

Implementation of Training and Placement System

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ABSTRACT

Article Info

Volume 8, Issue 3

Page Number : 376-382

Publication Issue

May-June-2021

Article History

Accepted : 15 May 2021

Published : 24 May 2021

A college campus recruitment system that consists of a student login, company login and an admin login. The project is beneficial for college students, various companies visiting the campus for recruitment and even the college placement officer. The software scheme permits the students to create their profiles and upload all their details include their marks onto the system. The admin can check each student details and can eliminate faulty accounts. The system also consists of a company login where various companies visiting the college can view a list of students in that college and also their individual resumes. The software system lets students to outlook a list of companies who have posted for vacancy. The admin has overall rights over the system and can reasonable and delete any details not pertaining to college placement rules. The system handles student as well as company data and professionally displays all this data to respective sides.

Keywords— Campus, Training and Placement, Job Portal, Web Application

I. INTRODUCTION

The virtual campus selection system established for the HR department is made automatic to include automating the functioning of HR department. This method is beneficial for the HR department to make the process of selecting students a breeze. We may assume that this system is comparable to a Human Resources Management System.

The campus selection programme that is available online is commonly used by colleges and universities. The College has been invited to be a recruiting partner/company on this system, as it is able to register employees quickly according to their qualification and specifications. Other side, it is now possible for students to find work because their personal data has been submitted into this scheme. The scheme is a cooperative place for students and corporations. The online campus selection system

assists students in finding both a position and a business to hire employees.

They will make use of the Campus Selection system for both universities and businesses. It is intended to streamline the functioning of the HR department. It is possible for colleges and businesses to get profits from this framework. This software has been thoroughly integrated with Student and Company Relationship Management and has been implemented in a way that is both time and cost-saving, while also reducing the amount of work required. The online campus selection process utilises computerised advanced screening, scholarly evaluation, and electronic mail combination to aid in the recruitment of applicants. When it comes to lowering operating costs, offering more services, and making work easier, this current component aids many aspects like saving money, time, and paperwork. This is another example of the paperless world, limitless Custom and reports.

The University Campus Selection System was developed to assist universities and businesses with the development of their web-based tools. Human Resource Departments have a clear and simplified way to select an online campus using the Online Campus Selection System. It is possible for colleges and businesses to get profits from this framework. This software has been fully integrated with Student and Company Relationship Management, and has been developed in a way that is both efficient and realistic, as well as time and cost saving. Using an online campus selection tool, advanced screening, scholarly evaluation, and electronic mail coordination can be applied to help with university recruiting. It can be seen that this present element's numerous aides including time, cost, and administrative work, which are saved, serve to indicate the paperless world with unlimited Custom and reports.

II. LITERATURE SURVEY

This paper proposes and highlights the need of an online job board system for colleges and its

effectiveness in bridging the gap between college students and career opportunities. Traditionally, employment websites have been used in HR management for finding candidates and in recruitment. This work is based on a job portal built for one of the leading engineering campuses of Nepal, Pulchowk Campus, which is a variation of such job boards designed specifically to serve the students of the Campus. With services like job recommendations to students based on their skills, and candidate filtering to assist companies in candidate matching, the system is expected to be of use for both students for exploring jobs, and companies to find potential candidates suited for the job [1].

Now, the employment for college graduates is becoming a focus-point problem for the society and livelihood in China. With the rapid development of information technology and electronic commerce applications, more and more people realized that only to promote the symmetries and transparency about information can provide more equal opportunities for various graduates. In order to solve the deficiency about existed employment management system, a core business scenario is proposed in the paper for the whole process of employment, which includes five roles, such as government, enterprise, university, student, and platform administrator. Based on analyzing the five meta-models for employment in dynamic e-Commerce, i.e., B2C for student, B2B for enterprise and university, C2C for personal society network, mobile Commerce and collaborative e-Commerce for employment application, a new dynamic e-Commerce model, enterprise-University-Student Trading Model (DEC-EUST) about recruitment for college graduates is proposed in the paper [2].

