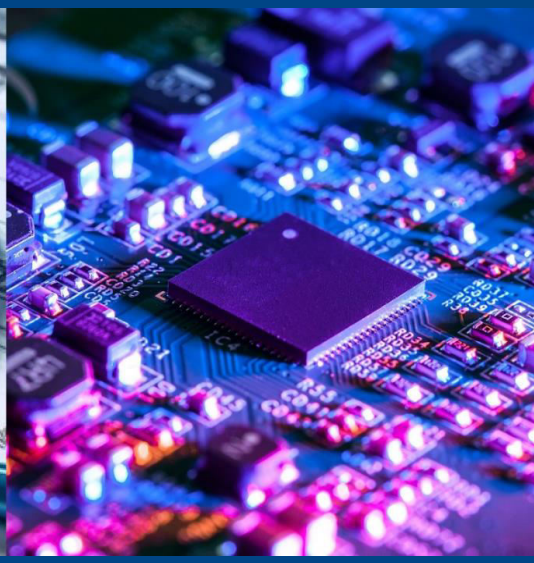
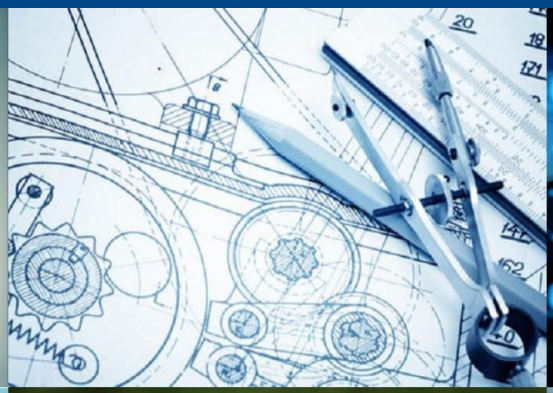
ISSN: 2582-7219

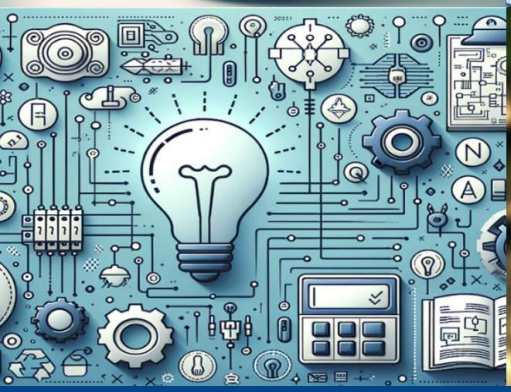




International Journal of Multidisciplinary Research in Science, Engineering and Technology

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



Impact Factor: 8.206 **Volume 8, Issue 6, June 2025**

© 2025 IJMRSET | Volume 8, Issue 6, June 2025| DOI:10.15680/IJMRSET.2025.0806156

ISSN: 2582-7219 | www.ijmrset.com | Impact Factor: 8.206| ESTD Year: 2018|

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

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

Online Job Portal

Aniruddha Madan Jadhav

MCA Student, Anantrao Pawar College of Engineering and Research, Pune, India

ABSTRACT: Online job portals are now crucial tools for connecting businesses and job seekers. These platforms have become intelligent tools that streamline candidate screening, personalize job recommendations, and enhance the hiring process overall as a result of the development of artificial intelligence and machine learning. This study examines how machine learning affects online job portals, as well as typical applications, benefits, and difficulties these platforms confront in the contemporary labour market.

KEYWORDS: Online Job Portal Job matching, resume screening, digital hiring, e-hiring, automation, online job portals, machine learning, and artificial intelligence in recruitment.

I. INTRODUCTION

The process as digital technologies have advanced, the hiring process has undergone significant transformation. Conventional hiring practices are no longer adequate to satisfy the changing needs of the modern workforce. Online job portals provide a central location for employers to advertise openings and for people to look for work. To create intelligent, effective, and customized experiences for recruiters and job seekers, machine learning (ML) is being incorporated into these portals as data volumes and user expectations increase

II. WHAT IS A JOB PORTAL

A job portal constitutes a digital platform or online service that facilitates the connection between employers and prospective employees. This platform enables employers to disseminate job vacancies and manage application submissions, whereas candidates have the opportunity to establish profiles, upload their curricula vitae, and submit applications for positions that align with their qualifications. Numerous job portals additionally provide functionalities such as resume construction tools, career guidance, notification alerts via email, and recommendations for employment driven by artificial intelligence.

An online job portal initiative represents a system engineered to link job seekers with prospective employers through a digital interface. Typically, this system permits job seekers to construct profiles, upload their resumes, and conduct searches for available job opportunities, while employers have the capability to post job advertisements and seek suitable candidates. The primary aim is to enhance the efficiency of the recruitment process and offer a streamlined method for interaction between both parties.

examples of online employment platforms include:

- LinkedIn
- Indeed
- Glassdoor
- Monster
- Naukri.com

Use Cases in Online Job Portals

- Job Recommendations (e.g., LinkedIn, Glassdoor)
- Automated Screening and Matching of Resumes
- Matching Based on Skills Rather Than Job Titles
- Analyzing Sentiments in Company Reviews
- Live Market Trends and Insights for HR Experts

ISSN: 2582-7219 | www.ijmrset.com | Impact Factor: 8.206| ESTD Year: 2018|

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

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

Advantages of AI in Early Diagnosis

- **Intelligent Matching:** Aligns candidates with jobs through advanced data pattern a nalysis.
- **Automated Screening:** Streamlines resume review, saving both time and effort
- **Chatbots Available 24/7:** Providing users with immediate assistance and guidance.
- **Predictive Analytics**: Anticipates job performance and identifies talent requirements.
- **Fraud Detection:** Identifies spam, counterfeit profiles, and job-related scams.
- **Tailored Experience:** Enhances candidate engagement and satisfaction.

