

JOB RECRUITMENT SYSTEM

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Final Year Project

Faculty of Computer Systems & Software
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UNIVERSITI MALAYSIA PAHANG



SUPERVISOR'S DECLARATION

I hereby declare that I have checked this project and in my opinion, this project is adequate in terms of scope and quality for the award of the degree of Bachelor of Computer Science (Software Engineering)

A handwritten signature in black ink, appearing to read 'Rosdiana', is written above a horizontal line.

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STUDENT'S DECLARATION

I hereby declare that the work in this thesis is based on my original work except for quotations and citations which have been duly acknowledged. I also declare that it has not been previously or concurrently submitted for any other degree at Universiti Malaysia Pahang or any other institutions.



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ABSTRAK

Pada setiap tahun, pelajar graduan daripada institut pendidikan tinggi melebihi 200,000 orang. Paling mengejutkan, 1 daripada 5 graduan masih menganggur dan majoritinya adalah daripada pemegang-pemegang ijazah. Pada masa kini, menjadi seorang graduan universiti tidak lagi menjamin sesebuah pekerjaan. Ketika bilangan graduan bertambah setiap tahun, para pelajar menghadapi persaingan yang sukar dalam ekonomi yang tidak kukuh. Sistem yang dibangunkan adalah untuk membantu para graduan baru untuk mencari kerja yang sesuai walaupun sebelum mereka menamatkan pengajian dan untuk para majikan mempamerkan iklan-iklan pekerjaan. Terdapat tiga jenis pengguna yang boleh akses ke dalam sistem ini iaitu pelajar, syarikat dan pentadbir. Sistem Pengambilan Pekerjaan ini ialah untuk para pelajar mendaftar, mencari pekerjaan, memohon pekerjaan, menguruskan resume, dan menguruskan maklumat profil mereka. Manakala syarikat atau majikan pula boleh mendaftar, memuat naik iklan-iklan pekerjaan, menguruskan resume, mencari pelajar yang diingini dan menguruskan akaun pengguna. Selain itu, pentadbir akan menguruskan semua akaun para pelajar dan para syarikat. Objektif sistem ini ialah untuk menganalisis dan mereka bentuk masalah semasa sistem ini dengan menghasilkan Spesifikasi Keperluan Perisian (SRS), untuk membangunkan satu sistem prototaip dalam sistem dalam Sistem Pengambilan Pekerjaan, dan untuk mengesahkan sistem prototaip yang dicadangkan berasaskan web. Pembangunan Aplikasi Rapid (RAD) adalah kaedah yang digunakan untuk membangunkan sistem ini. RAD terdiri daripada empat peringkat. Pertama ialah peringkat perancangan keperluan, peringkat reka bentuk, peringkat pembinaan pesat dan terakhir ialah peringkat peralihan. Selepas pembangunan sistem, pengguna diberi ujian penerimaan pengguna (UAT) untuk memastikan bahawa semua fungsi menepati keperluan tanpa sebarang kesilapan. Ujian UAT memastikan sistem mencapai objektif dan mampu menyelesaikan masalah yang berlaku sebelum ini.

ABSTRACT

Every year, over 200,000 students graduate from higher education institution. Shockingly, 1 out of 5 graduates remain unemployed, majority from it is a Degree holders. Nowadays, being a university graduate no longer guarantees a job. As the number of graduates continues to climb each year, students are facing tough competition amongst a shaky economy. This system is developed to help the fresh graduates to find a suitable job even before their graduation and for the employers to post the job advertisements. There are three type of users that can access into the system which are student, company and admin. This Job Recruitment System is for students to register, find jobs, apply for the job, manage their resume, and manage their profile information. While, the company or employer can register, upload job advertisements, manage resume, search the desired students and manage account user. Other than that, the admin will manage the accounts of students and the company. The objective of this system is to analyze and design the current problem of this system by produce Software Requirement Specification (SRS), to develop a prototype system in Job Recruitment System and to validate the proposed prototype system in web based. Rapid Application Development (RAD) is the methodology used to develop this system. RAD consists of four stages. First is requirement planning stage, followed by user design stage, rapid construction stage and lastly is transition stage. After the development of the system, client will be given the user acceptance test (UAT) to ensure that all functions work according to the requirement without any error. The UAT testing ensure the system has achieved the objective and be able to solve the problem that happened before.

