"Quick Hire"

Gokhale Education Society's

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1.Abstract: In many places around the world, there are a lot of people who don't have jobs or have jobs that don't pay enough. This is a big problem, especially for groups of people who are often left out, like minorities or people looking for basic jobs. To help with this big problem, we suggest making a new app called the Quick Hire. This app would help all kinds of people find work, whether they're looking for a job that needs special skills or just a basic job. This research paper aims to thoroughly examine and analyze existing recruitment systems, focusing on their features, functionalities, benefits and challenges. The study also looks into how future versions of these systems, like Quick Hire could improve. This includes emerging technologies and evolving employee's needs.

Keywords: Resume, Requirement, Unemployment, Hiring, Jobs, Application.

2. Introduction: Many people are facing unemployment issues today. One reason for this is the advancement of new technologies. The main cause of unemployment is the lack of information about job openings available to the citizens. Local job opportunities are usually advertised in traditional ways like flyers and newspapers, making it difficult for job seekers to find them. Digitizing the job search process could help solve this issue. When employers need to find an additional worker on short notice, it can be challenging to locate a suitable candidate quickly. It may take some time to identify and recruit the right person for the job. The app aims to make it easier for people to find part-time or temporary jobs in their local area. An Hourly Recruitment Application serves as a versatile platform, fostering collaboration between clients and freelancers globally. It seamlessly connects individuals and companies seeking both professional and non-professional labour for projects spanning various durations, whether short-term endeavours or long-term undertakings. Using the platform, clients can explain what they need for their project. They say what skills they want and when they want the work done. Then, freelancers can offer to do the job and say how long they think it will take. This helps everyone talk openly and agree on the job details. It helps users connect with job opportunities and allows them to apply for jobs easily. This app is designed to be user-friendly and accessible to a wide range of people. It aims to bridge the gap between job seekers and employers by providing a platform for communication. Overall, the app aims to improve the job search experience for both job seekers and employers.

4. Problem Statement: Today, it's hard for people who need part-time jobs, like students or retirees, to find work. Even though there are lots of websites to find jobs, most of them focus on full-time jobs. This makes it tough for people who can only work a few hours or need flexible schedules. As a result, people who really need jobs and can only work part-time struggle to find ones that match their skills and when they're available to work. Many economically disadvantaged individuals lack

formal qualifications or experience, making it challenging for them to compete for professional roles. There is a need for a recruitment solution that caters to both skilled and unskilled workers. Employers who need people to work part-time or hourly jobs have a hard time finding the right candidates. Even though there's a need for flexible workers in many industries, like temporary jobs or when extra help experience is needed, employers run into problems that slow down hiring and make it hard to manage their workforce effectively. Therefore, there is a need to identify and address these challenges through the implementation of an effective Quick Hire.

5.Objectives: The objective of this research paper is to explore the effectiveness, usability, and impact of an hourly recruitment application designed to connect job seekers with part-time or hourly employment opportunities. this research paper aims to contribute to the advancement of knowledge and practice in the field of hourly recruitment, providing insights and recommendations for the development of innovative solutions to address the evolving needs of job seekers and employers in today's dynamic labour market.

6.Scope:

- The hourly recruitment system will cater specifically to part-time or temporary job positions.
- It will include a comprehensive database of job listings for various industries and sectors.
- The system will allow job seekers to create profiles, upload resumes, and apply for positions directly through the platform.
- Employers will have access to a user-friendly interface for posting job listings, managing applicants, and communicating with potential hires.
- Features such as filtering options, notifications, and analytics will be included to enhance the recruitment process.
- The system will prioritize efficiency, effectiveness, and user satisfaction to streamline the hourly recruitment.

7.Limitations of system:

- The system may face limitations in terms of geographical coverage, initially focusing on specific regions or cities.

- It may not accommodate all industries or sectors, potentially excluding niche markets or specialized job roles.
- While efforts will be made to ensure accurate and up-to-date job listings, there may be occasional discrepancies or outdated information.
- The platform's effectiveness may depend on the availability and participation of both job seekers and employers within the system.
- Technical constraints or system errors could impact the functionality and reliability of the hourly recruitment system.
- The scope of support for users, such as customer service or troubleshooting assistance, may be limited based on available resources.

