Digital Job Fair: Expanding the Employment Horizons Without Physical Boundaries

*Nithisha J, Srinivasan S, Indirakumar S, Manjunath B
Jeppiaar Engineering College, Chennai, Tamil Nadu, India.
*Corresponding Author Email:nithisha..j@gmail.com

Abstract: Comparing video interviews to conventional, in-person, or face-to-face interviews can help a company save time and money when hiring new employees. The fact that universities pay for each candidate's flight, accommodation, transportation, and meals, which may cost anywhere from a few hundred dollars to thousands of dollars, shows that virtual campus interviews have a favorable financial impact on organizations. By not inviting applicants to campus during these difficult times, universities may save money and follow social distance rules.To do this, we want to build a portal where both the employer (interviewer) and the candidate (job applicant) must gain advantages. To learn about job vacancies at various organizations, job searchers don't need to browse a lot of websites, blogs, and other social media. They just need to create an account in our portal. In this, they can view all the job openings with a detailed explanation of both companies and their roles. With the help of the registration link provided by the company, they can register themselves. At the same time, they don't have to remember the interview scheduled date in our portal below their account details they can see all the important dates for their interview. If you want to know about the company the best choice is, ask to the person who cleared the interview. Yes, in our we also have the feature to see all the candidate's interview experiences who cracked the interview in various companies. To shortlist is big MNC the main key point is the resume in our portal we give support to a dynamic resume generator based on user details. By just creating an account a user can get this many benefits at the same time big MNCs also don't have to spend too much of amount on social media for marketing or hiring. They can upload all their company details with skills they excepted and other details in our portal. They can use our internal virtual booth to conduct the face-to-face interview without the support of third-party vendors.

1. INTRODUCTION

This digital job-seeking and recruiting platform is designed to connect young minds with global firms. The platform utilizes cutting-edge technology to facilitate the job search and recruitment process, making it easier and more efficient for both job seekers and employers. Job seekers can create profiles showcasing their skills and experience, search for job opportunities, and apply for positions directly through the platform. Employers can post job openings, search for qualified candidates, and manage the recruitment process all in one place. This platform aims to bridge the gap between young talent and global firms, creating a mutually beneficial environment for all parties involved.

2. LITERATURE SURVEY

Invoice Management System:
Incorporating job search and employment sites into the recruitment strategy has gained popularity in recent years as businesses attempt to streamline their hiring procedure and reach a larger pool of job seekers. Social media and job search websites are growing in popularity as places for job seekers to look for openings, according to Jobvite's 2019 study. [1] The study found that more than 50% of job seekers used job search websites and that nearly 75% of job seekers used social media to learn about their current roles.
A study by the Society for Human Resource Management found that over 70% of businesses now use these platforms to find candidates, reflecting a significant increase in usage over the previous ten years.

Administration (SHRM) (SHRM, 2018). Another finding of the study is that nearly two-thirds of businesses claim that job search and recruiting websites are successful in assisting them in locating qualified candidates.[2] The study also found that, compared to people who didn't use digital networks and employment search websites, job seekers were much more likely to obtain one. There have, however, been few attempts to look into particular aspects of online examinations, like user verification and its effect on student education. [3] Attempting to incorporate job search and hiring websites into the recruitment strategy can help organizations save time and resources while also contacting a larger group of applicants, according to a thorough review of the literature conducted by Goyal and Bhatnagar (2021).

WebRTC is currently only partially supported or not supported at all by some systems and browsers. [4] The authors also made the point that by streamlining the application process, these platforms can assist companies in finding and screening candidates more quickly and effectively, enhancing the prospect experience.[5]In terms of preparation, job seekers get confused about how to prepare for the job and how to get selected in all rounds of the interview process. This is big trouble for job seekers. Research the company, practice answering common interview questions, dress appropriately, etc. [6] In conclusion, the research shows that incorporating job search and hiring websites into the recruitment strategy can be a helpful way to hasten the hiring process, reach a larger applicant pool, and improve the candidate experience.

