

Hire Hub Job Portal System: A Web-Based Recruitment Platform

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Abstract- The increasing demand for efficient recruitment systems, combined with the limitations of traditional hiring processes, highlights the need for a digital transformation in the recruitment industry. Conventional hiring methods such as manual resume screening, physical interviews, and offline job postings suffer from inefficiency, lack of transparency, and delayed communication. The Hire Hub Job Portal System introduces a modern web-based solution that connects job seekers and employers through a unified platform. The system provides features such as job search, automated application tracking, resume management, real-time communication, and intelligent job recommendations. The platform ensures improved accessibility, faster hiring processes, and enhanced user experience. By integrating modern web technologies, the system creates a scalable, secure, and efficient recruitment ecosystem for both candidates and organizations

Keywords— Job Portal, Recruitment System, Web Application, Automation, Application Tracking, Real-Time Communication

I. INTRODUCTION

Recruitment is an important process in every organization. In earlier times, companies used traditional methods such as newspaper advertisements, walk-in interviews, and paper resumes for hiring employees. These methods were slow, required more manual work, and were not always efficient.

With the growth of the internet, online job portals became a modern solution for recruitment. They made job searching and hiring easier. However, many existing job portal systems still have some problems, such as poor user experience, low automation, and weak communication between employers and job seekers.

The Hire Hub Job Portal System was developed to solve these issues. It provides a single online platform where job seekers can search and apply for jobs easily. At the same time, employers can post job vacancies and manage candidate applications in a better way.

This system reduces manual work, saves time, and improves the overall efficiency of the recruitment process.

II. LITERATURE SURVEY

Recent studies have emphasized the growing importance of digital recruitment systems in modern industries. Traditional hiring processes rely heavily on manual operations, such as resume screening, candidate shortlisting, and communication, which often lead to inefficiencies, delays, and increased operational costs.

limitations. Many platforms lack real-time communication features, making interactions between employers and job seekers slow and ineffective. Additionally, resume screening is often performed manually, which is both time-consuming and prone to human errors. Another major issue identified is the lack of personalized job matching, where candidates are not efficiently matched with suitable job opportunities based on their skills and preferences.

With technological advancements, modern recruitment systems are increasingly integrating intelligent solutions to overcome these challenges. Artificial Intelligence (AI) is used to provide job recommendations based on user behavior and profile data. Data analytics helps organizations make better decisions by analyzing candidate information and recruitment trends. Cloud-based platforms offer scalability, flexibility, and improved accessibility, enabling systems to efficiently handle large volumes of data.

Despite these technological advancements, several challenges remain. Issues such as data security, user privacy, system scalability, and trust management remain critical concerns for online recruitment platforms. Furthermore, many systems still suffer from poor application-tracking mechanisms and a lack of seamless communication between stakeholders.

Studies indicate that automated recruitment systems can significantly improve hiring efficiency by reducing manual intervention, minimizing errors, and enhancing the overall experience. Automation not only speeds up the recruitment process but also ensures better accuracy in candidate selection.

The proposed Hire Hub Job Portal System aims to address these limitations by integrating automation, real-time communication, and efficient data management. The system is designed to provide a secure, scalable, and user-friendly environment that enhances both recruiter and candidate experiences while improving the overall efficiency of the recruitment process.

Research on online job portals indicates that

- Many platforms lack real-time communication features
- Resume screening is often manual and time-consuming
- Job matching is not personalized
- Modern systems integrate advanced technologies such as
- Artificial Intelligence for job recommendations
- Data analytics for candidate screening
- Cloud-based platforms for scalability

III. METHODOLOGY

The Hire Hub Job Portal System was developed as a full-stack web application using modern web technologies to provide an efficient, scalable, and user-friendly recruitment platform. The system aims to automate the recruitment process and enhance interactions between job seekers and employers.

