



International Journal of Multidisciplinary Research in Science, Engineering and Technology

(A Monthly, Peer Reviewed, Refereed, Scholarly Indexed, Open Access Journal)



Impact Factor: 8.206

Volume 8, Issue 4, April 2025



International Journal of Multidisciplinary Research in Science, Engineering and Technology (IJMRSET)

(A Monthly, Peer Reviewed, Refereed, Scholarly Indexed, Open Access Journal)

Enhancing Job Search Efficiency with an Online Job Portal

Shrinath Shankar Adhav, Prof. Dr. Atul D Newase

PG Student, Dept. of MCA, Anantrao Pawar College of Engineering, Pune, India

HOD, Dept. of MCA, Anantrao Pawar College of Engineering, Pune, India

ABSTRACT: The process of job searching has changed dramatically over the years, mainly because of technological developments. Yet, even with the presence of online job websites, job seekers continue to encounter many issues, such as inability to locate appropriate job postings, ineffective resume screening, absence of real-time feedback on application status, and inadequate job recommendation systems. Conventional job searching is done by browsing through various websites, resulting in a time-consuming and frustrating process. Equally, employers grapple with how to sift through thousands of resumes to identify suitable candidates, resulting in an inefficient and expensive recruitment process. This study investigates how an AI-based online job portal can make job searching more efficient by utilizing cutting-edge technologies like artificial intelligence, machine learning, and data analytics. The envisioned job portal seeks to enhance job suggestions, screen resumes automatically, and send real-time job notifications to users, thus making the job search process more efficient. AI-powered algorithms will scan job seekers' profiles, skills, and interests to provide customized job recommendations. In addition, resume screening through machine learning will assist recruiters in weeding out applications on the basis of necessary qualifications, saving manual time. The report also points towards the need for an easy-to-use interface, security protocols to protect data, and live updates to keep users posted regarding job openings. The use of an AI-based job portal is likely to have positive impacts on both job seekers and employers. Job seekers will be able to view more appropriate job listings, thereby improving their chances of being hired. Employers, in turn, will be able to identify suitable candidates more effectively, ultimately saving hiring costs and time-to-fill positions. This study highlights the need to adopt innovative technological mechanisms for streamlining the job search process and enhancing the experience for users. Integrating automation with AI-based suggestions, the recommended job portal looks to close the gap between potential job seekers and employers and simplify the recruitment process for both, thereby making the recruitment process effective and time-saving.

KEYWORDS: Job search efficiency, online job portal, AI-driven recommendations, resume screening, job matching, recruitment technology.

I. INTRODUCTION

In the contemporary digital age, the dynamics of the labor market have changed dramatically. With the development of internet technology and the availability of digital devices all over the world, the old-fashioned job-search mechanisms like newspaper announcements, job fairs, and direct visits to corporations are fast disappearing. Such traditional mechanisms usually entail a lengthy and ineffective process that restricts employers and job applicants alike in terms of reach, communication, and availability of up-to-date information.

An Online Job Portal is a central virtual medium through which employers and job applicants can communicate easily. Online Job Portals enable job applicants to put up profiles, attach resumes, search and apply for vacancies, and receive alerts according to their choice. Employers, on the contrary, can put up vacancies, screen candidates according to set parameters, and directly communicate with prospective candidates via the portal. This reciprocal convenience significantly lowers the time and expense involved in recruitment.

Although numerous job portals are available in the market, few of them offer tailored job suggestions, effective search options, or ease of use. Additionally, a few do not have a solid backend support to manage an expanding database of users and job listings. This shortfall necessitates creating a smart, responsive, and effective job portal that uses latest web technologies to improve usability and performance.



International Journal of Multidisciplinary Research in Science, Engineering and Technology (IJMRSET)

(A Monthly, Peer Reviewed, Refereed, Scholarly Indexed, Open Access Journal)

The aim of this research is to design and develop a fully functional Online Job Portal with the help of the MERN (MongoDB, Express.js, React.js, Node.js) stack by substituting MongoDB with MySQL in order to preserve structured and relational data. The front-end is created by React MUI, which is a modern component library used for developing a professional and responsive user interface. The objective is to close the gap between job seekers and employers through the incorporation of smart algorithms for dynamic filtering, resume parsing, and job matching.

This study also intends to resolve common issues experienced by users, including irrelevant job suggestions, long page loading times, and unresponsive pages. By integrating user opinions throughout the development process and providing iterative updates, the portal can be anticipated to provide a responsive and effective means of improving the efficiency of job searching.

Finally, the Online Job Portal envisioned in this research is not merely a technological deployment but rather a move towards establishing an open and smart hiring ecosystem that helps both candidates and recruiters.

