STAFF HUB

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ABSTRACT - The Staff Hub Job Portal System is an innovative platform designed to optimize recruitment processes by bridging the gap between employers and job seekers. With its advanced functionalities, the system allows employers to post job openings, filter candidates using tailored search criteria, and manage applications efficiently. For job seekers, it provides a user-friendly interface to browse job opportunities, upload resumes, and apply for roles aligned with their skills.

Key features include skill assessments, automated application tracking, and interview scheduling, ensuring a streamlined hiring experience. By integrating data-driven insights, the platform enhances match relevance, reduces administrative burdens, and provides a centralized hub for end-to-end recruitment management. This system is pivotal for organizations aiming to attract top talent while empowering job seekers to achieve career growth.

Keywords- Recruitment platform, job portal system, candidate management, skill assessments, job matching, hiring efficiency, application tracking, employer-job seeker connection, interview scheduling, recruitment automation.

I. INTRODUCTION

The Staff Hub Job Portal System is designed to simplify and enhance the recruitment process by providing an all-in-one platform for both job seekers and employers. It offers a centralized hub where employers can post job vacancies, manage applications, and track recruitment progress with ease. Job seekers benefit from the system's intuitive interface, allowing them to browse job opportunities, upload resumes, and apply for positions that match their skills and qualifications. With advanced search and filtering options, the platform ensures that candidates can find relevant jobs while employers can quickly identify the best-suited applicants. In addition to streamlining the hiring process, the Staff Hub Job

Portal System incorporates features such as skill assessments and interview scheduling, making it a comprehensive solution for managing every stage of the job placement lifecycle. This system not only reduces the administrative workload but also improves recruitment efficiency, benefiting both organizations and job seekers.

II. LITERATURE REVIEW

[1] Daniela Georgieva; Teodora Georgieva; "Staff-Related Disclosures As An Element of Social Policies on The Model of Bulgarian Black Sea Hotels", 2020.

The main aim of the study is to analyse published information on staff-related social policies on the websites and in the annual financial statements of enterprises that manage hotels and provide hotel services in the territory of Varna and Burgas Black Sea regions in Bulgaria. In addition, analysed are some factors that impact disclosures in the financial statements of enterprises. The adopted research methods are the logical, deductive and comparative methods, as well as the methods of analysis and synthesis. To verify the author's hypotheses the IBM – SPSS Statistics software, ver. 19 has been used. The main results of the study show that the analysed hotel enterprises disclose scarce or no information on staff related data and social policies on their websites or in their financial statements. Disclosures mainly focus on compliance with legal requirements and they are most significantly influenced by available audit control and selected accounting basis. This could lead to asymmetry in the data, lowering the prestige of the organisation, problems with recruitment of qualified staff and unjustified economic decisions by data users[1]

[2] Joanne Coyle; Amy Rogers; Rachel Copland; Giorgia De Paoli; Thomas M MacDonald; Isla S Mackenzie; "Learning from Remote Decentralised Clinical Trial (RDCT) Experiences: A Qualitative Analysis of Interviews with Trial Personnel, Patient Representatives and Other Stakeholders", BRITISH JOURNAL OF CLINICAL PHARMACOLOGY, 2021.

The aim of the study was to identify actionable learning points from stakeholders in remote decentralised clinical trials (RDCTs) to inform their future design and conduct. METHODS Semi-structured interviews were carried out with a purposive sample of stakeholders, including senior managers, trial managers, technology experts, principal investigators, clinical investigators, research scientists, research nurses, vendors, patient representatives, and project assistants. The interview data were coded using a thematic approach, identifying similarities, differences, and clustering to generate descriptive themes. Further refinement of themes was guided by empirical phenomenology, grounding explanation in the meanings that interviewees gave to their experiences. RESULTS 48 stakeholders were interviewed. Actionable learning points were generated from the thematic analysis. Patient involvement and participant engagement were seen as critical to the success of RDCTs where in-person contact is minimal or non-existent. Involving patients in identifying the research question, creating recruitment materials, apps and websites, and providing ongoing feedback to trial participants, were regarded as facilitating recruitment and engagement. Building strong relationships early with trial partners was thought to support RDCT conduct. Multiple modes of capturing information, including patient-reported outcomes (PROs) and routinely collected data, were felt to contribute to data completeness. However, RDCTs may transfer trial activity burden onto participants and remote-working research staff; therefore, additional support may be needed. CONCLUSION RDCTs will continue to face challenges in implementing novel technologies. However, maximising patient and partner involvement, reducing participant and staff burden, and simplifying how participants and staff interact with the RDCT may facilitate their implementation.[2]