The development process follows a structured Software Development Life Cycle (SDLC), which includes requirement gathering, system design, implementation, testing, and deployment. This structured approach ensures that the system is reliable, maintainable, and capable of handling real-world recruitment scenarios.

1. Requirements Gathering

The requirement-gathering phase is focused on identifying the needs of all stakeholders involved in the Hire Hub Job Portal System. These requirements were collected by studying user expectations and analyzing existing recruitment systems. The main stakeholders in the system are job seekers, employers, and administrators. Job seekers need features that allow them to search for jobs, apply for positions, track the status of their applications, manage resumes, and communicate with employers. Employers need tools to post job vacancies, manage applications, shortlist candidates, and schedule interviews. Administrators are responsible for managing the overall system, verifying users, monitoring activities, and maintaining system integrity.

The system includes both functional and non-functional requirements. The functional requirements include secure user registration and authentication, advanced job search with filtering options such as location, skills, and category, efficient job application features, resume generation and upload functionality, and real-time communication between users. The non-functional requirements include high system performance and responsiveness, strong data security and privacy protection, scalability to support multiple users, a user-friendly interface, and reliable system availability.

2. Technology Stack

The Hire Hub Job Portal System was implemented using modern technologies to ensure good performance, scalability, and ease of development. For the frontend, React.js was used to create a dynamic and responsive user interface, while HTML and CSS were used for the basic structure and styling of the application. For the backend, Node.js was chosen as the runtime environment, and Express.js was used for API development and routing. MySQL was used as the database for storing and managing structured data efficiently. During development, Visual Studio Code was used as the coding environment, and GitHub was used for version control and collaboration.

These technologies were selected for specific reasons. React.js provides fast rendering and reusable components, making the user interface more efficient and interactive. Node.js supports efficient server-side processing and handles multiple requests effectively. MySQL offers reliable relational data storage and management.

GitHub helps in team collaboration and keeps track of project changes through version control.

3. System Design

The Hire Hub Job Portal System is designed using a three-tier architecture model. This model divides the system into separate layers, which helps in improving scalability, maintainability, and overall system performance. Each layer has its own responsibility and works together to provide a smooth and efficient experience for users.

The first layer is the Frontend Layer, also called the Presentation Layer. This layer is responsible for user interaction and interface design. It provides a user-friendly and intuitive interface that allows users to interact with the system easily. The frontend is designed to be responsive so that it can work properly on different devices such as desktops, tablets, and mobile phones. It also includes job browsing features, job application interfaces, and proper form handling with validations to ensure accurate user input.

The second layer is the Backend Layer, also known as the Application Layer. This layer manages the core logic of the system. It handles API development, request processing, and implementation of business logic. It is also responsible for authentication and authorization, which help in securing the system and controlling user access. In addition, this layer acts as a connection between the frontend and the database, ensuring smooth communication and proper data flow.

The third layer is the Database Layer, or Data Layer. This layer is responsible for storing and managing all the system data. It stores user information, job postings, and job application details. It also helps maintain data integrity and relationships between different types of data, which ensures that the information remains organized, consistent, and reliable.

4. Core Functionalities

The Hire Hub Job Portal System provides several core functionalities to support smooth and effective recruitment operations. It includes a secure user registration and login system that allows users to create accounts and access the platform safely. Employers can post new job vacancies and manage existing job listings easily through the job posting and management feature. Job seekers can search for jobs using different criteria such as category, location, or skills through the job search and filtering feature.

The system also includes an application tracking feature, which helps users check the status of their job applications. Another important functionality is the automatic resume generator, which allows users to create resumes dynamically in a simple and efficient way. In addition, the real-time chat system enables direct communication between job seekers and employers, making the recruitment process faster and more interactive.

IV. MODELING AND ANALYSIS

The modeling and analysis phase focuses on defining system behavior, identifying core components, and establishing the interaction flow

between users and the system. This phase ensures that the system is scalable, efficient, and capable of handling real-time recruitment processes.

