MAINLINE EDUCATION ORGANIZATION: AN ANALYSIS OF ITS IMPACT ON STUDENT ACADEMIC PERFORMANCE AND PERSONAL DEVELOPMENT

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ABSTRACT: In this competitive era, the education among the people is so increasing that the jobs for them are now decreasing. The companies even want the people who are best in their fields. At that time, it becomes difficult to find the people who are intelligent enough to be hired. The work for the companies also increases to find the people who can fulfill their requirements.

Thinking about these problems, one can think about the process which can handle this process and make the work less complex. This project is about the recruitment process which is done online. The recruitment process here is handled by the system. This project will allow the person to apply for a job in the company for the interested vacancy which would be available at the company.

The person will be having the account after registration and will be then called the applied user. If he would be qualified, he would be interacting with the system for the updates. The project is created for fulfilling the requests of the company managers so that the recruitment module can be placed in the company's website and the users who visit the website can view the vacancies in the company and will be able to apply directly from remote place even. The vacancies will be posted by the administrator on the basis of needs of the manpower in the company.

The admin will have all rights of handling this process except the evaluation process as it is the company specific and so the steps of the evaluation process cannot be predicted

KEYWORDS -*Web-based Application, Online ID Card Processing, and Online Transaction System.*

I. INTRODUCTION

This project is aimed at developing an online search Portal for the Placement Details for job seekers. The system is an online application that can be accessed throughout the organization and outside as well with proper login provided. This system can be used as an Online Job Portal for job seekers. Job Seekers logging should be able to upload their information in the form of a CV. Visitors/Company An online job portal system, also known as an online career board system that helps job seekers to find jobs and assists the employers in finding the best candidates. Online job portals offer a wide range of jobs in various numbers of fields. Many large organizations, government institutions, non-profit organizations, and private companies have their own job portals that job seekers directly access on their website. Also, most of them advertise on other media like newspaper and TV instead of that does not fulfill both side expectations of organization and job seekers completely. It is clear that most companies waste money and their valuable time to find the suitable candidates.

In this project, the online job portal system is developed for job seekers, companies, agencies and freelance project seekers. It

provides a platform to job seekers and employees to interact with each other's in an efficient way. [1] When a company wants to do recruitment through online job portal system, they have to do onetime registration into the system as job publisher and create the company profile. Main features in the system are posting the job, job viewing, apply for a job, scheduled interview, Job poster - job seeker interaction, admin based job/job seeker/job poster administration and dashboard of the system.

RELATED WORKS

The existing system for job recruitment includes traditional methods like Employment agencies, advertising through newspapers, televisions and radios, college fairs etc., which are too slow and stressful. With the advancement of internet, jobseekers rely on the online job portals, which makes the job search efficient. Again, most of these are limited to the web/desktop applications, which requires jobseekers to have a laptop or desktop connected to internet and is not handy.

I. Disadvantages
- Time Consuming
- Stressful
- Challenging **_MODULES:_**
- Job Seeker
- Employer
- Profile management
- Search jobs
- Search job seekers
- Administration

MODULES DESCRIPTION:
- **Job Seeker**

The Module is again divided in to the following sub modules
Update personal Details: the job seeker can update his personal details

2 .Update Qualification Details : the job seeker update his qualification details like qualification, year of passed out. Update skill details: in these he update his skill details like java,. net and update his experience and current company details Job search: in these he/she can search the job related to his skills ,experience and company.

- **Job Seeker**

This facilitates the following features.
Update personal details: in these the job provider update his personal details like username ,password ,company, address ,phone number etc.
Post job: in these job providers can post the job required for skills.
Update job: the job provider updates job (Ex: java, .net etc) .
Resume search: he can search the resumes
experience Required for his skills and experience.

- **Profile management**

The job seekers can login and update their profiles at regular intervals for getting response to their profile. Upon request of job seeker, by charging some additional amount, the OutLookJobs can provide some assistance to improve the profile in order to get more response.

The job seeker can manage several profiles which suit different job opportunities. It avoids un necessary confusion to the job seeker and well as recruiters.

- **Search jobs**

  A registered job seeker can search jobs by applying several filtering criteria. The job seeker can save his job preference, so that he can get mail alerts if any job is posted by the registered job providers.

- **Search job seekers**

  A registered job provider can search job seekes by applying several filtering criteria. The job provider can save the profile preference, so that he can get mail alerts if any new profile is posted by the registered job seekers.