3. THEORETICAL STUDY OF SPRING MVC

Introduction to Spring MVC:
A Java technology called Spring MVC is used to build web apps. Model-View Controller configuration design is used. Every essential component of a centering structure, such as Reversal of Control and Dependency Injection, is carried out by it.
With the help of the dispatcher servlet, a Spring MVC provides a comprehensive response for using MVC in the spring system. A class called Dispatcher Servlet receives incoming solicitations and directs them to the appropriate resources, such as regulators, models, and views.

Dispatcher Servlet:
A Dispatcher Servlet is a central component of the Spring Web model-view-controller (MVC) architecture, which manages all HTTP requests and replies. The accompanying graph illustrates the Spring Web MVC Dispatcher Servlet's request processing workflow as shown in Figure 1.
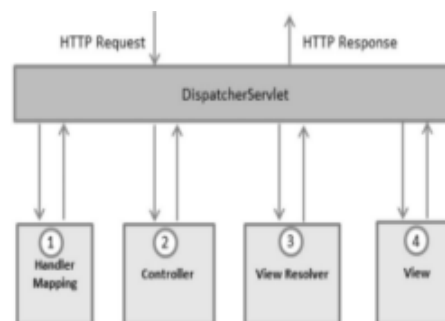

FIGURE 1. Spring MVC internal flow

The timing of events about an impending HTTP request to Dispatcher Servlet is shown below. − Dispatcher Servlet advises the Handler Mapping to contact the appropriate controller after receiving an HTTP request. Depending on whether a GET or POST method was used, the controller accepts the request and calls the appropriate assistance strategy. By the defined business logic, the assistance approach will set the model information and return the view name to the dispatcher servlet. The View Resolver will assist the Dispatcher Servlet in locating the illustrated view for the request. When the view is finished, The Dispatcher Servlet passes the model information to the view which is delivered on the program at long last. Each of the previously mentioned parts, for example, Handler Mapping, Controller, and View Resolver are portions of Web Application Context, which augments the plain Application Context for certain additional elements fundamental for web applications.
Model:

A model may contain data from the application. Three Models are used in our supermarket application to store data about the products, the job seekers, and the bills. It is comparable to a POJO (plain old Java object) and has getter and setter methods for gathering data and modifying it to meet our needs. The product model contains information on the product's name, id, quantity, and price per unit. The jobseeker model comprises information on each jobseeker, such as their name, email address, mobile number, and login information (username and password), which is needed to confirm their identity when they seek to use our software programs. In this particular example, we internally use jobseeker id to retrieve individual client data. Last but not least, we use a single bill generation model that includes the product id, jobseeker id, order quantity, and cost of the ordered number of goods.

View:
The View component is used for all the UI logic of the application. For example, the Jobseeker view will include all the UI components such as text boxes, dropdowns, etc. that the final user interacts with.

Controller:
All of the application's business logic is contained in the Controller according to the MVC design concept. We designate the Java class as the controller in the spring framework by using the @controller annotation. The Dispatcher Servlet class serves as the front controller in Spring MVC. The front controller receives all requests sent by the browser initially and controls the application's flow depending on the provided mappings.

