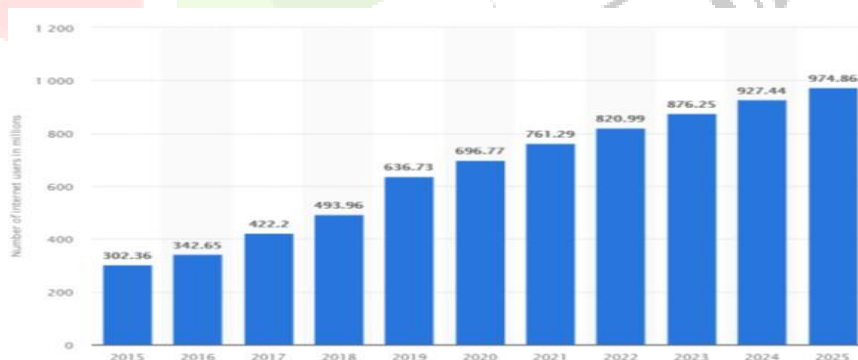


Fig 1. No. of internet users in India from 2015 to 2020 with a forecast until 2025(in millions) [3]

Unemployment can be seen as one of the severe socio-economic problem that is being faced by both developing and the developed countries. For example, in India, the rate of unemployment has been increasing rapidly since the 2000s. Dorn and Naz [1] mentioned that one reason for this problem is the unfair distribution or absence of information on job openings, so people cannot know the latest job vacancies. It means that there are jobs available, but job-seekers do not have access to that data. An effective search of the internet might help job seekers in their job hunt. Some web portals provide an efficient way to search the web for online information on job vacancies for job-seekers [2].

Moreover, if one tries to find any job by traditional means, it might take much time. The traditional means of finding a job is dependent on a time constraint.

In the covid outbreak, the problems have been increased even more and have become critical for job-seekers to search for jobs in traditional ways. The complications and even increased more, and it became challenging for an employer to search for a correct candidate suitable for the job that he/she will be providing.

Today, the internet tool has cropped out as a virtual place where the job seekers can not only find jobs, but the employers can also find employees as per their demand. The research outcomes through this paper will be a portal that is entirely based on a survey that we have conducted among various job-seekers, students, current employees, various kinds of freelancers, employers, and some contractors.

Furthermore, the portal aims to connect to the industries and support people to find jobs. Presently, there are many such job portals available over the internet. Apart from students and graduates, this research focuses on solving the farmers' unemployment problems and the labor class of society. Henceforth, this will also bridge the gap between the working-class group and modern technologies. As mentioned, a survey was conducted to identify the pros and cons of the existing portal and gather the requirements and views of people incorporated into the portal to be developed.

II. OBJECTIVES OF THE STUDY:

1. To study the various recruitment processes.
2. To differentiate the traditional recruitment processes and e-recruitment process.
3. To study the usage of internet in India.
4. To study the job-finer and employer's point of view in finding and providing jobs.
5. To study and analyze various e-recruitment processes and systems that are currently available in the market and understand various drawbacks in them.

III. PROBLEM DESCRIPTION:

The traditional methods of finding jobs through the newspapers or the reference have become obsolete. Hence, to solve the problem, numerous job portals are available on the internet. These job portals provide a platform for both job seekers and recruiters, but the risk of fraud has increased in the present amalgamated world. The recruiters or the job seekers believe that their problem has been solved, but they fall prey to the frauds and are unaware of the facts about their data misuse. Hence, people need to find a genuine job portal to ensure that their data is safe and free from fraud.

The other problem that we have identified is that if a freelancer/contractor or any person who wants to build a team and who is previously a job-seeker in the same platform wants to advertise an opening, no current existing portals are giving privilege to a person to do both job-seeking and hiring.

Some web portals do not have mobile applications for easy notification access. The people are facing issues while using web portals in their mobiles.

While rejecting an application by the recruiter, the job seeker usually does not get feedback for the rejection. Our system also aims to solve this problem.

IV. EXISTING SYSTEM:

The current existing systems are most common and offer similar general features for both job seekers and employers. The recruiters can create his account and post a job. The job seekers apply through their account to the jobs in which they are interested. The recruiter further selects the required and process it.

V. SYSTEM OVERVIEW:

In this work, we have developed an electronic job portal that is an outcome of the survey insights that we have conducted. The system is simple, and a modern interface comes with an android application that is fully functional and efficient enough to handle both job-seekers and recruiters. The system is simple enough that even basic technical knowledge is enough to use the portal. There are privileges to a job-seeker to recruit if one wants to build a team for various purposes. To fight against fraud, we have integrated an employer verification system in which the employer can verify himself/that he/she is genuine.

In some cases, if the recruiter is not proceeding further with the candidature of the person who applied for the job, the recruiter can give a reason for the rejection.