- **Administration**

The administrator manages several users with different roles and applies certain filtering criteria's for making the search feature available to job seekers and job providers.

The administrator can also provide additional support and preference to the paid profiles when compared to free registrations.

II. PROPOSED WORK

In undertaking the development of the Job Portal MERN Stack project, it is essential to contextualize its significance within the broader landscape of online job portals and related research. This section aims to provide insights into both researchoriented endeavors and existing web-oriented projects in the domain.

Within the research-oriented field, the exploration of previous works sheds light on the methodologies, findings, and innovations that have contributed to the understanding and evolution of online recruitment systems. Notable studies may have delved into algorithmic advancements for better job matching, user behavior analysis, or the integration of artificial intelligence to enhance the overall efficiency of job portals. It is crucial to acknowledge and build upon these foundational research efforts to bring about advancements

in the current project. For instance, studies on recommender systems within job portals might offer insights into personalized job recommendations based user profiles and preferences.

Research exploring sentiment analysis in cover letters or resumes could inform the development of features that assess the compatibility between job seekers and employers beyond mere qualifications.

Examining existing web-oriented projects job portal domain provides valuable benchunarks and in the insights into successful implementations and user preferences. This market analysis ensures that the Job Portal MERN Stack project aligns with industry standards while also striving to introduce innovative features

Well-established platforms such as Linkedin, and Glassdoor serve as exemplars in the field. Linkedin, for instance, emphasizes professional networking alongside job searches, showcasing the importance of community-building within the job-seeking process. platforms like indeed focus on aggregating job from various sources, streamlining the search process for users.

By analyzing these existing platforms, the Job Portal MERN Stack project can draw inspiration for user interface design, feature sets, and strategies for engaging both job seekers and employers. Understanding the strengths and weaknesses of competitors allows for a more informed and strategic development

Advantages:

- Faster and efficient system
- Wider range services available under one roof
- Highly Secure and Portable application
- Provides a facility for the Job Seekers to track their job details he has applied for
- Provides a facility for the Employer to search for required people very easily
- Provides efficient search mechanism using dynamic query generation
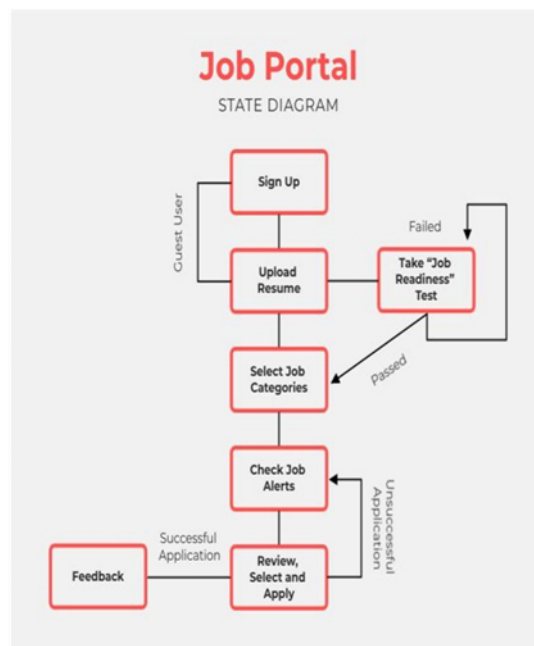

Fig. 1: The flow of proposed work Data Collection

Through these proposed initiatives, Mainline Academy aims to further its mission of providing a transformative educational experience that prepares students to excel academically, thrive socially and emotionally, and become engaged citizens and lifelong learners in an ever-changing world. By leveraging the collective expertise and resources of its stakeholders, Mainline Academy is poised to make a meaningful impact on the lives of its students and the broader community for generations to come.

III. PROPOSED RESEARCH MODEL

The proposed research model for the hiring portal project involves a comprehensive approach encompassing various stages: introduction, literature review, methodology, design and development, implementation, evaluation, discussion, conclusion, references, and appendices.

