ONLINE WEB PORTAL FOR RECRUITMENT PROCESS AND MOCK PRACTICING

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ABSTRACT

In this article we have described the project which is about creating a web application which can be used for conducting specific recruitment rounds as well as its mock practice. This web portal has its complete technology based guidance. It provides users a platform where they can practice online aptitude tests and interviews. Such practices are essential in order to enhances abilities for Aptitude and self-presentation. This application can be used by companies and organizations for recruiting eligible candidates by conducting different eligibility rounds like aptitude tests, code writing or HR interaction etc. The application can also be used by colleges and tuition classes for students for mock practicing. In the era where time is equally valued as money, we provide automated evaluation of aptitude test which gives quick results after test is submitted. This functionality can be customized in sense to display it or not. Companies or organization may not want to reveal results quickly after test whereas colleges and tuition classes where students do regular practice of aptitude may want quick results.

Keywords: *Web Portal, Git Repository, NGnix*

1. INTRODUCTION

The existing several situation where recruitment rounds take so long time in conducting aptitude test and their evaluation moreover conducting interviews by visiting respective places. Companies and organization waste their valuable time doing it even on large scale. Even colleges or tuition classes don't have efficient system that can provide their student a platform where they can prepare themselves for recruitments by practicing different rounds.

In the era of technology, by implementing this project, we are providing platform where one can get over of all this inconvenience.

The project is about developing a platform where companies and organization can conduct their recruitment round online more efficiently and with less efforts. This application is mainly designed for companies and organizations for using it on the time of recruitments to efficiently selecting eligible candidates by conducting aptitude test. The application can also be used by colleges and tuition classes for students to practice aptitude. The application also provide automated evaluation of aptitude test which gives quick results after test is submitted. Results can be configured in sense to display it or not. This functionality can be configured in sense to display it or not. Companies or organization may not want to reveal results quickly after test whereas colleges and tuition classes where students do regular practice of aptitude may want quick results.

Companies, organizations or colleges etc. will have paid subscription to get access to application with certain privileges (Admin) and actual user (the one who is giving test: student or job applicant) will be using it free under admin sector. Normal user can get easy login with Facebook or Google+ or admin can decide to provide user names and passwords as per convenience. All the user data will be stored into the database in encrypted form.

The web application will be customized for tuition classes and companies i.e. admin can add new modules.

Initially the application will have five modules as follows:

1. Admin module.
2. Aptitude test module.
3. Specific Technology module.

4. Code writing module.
5. Descriptive Question module.

1.2 Admin Module

Admin module is a server end module with certain privileges. It's the second authority having more privileges after super admin i.e. developers itself. Admin have authority of updating database as per requirements. Admin can keep track of user login and information. In module we have provided admin the authority of adding as well as deleting users. This well reduce the replication of user data. Admin can update database with new question set as well as new test module. Ultimately admin is responsible for maintaining the overall admin sector.

1.2 Aptitude Test Module

Aptitude test module is maintained by admin. Admin will add several question to question bank say 100. When the user will login, the system will allocate 10 questions to user. As each system shuffles the dataset of questions, each user will be getting different questions. Number of question can be modify as per requirement. User will have free sign up for giving aptitude test as it comes under admin sector but companies or organizations or colleges and tuition (Admin) have paid subscription to the application. After submission of test, automated evaluation functionality of application will generate the result. Result will be display as per the configuration of admin.

1.3 Specific Technology Module

Specific technology module is similar aptitude test module. Just the difference is this module will have question set on specific technology only. Admin will add question set specifically related to certain technology. Successful submission of test will generate result and according to result, candidate will be promoted to next round.

1.4 Code Writing Module

Code writing module facilitates the code execution functionality to user. Admin can add actual code writing and execution question. The user has to write the code for system given question. This code will be executed at backend and output will match with template for evaluation.

1.5 Descriptive Question Module

Descriptive question module is especially reserved for HR round in which user has to answer to some descriptive question. For example: why you want to join are company? Why should we hire you?

Each test will be time bound. Time limit for test will be set by admin only. Thought all this functionality sounds worth for companies and organization only, some sort of customization will be done for tuition and classes as users under this categories ment for practice purpose only.