VI. ARCHITECTURE AND WORKING:

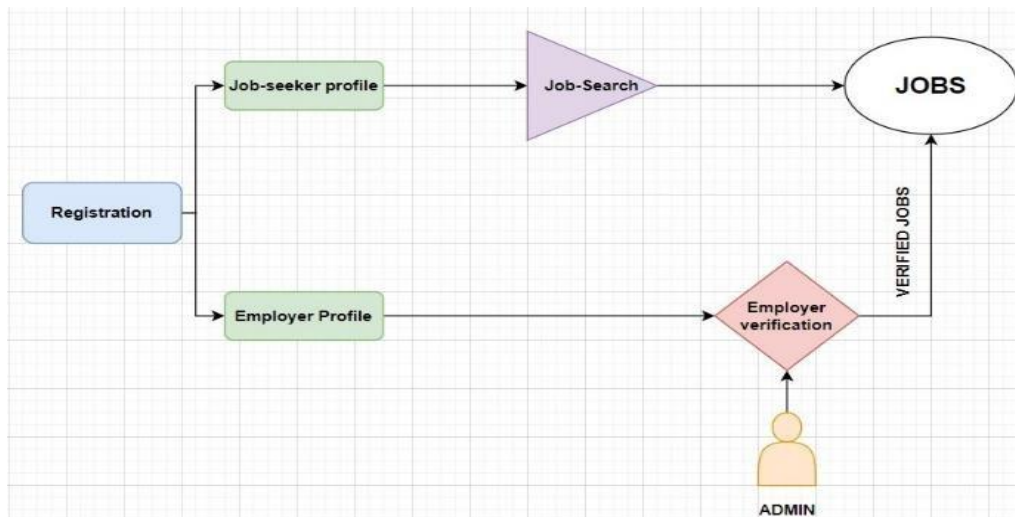


Fig 2. Basic architecture

The system consists of a basic registration page in which any user can register themselves to get the portal's benefits.

The user can maintain two profiles: a job seeker profile and the other is an employer profile. The benefit of maintaining two profiles is that one can search and apply for jobs, and if he/she also wants to post a job, they can do that. For example, an HR manager can apply for any other company and post jobs to hire anyone. This is the same case with a contractor or a freelancer who wants to hire.

The employer can check whether the job-seekers are free and can contact them directly to provide a job.

The job seeker can do a job search in the dashboard to search for jobs. The employer posts the job, which the admin team will verify that the employer is genuine or not. The employer gets privileges to upload the supporting documents in order to verify oneself. The jobs are flashed in the job search dashboard.

The employer can also search for candidates who are registered and maintaining a profile. The employer can contact them directly.

VII. ADVANTAGES:

The following are the advantages of the developed system:

1. Job-seeker can also hire: If there are a freelancer and a contractor, who got a massive project and wants to hire someone, and if he is already registered in our portal, he will also get the privilege to post an advertisement about an opening.
2. Reducing the fraud: The portal has a unique feature for the job-seekers that the portal will be showing the job-advertisements as verified or not. The employers can verify themselves by a KYC method – by submitting their documents to the portal's admin.
3. Easy job viewing and browsing: Job seekers and recruiters can toggle for jobs from a list on the job portals. The features help in getting access to more vacancies within less time.
4. Reduces time and cost: In real-time, the interaction between the recruiters and the job seekers become more time and cost consuming. Henceforth, the role and use of job web portals become prominent, thereby reducing time and cost.
5. Larger Audience: Since a job portal is accessible to all the masses through the tool of the internet, it gains a larger audience.
6. Gains a sense of visibility and effectiveness: The portals provide a sense of transparency. Each individual registered on the portal can view the consolidated actions taken by both the job seekers and the recruiters.
7. Bridging a gap between the labor class and the recruiters: The portal focuses on bridging the gap between the labor class of the society and the recruiters using modern technologies. It provides a platform for each individual to register and seek a job or employee as per their requirement. Hence, the employment rate within the country will increase.
8. Feedbacks: If the recruiter does not want to move forward with the job seeker's application, the recruiter can give feedback or a reason for the job seeker. This would help the job seeker know his weaknesses and improve and work on

them.

VIII. CHALLENGES:

1. Verifying the user in larger number would be a great effort for the admin.
2. Securing the data online will be complex.
3. In the challenging world, more significant efforts are needed to attract users to use our services.
4. Chances of misusing of the data by the users can occur.
5. New people with low technical knowledge may not understand the correct procedures of using the application.

IX. FUTURE PERSPECTIVE:

The system can be combined with Artificial Intelligence and Machine Learning capabilities to analyze the user's data. Using the analysis, the system can be implemented so that the system can provide auto-suggestions to the user. The suggestions can be like, the best job available for the new job seeker. Alternatively, it can also be like; the employer gets the job seekers' recommendations based on the employer's requirement. A chat option can be implemented for the direct coordination of job seekers and employers. This would help the employer to approach the job seeker directly without using third-party applications.

A skill showcasing dashboard can be a great feature in which the user or the job seekers can show off their skills in the dashboard, which would increase their visibility to the employers. The application can be developed in multi-languages so that people who do not know English should also access and use this application easily. A career counselor bot can also be integrated with the application. This would be very useful to the freshers for choosing their pathway. The verification process can be automated using by using the integration of Digi Locker verification support. This would be an easy and faster way for performing the KYC of the user. Inbuilt video calling can be developed so that the interviews can be done virtually and directly from the portal.

X. CONCLUSION:

This research has focused on improving the employment rate by developing and maintaining a system that acts as a job portal. A job web portal provides an efficient search for online information on job vacancies and job posts for both job-seekers and recruiters. This portal's goal is to provide an open platform for job seekers and recruiters free from fraud. Hence, we have provided a provision where the recruiters and the job seekers need to validate their identity through any of the government's legal documents. However, it is crucial to know that job web portals can never fulfil all the problems of the jobless masses.

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