[3] Vaughan Parsons; Dorota Juszczyk; Gill Gilworth; Georgia Ntani; Paul McCrone; Stephani Hatch; Robert Shannon; Max Henderson; David Coggon; Mariam Molokhia; Julia Smedley; Amanda Griffiths; Karen Walker-Bone;IraMadan;"A Case Management Occupational Health Model to Facilitate Earlier Return to Work of NHS Staff with Common Mental Health Disorders: A Feasibility Study", HEALTH TECHNOLOGY ASSESSMENT (WINCHESTER, ENGLAND), 2021

The NHS is a big place where lots of people work. Sometimes, people feel sad or worried and need to take time off work. A special program was created to help these people get back to work sooner. The program involved talking to a special person who helps with work-related problems. The goal was to

see if this program was helpful and if it was worth the cost. The study involved talking to different people and looking at how well the program worked. Some people got the special program, while others got regular help. The results showed that the program was helpful and not too expensive. Some problems were found in how people were chosen for the program, but new ways to pick people were suggested. Overall, the program was good and could be used in the future to help more people at work.

[4] Joanne Coyle; Amy Rogers; Rachel Copland; Giorgia De Paoli; Thomas M MacDonald; Isla S Mackenzie; "Learning from Remote Decentralised Clinical Trial Experiences: A Qualitative Analysis of Interviews with Trial Personnel, Patient Representatives and Other Stakeholders", BRITISH JOURNAL OF CLINICAL PHARMACOLOGY, 2021.

The aim of the study was to identify actionable learning points from stakeholders in remote decentralised clinical trials (RDCTs) to inform their future design and conduct. Semistructured interviews were carried out with a purposive sample of stakeholders, including senior managers, trial managers, technology experts, principal investigators, clinical investigators, research scientists, research nurses, vendors, patient representatives and project assistants. The interview data were coded using a thematic approach, identifying similarities, differences and clustering to generate descriptive themes. Further refinement of themes was guided by empirical phenomenology, grounding explanation in the meanings that interviewees gave to their experiences. Forty-eight stakeholders were interviewed. Actionable learning points were generated from the thematic analysis. Patient involvement and participant engagement were seen as critical to the success of RDCTs where in-person contact is minimal or nonexistent. Involving patients in identifying the research question, creating recruitment materials, apps and websites, and providing ongoing feedback to trial participants were regarded as facilitating recruitment and engagement. Building strong relationships early with trial partners was thought

to support RDCT conduct. Multiple modes of capturing information, including patient-reported outcomes (PROs) and routinely collected data, were felt to contribute to data completeness. However, RDCTs may transfer trial activity burden onto participants and remote-working research staff, therefore additional support may be needed. RDCTs will continue to face challenges in implementing novel technologies. However, maximising patient and partner involvement, reducing participant and staff burden, and simplifying how participants and staff interact with the RDCT may facilitate their implementation[4]

[5] Amy M Daniels; J Kiely Law; LeeAnne Green Snyder; Katharine Diehl; Robin P Goin-Kochel; Pamela Feliciano; Wendy K Chung; "Effectiveness of Multimodal Participant Recruitment in SPARK, A Large, Online Longitudinal Research Study of Autism", JOURNAL OF CLINICAL AND TRANSLATIONAL SCIENCE, 2023.