To improve the effectiveness of the campus recruitment fair, through the analysis of the effective statistics of the campus recruitment fair, the quantitative evaluation of the effectiveness of the campus recruitment fair was carried out, and a method for evaluating the effectiveness of the campus

recruitment fair based on big data analysis was proposed. The effective statistical analysis model of big data statistics, combined with sample regression analysis method, analyzes the effective data big data of campus recruitment fairs in campus recruitment meeting, constructs the decision objective function of campus recruitment fair effectiveness evaluation, and adopts the method of convergence rule evaluation for campus. Quantitative regression analysis of the effectiveness of job fairs, using descriptive statistical analysis results for big data mining and relevance description [3].

This research aims to develop a job web portal for the students in the Faculty of Computer Science and Information Technology (FCSIT), University of Malaya (UM). The main aims of this portal are to connect to the industries and acts as an online recruitment to support the students to find the right IT job after graduation. Furthermore, this system enhances the understanding concept and importance of the job portal for students in the universities. A survey was conducted to identify the students' problems with the existing portal of the faculty and to gather their requirements which can be incorporated in to the portal to be developed [4].

A job portal is a site committed for online data about recruiters just as job searchers. A job portal helps both the job searchers and recruiters tracking down the correct association for the workers. On account of job searchers, as indicated by their instructive capability, experience and their inclinations, the job portal shows the rundown of organizations to the job searcher. Furthermore, to the recruiters, gives the reasonable up-and-comers from a pool of needs. The goal of this application is to foster a framework to empower cooperation among bosses and candidates. The assurance is to permit correspondence between the invested individuals and complete the errand of recruitment rapidly [5].

Internet users in Bangladesh expanded step by step. That is the explanation the greater part of association is utilizing e-recruitment framework to draw in and

enroll the best representatives. Their examination has attracted out UTAUT model to decide college undergrads' selection variables and reactions to this new innovation in Bangladesh. A sum of 288 candidates accesses and is assessed on the e-recruitment framework appropriation factors investigation. This examination utilized accommodation testing strategy and information investigation Smart PLS 2.0, a PLS programming bundles for model fit. Exploration discoveries showed that exhibition anticipation working with conditions, self-adequacy, and have critical impact on conduct goal. Additionally conduct expectation showed positive impact towards utilizing e-recruitment framework [6].

Vital recruitment is of imperative significance in recruitment arranging now daily. They additionally discovered the value of Generation X methodology in recognizing the contrasts between the old age and the youthful new Generation x and the various necessities and mentalities of both the ages. This gives us a thought that the old recruitment practices probably won't be sufficient in the present serious climate. The Rank and Yank approach shows exactly how extreme the opposition is in the corporate present reality and the way that this methodology is so fruitful is bewildering. Albeit the advantages of Internet enrolling surpass its downsides yet and, after it's all said and done we found that Internet selecting is even more helpful for Computer related business area [7].

The utilization of online recruitment techniques is presently far reaching among UK associations, yet has not ruled the recruitment market in the manner that was anticipated by the well-known media. This might be on the grounds that associations experience blended achievement in utilizing online strategies for recruitment. This article gives an account of the utilization of a huge scope, longitudinal overview of recruitment movement to research the use and saw accomplishment of both corporate and business sites by employers. Moreover, 20 interviews with users and suppliers of online recruitment were directed to

give a more profound investigation of the components that may influence the accomplishment of these techniques [8].

The purpose of the study was to develop online recruitment software that would facilitate the fast and accurate selection of qualified applicants. The Modified Waterfall Model was utilized in the development of the software. The developed software was then evaluated by six groups of respondents to determine the effectiveness of the system in terms of performance, reliability, security, and cost-effectiveness. Descriptive statistics revealed that the software was effective [9].

This article focuses on the background of the 'conventional' or 'old' way of recruiting, it reviews different 'new' ways; e-recruiting and its effectiveness; advantages such as accessibility and disadvantages such as transgression of some legislation in e-recruiting and the impact it has on management. Face-to-face interviews were conducted with 102 companies within that population [10].