Challenges and Ethical Considerations

- Security Concerns in Handling Personal Data: Risks associated with storing and processing personal information.
- Algorithmic Bias: AI may inadvertently perpetuate existing biases in hiring processes.
- Lack of Clarity: Both users and recruiters might struggle to understand the b asis of recommendations.
- Excessive Dependence on Automation: Could overlook the importance of hu man judgment.
- Ethical Recruitment: Prioritizing fairness, inclusivity, and accountability in a lgorithmic processes is essential.

III. OBJECTIVES

This research aims to create and implement an Online Job Portal using Spring Boot to strea mline and improve the recruitment experience for both employers and job seekers. The obj ective of this study is to:

- Design and implement an efficient and scalable backend with Spring Boot.
- Design an intuitive interface to streamline job searching and application tracking.
- Establish robust authentication procedures and ensure data security measures.
- Incorporate advanced jobmatching algorithms to link candidates with employers effectively.
- Offer real-time tracking of applications and data analytics for employers.
- Investigate future advancements like AI, mobile apps, and blockchain integration to enhance system efficiency.
- The objective is to develop a safe, userfocused platform that streamlines the process es of job searching and recruitment, effectively tackling existing challenges in the jo b portal industry.

IV.CONCLUSION

Online job platforms are evolving significantly due to advancements in AI and machine learning. These innovations improve functionality, tailor the user experience, and streamline recruitment processes. Similar to AI's role in early diagnosis, it's evident that data-driven technologies provide valuable resources for forecasting results and enhancing decision-making. Nonetheless, it is important to tackle issues such as data security, bias, and transparency to create responsible and credible platforms.

The creation of an online job portal utilizing Spring Boot responds to the increasing demand for a quick, efficient, and secure platform that links job seekers with employers. By analyzing current systems, we pinpointed major challenges such as data privacy issues, complicated user interfaces, and the occurrence of fraudulent job listings. Our portal seeks to address these problems by offering an intuitive design, robust security measures, effective job matching, and simplified application management.

The system streamlines the recruitment process while improving accessibility for users in various locations. Features like job notifications, application tracking, and profile management provide considerable convenience for both candidates and recruiters.

Additionally, employing Spring Boot guarantees that the application is scalable, dependable, and easy to maintain, making it appropriate for future expansion and improvements.

V. FUTURE WORK

Future developments for an online job portal can emphasize improving user experience, broadening features, and incorporating emerging technologies. This involves refining search algorithms, adding AI-driven capabilities like

ISSN: 2582-7219 | www.ijmrset.com | Impact Factor: 8.206| ESTD Year: 2018|

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

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

resume analysis and job recommendations, enhancing mobile application features, and investigating new revenue models such as premium subscription options or packages for job postings. Create more advanced search algorithms that can filter job listings based on a broader array of criteria, including skills, industry, location, salary, and company culture.

VI. LITERATURE REVIEW

With major advantages for both companies and job seekers, the growth of online job portal has revolutionized the hiring process during the last 20 years.Numerous research and have been investigated to improve job portal efficiency, with each offering special features to boo st user experience and recruitment effectiveness.

- Current Job Portals and Their Challenges:

Major job portals like LinkedIn, indeed, and Naukri.com have transformed job searc h and recruitment by giving access to a global pool of candidates, per a study by Smi th et al. (2019). But problems like fierce competition, complicated user interfaces, and the spread of fraudulent job advertisements still exist. These difficulties demonstrate the need for a system that is more efficient, safe, and easy to use.

- Spring Boot for Backend Development:

A well-known backend framework for creating enterprise-level apps, Spring Boot is known for its scalability and performance. According to Jones (2020), Spring Boot is a good option for creating reliable and scal able job portal systems because of its microservices capabilities, security features, a nd ease of configuration. Its ease of use in developing RESTful APIs and database integration offers a strong b asis for developing dynamic platforms such as employment portals.

- AI and Machine Learning for Job Matching:

In order to enhance job matching, a number of studies have investigated the incorpo ration of AI and machine learning into employment websites (Wang et al., 2018). AI algorithms can recommend employment to candidates based on their qualificatio ns, talents, and behavior by evaluating user data. They can also recommend the best prospects to businesses. By eliminating manual screening, this customized strategy improves the hiring proc ess.

- Security and Privacy Concerns:

In online employment portals, user data security is a major concern. Miller (2021) highlights that a significant drawback of current portals is their absen ce of strong data encryption and safe authentication procedures. Adopting multi- factor authentication (MFA) and encryption standards is crucial to safeguarding sen sitive data in the face of growing cyberthreats.

REFERENCES

- A. Bhatia (2021). E-Recruitment: An Analysis of Concepts. The International Journal of Management.
- Verma, A., and Choudhury, S. (2020). Uses and Difficulties of AI in Hiring. Human Resource Innovation Journal.
- https://www.linkedin.com/talent

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