SPARK launched in 2016 to build a US cohort of autistic individuals and their family members. Enrollment includes online consent to share data and optional consent to provide saliva for genomic analysis. SPARK's recruitment strategies include social media and support of a nation-wide network of clinical sites. This study evaluates SPARK's recruitment strategies to enroll a core study population. Individuals who joined between January 31, 2018, and May 29, 2019 were included in the analysis. Data include sociodemographic characteristics, clinical site referral, the website URL used to join, how the participant heard about SPARK, enrollment completion (online registration, study consents, and returning saliva sample), and completion of the baseline questionnaire. Logistic regressions were performed to evaluate the odds of core participant status (completing enrollment and baseline questionnaire) by recruitment strategy. In total, 31,715 individuals joined during the study period, including 40% through a clinical site. Overall, 88% completed online registration, 46% returned saliva, and 38% were core participants. Those referred by a clinical site were almost twice as likely to be core participants. Those who directly visited the SPARK website or performed a Google search were more likely to be core participants than those

who joined through social media. Being a core participant may be associated with the "personal" connection and support provided by a clinical site and/or site staff, as well as greater motivation to seek research opportunities. Findings from this study underscore the value of adopting a multimodal recruitment approach that combines social media and a physical presence.[5]

[6] Louise Brennan; Dora Pestotnik Stres; Fiona Egboko; Pallavi Patel; Eleanor Broad; Liz Brewster; Judith Lunn; Rachel Isba; "How Do Children's Hospitals Address Health Inequalities: A Grey Literature Scoping Review", BMJ OPEN, 2024.

Health inequalities mean that some people are not as healthy as others, and this is not fair. We need to come up with better plans to help everyone be healthy, especially after the COVID-19 pandemic, which has affected children a lot. This study looked at how hospitals for children are working to make sure everyone has a chance to be healthy. We looked at information that is not usually published in books or journals. We searched different websites to find information from the past few years. We found 26 ways that children's hospitals are trying to reduce health inequalities. Some hospitals have big plans that affect everyone, while others focus on specific groups. It's important to evaluate if these plans are working. Children's hospitals are a good place to help everyone be healthy. This study shows examples of how hospitals in rich countries are working to make sure everyone has a chance to be healthy. Hospitals that have the most success have staff who are trained in public health and who understand the community they are working in.[6]

[7] G. N. Healy; A. D. Goode; L. Ulyate; A. Abbott; D. W. Dunstan; E. G. Eakin; N. D. Gilson; L. Gunning; J. Jetann; A. D. LaMontagne; M. Moodie; S. Mulcahy; N. Owen; T. Shilton; L. Sweeny; L. Straker; E. A. H. Winkler; "National Implementation Trial of BeUpstanding: An Online Initiative for Workers to Sit Less and Move More", MED.PUBLIC-AND-GLOBAL-HEALTH, 2024.

The BeUpstanding program is a fun and helpful way for people who work at desks to learn about sitting less and moving more. A special person at work (called the champion) helps lead the program, where teams come up with ideas to sit less and move more together. The champion gets a special toolkit to help them run the program and see how well it's working. In Australia, many teams joined the BeUpstanding program to see if it could help them. They filled out surveys, used the toolkit, and talked on the phone with their champion. The program was successful in getting people to sit less at work and move more, and it made a positive change in the workplace culture. Lots of teams completed the program steps and most champions didn't spend much money to run it. Almost all champions wanted to keep doing the program in the future. This shows that BeUpstanding can work in different workplaces and help lots of people sit less and move more. We can use what we learned to make the program even better in the future.[7]

[8] Katherine Robinson; Melissa J Atkinson; Kateřina Kylišová; Sarah J Egan; Roz Shafran; Tracey D Wade; "Pilot Implementation of An Evidence-based Online Cognitive Behavioural Therapy for Perfectionism in University Students: Lessons Learnt", STRESS AND HEALTH : JOURNAL OF THE INTERNATIONAL SOCIETY ..., 2024.

