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Workplace (Job Seeking Portal)

A job seeking portal where people find new opportunities

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Abstract—This research explores key factors in job seeking, including digital platforms, AI-driven recruitment, and employer branding. It examines challenges like skill gaps, competition, and hiring biases. The study provides insights to optimize job search strategies and improve employment outcomes.

Index Terms—AI (Artificial Intelligence)

I. INTRODUCTION

In today's digital age, job search portals have revolutionized the way companies hire employees and how job seekers explore career opportunities. A job search portal is an online platform that connects job seekers with employers, making the recruitment process more efficient and accessible. These portals serve as a bridge between talent and companies, enabling employers to post job openings while allowing candidates to apply for relevant positions. The job market has evolved significantly over the past few decades, with e-recruitment replacing traditional hiring methods such as newspaper advertisements, job fairs, and employee referrals. The convenience, cost-effectiveness, and efficiency of online job portals have made them the preferred choice for recruitment worldwide.

Job search portals offer a variety of features that benefit both job seekers and employers. For job seekers, these platforms provide access to thousands of job listings from various industries and locations. Candidates can create profiles, upload their resumes, and apply for multiple jobs with just a few clicks. Many portals use AI-driven algorithms to match job seekers with suitable openings based on their skills, experience, and preferences. Additionally, job seekers receive real-time notifications about new job opportunities, interview calls, and application status updates. Some platforms also offer career guidance, resume-building services, and skill-enhancing courses to improve employability.

II. EASE OF USE

The aim of the Job Search Portal is to provide an efficient, user-friendly platform that connects job seekers with employers. It aims to streamline the recruitment process, offering job seekers easy access to job opportunities and allowing employers to manage job postings and applications effectively. By leveraging technology, the portal seeks to improve job matching, enhance user experience, and facilitate a transparent, secure, and scalable recruitment process for both parties.

III. PROBLEM STATEMENT

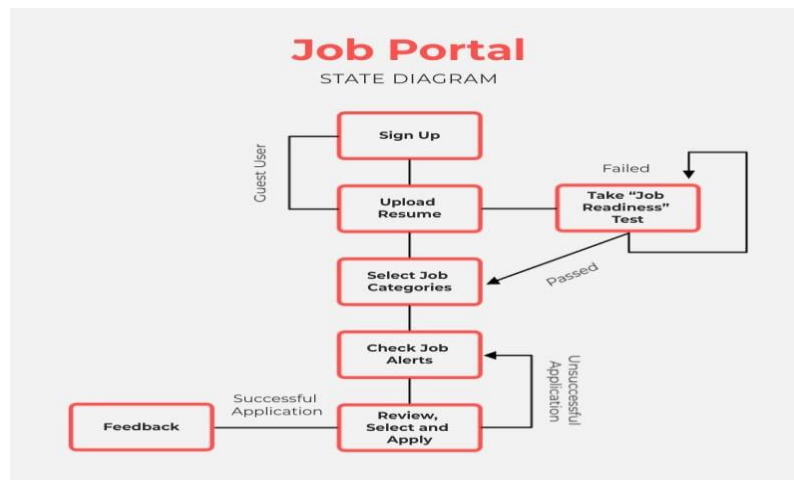
The job search and recruitment process has become increasingly complex and inefficient, posing significant challenges for both job seekers and employers. Job seekers often struggle to find relevant job opportunities due to scattered job listings across multiple platforms, making the search time-consuming and frustrating. Many candidates face lengthy and complicated application processes, which require them to fill out repetitive forms and submit multiple documents, leading to applicant fatigue. Additionally, there is a lack of transparency regarding company culture, salaries, and career growth opportunities, leaving job seekers uncertain about their choices. The absence of real-time updates on application status further adds to the frustration, as candidates are often left waiting without feedback from recruiters.

On the other hand, employers face significant difficulties in managing large volumes of applications, making it challenging to identify the most qualified candidates. Traditional recruitment methods often result in time-consuming resume screening processes, which can lead to delays in hiring. Many companies struggle with ensuring a fair and efficient recruitment process due to unstructured applicant tracking systems and inefficient filtering mechanisms. Furthermore, employers face challenges in reaching the right talent pool, as job postings often fail to attract suitable candidates, leading to mismatches between job roles and applicant skills.

IV. FLOWCHART

The **Job Search Portal** is designed to simplify and enhance the job-seeking and recruitment process by leveraging modern technology. The portal provides a structured flow for both **job seekers** and **employers**, ensuring a seamless hiring experience. The process begins with **user registration**, where both job seekers and employers create their accounts by providing necessary details such as personal information, contact details, and authentication credentials. Once registered, users can log in to access their respective dashboards for **job seekers**, the next step involves **profile creation**, where they upload their resumes, mention key skills, education, experience, and preferred job roles. This profile helps in job recommendations based on AI-driven matching algorithms. After setting up their profile, job seekers can **search for jobs** using various filters such as **job title, company, location, salary range, and experience level**. The portal provides a list of relevant job openings based on their preferences. Once a job seeker finds a suitable opportunity, they can **apply for the job** directly through the platform. The system allows them to track their applications, receive **real-time status**

updates, and get notifications for interview invitations. Employers can shortlist candidates based on their **qualifications, skills, and experience** through an **AI-based screening system**, ensuring that only the most suitable applicants move forward in the recruitment process.



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IMPLEMENTATION AND ALGORITHM

The **Job Search Portal** is a web-based platform designed to streamline the hiring process for both job seekers and employers. It is built using **Java, Spring Boot, MySQL, React.js, and AI-based recommendation systems**. The system includes modules for **user authentication, job posting, resume parsing, job matching, and application tracking**. **User registration and authentication** are secured using **JWT (JSON Web Token)**. Job seekers create profiles by uploading resumes, which are analyzed using **NLP** to extract key skills,

experience, and education. Employers post job vacancies with details like required skills, experience level, and salary range.

The **AI-driven job matching algorithm** uses **TF-IDF and cosine similarity** to recommend relevant jobs based on a candidate's resume and job descriptions. **One-click application submission** allows job seekers to track their application status in real time. Employers use **AI-powered resume screening** to filter and rank candidates efficiently. An **automated interview scheduling module** helps employers set interview slots, with candidates receiving **real-time notifications**. The system ensures a smooth, efficient, and transparent recruitment process for all users.

CONCLUSION

The **Job Search Portal** is an efficient and user-friendly platform that bridges the gap between job seekers and employers by leveraging modern technology. By integrating **AI-driven job matching, resume screening, and automated tracking**, the portal streamlines the hiring process, making it faster and more transparent. Job seekers benefit from **personalized job recommendations, real-time application updates, and simplified job searches**, while employers can efficiently **filter, shortlist, and hire the best candidates** through AI-powered tools.

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