2. SYSTEM DESIGN

As shown in fig.-1 Super admin is the highest authority of system having all privileges. Under super admin, we have admin module and user module. Admin belongs to the group of those users who have paid for the access to application (Companies, organization, colleges, and tuitions). As explain earlier admin will have all rights over normal users i.e. students or job applicants. Admin can update information of user or can delete. Admin also have rights over complete database design. User module shows his sign up and login activity and facility of getting quick results after submitting test.
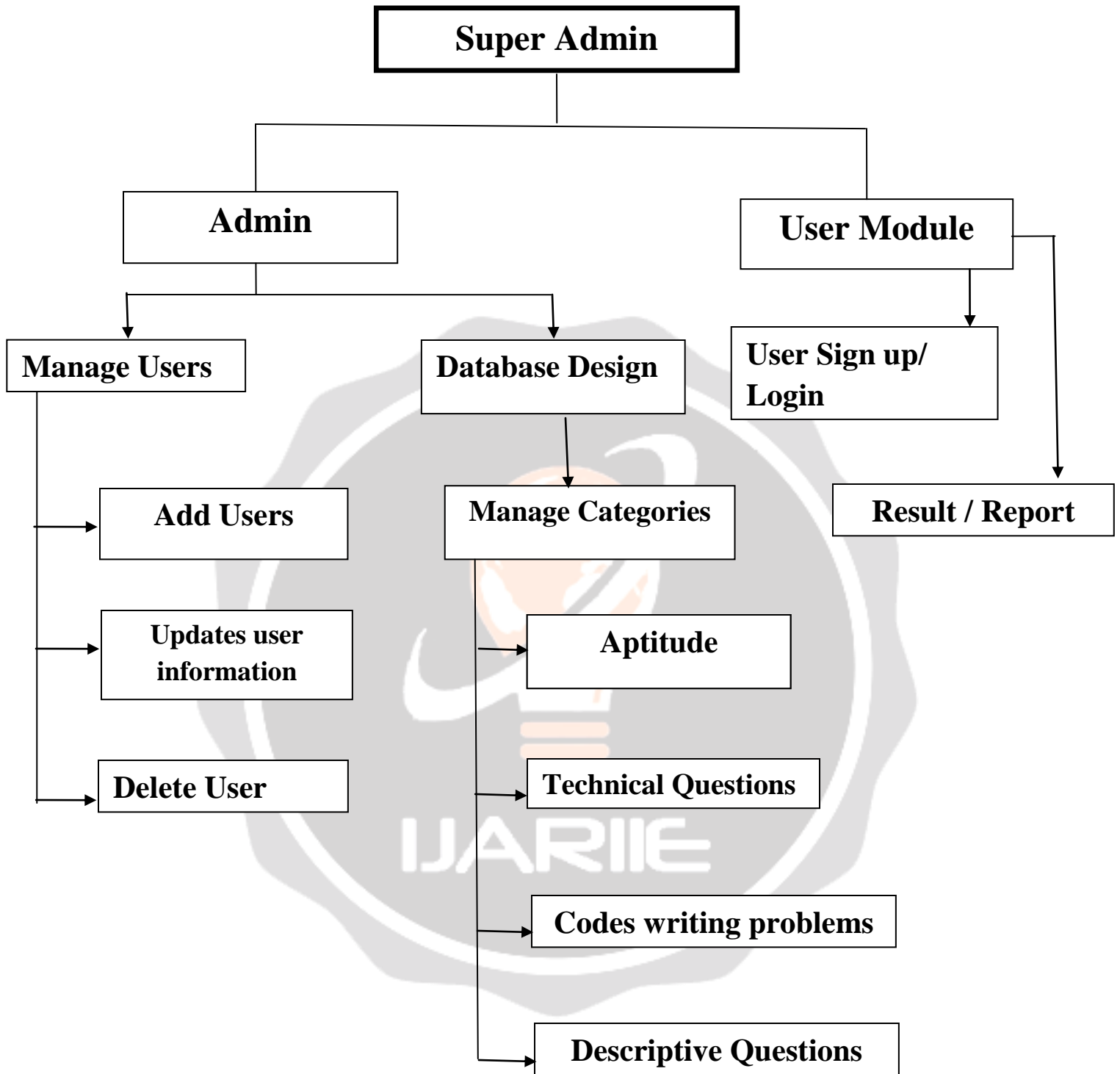
Fig. 1: System design

3. PLATFORM TO BE USED FOR IMPLEMENTATION
3.1 PHP

•   **CodeIgniter:** CodeIgniter is an PHP Application Development Framework for developers who develops web applications or web sites using PHP. The reason why we used CodeIgniter is that it allow users to develop project even much faster if developing in scratch, by providing a huge set of programming libraries for most needed tasks. It also provides a simple interface to access libraries. CodeIgniter lets developer focus on implementation of project by reducing the amount of code needed for task.

3.2 MySQL

MySQL most popular and widely accepted open source relational database management system. SQL is an abbreviation for structured query language. Relational database model are based on RDBMS. The most important MySQL RDBMS features is an ability of using tables for data storage while maintaining and enforcing certain data relationships [2]. In RDBMS data in MySQL is structured in database tables. Fields and records, we used this for our project.

