Innovative Campus Recruitment and Career Development Portal (Uni-RecruitX)

Meghanath [1], Sainath [2], Bhaskar [3], Smt. Smitha Padashetty [4]
Dept. of Computer Science and Design

Poojya Doddappa Appa College of Engineering,
Kalabuargi, India

kolkundimeghanath@gmail.com [1], sainathdolla@gmail.com [2], Bhaskarhadpad@gmail.com [3], smithap@pdaengg.com [4]

ABSTRACT

This paper outlines the design and implementation of a comprehensive campus recruitment portal aimed at streamlining the recruitment process for both students and companies. Innovative Campus Recruitment and Career Development Portal.(Uni-RecruitX) is web-based software to reduce communication gap between company and students .The portal will provide a centralized platform for job postings, application management, scheduling interview and many more features. We discuss the functional requirements, system architecture, database design, and technologies used, efficiency, and security.

Keywords: *Campus, Recruitment, Placements, Career, Online Recruitment, Students, Company.*

I. INTRODUCTION:

Innovative campus recruitment and career development portal (Uni-Recruitx) is web-based software to reduce the communication gap between the company and student. The main objective of this solution is to make the recruitment process easy for any organization. This is designed by keeping in mind both student and company. It allows the students to register their details like academic details, skills and experience with the system, and then on the other hand even it allows the company to post their requirements with the system. Campus recruitment system is helpful for those companies which are in need of employees and students who are in need of the jobs.

This portal's main aim is to provide the vacancies available for the students and make the hiring process easy and free from the complications while recruiting. The college Training and Placement Officer (TPO) can utilise this site to manage the student data related to placements. This system focuses on automating the college's placement cell approving the CV, informing the student community of the many job openings, managing the business relationship to invite them to placements as well as other activities, keeping track of the selection process development, and engaging with students. The Campus Recruitment Management System (CRMS) is designed with several key objectives in mind to improve the efficiency and effectiveness of campus recruitment processes. Firstly, the system aims to enhance efficiency by automating routine administrative tasks, which significantly reduces the time and effort required to manage recruitment activities.

II. METHODLOGY:

- **Design**- After the completion of the research phase we started with the design part. We have used various web designing languages such as HTML, CSS and java script.

- **Coding**- using the above mentioned languages we have completed the frontend design. Now for the actual database part to store the company, student and other information we have used the php framework and mysql.

- **Integration**- we have completed our website in the XAMPP local server.

III. OBJECTIVES:

1. Reduce the paper work and create data base of student and company.

2. Save time & work load for Training and Placement Cell (TPC).

3. Easy to access.

4. Scalable and flexible to use.

5. Avoid fake Entry.

6. Only eligible students get chance.

7. Improve accuracy in result.

8. User friendly interface.

IV. PROPOSED SYSTEM:

The goal of this project is to create an online application for the college's Training and Placement Cell. All of the schedules and events are accessible to everyone once you open the user interface of this online application. The Placement officer is the administrator who has all the access of the placed students and the companies coming for the recruitment of students. Above other users like students, he receives the most priorities. The various tasks that an administrator performs include upgrading and approval. The numerous application forms can be viewed and approved by the administrator. This paper presents a detailed design system and implementation plan for such a portal, focusing on its features and technical aspects.

The placement officer may approve any modified information that the student submits. Also, the placement officer can develop a list of eligible students depending on the company's requirements. The system can also automatically email the qualified student. With the forum section, the