Colleges and universities have been helping students with their feelings and problems more than ever before. COVID-19 and lots of students feeling sad or worried have made it really important. Online programs that help with mental health are one way to make it easier for students to get help. The Focused Minds Program is one of these programs. It has eight parts that students can do on their own to feel better. It helps with feeling sad, worried, and having trouble with eating. The program was used at a university in the UK from 2021 to 2023. Students were asked to join through emails, teachers, and the school's counseling staff. They had access to the program for six weeks and answered questions each week about how they were feeling. The program was looked at to see how well it worked using different things like how many students joined, if it helped them feel better, and if the school supported it. The study also looked at how well the program was used and if it kept helping students over time. The study found some things that made it hard to use the program well, and some ideas to make it better in the future.[8]

III. EXISTING SYSTEM

The being system for pupil career development comprises different tools and platforms aimed at enhancing academic performance and preparing scholars for their unborn careers. It includes academic performance covering systems like Learning Management Systems and Student Information Systems, enabling scholars to track their grades and attendance. Career development doors similar as Handshake and LinkedIn offer job rosters, externship openings, and career assessment tools to help scholars explore career paths. Academic advising systems grease communication between scholars and counsels, abetting in academic planning and alignment with career pretensions. Mentorship and networking platforms connect scholars with alumni and assiduity professionals for guidance and support. Data analytics and reporting tools help institutions identify at- threat scholars and give timely interventions. Career services operation software assists in organizing events and furnishing capsule-structure coffers. tone- service ande-learning platforms offer skill development openings to enhance career readiness.

Availability issues and scalability challenges also hamper the effectiveness of these systems, particularly for institutions with different pupil populations. Outdated technology heaps, spare features, and high conservation costs further complicate these issues. These challenges punctuate the need for comprehensive results, similar as CareerTrack, to give a unified, substantiated, and flawless approach to pupil career development, addressing the gaps in being systems effectively.

Drawbacks:

- Fragmentation of Tools
- Lack of Integration
- Limited Personalization
- Accessibility Issues
- Scalability issues
- Ineffective Career Planning

IV. PROPOSED SYSTEM

The proposed system for the Staff Hub Job Portal will enhance the recruitment process by offering a more intuitive, efficient, and user-friendly platform. The system will feature an improved interface for both employers and job seekers, enabling seamless navigation and streamlined access to core functionalities. Employers will have access to a centralized dashboard for managing job postings, tracking applications, shortlisting candidates, and scheduling interviews. The system will include tools for creating detailed job descriptions, enabling better communication of role requirements to potential candidates.

Job seekers will benefit from enhanced search and filtering options to quickly locate job opportunities that align with their skills and preferences. The system will provide tools for uploading and managing resumes, creating professional profiles, and tracking the status of their applications in real time. Additional resources such as interview tips, resume templates, and career advice will support candidates in their job search journey.

V . METHODOLOGY
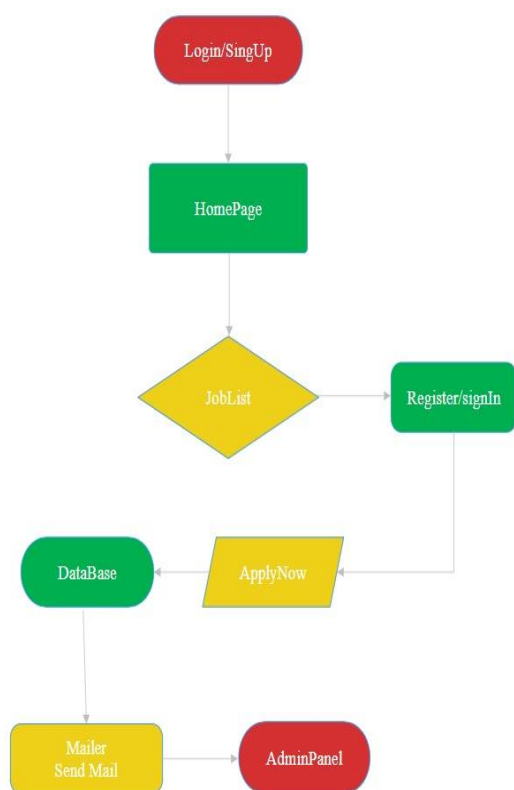
The flowchart illustrates the detailed workflow of a job portal system, starting with users logging in or signing up to access the HomePage, which serves as the central navigation hub. From there, users can explore the JobList to view available opportunities. If not already registered, users are redirected to complete the Register/SignIn process. Once authenticated, users can proceed to the ApplyNow step to submit job applications. The system updates the Database with the application details, ensuring secure storage, and triggers the Mailer/Send Mail module to send confirmation emails to applicants. Simultaneously, the system notifies the AdminPanel, where administrators can review applications, manage recruitment workflows, and take further actions. This cohesive process ensures seamless navigation, secure data handling, and efficient recruitment management for both job seekers and employers.