3.3 NGinx - web Server

NGinx is a cost free, open-source and high performance proxy server. NGinx is widely accepted and used because of its stability, simple configuration, rich feature set, high performance and low resource consumption. NGinx uses small, predictable amount of memory. Even if developers not using it under lots of consistent requests, he can still benefit from high-performance and less memory footprint [2].
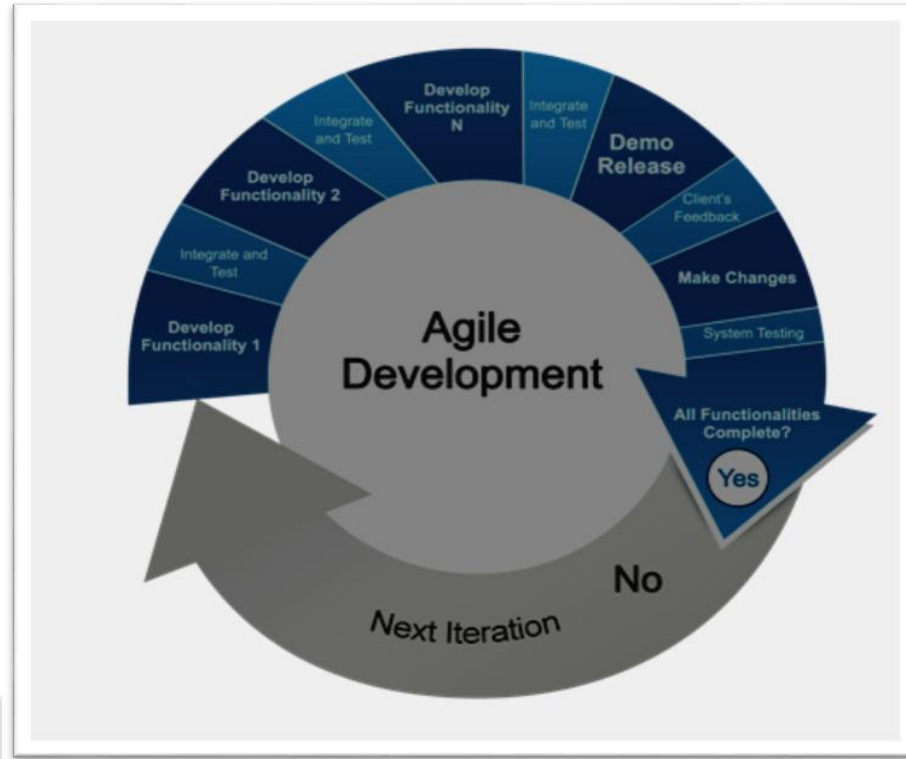
3.4 Angular.JS

HTML is very reliable for declaring static documents but it lags when we try it for designing dynamic views in web applications. HTML vocabulary for an application is extended using AngularJS. These features leads the environment to be readable, expressive and quick develop [2].

3.5 Agile

Agile software development is one of the most efficient Software development methodology. Requirements and solutions in agile software development evolve through collaboration between self-organizing, cross-functional teams. Popularity of agile is because of its advantages over typical waterfall model makes: Encourages rapid and flexible response to change [1].

1. Early delivery
2. Encourages rapid and flexible response to change.
3. It promotes adaptive planning
4. Continuous improvement
5. Evolutionary development

It is about how to work together to achieve a common goal. Fig 2. Shows the agile software development cycle.

Fig – 2. Agile development cycle

3.6 Git Repository:

The actual use of Git is to manage a project, or a set of files with respect to time as they change over time. The information is stored in database named as repository.

Generally Git is stored in the same folder where working project is stored in subdirectory .git. There is only .git folder, in the root directory of the project. The repository is stored in files alongside the project. There is no central repository, only common repository for all.

4. APPLICATION

This application mainly meant for saving time taken by lengthy interview process by conducting them online and evaluated automatically by system itself. In that sense it will be providing a dynamic platform for companies and organization to conduct rounds of candidates applied for job in less time with less efforts.

As the application provides actual code writing and execution feature, it will be beneficial for companies to examine programming skills of applicant and selecting them more efficiently.

Students of colleges and tuition who will be seeking for job can practice and enhance their skill in aptitude as well as self-presentation for interview.

5. CONCLUSIONS

This paper describes the complete idea of implementing a web portal for conducting rounds that are being held in recruitment process like aptitude test or interview. Web portal is fully automated i.e. right from allocating questions to user to evaluating answers and displaying results is done by system. The application is customized for colleges and tuitions so that students can practice such rounds and enhance their aptitude skills and self-presentation skill.

6. ACKNOLEDGMENT

7. REFERENCES

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BIOGRAPHIES

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