placement officer can communicate with the student. The firms and openings that have recently changed or been formed are all visible to the placement officer upon first login. If the placement officer has the necessary rights, they are able to collect data on all candidates. They can view the data that the student has submitted, such as personal information, academic information, a parent's mobile number, extracurricular activities, and other data. They post announcements, schedules, and events online so that everyone may see them. Via the portal, they can contact with the student or placement officer. Companies must register for the first time in order to supply information like as their Website, contact details, documents, open positions, CTC offered, and preferred location. Businesses can update their own contact details to help keep them up to date. All applicants for open positions are visible to employers, together with details about their availability, application deadline, cover letters, linked resumes, etc.
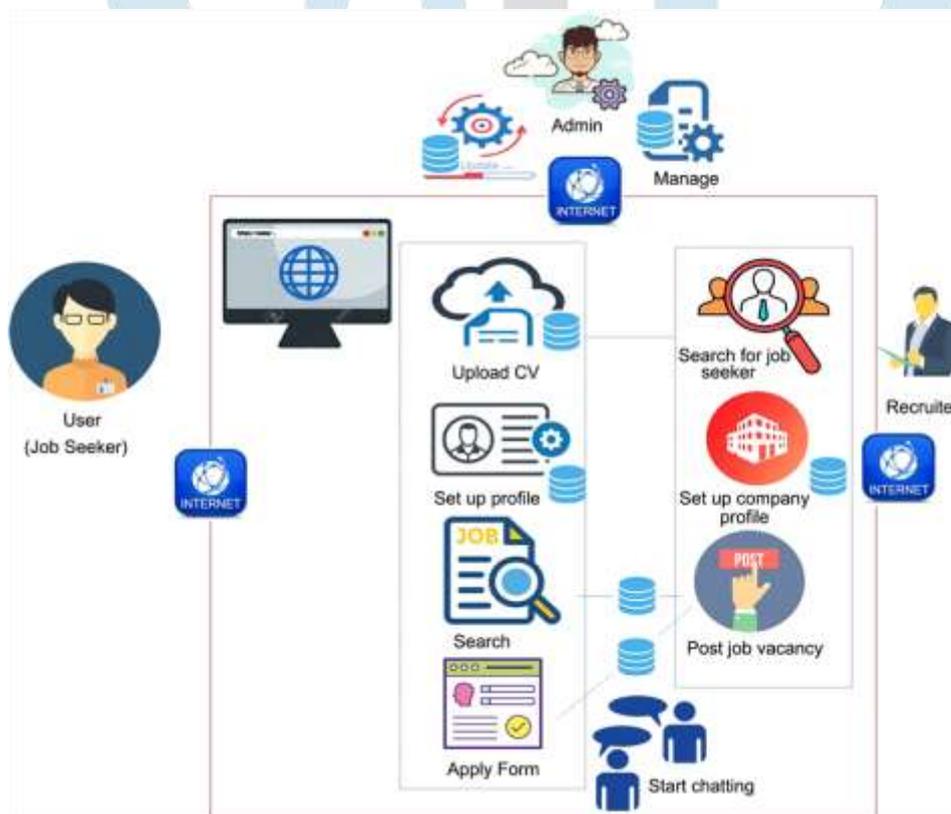
V. SYSTEM ARCHITECTURE:

Fig.1 represents the architecture or design of the campus recruitment process

The campus recruitment system is built on a multi-layered architecture that ensures efficient coordination among students, recruiters, and college administrators. The front-end layer provides a user-friendly interface accessible via web and mobile platforms, allowing users to register, update profiles, browse opportunities, and communicate seamlessly.

The core of the system lies in the application layer, which manages key functionalities such as job postings, candidate shortlisting, interview scheduling, and notifications. This layer also handles

authentication, user roles, and workflows specific to recruitment processes. The back-end layer, supported by robust databases, securely stores student records, academic details, employer data, and recruitment data. APIs and modular services facilitate integration with external tools like online test platforms and video interview services. The system is deployed on a cloud infrastructure to ensure high availability, scalability, and remote access. Security features like data encryption, role-based access control, and audit logging protect sensitive information. Load balancing and caching mechanisms improve performance under high user loads. Real-time alerts and communication modules keep users updated on key events and deadlines.

Overall, the architecture supports a smooth, transparent, and collaborative recruitment ecosystem for all stakeholders involved.

To enhance efficiency, the system incorporates modular components that support independent development and easy maintenance. A micro service-based design can be implemented to handle discrete functions such as resume parsing, candidate ranking, and employer analytics. Each module communicates through secure RESTful APIs, ensuring flexibility and interoperability.

A centralized admin panel gives college placement officers control over user access, job approval workflows, and analytics dashboards. Recruiters benefit from employer-specific dashboards where they can view applicant data, schedule interviews, and provide feedback. Students are provided with personalized feeds, application histories, and career resources. The system also includes an analytics engine that tracks key performance indicators like placement rates, student engagement, and employer response time. AI-based algorithms may be used for matching candidates with job profiles based on skills, academic performance, and preferences. The deployment pipeline is automated using DevOps practices, allowing for continuous integration and smooth updates. Backup and disaster recovery strategies ensure data integrity and minimal downtime. Compliance with data protection laws and institutional policies is built into the architecture, making the platform both reliable and secure for large-scale campus recruitment operations.