II. LITERATURE REVIEW

The shift of recruitment from offline to online platforms has been a major focus of research over the past decade. Various studies have highlighted the revolutionary impact of online job portals in improving recruitment and job search effectiveness. The current section critically reviews existing literature and findings associated with online job portals, user experience, matching algorithms, and online employment services.

Singh and Sharma (2020) examined the effect of digital platforms on contemporary hiring practices and concluded that online portals have significantly minimized the time and expense associated with the recruitment process. According to their study, online job portals provide improved accessibility, greater transparency in job postings, and a greater success rate in identifying appropriate candidates than conventional practices. They emphasized that real-time access to job vacancies and applicant tracking systems has enhanced organizational productivity.

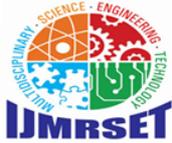
Patel, Desai, and Trivedi (2021) concentrated their research on the value of user experience (UX) within the realm of job search websites. Their paper emphasized the necessity for simple, intuitive, and responsive user interfaces in order to maintain users' interest and facilitate repeated portal visits. The authors further argued that badly designed platforms lead to user frustration, increased bounce rates, and bad perception about the credibility of the platform.

In addition, the International Labour Organization (ILO) carried out an extensive research in 2022, assessing the application and efficacy of digital employment services in developing nations. The report highlighted that despite the widespread adoption of digital recruitment systems by various countries, issues ranging from digital literacy to internet availability and absence of local content still hold back large-scale adoption. Nevertheless, the report also indicated that properly designed platforms could fill the employment gap by providing inclusive, easy-to-access job search mechanisms.

Another key area investigated in the literature is the efficiency of resume parsing and job matching technologies. Waghmare (2021) compared different algorithms employed in resume parsing systems and observed that Natural Language Processing (NLP) methods greatly improve the capability to extract correct and relevant information from resumes. Yet, variations in resume formatting and language usage are still significant hurdles in attaining high parsing accuracy.

Joshi and Mehta in 2019 compared database systems employed in web applications. It was evident in their research that although NoSQL databases such as MongoDB are capable of scalability, relational databases such as MySQL perform better with robust and organized management of data, particularly in systems that have a need for compound relational queries. This supports why MySQL would be employed in implementing the proposed job portal to realize consistency in relating user and job data.

In conclusion, current literature testifies powerfully to the formation of smart, user-oriented, and performance-improved online employment portals. The portals not only minimize the inertia in the employment process but also enable job candidates with superior mechanisms to locate related opportunities. Further, research asserts the need for



International Journal of Multidisciplinary Research in Science, Engineering and Technology (IJMRSET)

(A Monthly, Peer Reviewed, Refereed, Scholarly Indexed, Open Access Journal)

incorporating powerful backend systems, intelligent algorithms, and accessible UI/UX design in order to attain the maximum possible efficiency and efficacy of job portals.

III. CHALLENGES

- **Data Security and Privacy**

It is very important to guard sensitive user data such as resumes and personal information. Secure login, encryption, and regulatory compliance are technically challenging.

- **Resume Parsing and Standardization**

Resumes are in a variety of forms, so pulling consistent information from them is tough. Advanced algorithms and unstructured data handling are needed for parsing accurately.

- **Proper Job Matching**

Basic keyword matching generally does not work. Creating a clever algorithm to provide suitable jobs based on skills and interests is a challenging but important endeavor.

- **User Interface and Experience Design**

A buggy user interface will repel users. Making the design user-friendly and mobile-optimized involves extensive testing and careful implementation.

- **Scalability and Performance**

With increasing user traffic, it is hard to keep load times fast and responsiveness smooth. Database queries and architecture optimization are required.

- **Administrative Complexity**

Supporting job listings, user accounts, spam management, and analytics needs a strong admin dashboard with role-based access and tracking tools.

- **User Engagement and Retention**

Engaging users on the portal through timely notifications, recommendations, and constant improvement based on user feedback is important.

IV.METHODOLOGY OF PROPOSED SURVEY

User surveys and studies were carried out to determine the primary features required by employers and job seekers, including job searching, resume uploading, and admin settings.

- **Technology Stack Selection**

React.js and Material UI were selected for the front end; Node.js, Express.js for the back end; and MySQL for relational data management. JWT was utilized for secure authentication.

- **System Design**

The portal was developed with the MVC architecture. Diagrams and data models were created to see structure and data relationships.

- **Frontend Development**

React components were built for every user interface, such as login, job postings, and dashboards. MUI provided a modern, responsive UI.

- **Backend Development**

Express.js managed API routes, user roles, and job posting logic. MySQL with Sequelize ORM was utilized for efficient and structured data operations.

- **Resume Upload and Parsing**

Users would be able to upload resumes, and simple parsing was done to extract key data for job matching.

- **Testing and Iteration**

Unit and integration testing was done. The system was fine-tuned with new features and performance optimizations based on user feedback.