The introduction provides the background and context of the hiring process, identifies current challenges, and outlines the objectives of the portal, such as improving candidate experience and streamlining recruitment. The literature review examines existing hiring portals and best practices, and discusses theoretical frameworks relevant to the portal's design and implementation. The methodology section describes the research design, including both qualitative and quantitative methods, data collection through surveys, interviews, and analysis of existing HR data, and data analysis techniques like statistical and thematic analysis. The design and development phase involves gathering requirements from stakeholders, designing the system architecture, and applying Agile methodology for iterative development and continuous improvement. Implementation covers prototyping, testing at various stages, and strategies for deploying the portal in a live environment. Evaluation focuses on defining key performance metrics, collecting user feedback, and assessing the portal's impact on the hiring process and business outcomes. The discussion section summarizes key findings, practical implications, and acknowledges limitations of the research. The conclusion recaps the main points and suggests future work and potential enhancements. References list all cited sources, while appendices include supplementary materials like survey instruments and detailed data analysis reports. This model ensures a systematic development and evaluation process, addressing stakeholders' needs and achieving the desired outcomes for the hiring portal.
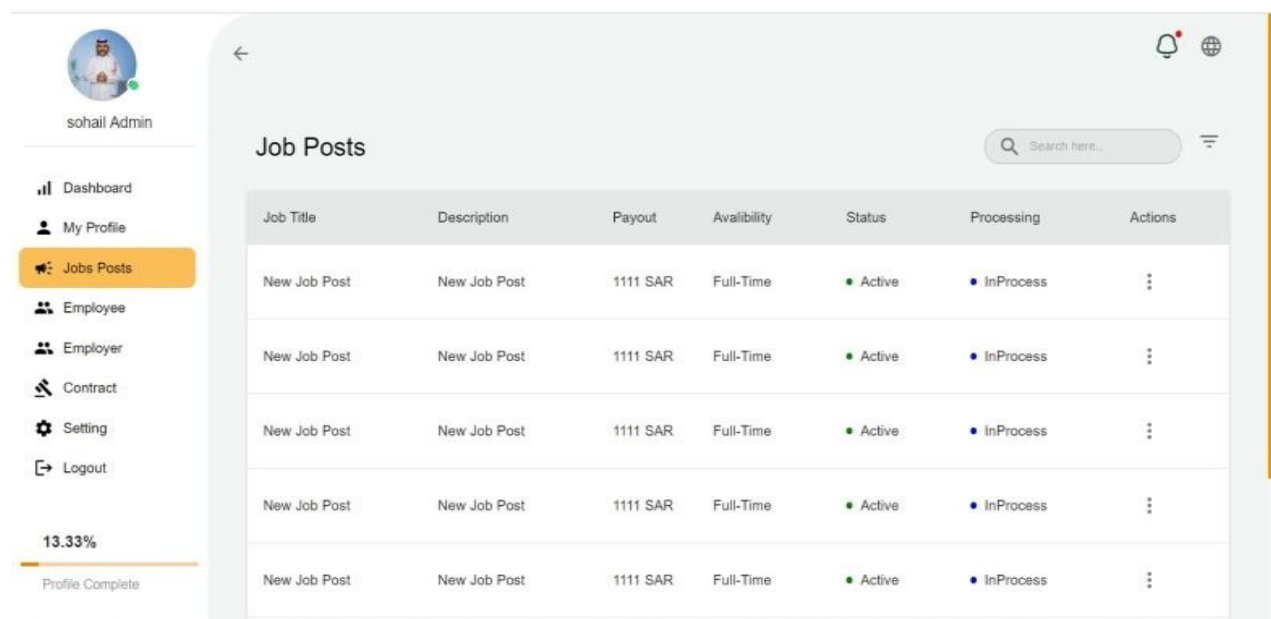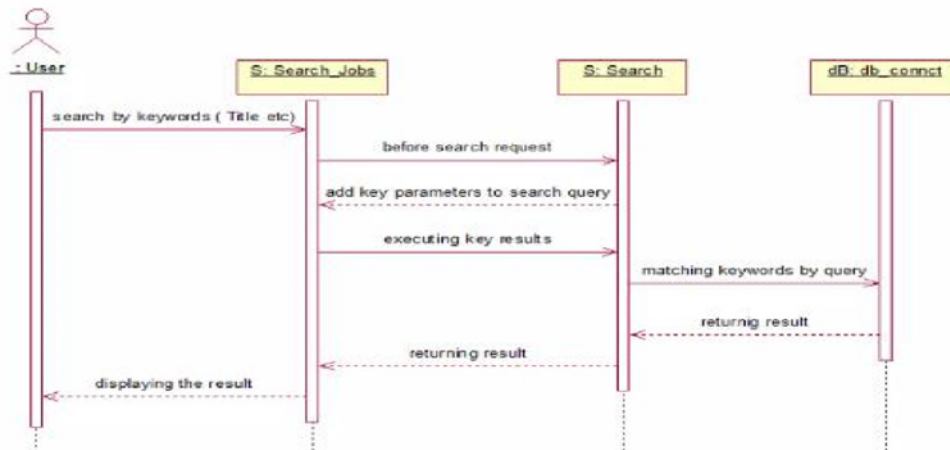

Fig. 2: Job Posts

Fig. 3: Search Job

IV. PERFORMANCE REVALUATION

V.   Performance evaluation of a hiring portal project involves assessing various aspects of the platform to determine its effectiveness and impact. This includes evaluating user engagement metrics such as the number of registered and active users, time spent on the platform, and the number of job applications submitted. Conversion rates from job views to applications and from registered users to active users are also important indicators.