1. Use Case Analysis

The Hire Hub Job Portal System supports multiple user roles, and each role interacts with the system to perform specific tasks. The main actors in the system are the Job Seeker, Employer, and Admin. Each of these users has different responsibilities and system functions based on their needs.

The Job Seeker uses the platform to search for and apply for jobs. The system allows job seekers to search for jobs using filters such as location, skills, and category. They can view job details, apply for jobs, track their application status, generate resumes automatically, and communicate with employers through the platform.

The Employer uses the system to manage recruitment activities. Employers can post and manage job listings, view and manage job applications, shortlist suitable candidates, schedule interviews, and communicate with job seekers. These features help employers handle the hiring process more efficiently.

The Admin is responsible for controlling and monitoring the overall system. The admin manages users and employers, approves company registrations, monitors job postings, and manages system settings. This role helps maintain system security, reliability, and smooth operation.

2. System Workflow and Data Flow

The Data Flow Diagram (DFD) represents the overall workflow and data movement within the Job Portal System. It illustrates how information flows between job seekers, employers, admin, and the system processes.

When a job seeker registers or logs into the system, their information is processed through the Authentication module and stored securely in the User database. After successful login, the job seeker searches for jobs using various filters such as job category, location, and skills. The search request is

processed by the Job Management Applications module, which retrieves relevant job data from the Job database and displays it to the user.

Once the job seeker selects a job and applies, the application details, including resume and personal information, are passed to the Apply Job process. This data is then stored in the Application database, which maintains records of all job applications. The system also updates the application status and sends notifications to both the job seeker and the employer.

On the employer side, companies log into the system and post job vacancies through the Job Posting process. These job details are stored in the Job database and made available for job seekers. Employers can view applications received for their job postings, shortlist candidates, and schedule interviews. The system ensures smooth communication between job seekers and employers through the Communication module.

The Admin monitors all system activities, including user management, company verification, and job postings. The admin ensures data integrity and system security by controlling access and validating information.

Additionally, the Notification module sends real-time updates such as job alerts, application status, and interview notifications. The Reporting module generates analytics and reports for employers and admin to support decision-making.

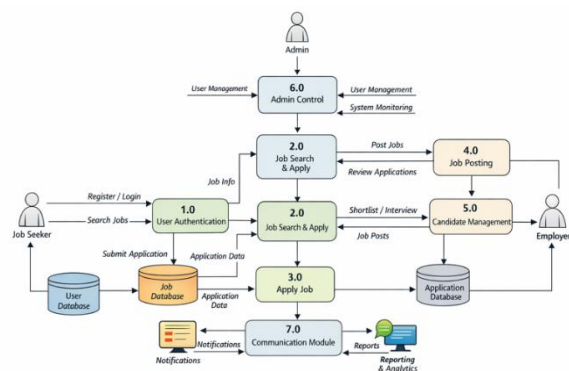


Fig. 1: Job Portal System - Data Flow Diagram

Finally, the system completes the workflow by ensuring proper interaction between all components, providing a seamless and efficient recruitment process from job search to candidate selection.

3. Database and Entity Modeling

The database and entity modeling defines how data is structured, stored, and managed in the Job Portal System. It helps in organizing system data efficiently and maintaining relationships between different entities.

The system uses a relational database model to store and manage data. The main entities in the system are User, Job, Application, and Company. Each entity represents a real-world object and contains specific attributes.

The User entity stores details of all users, including job seekers and employers. It includes attributes such as User ID, Name, Email, Password, and Role.

The Job entity contains information about job postings, such as Job ID, Job Title, Description, Salary, Location, and Company ID. This data is used to display job listings to users.

The Application entity maintains records of job applications submitted by job seekers. It includes Application ID, User ID, Job ID, Resume, and Application Status. This helps in tracking the hiring process.

The Company entity stores employer details such as Company ID, Company Name, Location, and Contact Information.