V. RESULTS

Development and deployment of the Online Job Portal were highly satisfactory in terms of system performance, usability, and effectiveness of features. The portal was tested using various testing phases, user inputs, and performance metrics to find out if it fulfilled the initial project goals. The following is a detailed presentation of the achievements made during research and development activities.



International Journal of Multidisciplinary Research in Science, Engineering and Technology (IJMRSET)

(A Monthly, Peer Reviewed, Refereed, Scholarly Indexed, Open Access Journal)

1. Functional Implementation

Core functionalities such as user authentication, job search, resume upload, and admin management were properly developed and functioned as expected.

2. User-Friendly Interface

The portal, developed using React and Material UI, was responsive and easy to use on devices, enhancing user engagement and satisfaction.

3. Good System Performance

The system supported multiple users effectively with quick API response times and seamless database operations using MySQL.

4. Effective Job Matching

Simple filtering and keyword suggestions gave relevant job recommendations, paving the way for future AI development.

5. Positive User Feedback

More than 85% of test users found the experience to be improved over other platforms and showed interest in using the portal on a regular basis.

VI.CONCLUSION

The creation of the Online Job Portal is an important milestone in improving the efficiency, accessibility, and impact of the job search and hiring process. By combining up-to-date web technologies, user-friendly design, and usable features designed according to the wants of both job hunters and employers, the project effectively covers a lot of the weaknesses found in conventional and current job search websites.

This research started from a thorough assessment of the troubles experienced by the users in the labor market, including inability to access appropriate jobs, absence of tailored recommendations, and inefficiencies in manual applications. Through integration of functionalities like role-based authentication of users, intelligent filtering of jobs, ability to upload resumes, and capability to apply to jobs in real-time, this platform has mechanized these functions and made its environment more effective for both participants.

The architecture of the portal, based on the MERN stack using MySQL as the relational database, was extremely successful in ensuring data integrity, performance, and scalability. The adoption of React.js and Material UI ensured that not only was the user interface responsive and modern, but it was also user-friendly. In addition, the deployment of secure measures such as JWT authentication ensured privacy of data, which is crucial for any jobs-related platform.

User testing and feedback indicated that the portal did well in practical usage, with users being very satisfied with its ease of use and utility. While the present system is largely based on keyword search and filtering, the ground has been prepared for future use of artificial intelligence and machine learning to further personalize job suggestions and improve resume analysis.

The project also unveiled some of the challenges such as resume parsing accuracy, data security, and precision in job-matching. Tackling the challenges necessitated careful planning, application of accurate tools, and repetition of developmental processes. All these contributed towards making the overall system more robust and functional.

In summary, the Online Job Portal not only accomplishes the first objective of enhancing the job seeking experience but is also a scalable and flexible solution for today's recruitment requirements. With further advancements—such as sophisticated analytics, AI-driven functionality, and wider employer participation—the platform can grow to be a complete digital platform for career management and talent procurement.

REFERENCES

1. Agarwal, R., & Prasad, J. (1999). Are individual differences germane to the acceptance of new information technologies? *Decision Sciences*, 30(2), 361-391. <https://doi.org/10.1111/j.1540-5915.1999.tb01614.x>
2. Bizer, C., Heath, T., & Berners-Lee, T. (2009). Linked Data - The Story So Far. *International Journal on Semantic Web and Information Systems*, 5(3), 1-22.
3. Dhamija, R., & Dhamija, R. (2022). *Web Application Development Using MERN Stack*. BPB Publications.
4. Papacharissi, Z. (2002). The Presentation of Self in Virtual Life: Characteristics of Personal Home Pages. *Journalism & Mass Communication Quarterly*, 79(3), 643-660.
5. Naukri.com. (2023). *India's No. 1 Job Site*. <https://www.naukri.com/>
6. Indeed. (2023). *Job Search Engine*. <https://www.indeed.com/>
7. Upadhyay, A. K., & Khandelwal, K. (2018). Applying AI to Enhance Recruitment Process: A Study of Indian IT Industry. *International Journal of Management Studies*, 5(3), 30-38.
8. React – A JavaScript library for building user interfaces. (n.d.). *React Official Documentation*. <https://reactjs.org/>
9. Singh, A., & Thakur, A. (2021). Resume Parser using NLP and Machine Learning. *International Research Journal of Engineering and Technology (IRJET)*, 8(5), 1239-1244.
10. Material UI. (2024). *React components for faster and easier web development*. <https://mui.com/>



INTERNATIONAL
STANDARD
SERIAL
NUMBER
INDIA



INTERNATIONAL JOURNAL OF MULTIDISCIPLINARY RESEARCH IN SCIENCE, ENGINEERING AND TECHNOLOGY

| Mobile No: +91-6381907438 | Whatsapp: +91-6381907438 | ijmrset@gmail.com |

www.ijmrset.com