VI.   Additionally, evaluating the quality and quantity of job postings, the speed and responsiveness of the website, and the security of the platform are crucial. Candidate and employer metrics, such as the number and satisfaction levels of both groups, provide insights into the platform's appeal and functionality. Financial metrics, like revenue generated and cost per hire, help assess the project's economic viability.

VII.   Feedback from users, employers, and candidates should also be considered in the evaluation process. By analyzing these various metrics and feedback, project managers can identify strengths and weaknesses, make data-driven decisions for improvements, and ensure the hiring portal project meets its goals effectively.

VIII. RESULT ANALYSIS

The result analysis for the hiring portal project involves evaluating key metrics such as user engagement, conversion rates, job posting effectiveness, candidate and employer satisfaction, technical performance, and financial metrics. By analyzing these metrics, the project team can gain insights into the platform's performance, identify areas for improvement, and make data-driven decisions to enhance user experience and meet project goals. The analysis should also include a comparison with the project's initial objectives to assess the overall success of the hiring portal. The result analysis for the hiring portal project involves evaluating key metrics such as user engagement, conversion rates, job posting effectiveness, candidate and employer satisfaction, technical performance, and financial metrics. By analyzing these metrics, the project team can gain

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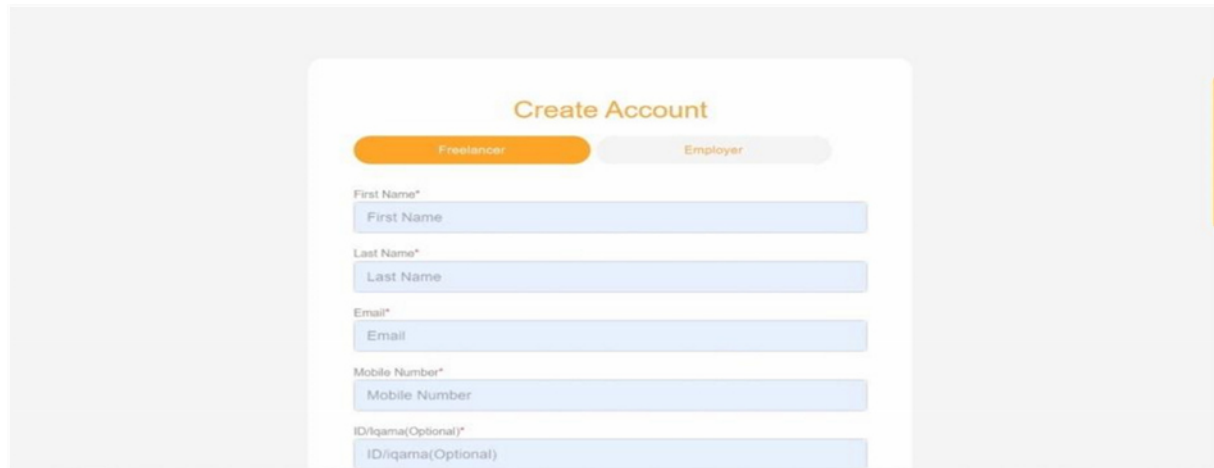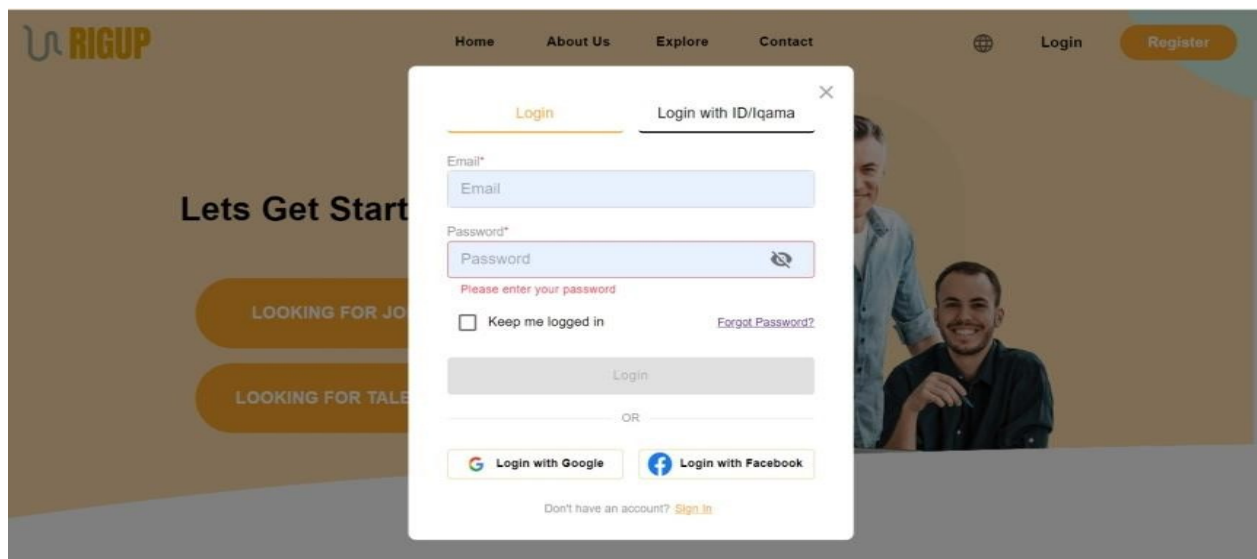