These entities are connected through relationships. A user can apply for multiple jobs, and a job can receive multiple applications, forming a one-to-many relationship. Similarly, one company can post multiple jobs.

The Entity Relationship Diagram (ERD) visually represents these entities and their relationships, ensuring proper database design and efficient data handling.

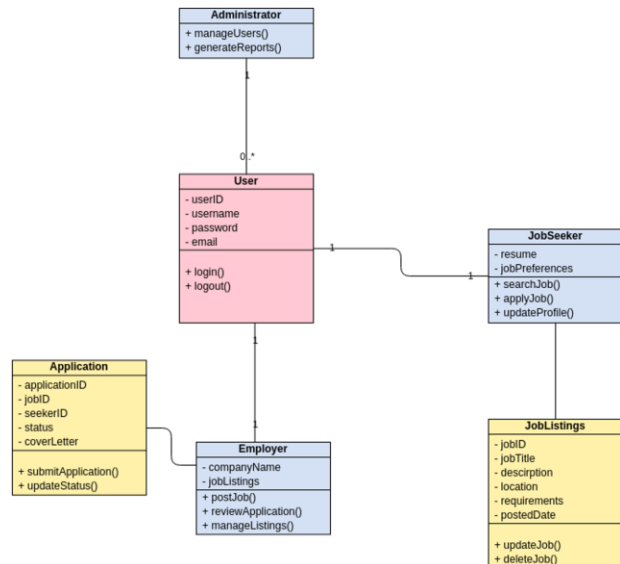


Fig. 2: Entity-Relationship Diagram (ERD)

System Architecture

The system architecture of the Hire Hub Job Portal System defines the overall structure and interaction between the different components of the system. It follows a three-tier architecture that ensures scalability, maintainability, and efficient data handling.

The architecture is divided into three main layers: presentation, application, and data.

The Presentation Layer (Frontend) is the user interface of the system, which was developed using modern web technologies such as HTML, CSS, JavaScript, and React.js. This layer allows users, including job seekers and employers, to interact with the system. It provides functionalities such as user registration, login, job searching, job posting, and application submissions.

The Application Layer (backend) is responsible for handling the business logic and processing user requests. It was developed using Node.js and Express.js. This layer manages authentication, job management, application processing, communication, and notification. It acts as a bridge between the front end and database by handling API requests and responses.

The Data Layer (Database) is responsible for storing and managing all system data. A MySQL database was used to store information such as user details, job postings, applications, and company data. This layer ensures data integrity, security, and efficient information retrieval.

The interaction between these layers occurs through well-defined application programming interfaces (APIs). When a user performs an action on the frontend, the request is sent to the backend server, which processes the request and interacts with the databases. The processed data were then returned to the front end and displayed to the user.

This layered architecture improves the system performance, enhances security, and allows easy scalability. It also ensures the separation of concerns, making the system easier to maintain and upgrade.

V. RESULTS

The implementation of the hire Hub Job Portal System has demonstrated significant improvements in the recruitment process by automating traditional manual operations. The system was successfully developed and tested using modern web technologies, ensuring its reliability, scalability, and user-friendly interaction.

The results indicate that job seekers can efficiently search for relevant job opportunities based on various filters, such as location, skills, and job category. The application process has been simplified, allowing users to apply for jobs quickly and to track their application status in real time. This reduces the time and effort required compared with traditional methods.

From the employer's perspective, the system enables efficient job posting and candidate management. Employers can easily access applications, review candidate profiles, shortlist suitable applicants, and communicate with them through the platform. This improves decision-making and reduces the delay in hiring

The admin module ensures smooth system operation by managing users, verifying the companies, and monitoring activities. This enhances data security and maintains system integrity.

Performance testing showed that the system handled multiple users simultaneously without significant delays. The database efficiently stores and retrieves data, ensuring rapid response times. The integration of notification features improves communication between job seekers and their employers.