Advantages

- Simplifies the hiring process for employers and job seekers.

- Automated tracking reduces administrative workload.

- Ensures better candidate-job matching.

- Makes job browsing and applications easy.

- Enhances match relevance and decision-making.

- Provides an all-in-one platform for recruitment activities.

Disadvantages

- Requires stable internet and tech-savvy users.

- May involve significant investment for development and deployment.

- Job seekers without digital access may face barriers.

- Potential challenges with handling large data volumes or user traffic.
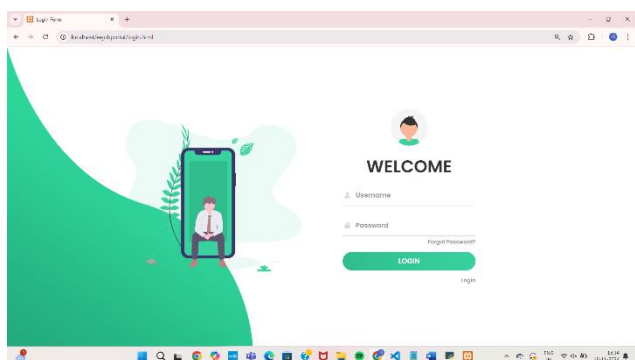
- Users may need time to adapt to new features.

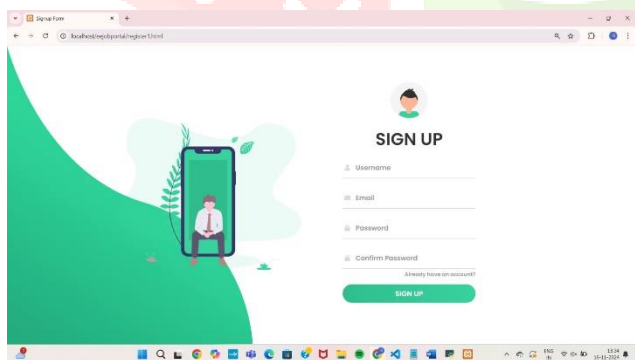## VI. EXPERIMENTAL RESULT

I.   Test Case 1
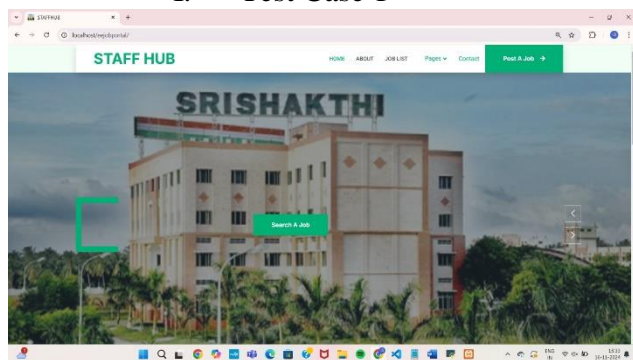
Home Page - Serves as the main landing page providing access to department and login.
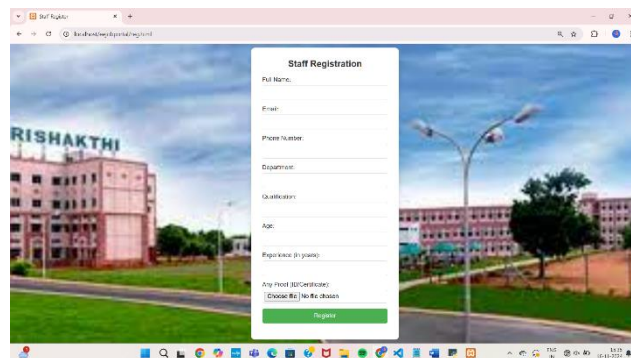
II.   Test Case 2