4. METHODOLOGY PROPOSE

Workflow of the application:
Our HireFiesta application is designed by considering the welfare of both Graduates (Job seekers) and Multinational Companies (Job Providers), It is not only designed in a manner only suitable for Information Technology related hiring. Whoever wants to update their job vacancy can do that with the qualification they need for that job. Job Seeker gets benefits by using this application because, they don't need to surf a lot of websites and now a day we can't believe any news that is available on the internet. To safeguard the candidates from that fake hiring program and also reduce the transport expenses, reduce waste of time it gives the opportunity to attend more than one interview per day. It increases the number of opportunities. In the view of Job providers, they don't need to approach multiple third-party vendors like one for posting their job vacancy another for maintaining the user details who all apply for their company, and finally for conducting face-to-face interviews. We design our application by integrating all these features. So, it helps the Job provider financially and makes it easy to maintain by themselves it reduces human power.
Our Application is divided into two major parts and many internal fields. One for Job seekers and another for Job providers. Once they access our application on their browser they redirect to the login page shown in Figure 2..
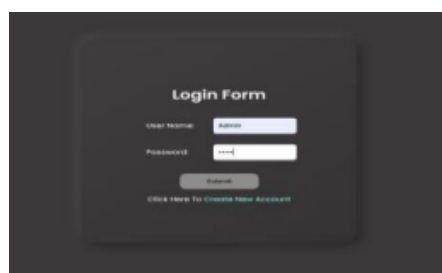
FIGURE 2. Login Form

They can access their account by providing accurate login information. If a user is a brand new to our program, they must take the option to sign up in order to create an account. The user is brought to the sign-up page where we request personal data from them, including their name, email address, and phone number. Additionally, users need to input their account's login and password. These credentials allow them to get into their account and access their account.
When a user clicks the login button and inputs their login information, we utilize spring MVC to validate the information on the backend. For login, taking security into consideration, we use the GET request method and

pass the username and password in the query param of the URL. This is done with the aid of powerful JavaScript concepts like promises, fetch, etc. We launched an API call to the backend with the relevant data based on the needs such as query param, request content, the request type, etc. Because in spring MVC every request that originated from the user through the browser or POSTMAN first hits the dispatcher servlet, depending on the endpoint, it looks for the appropriate controller and delivers the answer back to the dispatcher servlet with the information of Controllers, the request first hit the front controller (dispatcher servlet) in the backend. After arriving at the controller, looking for the proper methods, and arriving at the method, it returns the Model and View object to the dispatcher Servlet with the aid of the view resolver, redirecting to the subsequent page in accordance with the request. Before returning the view page's information, it calls the database to see whether the user is available by verifying the username and password. The user may access our program or the error message depending on the response received by our application.

The job provider view page or the jobseeker view page is displayed to the user if they are logged in with job provider login credentials. With the aid of JavaScript's cookie idea (Figure 3), this redirection is accomplished. The user's information, including their name, role, and user id, is stored.

FIGURE 3. Cookies for validation

We guide users to certain pages by taking their user roles into account. In addition, we prevent job providers from accessing consumer pages by simply altering the URLs, and vice versa, due to security concerns. And on the appointment page, users can access the feedback and reviews given by people who have already attended the interview process. The user can access the review content by clicking the review button on the appointment page. It redirects the user to the review blog page. The review content was stored in a database. The Flask API will retrieve it from the database and list it on the home page. Users can access the content using their login credentials. The user can contact the person who placed the review. This will help the job seekers to prepare.
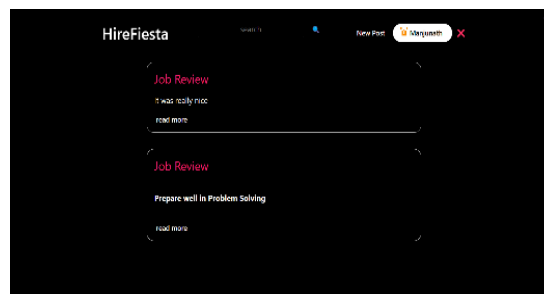

FIGURE 4. Review Page

The greater privilege for this program belongs to the job provider is a tractor. The job provider view page includes options for adding new items and altering an existing product's name, price, and quantity

For dealing with job-related changes or other procedures, we utilize the REST API endpoint "product." Depending on the different processes, we also vary the request methods, such as "POST" for adding a new item, "PUT" for updating, and "GET" for obtaining specific job information. Depending on the action we performed, payloads like the request body and query parameters may change. Additionally, we offer a profile update tool that allows users to edit later their personal data such as their password, email address, and cell phone number. The database stores the new details as soon as the job provider adds them. The jobseeker view page, where all the jobs with their company description and skill set required will be shown, is where the user is sent after logging in as a job seeker.