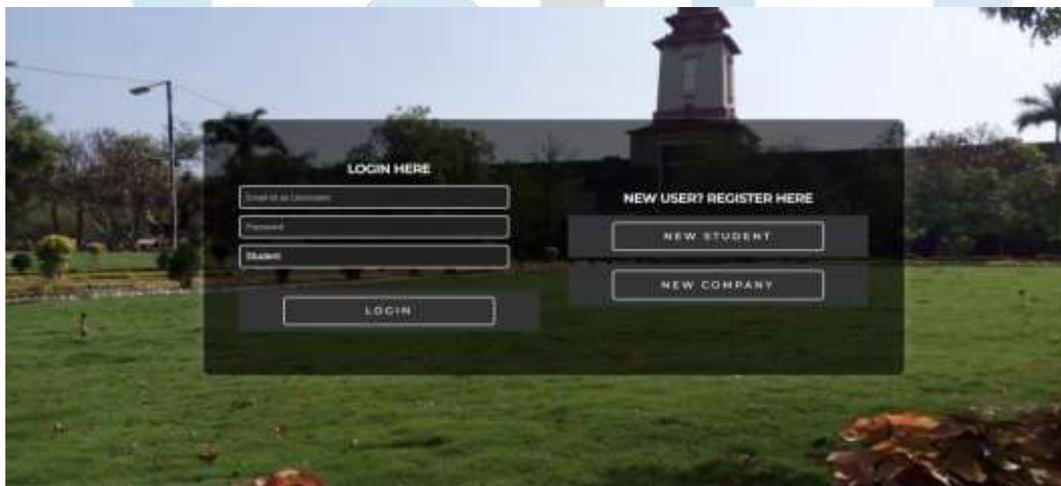## VI. RESULTS AND DISCUSSIONS:
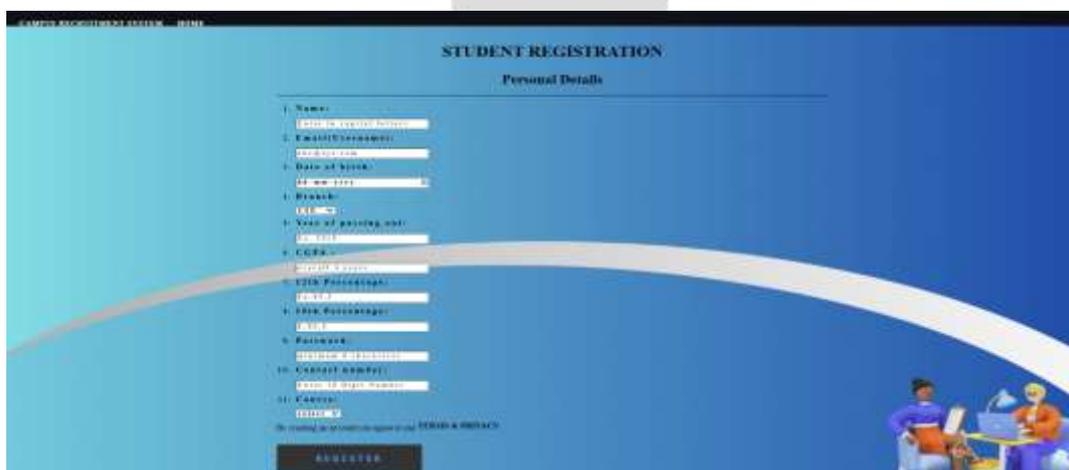

Fig 2: Home Page

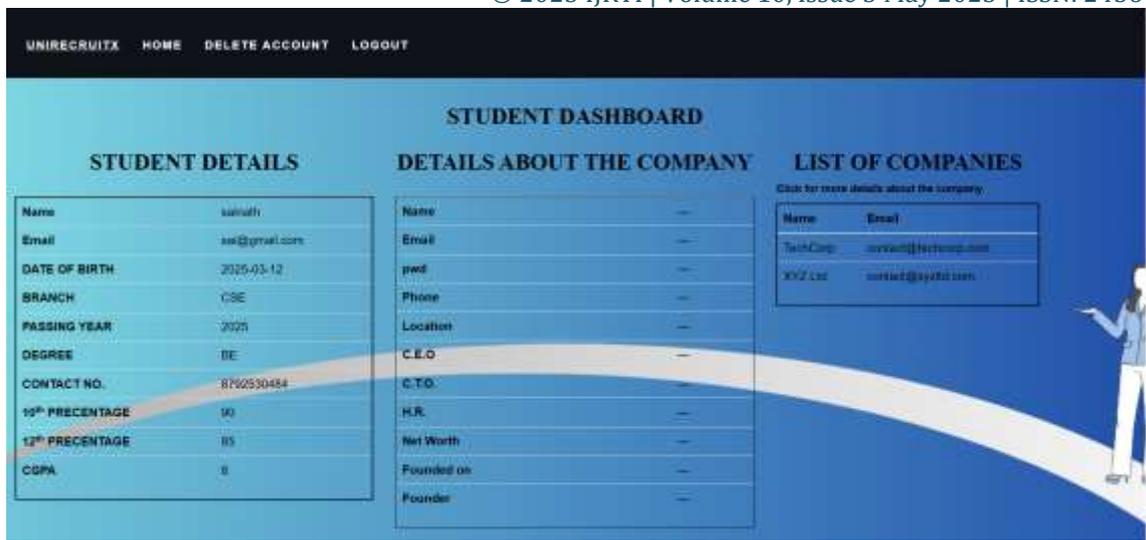Fig 3: Login and Register Page

Fig 4: Student Registration Page

Fig 5: Student Dashboard

Fig 6: Company Registration

Fig 7: Company Dashboard

VII. CONCLUSION:

Uni-RecruitX transforms the campus recruitment by bridging the gap between students, institutions, and employers through a smart, data-driven platform. It offers job openings, application management, interview scheduling and empowering students to navigate their career paths effectively. For recruiters Uni-RecruitX, provides a targeted approach to connect with top talents, streamlining the hiring process. As the job market evolves, such platforms will play a crucial role in career development, ensuring a smoother and more accessible recruitment experience for all stakeholders

ACKNOWLEDGMENT:

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