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LIST OF ABBREVIATIONS

JRS Job Recruitment System

CHAPTER 1

INTRODUCTION

1.1 Introduction

Job, employment, occupation and career are all different terms for the same thing which is work. No one wants to be unemployed. There are three root things that fresh graduates need to know in finding and getting the right job. First is know the benefits that want to offer to the company. Discover skills and try to find a job that is suitable and a job that give satisfaction. Knowing what the advantage is are very important to show the capability to the employers. Then, searching job can become more convenience and meaningful. Next, communicate the benefits. Give the resumes to appeal to the employers has to be taken seriously. Speaking and writing skills are very important. Third is find the right job using any ways to make the employers interested. With these three basic things, you will surely have a job that match with your interest.

There are seven essential employability skills which are positive attitude, communication, teamwork, self-management, willingness to learn, thinking skills and resilience. First is positive attitude where having a positivity mind is like encouraging the team members to not giving up and do the best. Second is communication. To have communication skills is good to ask if do not understand about something.

Be brave and confident to yourself. Next is teamwork. Teamwork can be done when working in a group. Helping each other out, focus on finishing works, have a good relationship with the team members and respect others. Besides, self-management is also important. Before going to work with anyone, take a good care of yourself like appearance or go to work on time. Therefore, people can be easy to work and gain trust. Next is willingness to learn where when people surrounds giving advice, do not get upset, but take it calmly and try hard to do better next time. Sixth skill is thinking skills. This will help in solving problems and making decisions for company. Lastly, resilience which means the capacity to recover quickly from difficulties. Resilience is to accept that life does get hard at times and does change. Sometimes, we have to sacrifice to make other people happy. These employability skills are what the employers looking for. They need a highly capable employee to advance the company.

These days, all parents want their children to be a successful person by having a job. Their children also want to give the best for their parents. In this era, money is very important in our lives. Nowadays, there are many fresh graduates that are seeking jobs after their university's life has ended. They often seek various of jobs after they graduates. In fact, finding a job before graduate is even better. Many fresh graduates find their desired jobs through online website. They apply and then wait for a certain time until the company responds to their email. Sometimes, it took quite a long time to wait for their responds. And sometimes the company does not reply at all. This project is inspired by watching seniors that have graduate but do not have a job yet.

This project-based system is about job recruitment system. This is a system where students can apply for jobs in this system only. This system allows student to register and login. They will enter all of their information in their resume. Students also can view vacancies from any company that demanding an employee. Admin will enter students' course results and pointers throughout the semester.

1.2 Problem Statement

First problem is online website such as JobStreet is not protected. This online searching jobs website has very low security. This website does not require the users to login or register. Anyone can access and search to apply for jobs. At first, this system looks like a good website with many job offers. But now, anyone can access and upload anything such as advertisements or freely use the information in the website. All information is not secure. This proposed system requires admin, student and company to login. Only these three users can access this system. This is to maintain the security of this system.

Next problem is wasting time. When fresh graduates apply jobs through website, the company has to email them back for respond. This will take some times for the company to go through all the resumes before they give a definite answer to the applier. Time is very crucial to everyone. The fresh graduates must be anxious to know the result whether the company reject or not. Using this system, time for the students and the company will not be wasted. In fact, both party will save more time.

Third problem is among all those companies, maybe there are some that act as a scammer. These scammers will fake their certificate of their company. Maybe the company is not existing at all. These days, technology is very advanced until some irresponsible party take it for granted. They know that they must have certificate of incorporation first before they can post it in online website. Fabricating the certificate of incorporation is not legal. They can be compensated by faking the certificate.

Fourth problem is low data integrity. Data integrity is an important component of information security. Data integrity refers to the accuracy and consistency of data stored in a database. The fresh graduates may have fabricated their course results or achievements when they were in university. This system will require student and the company to login. The company can view all student's information. So, the students cannot fake or fabricate any information in this system. When the job is offered, many fresh graduates will apply their resume and the company just approves without knowing

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