III. PROPOSED SYSTEM

The aim of the proposed system is to develop a system with improved facilities. The proposed system can overcome all the limitations of the existing system such as, Student's information is maintained in the database, It gives more security to data, Ensures data accuracy, Reduces paperwork and saves time, Eligible students get more priority chance, Various companies can access their information etc. The communications between is one of the key features of this idea. The pre-interaction of students with companies will help them overcome their fear during interviews. Even though competition is present the fear of completion is reduced in a virtual competition. Even though it might take time for all to understand the system and keep up with it. By time passes users should get a better idea about it and overcome the old tradition. [8] This implementation will be the future of the recruitment system. Practices of such will be more

feasible and economical. This system uses python as front end and SQL as back end. It stores its data in a database and with the scalable property of this will make this system to be implemented on a large scale. The data will be persistent and will help to access them in just a few clicks. The aim of this project is to develop a system with improved facilities. This allows to overcome various limitation in the existing system such as:

1. Student information maintained in the database.
2. It provides more security to the data.
3. Reduce paperwork and save time.
4. Eligible students get more priority.
5. Various companies can access this information.
6. Status of interview details can also be monitored by using the registered ID, including marks when published.
7. Notifications are sent to the student about the company's details.
8. Students get the text message and email to the registered ID and email ID.
9. Vacancy provided the companies can be viewed.
10. Companies can provide details such as salary bond, infrastructure employee, feedback, job position hierarchy etc. can be easily monitored.
11. Star rating for previously visited companies and places is possible.

IV. SYSTEM ARCHITECTURE

This is a website which deals with placement for students into various companies. There are various essential characters in this website, and they are Admin, Placement Officer, Companies and Student. The connection between the essential characters is shown in the Fig 1. Based on different characters they have different access rights. Admin has access over the placement officer and companies. Admin has the access right to access their database, add and remove anything. So, admin can know what they are doing. But admin cannot append anything in the student database.

Placement cell Manager has access right over only students of that college and can only append the student's database of that college. Managers can access information to and from the students and companies and just acts as an intermediate between the two systems. They can determine from which branch they are from. Company has their database and contacts with the student and the placement coordinator. They are here to inform us about the vacancy and their requirements. Student is the essential character in this system and has contact with the company only. They register themselves by entering this site. This allows the students to have open access to all about companies and their information.

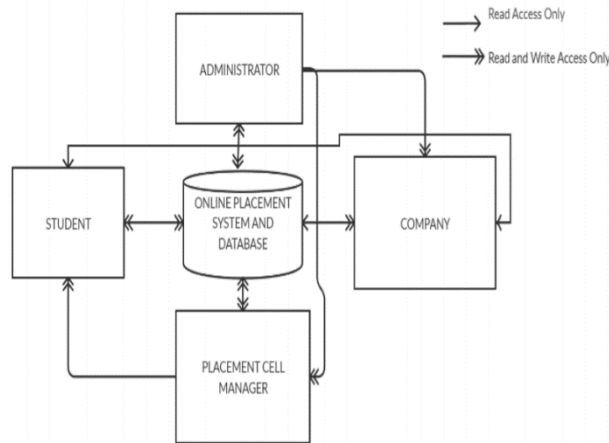


Figure 1. System Architecture

a. Admin

An admin is the person who can add and remove content in the website. They can change ideas about the website and bring improvements to the website. In this site, the major function that the admin does is managing companies and their HR managers, manage departments and their coordinator but they have only information access to view the vacancies and the students So, the data of students remains private to the admin. But admin can view placement officers and has full access to their data and manage their department and companies where admin can add or remove these data.

b. Placement Officer

In each institution, a placement officer is provided who manages the requirements of the student,

manages the companies, schedules interviews, notify the student about new companies and their interview dates and their vacancies and has full access of student's data. The officer can schedule interviews, can know students' results and who applied to the companies list, view all students selected in the final round in companies. These officers are assigned by the admin.

