Recruitment Consulting Service

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ABSTRACT

Every business needs person as an employee and person needs a job. So they are in need to meet each other and share their requirements and skills. There are many categories of requirements and skills, it should be met for employment. This can be made online and ease the work of both recruiter and job seeker through this application. A Job Portal needs to be developed using Java Web Technology. It allows Recruiters to register their company and job details, were Job Seekers to register their personal details. Registered job seekers are provided with job alert through their personal Email Id, this makes the user to identify the relevant job. As we knew communication between the Seeker and Recruiter are handled by contact number or through Email, were this portal provides the messaging service which makes the communication simple. Both will have login process to apply or view the applied application to make it secured.

I. INTRODUCTION

Aim of job search study is to understand or determine the methods available to seek job and also to establish new methods to improve the job search process. This study not only focuses on providing employment for unemployed ones but also to overcome the drawbacks faced in the existing systems. As time changes new technologies are focused by the users. There are more and more government and non government organization working with technological aspect to help to fill the holes in their countries as unemployment.

Job search is a process of matching Job seekers with the recruiters. Accepting the job is up to the seeker, were it is also concerned whether the nature of job suits and wages are to the expectation etc. This is a mode of communication between the individuals, so there are many motivational factors to motivate the individual in stronger way. The job search is divided into formal and informal methods. Some of the formal methods are using the service of consultants, employment agencies, advertisements in newspaper etc. Then the informal method is using one’s personal contact to seek job. The main methods used for job search is applying for a job or sending application through internet , updating our profile with consultants and looking at paper advertisements. But most preferred methods are internet and external agencies.

That’s the reason this paper focus on creating a job portal in web application. Internet is easiest way of communication now a days and also secured. Communication is one of important aspect between the recruiter and seeker, hence this application supports the communication between the individual through messages.

The objective of the Job Search Study is to investigate the differences in job-search practices of different sub-groups of job seekers. It comprises:

• A literature review of key aspects of job search – notably the use of the Internet,
the role of social networks and job-search self-efficacy.

II. LITERATUR SURVEY

The role of the internet in job search is more and internet use has permeated much of the job search process over recent years. Use of internet have many facilities for job portal. So, it’s reducing the time and cost for search and applying jobs.

Social network has been introduced and it plays an important in job search process. Using social network, we can communicate with our friends, relations, etc., regarding job opportunities. In the context of job search self-efficacy refers to individual judgements about their skills to perform job search.

III. TECHNIQUES AND FRAMEWORKS

1. JSP

Java Server Pages technology used to create web content for both static and dynamic components. JSP also provide Java Servlet technology for making dynamic components rather than static components.

The main features of JSP is,

- A language for developing JSP pages to describing the process of a request and construct response.
- An expression-language for accessing server-side objects.

JSP 2.1 version used in our project. This supports previous versions goal and it has the injection on JSP tag handlers and context listeners. In Java Server Page, we include Java Server Faces(JSF) and Java Server Pages Standard Tag Library(JSTL).

2. STRUTS2

Apache Struts2 is an extensible framework for creating distributed MVC(Model View Controller)-framework, the data that is to be displayed to user has to be pulled from the action. Action class in Struts2 act as the model in the web applications. There are many interceptors used in Struts2. xml file forwards the action to struts2. It checks whether there is a class for the relevant action and it maps the field name with class members. A request will go to the interceptors stacks before going to the action class. Action class mapping found in the configuration file. Action class execute the code and returns the result.

3. HIBERNATE

Hibernate is the ORM framework (Object Relational Mapping). Hibernate is the configuration file for the database. It describes the driver manager, username, password for the database. Any class that could be stored in the hibernate configuration that acts as the persistent class. So, the persistent data can be seen anywhere in an application. ORM is used for the representation and conversion of data between the database and the object-oriented language. Using hibernate configuration, there is no need of table creation in a database. The developers to concentrate on the core business logic of the applications and not with the error-prone SQL syntax.

IV. PROPOSED SCHEME

In Existing System, Job portal is created for applying jobs and we can upload our resume in job portal. After seeing the applied job seekers, the recruiter will made communication externally. The drawback in this scheme is there is no internal communication between them in the website. In external communication, sometimes there may be chances for missing the incoming calls from the recruiter. Frequent communication is not available in the existing job portals. These drawbacks are existing in the portal.

A Job Portal needs to be developed. It allows Recruiters to register their company and job details, were Job Seekers to register their personal details. Both should have login process to apply or view the applied application. The recruiter need to register his
company with job description in order to display the opening of the current position in the organization. The fields like company name, skills, location, username etc are filled up during the registration. Job seeker can view the posted jobs in the home page, but cannot apply for the job until he/she makes login. In order to login, job seeker need to register by the filling up personal and communication details, the fields like username, skills, phone no etc are asked in this registration. Once login is made then the job seeker is eligible for sending application of all the jobs posted.

Jsp session is used for tracking the information of the user. Job seeker can send application until his session is invalidated. As this application uses Hibernate writing sequel Sql queries is not done. With the help of persistence class table creation and row insertion is made. More over writing join queries is simplified using hibernate. The user has the flexibility getting mail alerts from the application this is supported by java mail technology. During the process of company registration, entered key skill is matched with the registered job seekers key skill, then the mail alert is send for the user.

The communication is one of the important process in Recruitment system, were this process is done by tele-calling and email service. If the messaging service is added in the application, both recruiter and job seeker can communicate with in the application itself. The messaging service is provided with in the application. Once the application is sent by jobseeker, recruiter can communicate with the user by messaging, were the user also has the flexibility to reply the messages sent by the recruiter. Until the application sent by the user recruiter cannot communicate with the job seeker. And until recruiter gives the first message job seeker cannot reply for the recruiter. This is the overall working of the application.

Internal communication is the process in which the Recruiters and Job seekers can communicate in the website internally by messaging service.

V. CONCLUSION

Developing Recruitment Consulting Service based web application will provide recruiters and job seekers to use one of the best job portals. Therefore the information between the recruiter and seekers are made faster and
efficient which reduces the use of tele-calling and email services for shorter communication. System designed in this study can easily be used by applicants as it is made more simple as possible. Most people use internet as the first option for job search, were these kind of application simplifies the hiring system.

RESOURCES
1.naukri.com
2.monster.com