



## Crowd Sourcing and Applicant Assessment System

### Project Context

People need to keep up with the latest technical advancements in order to compete in this highly technologically advanced environment. Technology is used by large businesses and organizations as one of their strategic operations. Companies use technology for effective outcomes and results in all aspects of planning, marketing, and applicant recruitment. Job searchers typically look for job openings and vacancies on their own or through agencies, which requires considerable time and effort. Without a centralized platform, employers will also struggle to make information regarding job openings and deal with applicants. In this study, the researchers create a platform where businesses may post job openings and look for talent. "Crowd sourcing and Applicant Assessment System" is a study where both employers and employees can profit equally. Along with giving employers the chance to post job openings online, this system also benefits employers by saving time by automating the screening of applicants, allowing them to avoid interviewing unqualified candidates. Additionally, because the system can track user records, it will boost both employer and employee confidence and credibility. The system will digitally transform job seeking and employment systems.

As more people look for work, the competition for jobs has grown fierce. In the past, job applicants would either conduct their own searches for positions or rely on recruitment agencies to do so. Additionally, companies would evaluate candidates themselves, which took a lot of time and effort. If the activity is done manually, businesses that urgently needed to locate jobbers for the position may experience delays. The ability of employers to accommodate job candidates without a centralized platform will also be an issue. This approach of looking for work and finding employment became obsolete with the development of technology.

### What is a Crowd Sourcing?

A software program called a "crowd sourcing application" aid in connecting people with related interests. Finding new business prospects and identifying potential clients are both assisted. It also promotes the formation of a group of like-minded individuals who may exchange knowledge and ideas. The main characteristics of a crowdsourcing application are as follows:

1. **Social media integration:** A crowd sourcing application is designed to be integrated with social media platforms. This allows people to share their ideas and feedback with a wider audience.
2. **Community engagement:** A crowd sourcing application encourages community engagement. It provides tools for users to vote on ideas, comment on proposals, and share their experiences. This helps to create a sense of collaboration and ownership.
3. **Participation rewards:** A crowd sourcing application rewards users for their participation. This encourages them to share their ideas and feedback. It also motivates them to participate in future projects.
4. **Automatic proposal creation:** A crowd sourcing application automatically creates proposals based on user input. This makes it easy for people to find new business opportunities.

Applications for crowdsourcing are a useful resource for bringing together people with related interests. They aid in locating new business prospects and identifying possible clients. They also promote incentives for participation and involvement in the community. Applications for crowdsourcing are a terrific approach to engage with a larger audience and improve your chances of success because of these aspects.



Crowd sourcing is a process where a company or organization solicits input from a large group of people, usually via the Internet. The crowd sourcing process can be used for a variety of purposes, including problem solving and decision making.

Crowd sourced decision-making can also take many other forms. One typical method is to ask for opinions before a product or service is made available to the general public. This gives businesses the chance to hear from a sizable audience about how they might have improved the good or service. Additionally, it can be used to identify which features are most in demand by customers and which ones ought to be added in upcoming iterations of a product.

## Objectives of the Study

General Objective - In order to facilitate, streamline, and integrate job seeking and employment transactions, researchers generally plan to design, develop, and deploy a "Crowd Sourcing and Applicant Assessment System."

The researchers specifically aim to achieve the following goals:

1. To provide a common hub for employers and job seekers.
2. To make it simple and convenient for job searchers to search for openings and opportunities.
3. To enable firms to post job openings online.
4. To do away with the requirement of a physical job application.
5. In order to assess the system's usability, functionality, productivity, quality, and dependability.

## Significance of the Study

The success of the study is deemed beneficial to the following groups or individuals:

**Employers.** If this study is successful, employers will benefit immensely because it will make their jobs lot simpler. When necessary, they can update and post information about open positions. A multitude of criteria can be used by employers to sort through resumes. They also provide evaluations to applicants in a convenient and fast manner; they do not need to meet personally to do so because they can quickly determine whether or not the applicant is qualified for the post being offered. They are equally capable of efficiently and precisely receiving the records.

**Job applicants.** They will have a platform to quickly look for work thanks to this. They are free to submit and update their résumé whenever they like. Job searchers would be able to get employment quickly using this strategy. Giving them saves time and work, and after taking the evaluation, they will know if they are qualified or not.

**Researchers.** Their abilities and understanding in creating effective initiatives would be further enhanced by the project.

**Future Researchers.** Their version of the System will be developed using the study as a reference.

## Features of the System

- **Dashboard.** the most important information that the administrator can see and manage is displayed
- **Company.** shows the various companies that offer every type of position so that applicants can see the information about that particular position or the companies that offer the positions.

- **Category.** The administrator can control the system's job category data using this form. Information about job categories can be added, altered, updated, or removed by the admin.
- **Job.** This form presents a table with the list of jobs in the system, along with the job descriptions.
- **Job exams.** Depending on the employment they are seeking, each applicant will have a different examination to complete.
- **Examinations.** This will show the evaluation that candidates must pass in order for employers to determine whether they are qualified or not.
- **Application.** If the applicant is eligible, this module will display the application; they must complete out the application form.
- **Employees.** This module displayed a list of a specific company's employees.
- **Reports.** The reports that this module produces cover every transaction that took place within the system.