8.Limitations of existing system:

- Time-consuming: Traditional recruitment processes involving manual methods such as paper-based applications, phone screenings, and in-person interviews are often time-consuming for both employers and job seekers.
- Limited reach: Manual recruitment methods may have a limited reach, as job postings are typically restricted to physical locations such as bulletin boards, newspapers, or local advertising channels.
- Lack of organization: Manual recruitment systems can lack organization, leading to difficulties in tracking applicants, managing resumes, and coordinating communication between employers and candidates.
- Human error: Manual recruitment processes are susceptible to human error, including data entry mistakes, miscommunication, and bias in candidate selection.
- Costly: Manual recruitment methods can be costly in terms of advertising expenses, administrative overhead, and time spent by HR personnel on repetitive tasks.
- Inefficient screening: Screening and shortlisting candidates manually can be inefficient and subjective, leading to missed opportunities or poor hiring decisions.
- Limited scalability: Manual recruitment systems may struggle to scale effectively, particularly in high-volume hiring situations or during periods of rapid growth for an organization.

- Compliance risks: Manual recruitment processes may pose compliance risks related to data privacy, equal employment opportunity laws, and other regulatory requirements.
- Lack of analytics: Manual recruitment systems often lack robust analytics capabilities, making it difficult for employers to track recruitment metrics, evaluate the effectiveness of their hiring processes, and make data-driven decisions.
- Difficulty in candidate experience: Manual recruitment systems may provide a subpar candidate experience, with slow response times, lack of transparency, and cumbersome application processes deterring qualified candidates from applying.

- and job seekers through messaging or chat features and call.
- Job Alerts: Users can set up job alerts to receive notifications about new hourly job postings that match their preferences.
- Application Tracking: Job seekers can track the status of their job applications and receive updates on their progress.

9.Features of system:

- User Registration/Login: Allow users to create an account or log in using their credentials.
- Job Postings: Employers can post hourly job vacancies with details such as job title, description, location.
- Job Search: Job seekers can search for hourly job opportunities based on criteria such as job title, location, and pay rate.
- Application Submission: Job seekers can apply for hourly jobs by submitting their resumes and cover letters.
- Profile Management: Users can update their profiles with relevant information such as work experience, skills, and availability.
- Communication: Enable communication between employers

- Ratings and Reviews: Allow users to rate and review employers or job seekers based on their experience.
- Admin Panel: Provide an admin panel for managing user accounts, job postings, applications, and other aspects of the platform.
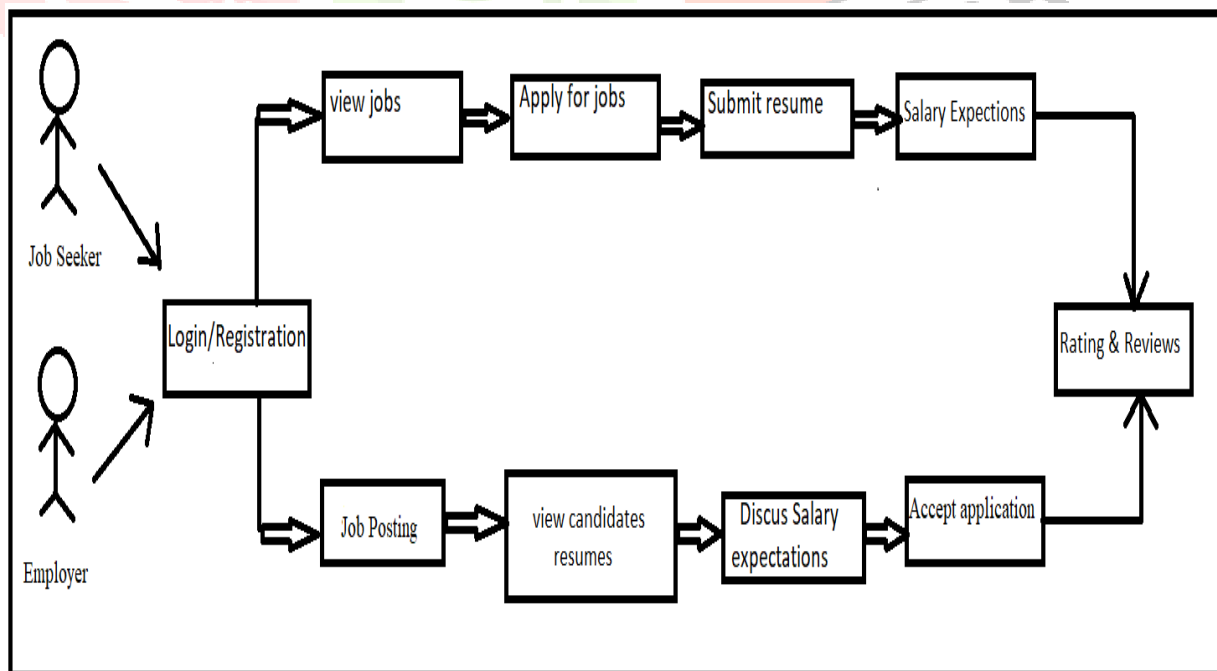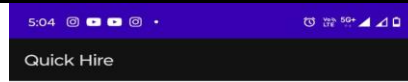
10.Architecture Diagram:

Fig.1 Proposed system of "Quick Hire"

Results:

Fig 2.1 Flash Screen

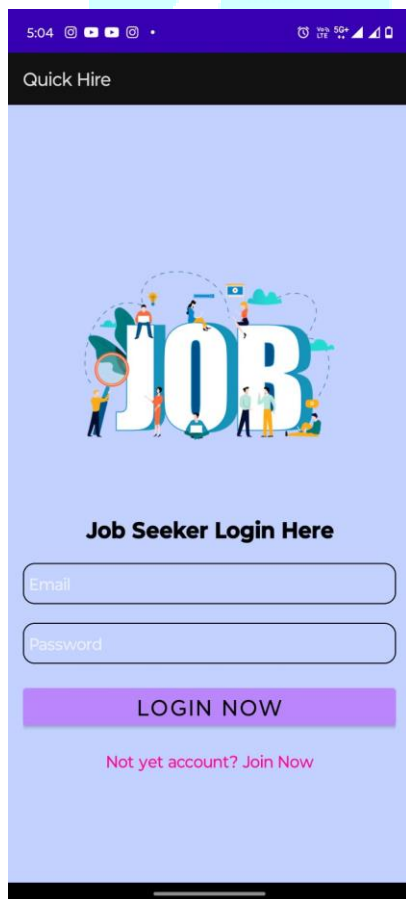**Fig 2.2 Main Screen**

Fig 2.3 Job Seeker login Screen

Fig 2.4 Employer Login Screen
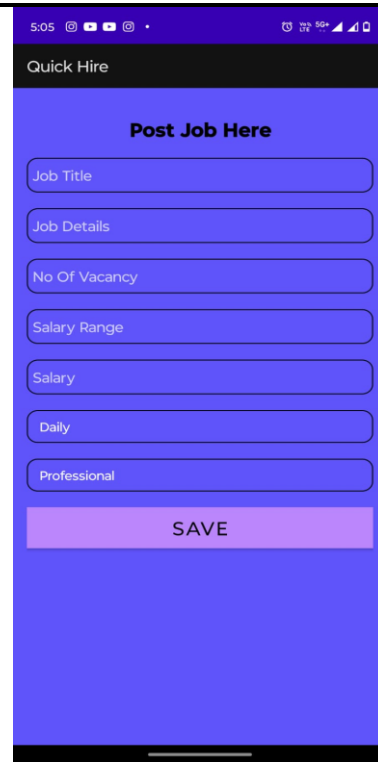
Fig 2.5 Job Posting Screen
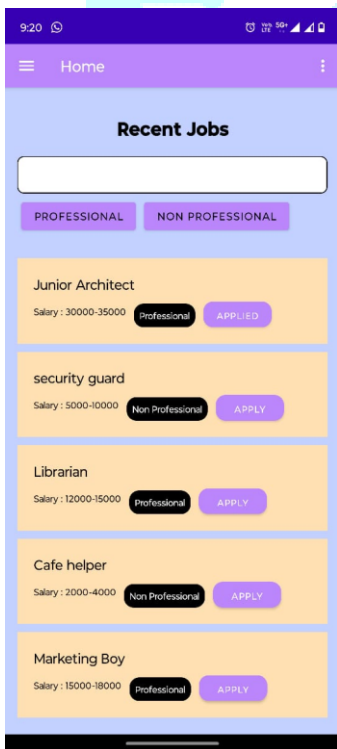

Fig 2.6 Job Detail Screen
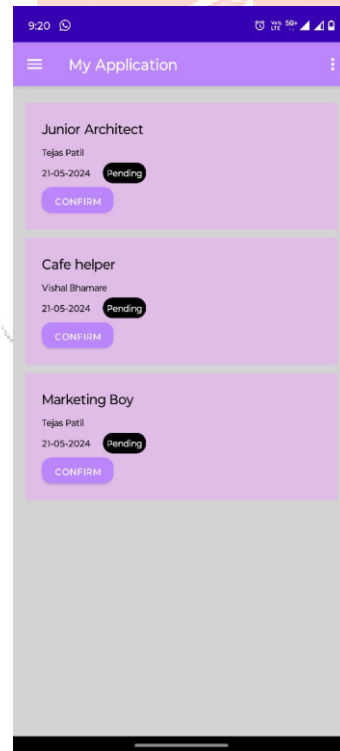

Fig 2.7 Job list Screen

Fig 2.8 My application list

Future scope:

Future we are going to improve map guidance from work location to customer location with this android app. The current system can be extended to allow customer to save their favourite employee on Wishlist. Customer can pay workers through this app. In the future, we could add a resume builder. It would give training to employees and open up opportunities for full-time jobs.

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