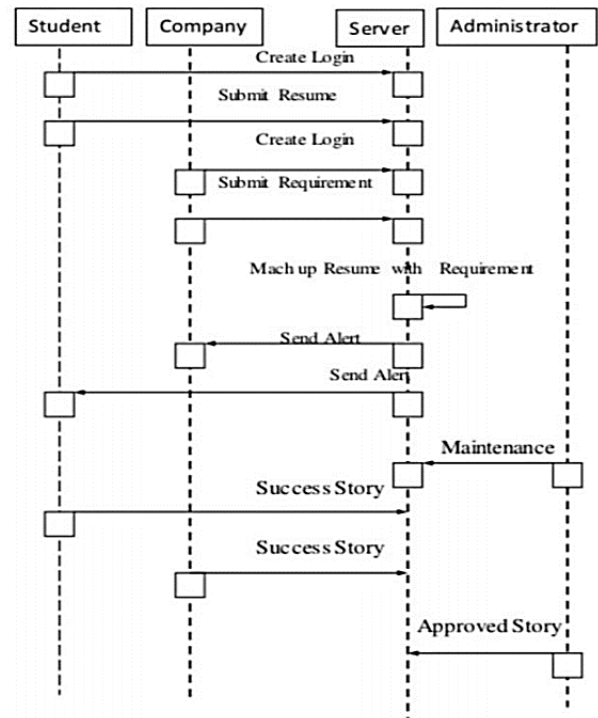


Figure 2. Sequence Diagram of the System

c. Student

Unlike others, students directly register themselves using the website registration by providing the correct information and college name and departments, to be selected, to avoid creating unnecessary databases by typing wrong names. Students have the information to see the vacancy in the company and apply for it. They can see for what they applied for which company and see when the HR and company interview is scheduled. These are the information that the companies provide on the site. This allows the students to have direct contact with the companies.

The processing of these things is a step by step process. All the essential characters contact through the server system. For example, a user first needs to register

themselves into the site and create a login. After the person logs in, the user needs to submit his resume.

Similarly, a company can submit their requirements. After the user applies at a company, a notification is sent to the company. And companies notify students by sending that they have accepted the user's request. Maintenance is done by the admin as shown in the Figure 2. [1]

Also, it is important for software interfaces to be user friendly and provide all the amenities directly to the user. The interface should be more aesthetic and should maintain its security features. This would increase the usability of the website [12].

V. CONCLUSION

The study has discovered that although it is an emerging method, but with significant changes to it, this mechanism will be prominent in the future. There are plenty of procedures that are performed during a placement trip, but each location goes through its own procedures. As is also the case during this time span, students must go through a rigorous screening process during which they must deal with a number of potential obstacles. These students must then attempt to face the interview, a hurdle for some of them to resolve, which is why so many students do not get the work. It is vital to keep the stress levels of the students in mind when placing students. There is a very significant percentage of unemployed college graduates because of this tension.

Big companies during the placement drive are always forced to be flawless in order to fully comprehend how the applicant can do. Furthermore, it is also a challenge because businesses go through trial and error to find the right posts for their company. So, also although the candidate is considered job-efficient, the trustworthiness of the candidate is unclear. With regards to this particular example, the connection between the company and the students is especially important. If the level of mutual understanding increases, the productivity of the businesses and

students both rises, resulting in a greater social benefit.

Currently, the system is operated manually and there is no way to verify that all participants' data has been processed. No matter who you are in the interviewing process, you will have to carry copies of your records with you. This is very time-consuming and an energy-wasting process. This project can be beneficial to students and corporations because it could simplify scheduling and become more useful to students and businesses.

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Cite this article as :

Aishwarya Baile, Pratik Sawarkar, Pratik Wankhede, Rajat Manwatkar, Raman Barsagade, Prof. Preeti Karmore , "Implementation of Training and Placement System", International Journal of Scientific Research in Science and Technology (IJSRST), Online ISSN : 2395-602X, Print ISSN : 2395-6011, Volume 8 Issue 3, pp. 376-382, May-June 2021. Journal URL : <https://ijsrst.com/IJSRST218381>