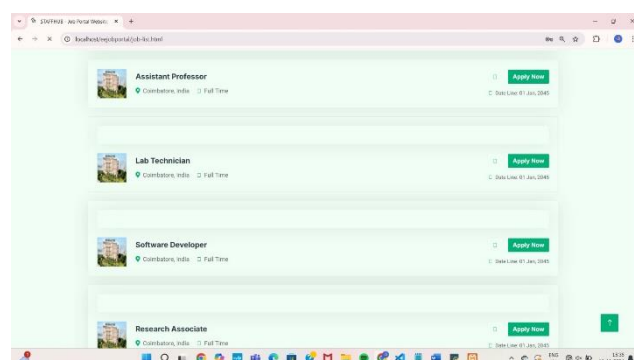**Login Page -** Provides a login interface for faculties.

III.   Test Case 3

Sign up Page – This is a signup page for new user
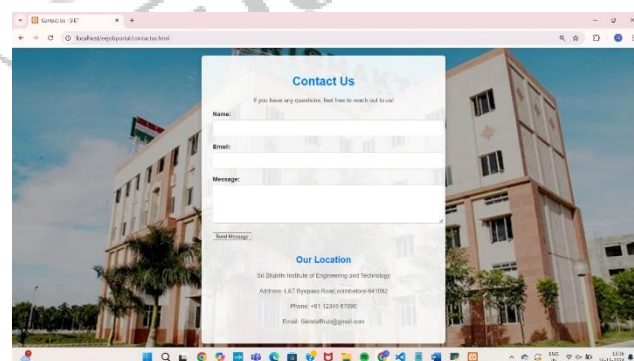
IV.   Test Case 4

Staff registration Page – This is a page for staff registration
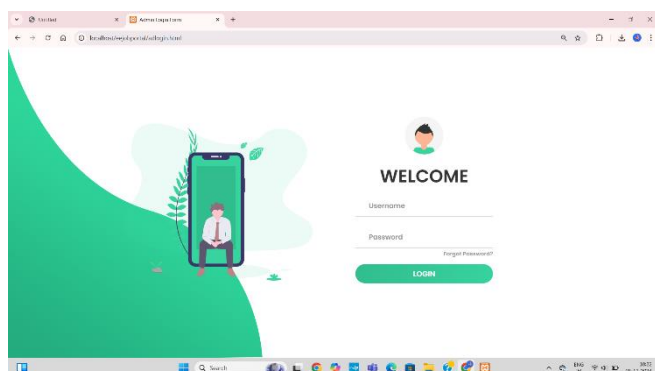
V.   Test Case 5

Job list page - This page displays list of jobs
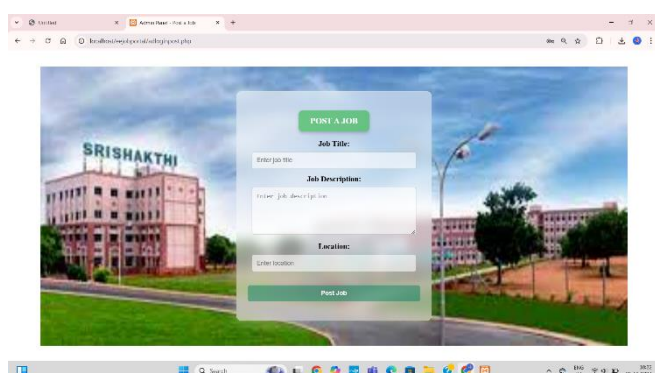
VI.   Test Case 6

Contact us page – This is a contact us page for enquiry
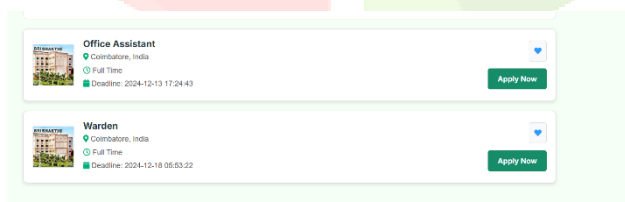
VII.   Test Case 7

Admin Login page -This page provides a login interface for admin

VIII.   Test Case 8

Job posting page -This page allows admin to post a job

IX.   Test Case 9

Job list page -This page displays the list of jobs posted by the admin