Overall, the Job Portal System provides a reliable, efficient, and scalable solution for modern recruitment needs. It reduces the manual workload, improves transparency, and enhances the user experience for all stakeholders.

VI. PROJECT SCREENSHOTS

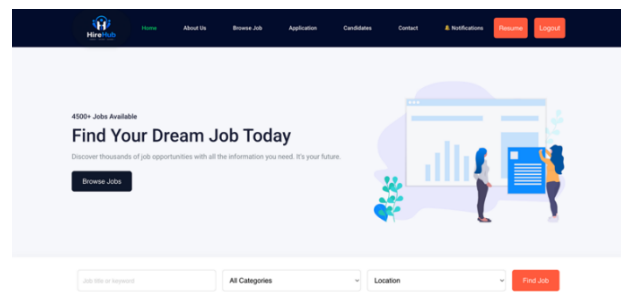


Fig. 3: User Home Page

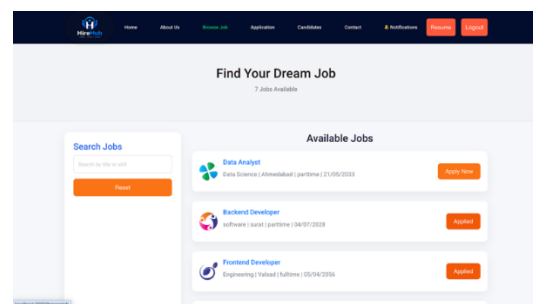


Fig 4: Browse job

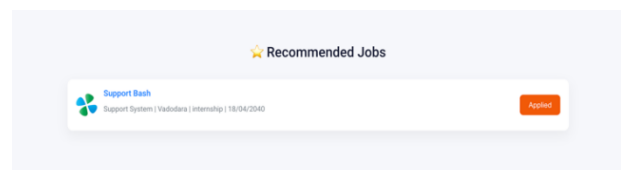


Fig 5: Recommend Job

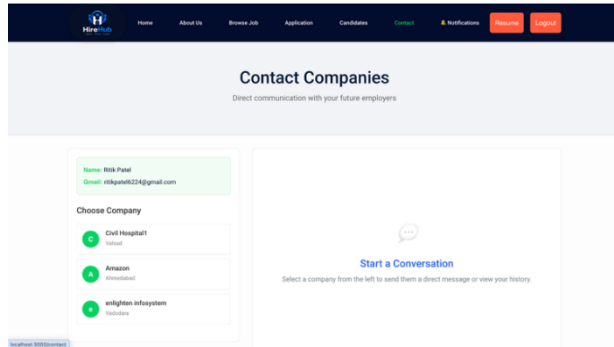


Fig 6: Contact Company

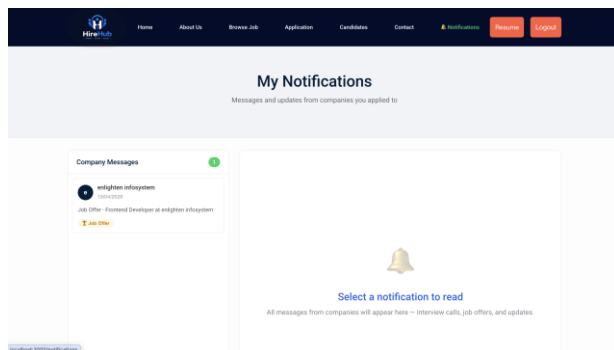


Fig 7: My Notification

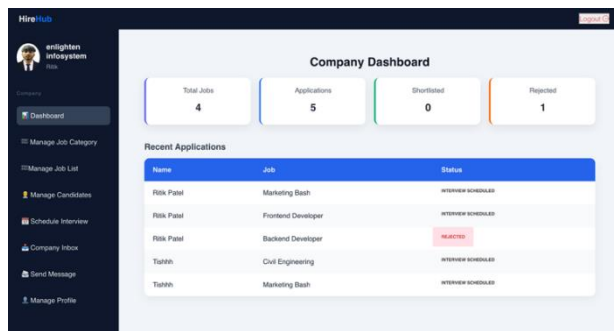


Fig 8: Company Dashboard

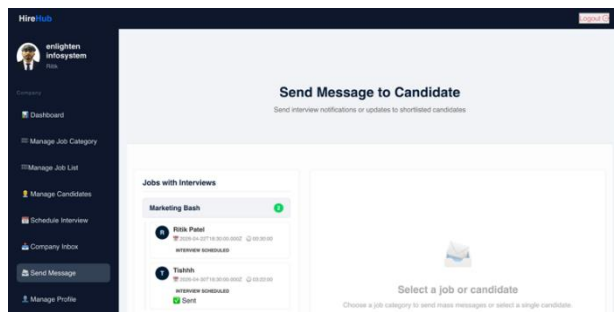


Fig 9: Send Message To Candidate

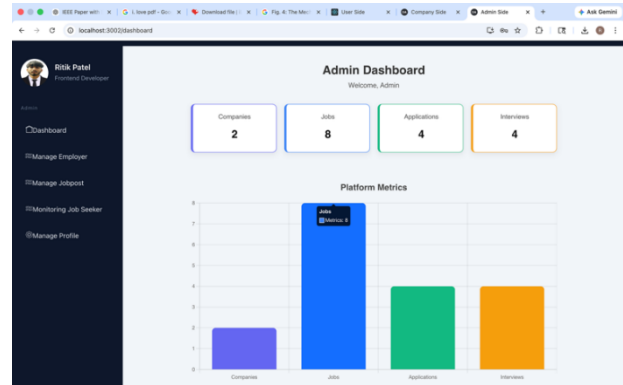


Fig. 10: Admin Dashboard

Future Works.

Although the Hire Hub Job Portal System provides an efficient solution for modern recruitment processes, there are several areas where the system can be further enhanced to improve its functionality, performance, and user experience.

One of the major future improvements is the integration of Artificial Intelligence (AI) for job recommendations. By analyzing user profiles, skills, and past applications, the system can suggest relevant job opportunities to candidates and suitable candidates to employers.

Another enhancement is the development of a mobile application, which will allow users to access the platform anytime and anywhere, thereby increasing accessibility and convenience.

The system can also be upgraded by incorporating video interviews and scheduling features, enabling employers to conduct interviews directly through the platform. This will reduce the need for third-party tools and streamline the recruitment processes.

Additionally, implementing an advanced analytics dashboard will help employers analyze hiring trends, candidate performance, and recruitment efficiency. This will support better decision making.