## Screenshots

**Exam Preview: For Hiring IT Specialist**

**Summaries**  
 Take Questions: 5, Description: IT personal Exam, Time to complete: 100min

**QA list**  
 Add More Questions

1. **Question:** In a computer system, what is meant by one of the following unit flow?  
 A. Flow and Map  
 B. Object-oriented  
 C. Flow control  
 D. Object-oriented  
 Answer: C  
 Date:

2. **Question:** In a computer system, what is meant by one of the following unit flow?  
 A. Direct and  
 B. Indirect and  
 C. Data control  
 D. Input or Output to the flow  
 Answer: C  
 Date:

3. **Question:** In a computer system, what is meant by one of the following unit flow?  
 A. Direct and of the control  
 B. Control  
 C. Output from the specification  
 D. Input to the specification  
 Answer: C  
 Date:

4. **Question:** In a computer system, what is meant by one of the following unit flow?  
 A. To make current systems more efficient  
 B. All of the answers are correct  
 C. To not the pathway for data  
 D. To improve current systems  
 Answer: C  
 Date:

5. **Question:** In a computer system, what is meant by one of the following unit flow?  
 A. To make current systems more efficient  
 B. All of the answers are correct  
 C. To not the pathway for data  
 D. To improve current systems  
 Answer: C  
 Date:

**Job Application**

Application	Job Info
Date Applied: 2021-04-11	Company: [REDACTED]
Status: pending	Title: FOR DEMONSTRATION
Resume: [REDACTED]	Job: SOFTWARE DEV FOR LINUX
<b>Pitch</b>	Position: FOR DEVOPS
FOR DEMO TANG KAHN AND KID PLEASE ADDRESS HAS OF ADOPTING ADOP GARDENER BUDH FOR ADDP LAGORFFYHSHOF JASOR ADDP SMO PMS	Salary: 120.01
	Salary Type: per hour

**Actions**  
 Reschedule appointment  
[Get new schedule](#)

**Add your new Employee**  
 Set Applicant as employed

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**Appointment for Ryan Biong**

**Appointment Details**

Subject	APPOINTMENT SCHEDULE
Date	2021-08-12
Time	10:04:00
Status	Pending

You have an scheduled appointment for:

- Company: Sykes PH
- Job Position: FRT DEMONSTRATION
- Wen: 2021-08-12 10:04
- Job Position: FRT DEMONSTRATION
- Wen: 2021-08-12 10:04

Message: Please DEMONSTRATION PURPOSE

**Applicant Info**

**Personal**

Name	Ryan Biong
Gender	Male
Birthday	1998-03-01

**Contact**

Phone	8900188889
Email	80229746000
Address	28 Apple St, Davao Eastern City

**Work Experience**

Field	
Project	TEST 2
Role	TEST 2
Time	30

**SYKES** Sykes PH, BPO

ONLINE RECRUITMENT ASSESSMENT

**Misha Lander**

Progress: 80% completed

**Assessment Results**

- Test 1: 80% (10/10)
- Test 2: 80% (10/10)
- Test 3: 80% (10/10)
- Test 4: 80% (10/10)
- Test 5: 80% (10/10)
- Test 6: 80% (10/10)
- Test 7: 80% (10/10)
- Test 8: 80% (10/10)
- Test 9: 80% (10/10)
- Test 10: 80% (10/10)

**Education**

- Highest Education: College Degree
- Year: 2020
- School: (B)EDUCATION
- Status: (B)EDUCATION

**Skills**

- Category: Sample category New Graduate
- Year: 2020
- Category: Software development 2
- Year: 2020
- Category: Call Center Agent
- Year: 2020

**Job Description**

Job Title: (B)EDUCATION

## Conclusion

This study was done to evaluate how job seekers and employers now search for and post job openings and vacancies, respectively. The initial analysis suggests that job seekers and candidates still utilize the manual technique, which requires them to spend a lot of time and effort looking for job openings and responding to assessments. Employers encounter problems in promoting their openings, which delays the process of filling the positions. The traditional approach is not the best. The researchers created a system as a result, and they presented it to the respondents and intended end users.

The study's findings demonstrated that the created system satisfied the needs and specifications of the respondents and system's intended users. In terms of user acceptability, functionality, productivity, quality, and reliability, the respondents gave the system satisfactory ratings. The solution streamlines employment and job-seeking processes in an effective and trustworthy manner.

## Recommendations



The installation of the system is strongly advised by the researchers based on the study's major findings. The system should be used by employers and job hopefuls, according to the researchers. To electronically streamline the process of responding to assessments and posting job updates and openings, the system is advised. The researchers stress the need of being sufficiently knowledgeable about how to operate the system.

The researchers made the following particular recommendations:

1. Employers can think about utilizing the system to quickly and easily publicize their job offers directly to prospective applicants.
2. It is highly advised that the system be put into place because it will make finding work and being hired simple, quick, convenient, and effective.

### Summary

Every other day, more people are looking for work, which makes it difficult for companies to find qualified candidates because selection and recruitment processes were traditionally manual in nature. It is strongly advised to use the "Crowd Sourcing and Applicant Assessment System" because it will simplify interactions between job applicants and companies. Along with giving employers the chance to post job openings online, this system also benefits employers by saving time by automating the screening of applicants, allowing them to avoid interviewing unqualified candidates. Additionally, because the system can track user records, it will boost both employer and employee confidence and credibility. The system will digitally revolutionize employment and job search processes. At first, the system replaces the manual procedure and makes all transactions, including posting jobs and responding to assessments, simpler and more automatically. The study's findings demonstrated that the created system satisfied the needs and specifications of the respondents and system's intended users. In terms of user acceptability, functionality, productivity, quality, and reliability, the respondents gave the system satisfactory ratings. The system is a dependable and effective way to organize employment and job-seeking processes. The system itself offers a variety of built-in features that can undoubtedly be helpful to users. Features such as Dashboard, Category, Company, Job, Job Exams, Examinations, Application, Employers module and Reports are exist in the system.