Fig. 4: Create account

Fig.5: Login Page

IX. CONCLUSION

It can be concluded that this project of Online Job Portal was a real learning experience. The principles of software production were well implemented throughout the system. The project has been made as per as the given specifications. The Online Job Portal developed by us is purely based on ASP.NET platform. A Job Portal provides an efficient search for online information on job vacancies for Job Seekers. The main goal of this portal is to attempt to produce the right graduates based on the industry needs. However, it is important that be aware the Job Portals can never fulfill all the problems of jobless graduates. Even though the improvisation arised from the proposed model, there are quiet many things that may be worked on. there's There's always a scope for

improvising preceding work via introducing new filters and studying features in CNN that can be very useful to the software and its subject.

In conclusion, a well-executed performance evaluation strategy is crucial for the success of a hiring portal project. By tracking key metrics and analyzing data, stakeholders can gain valuable insights into the platform's performance and make informed decisions to drive improvements. Continuous evaluation allows for the identification of trends, areas of strength, and areas needing enhancement. Through clear reporting and visualization, stakeholders can easily understand the data and take action to enhance user engagement, increase job applications, and improve the overall user experience. By prioritizing performance evaluation as a core component of the project, the hiring portal can adapt to changing market conditions, meet user expectations, and maintain its competitive edge.

X. FUTURE SCOPE

The future scope for the hiring portal project is expansive and promising, with several avenues for growth and enhancement. One significant area is the integration of advanced technologies such as artificial intelligence (AI) and machine learning (ML) to improve candidate matching and predictive analytics. This could lead to more accurate predictions of candidate success and better personalization of the hiring process. Additionally, incorporating natural language processing (NLP) can enhance the efficiency of resume screening and candidate communication.

The hiring portal can also expand its capabilities by integrating with other HR systems and tools, offering a more seamless and comprehensive HR ecosystem. This includes connections with performance management systems, learning and development platforms, and employee engagement tools, providing a holistic approach to talent management.

Moreover, expanding the portal's features to support remote hiring and onboarding processes is crucial in the evolving work environment. Enhanced video interviewing capabilities, virtual reality (VR) for immersive interview experiences, and digital onboarding solutions can cater to the increasing trend of remote work.

Future developments could also focus on improving user experience through more intuitive and user-friendly interfaces, mobile compatibility, and enhanced accessibility features to ensure inclusivity.

Data security and privacy will continue to be paramount, necessitating ongoing enhancements in security measures and compliance with data protection regulations. Finally, the portal could incorporate robust analytics and reporting tools, providing HR professionals with actionable insights and metrics to continuously improve the hiring process.

Overall, the future scope of the hiring portal project includes leveraging cutting-edge technologies, expanding integration with other HR tools, enhancing remote work capabilities, improving user experience, and ensuring data security, all aimed at creating a more efficient, effective, and comprehensive hiring solution.

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