Security can be further improved by integrating multi-factor authentication (MFA) and advanced data encryption techniques to protect user information.

The system can also support multi-language functionality, making it accessible to a wider audience and improving the user experience across different regions.

Finally, integrating cloud-based deployment and scalability features will ensure that the system can efficiently handle a large number of users and data

VII. CONCLUSION

The Hire Hub Job Portal System presented in this study provides an effective and scalable solution for modern recruitment challenges. By replacing traditional manual hiring processes with a web-based automated system, the platform significantly improves efficiency, transparency, and accessibility for job seekers and employers.

The system successfully integrates key functionalities, such as job searching, job posting, application tracking, and communication, within a unified platform. It reduces the time and effort required for recruitment while ensuring accurate data management and real-time interactions between users.

From a technical perspective, the use of modern technologies such as React.js, Node.js, Express.js and MySQL ensures high performance, scalability and reliability. The three-tier architecture enhances system organization and maintainability.

The results demonstrate that the system improves the user experience, streamlines recruitment processes, and supports better decision-making for employers. It also provides a flexible foundation for future enhancements, such as AI integration and mobile application support.

In conclusion, the Job Portal System serves as a comprehensive and efficient recruitment platform that meets the needs of today's digital environment and has the potential to evolve into a more advanced and intelligent system.

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