We have utilized HTML, CSS, and a framework for front-end language. Images and other objects, such as interactive forms, can be added using HTML components to a produced page. By highlighting the structural semantics of text, such as headers, paragraphs, lists, links, citations, and other objects, HTML offers a way to

generate organized texts. The boundaries between HTML elements are marked using tags enclosed in curly braces. Input and image tags immediately add material to the page. The text of the document is surrounded by additional tags, such as p>, which may also include other tags as sub-elements and offer information about the text. HTML tags are used by browsers to decipher the content of web pages but are not displayed. Content and appearance, including layout, colors, and fonts, may be separated using CSS. By specifying the appropriate CSS in a separate.css file, multiple web pages can share formatting, reducing the complexity and repetition of structural content. This separation may also increase the accessibility of the content, provide greater flexibility and control in specifying presentation characteristics, allow caching of the.css file to speed up page load times between pages that share the file and its formatting, and allow multiple web pages to share formatting.

5. RESULT AND DISCUSSION

For employers, using online platforms can help streamline the hiring process, reduce costs, and reach a wider pool of qualified candidates. By posting job openings on job sites, employers can reach a larger audience of potential candidates, filter resumes based on specific criteria, and use automated matching algorithms to find the best matches for their job openings. Hiring sites can also provide additional features such as applicant tracking systems, virtual interview tools, and background check services, which can further streamline the recruitment process and save time and resources.

For job seekers, online job sites provide a convenient and accessible way to search for job openings, apply for positions, and manage their applications. By creating an account on a job site, job seekers can view job openings from a variety of companies, filter their search results based on specific criteria, and apply to multiple jobs with just a few clicks.

For job applicants, I will refer them to the HireFiesta review blog page to prepare for the job roles. Already applied, people place reviews in text and video format with preparation content and techniques. Through that job application, the applicant read reviews, gathered information, and prepared for the interview with confidence.

However, there are also some potential drawbacks to using online job sites and hiring sites. One challenge is that the sheer volume of job postings on these sites can make it difficult for job seekers to find the most relevant job openings. Additionally, because these sites are often used by a large number of job seekers, competition for some job openings may be high.

Overall, incorporating job sites and hiring sites into the recruitment process can be a useful strategy for companies and job seekers alike, but it's important to carefully evaluate the features and functionality of these platforms to determine which ones best meet the needs of both parties (figure 4).
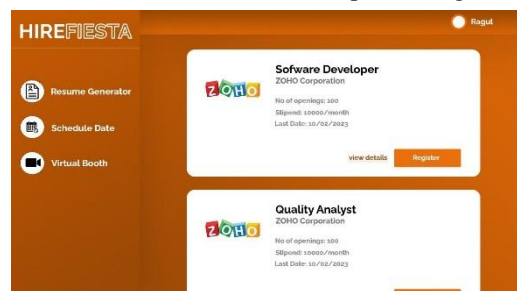

FIGURE 5. Home Page.

6. CONCLUSION

The creation of an information system has been detailed in this study. As a result, during the project's development, special emphasis was placed on the fundamental operations carried out on the data entered into the database. The fundamental stages were stressed. The report's content includes the whole job solution, from the programming environments chosen to the database, analysis, and creation of the application, and finally the code implementation and test samples, each of which is displayed individually in Appendix chapters. Future development might incorporate several extra components, making the application code considerably more dependable and adaptable; In order to improve the operation of such a job providing System has to take the proper action to halt the growing problem with all manual job requirement operations. This project successfully produced the software or system that may be utilized to assist all requirements that are still run manually. The

software is extremely efficient and precise and has a vast memory for storing all of the requirements of firms as well as keeping track of the process of seeking a job. The system's efficacy and efficiency can be increased in the future by incorporating the following elements, which include. All login pages will have an enhanced password system built in to boost system security.

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